

# USM - University of Maryland Baltimore County

## MISSION

University of Maryland Baltimore County (UMBC) is a dynamic public research university integrating teaching, research, and service to benefit the citizens of Maryland. As an Honors University, the campus offers academically talented students a strong undergraduate liberal arts foundation that prepares them for graduate and professional study, entry into the workforce, and community service and leadership. UMBC emphasizes science, engineering, information technology, human services, and public policy at the graduate level. UMBC contributes to the economic development of the State and the region through entrepreneurial initiatives, workforce training, K-16 partnerships, and technology commercialization in collaboration with public agencies and the corporate community. UMBC is dedicated to cultural and ethnic diversity, social responsibility, and lifelong learning.

## VISION

Our UMBC community redefines excellence in higher education through an inclusive culture that connects innovative teaching and learning, research across disciplines, and civic engagement. We will advance knowledge, economic prosperity, and social justice by welcoming and inspiring inquisitive minds from all backgrounds.

## KEY GOALS, OBJECTIVES, AND PERFORMANCE MEASURES

### Goal 1. Prepare students for work and/or graduate/professional school.

- Obj. 1.1** Increase the employment rate of UMBC graduates six months from graduation from 61 percent in fiscal year 2020 to 70 percent in fiscal year 2025.
- Obj. 1.2** Increase the percentage of bachelor's degree recipients satisfied with the preparation for employment from 75 percent in reporting year 2022 to 80 percent in Survey Year 2025.
- Obj. 1.3** Maintain the percent of bachelor's degree recipients enrolled or planning to enroll in graduate/professional school six months following graduation at 25 percent or higher.
- Obj. 1.4** Maintain the percentage of bachelor's degree recipients satisfied with the preparation for graduate/professional school at 85 percent or higher.

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**Obj. 1.5** Increase the percent of UMBC's bachelor's degree recipients employed and/or enrolled or planning to enroll in graduate/professional school within six months of graduation from 87 percent in fiscal year 2020 to 90 percent in fiscal year 2025.

<b>Performance Measures (Triennial Measures)</b>	<b>2019 Act.</b>	<b>2020 Act.</b>	<b>2021 Act.</b>	<b>2022 Act.</b>	<b>2023 Act.</b>	<b>2024 Est.</b>	<b>2025 Est.</b>
Employment rate (full or part-time) of bachelor's degree recipients within 6 months of graduation	65.3%	68.6%	61.3%	65.4%	65.8%	67.0%	69.0%
Percent of bachelor's degree recipients satisfied with education received for employment	N/A	N/A	N/A	74.6%	74.6%	75.0%	75.0%
Percent of bachelor's degree recipients enrolled or planning to enroll in graduate/professional school within six months of graduation	18.2%	19.3%	25.6%	23.2%	24.7%	25.0%	25.0%
Percent of African-American bachelor's degree recipients enrolled or planning to enroll in graduate/professional school within six months of graduation	23.7%	23.9%	31.4%	30.8%	26.6%	25.0%	25.0%
Percent of bachelor's degree recipients satisfied with education received for graduate/professional school	N/A	N/A	N/A	84.5%	81.9%	85.0%	85.0%
Percent of bachelor's degree recipients employed and/or enrolled or planning to enroll in graduate/professional school within six months of graduation	79.9%	87.8%	86.9%	88.6%	90.5%	90.0%	90.0%
Percent of African-American bachelor's degree recipients employed and/or enrolled or planning to enroll in graduate/professional school within six months of graduation	83.5%	88.6%	87.3%	91.9%	93.0%	90.0%	90.0%

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## Goal 2. Increase the estimated number of UMBC graduates in key State workforce areas.

- Obj. 2.1** Increase the number of students completing teacher training at UMBC and available to be hired by Maryland public schools from 53 in fiscal year 2020 to 75 in fiscal year 2025.
- Obj. 2.2** Increase the estimated number of UMBC bachelor's degree recipients in science, technology, engineering, mathematics (STEM) fields - areas that are key to success in the knowledge economy for the State of Maryland - from 1,450 in fiscal year 2020 to 1,500 in fiscal year 2025.

Performance Measures	2019 Act.	2020 Act.	2021 Act.	2022 Act.	2023 Act.	2024 Est.	2025 Est.
Number of undergraduates in teacher training programs	115	104	98	65	82	63	52
Number of post-bachelor's students in teacher training programs	108	157	181	144	120	114	99
Number of undergraduates completing teacher training program	26	23	29	25	26	27	28
Number of post-bachelor's students completing teacher training program	38	30	40	55	63	76	87
Percent of undergraduate teacher candidates passing Praxis II or National Teachers Examination (NTE)	100%	100%	100%	100%	100%	100%	100%
Percent of post-bachelor's teacher candidates passing Praxis II or NTE	100%	100%	100%	100%	100%	100%	100%
Number of undergraduates enrolled in STEM programs	6,708	6,658	6,561	6,596	6,552	6,481	6,500
Number of baccalaureate graduates of STEM programs	1,427	1,452	1,465	1,456	1,389	1,400	1,450
Rank in STEM bachelor's degrees awarded compared to peer institutions	2nd	2nd	2nd	2nd	2nd	2nd	2nd

## Goal 3. Promote economic development.

- Obj. 3.1** Maintain through 2025 the number of companies graduating from UMBC incubator programs each year at six or more.
- Obj. 3.2** Maintain through 2025 the number of jobs created through UMBC's Technology Center and Research Park at 1,460 or more.
- Obj. 3.3** Increase the three-year average of invention disclosures reported by UMBC's Office of Technology Development from 34.7 in fiscal year 2020 to 35 in fiscal year 2025.

Performance Measures	2019 Act.	2020 Act.	2021 Act.	2022 Act.	2023 Act.	2024 Est.	2025 Est.
Companies graduating from UMBC incubator programs	11	6	8	6	7	6	6
Number of jobs created by UMBC's Technology Center and Research Park	1,460	1,460	1,460	1,480	1,485	1,500	1,500
Three-year average number of invention disclosures	28.00	34.67	35.00	35.33	34.00	34.33	32.33

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## Goal 4. Enhance access and success of minority students.

**Obj. 4.1** Increase the percentage of African-American undergraduate students from 19.0 percent in fiscal year 2020 to 20.0 percent in fiscal year 2025.

**Obj. 4.2** Maintain a second-year retention rate of African-American students at 90 percent or greater through fiscal year 2025.

**Obj. 4.3** Maintain the six-year graduation rate of African-American Students at 75 percent or greater through fiscal year 2025.

Performance Measures	2019 Act.	2020 Act.	2021 Act.	2022 Act.	2023 Act.	2024 Est.	2025 Est.
Percent African-American of undergraduate students enrolled	18.2%	19.0%	20.1%	21.1%	22.8%	23.8%	23.5%
Percent minority of undergraduate students enrolled	52.9%	54.4%	56.9%	59.0%	61.4%	63.5%	63.5%
Second-year retention rate at UMBC (or another public university in Maryland) of African-American students	87.2%	90.2%	90.2%	89.9%	90.7%	90.0%	90.0%
Six-year graduation rate of African-American students from UMBC (or another public university in Maryland)	65.9%	76.8%	73.7%	72.6%	69.7%	75.0%	75.0%

## Goal 5. Enhance success of all students.

**Obj. 5.1** Maintain a second-year retention rate of UMBC undergraduate students at 90 percent or greater through fiscal year 2025.

**Obj. 5.2** Maintain the six-year graduation rate of UMBC undergraduates at 75 percent or greater through fiscal year 2025.

**Obj. 5.3** Increase the number of Ph.D. degrees awarded from 87 in fiscal year 2020 to 100 in fiscal year 2025.

Performance Measures	2019 Act.	2020 Act.	2021 Act.	2022 Act.	2023 Act.	2024 Est.	2025 Est.
Ratio of full-time equivalent students to full-time instructional faculty	21.9	21.0	20.3	21.0	21.7	20.0	20.0
Second-year retention rate at UMBC (or another public university in Maryland) of students	86.5%	89.8%	90.5%	90.8%	88.8%	90.0%	90.0%
Rank among peer institutions in ratio of full-time equivalent students to full-time instructional faculty	4th	4th	4th	3rd	5th	5th	5th
Six-year graduation rate of students from UMBC (or another public university in Maryland)	71.0%	75.4%	77.8%	76.5%	76.7%	75.0%	75.0%
Number of Ph.D. degrees awarded	81	87	89	103	100	104	105

## Goal 6. Provide quality research.

**Obj. 6.1** Increase the amount of total federal research and development (R&D) expenditures in Science and Engineering (S&E) per full-time faculty from \$131,587 in fiscal year 2020 to \$135,000 in fiscal year 2025.

**Obj. 6.2** Rank in the top half among public research peer institutions (4th in 2020) in average annual growth rate (5-year) in federal research and development (R&D) expenditures.

Performance Measures	2019 Act.	2020 Act.	2021 Act.	2022 Act.	2023 Act.	2024 Est.	2025 Est.
Total federal R&D expenditures in S&E per full-time faculty	\$124,551	\$131,587	\$133,130	\$134,371	\$147,981	\$149,500	\$154,000
Rank among public research peer institutions in five-year average growth rate in federal R&D expenditure	3rd	4th	7th	6th	6th	6th	6th

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