

# USM - University of Maryland Eastern Shore

## MISSION

The University of Maryland Eastern Shore (UMES), the State's Historically Black 1890 Land-Grant institution, has its purpose and uniqueness grounded in distinctive learning, discovery, and engagement opportunities in the arts and sciences, education, technology, engineering, agriculture, business, and health professions. UMES is a student-centered, doctoral research degree-granting university known for its nationally accredited undergraduate and graduate programs, applied research, and highly valued graduates. UMES provides individuals, including first-generation college students, access to a holistic learning environment that fosters multicultural diversity, academic success, and intellectual and social growth. UMES prepares graduates to address challenges in a global knowledge-based economy, while maintaining its commitment to meeting the workforce and economic development needs of the Eastern Shore, the State, the nation, and the world.

## VISION

UMES will strategically maintain its doctoral research university classification and serve as a national model for producing globally competent citizenry in the 21st century by: (i) providing access to high quality, values-based educational experiences, especially to individuals who are first generation college students of all races, while emphasizing multicultural diversity and international perspectives; (ii) recruiting and retaining outstanding students, faculty, and staff who will learn, work and conduct world class research and development engagements that address the challenges of the future; and (iii) creating a culture to develop a systematic approach to successfully close the student achievement gap.

## KEY GOALS, OBJECTIVES, AND PERFORMANCE MEASURES

**Goal 1. Sustain, design, and implement quality undergraduate and graduate academic programs to meet the challenges of a highly competitive and global workforce.**

- Obj. 1.1** Maintain a minimum passing rate on the Praxis II of 95 percent.
- Obj. 1.2** Increase the percentage of students expressing satisfaction with job preparation from 77 percent in 2017 to 90 percent in 2024.
- Obj. 1.3** Maintain the percentage of students expressing satisfaction with graduate/professional school preparation at a minimum of 90 percent in 2024.

Performance Measures	2020 Act.	2021 Act.	2022 Act.	2023 Act.	2024 Act.	2025 Est.	2026 Est.
Percentage of undergraduate students who completed teacher training and passed Praxis II	100%	100%	100%	100%	100%	100%	100%

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## Goal 2. Promote and sustain access to higher education for a diverse student population.

**Obj. 2.1** Maintain the percentage of first generation students at a minimum of 40 percent through 2024.

**Obj. 2.2** Maintain the percentage of non African-American undergraduate students at a minimum of 25 percent through 2024.

Performance Measures	2020 Act.	2021 Act.	2022 Act.	2023 Act.	2024 Act.	2025 Est.	2026 Est.
Total undergraduate enrollment	2,556	2,277	2,081	2,178	2,466	2,540	2,616
Percentage of first-generation students enrolled	40%	44%	43%	42%	44%	45%	45%
Percentage of non-African-American undergraduate students enrolled	41%	42%	31%	25%	25%	23%	23%

**Obj. 2.3** Increase the number of students enrolled in courses using distance education technology from 1,700 in 2019 to 3,000 in 2024.

**Obj. 2.4** Increase the number of students enrolled in courses at off-campus sites from 269 in 2019 to 350 in 2024.

**Obj. 2.5** Maintain enrollment of economically disadvantaged students at a minimum of 43 percent through 2024.

Performance Measures	2020 Act.	2021 Act.	2022 Act.	2023 Act.	2024 Act.	2025 Est.	2026 Est.
Number of students enrolled in distance education courses	1,574	1,097	894	1,018	1,334	1,500	1,650
Number of students enrolled in courses at off-campus sites	229	111	156	166	197	206	212
Percent of economically disadvantaged students	53%	58%	58%	51%	57%	55%	56%

## Goal 3. Enhance quality of life in Maryland in areas of critical need to facilitate sustainable domestic and international economic development.

**Obj. 3.1** Increase the total number of teacher education graduates from 15 per year in 2019 to 30 per year in 2024.

**Obj. 3.2** Increase the number of students completing all teacher education programs from 7 in 2019 to 15 in 2024.

**Obj. 3.3** Increase the total number of STEM (science, technology, engineering, mathematics) graduates from 166 in 2019 to 190 in 2024.

Performance Measures	2020 Act.	2021 Act.	2022 Act.	2023 Act.	2024 Act.	2025 Est.	2026 Est.
Undergraduates enrolled in teacher education programs	19	34	27	28	34	36	40
Students who completed all teacher education programs	9	29	32	26	32	32	34
Number of graduates of STEM programs	145	145	127	130	85	100	115

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## Goal 4. Redesign and sustain administrative systems to accelerate learning, inquiry, and engagement.

**Obj. 4.1** Increase the second-year retention rate for all UMES students from 66 percent in 2019 to 80 percent in 2024.

**Obj. 4.2** Increase the six-year graduation rate for all UMES students from 46 percent in 2019 to 50 percent in 2024.

**Obj. 4.3** Increase the second-year retention rate for all African-American students from 67 percent in 2019 to 80 percent in 2024.

**Obj. 4.4** Increase the six-year graduation rate for African-Americans from 45 percent in 2019 to 50 percent in 2024.

Performance Measures	2020 Act.	2021 Act.	2022 Act.	2023 Act.	2024 Act.	2025 Est.	2026 Est.
Second-year retention rates at UMES (or another public university in Maryland) for all students	68%	73%	61%	71%	62%	68%	70%
Six-year graduation rate from UMES (or another public university in Maryland) for all students	47%	43%	41%	37%	35%	39%	40%
Second-year retention rate at UMES (or another public university in Maryland) for African-American students	68%	74%	67%	74%	62%	70%	72%
Six-year graduation rate from UMES (or another public university in Maryland) for African-American students	46%	43%	39%	38%	34%	38%	39%

## Goal 5. Efficiently and effectively manage University resources and pursue public/private funds to support the enterprise.

**Obj. 5.1** Raise \$2 million annually through 2024.

**Obj. 5.2** Maintain a minimum of 1 percent efficiency on operating budget savings (e.g., rate of operating budget savings achieved through efficiency measures) through 2024.

Performance Measures	2020 Act.	2021 Act.	2022 Act.	2023 Act.	2024 Act.	2025 Est.	2026 Est.
Campaign funds raised (\$ millions)	\$2.9	\$4.4	\$9.2	\$3.2	\$4.0	\$4.3	\$4.5
Percentage rate of operating budget savings	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%