Middle States Commission on Higher Education

Reaffirmation of Accreditation Self-study

October 31, 2005
Accreditation

- Accreditation is a means of **self-regulation and peer review** adopted by the educational community. The accrediting process is intended to strengthen and sustain the quality and integrity of higher education, making it worthy of public confidence.

- The Middle States Association of Colleges and Schools is one of six **regional accrediting associations** in the United States, each responsible for a specific geographic area. Within these six associations, there are eight commissions serving postsecondary education.
The Middle States Association of Colleges and Schools (MSA), established in 1887, is a nonprofit, membership association, dedicated to educational improvement through evaluation and accreditation.

MSA activities are carried out by three commissions, which work with institutions at different levels: the Commission on Higher Education, the Commission on Secondary Schools, and the Commission on Elementary Schools.

The Middle States Commission on Higher Education (MSCHE) was established in 1919. It is a voluntary, non-governmental, peer-based membership association dedicated to educational excellence and improvement through peer evaluation and accreditation.
The work of the Middle States Commission on Higher Education is accomplished by the following groups:

- Members of the Commission
- Peer Evaluators
- Commission Staff
- Speakers and Panelists
Standards for Accreditation

- Characteristics of Excellence in Higher Education
- Designs for Excellence: Handbook for Institutional Self-study
Status of UMES

- Founded: September 13, 1886
- Control: Public
- Affiliation: University System of Maryland (USM)
- Institution Type: Baccalaureate - Liberal Arts
- Degrees Offered: Baccalaureate, Master’s, Doctorate
- Branch Campuses: None
- Additional Locations:
  - Baltimore Museum of Industry (BMI), Baltimore, MD
  - Community College of Baltimore County at Catonsville (CCBC), Catonsville, MD
  - Eastern Correctional Institution (ECI), Westover, MD
  - Eastern Shore Association of Colleges (ESAC) Higher Education Center at Chesapeake College, Wye Mills, MD
  - Montgomery College (MC), Rockville, MD
  - The Universities at Shady Grove (USG), Shady Grove, MD
  - Allegany Career Technology Center, Cumberland, MD
  - Frederick Community College, Frederick, MD
- Initial Accreditation: 1937
- Last Reaffirmed: 2001
- Self-study Design: Comprehensive with emphasis on institutional assessment and on assessment of student learning
UMES Mission

- The University of Maryland Eastern Shore, a **Historically Black Land Grant University**, emphasizes selected baccalaureate programs in the liberal arts and sciences and career fields with particular relevance to its land grant mandate, offering distinctive **academic emphases** in agriculture, marine and environmental science, hospitality, and technology. Degrees are offered at the master’s and doctoral levels.

- UMES is committed to **providing quality education** to persons who demonstrate the potential to become quality students, particularly from among minority communities, while fostering multi-cultural diversity. The University serves education and research needs of government agencies, business and industry, while focusing on the economic development needs on the Eastern Shore.

- UMES aspires to become an **educational model of a teaching/research institution** that nurtures and launches leaders. It will continue to enhance its interdisciplinary curriculum, sponsored research, outreach to the community, e.g. the public schools and rural development, and expand its collaborative arrangements both within the system and with external agencies and constituencies.
The overarching goal of UMES’ self-study is to create a living document that provides a mechanism for continuous growth, development, and improvement toward our vision of excellence. The self-study process is viewed as a catalyst for institutional renewal, which will create an agenda for action, both strategic and operational, at all levels. It will provide UMES with a timely, comprehensive review of its performance as measured against the Middle States Commission on Higher Education’s fourteen standards for excellent. As a result of self-study, the intent is to achieve Reaffirmation of Accreditation from the Middle States Commission on Higher Education. In order to attain this goal, the following objectives were established:

- Conduct a thorough assessment of the institution and student learning, which accurately reflects strengths and weaknesses of UMES, based upon its mission.
- Propose concrete recommendations that address weaknesses, identify opportunities, and support its strengths.
- Involve the entire University community in a thoughtful and comprehensive evaluation of UMES’ mission, activities, strengths, and challenges, and in the ongoing process of planning and assessment for continued improvement.
- Develop a widely shared sense of the University’s current situation and prospects for future growth.
- Foster a sense of community through participation in the self-study, ownership of the mission, and identification with the UMES experience, by all students, alumni, staff, faculty and governing boards.
- Examine the relationship among assessment, strategic planning, and budget process to create and enhance institutional effectiveness and student achievement.
- Produce a set of concrete recommendations that identify and address UMES’ opportunities and challenges, and support continuity in its strengths.
SELF-STUDY STEERING COMMITTEE

- Provides leadership during the self-study process
- Ensures that the timetable is implemented
- Coordinates the work of subcommittees
- Communicates with the campus community
- Interacts with working groups, institution’s administration and other constituencies, including the institution’s Board
- Oversees the completion of the final self-study report and other documents

Involvement of the entire community is critical to the honesty, accuracy and quality of the self-study, and each participant should recognize his/her importance in the process.
SELF-STUDY STEERING COMMITTEE

- Dr. Andrew T. Carrington, Chair, Associate Vice President for Academic Affairs
- Dr. Stanley M. Nyirenda, Co-Chair, Director of Institutional Research, Assessment, and Evaluation
- Dr. Emmanuel Acquah, Associate Vice President for Academic Affairs and Director of International Programs
- Dr. Ronald H. Brown, Vice President for Student Affairs
- Dr. Edward Chapin, UMES Faculty Assembly Chair, Assistant Professor & Acting Chair, Department of Mathematics & Computer Science
- Mr. Alverne Chesterfield, Assistant Vice President for Auxiliary Enterprises
- Ms. Cheryll Collier-Mills, Assistant Vice President for Student Affairs
- Ms. Nelva Collier-White, Assistant Vice President for Administrative Affairs
- Dr. Ladd Colston, Associate Vice President for Institutional Advancement
- Dr. Ali Eydgahi, Professor, Dept. of Engineering & Aviation
- Dr. Ronald Forsythe, Vice President for Commercialization
- Mr. Gains B. Hawkins, Vice President for Institutional Advancement
- Dr. Ronnie E. Holden, Vice President for Administrative Affairs
- Dr. Wanda Mitchener-Colston, Executive Vice President
- Dr. Sandra B. Proctor, Executive Assistant to President and Chief of Staff
- Dr. Theodosia Shields, Dean of Library Sciences
- Dr. Anna F. Vaughn-Cooke, Vice President for Academic Affairs
- Dr. James White, Associate Vice President for Student Affairs
MSCHE Standards

- Institutional Context
  -- Standards 1-7
- Educational Effectiveness
  -- Standards 8-14
Institutional Context

- Standard 1: Mission, Goals and Objectives
- Standard 2: Planning, Resource Allocation, and Institutional Renewal
- Standard 3: Institutional Resources
- Standard 4: Leadership and Governance
- Standard 5: Administration
- Standard 6: Integrity
- Standard 7: Institutional Assessment
Standard 1: Mission, Goals, and Objectives

The institution’s mission clearly defines its purpose within the context of higher education and explains whom the institution serves and what it intends to accomplish. The institution’s stated goals and objectives, consistent with the aspirations and expectations of higher education clearly specify how the institution will fulfill its mission. The mission, goals and objectives are developed and recognized by the institution with its members and its governing body and are utilized to develop and shape its programs and practices and to evaluate its effectiveness.
Standard 1: Mission, Goals, and Objectives Subcommittee

- Dr. Wanda Mitchener-Colston, Chair, Executive Vice President
- Dr. Shirley Hymon-Parker, Co-Chair, Professor & Chair, Dept of Human Ecology
- Ms. Mary Ames, Employment Manager, Office of Human Resources
- Ms. Daisy Torriente, Area Director, Office of Residence Life
- Dr. Clement Okafor, Associate Professor, Dept of English & Modern Languages
- Dr. Lowell Jay Bishop, Associate Professor & Chair, Dept of Social Sciences
- Dr. Frances McKinney, Director, Office of Title III
- Dr. Harry Hoffer, Acting Coordinator, Dept of Organizational Leadership
- Ms. Aisha Childs, Student & Vice President, Student Government Association
- Mr. Eric Chandler, Student & Mr. UMES, Student Government Association
Standard 2: Planning, Resource Allocation, and Institutional Renewal

An institution conducts ongoing planning and resource allocation based on its mission and utilizes the results of its assessment activities for institutional renewal. Implementation and subsequent evaluation of the success of the strategic plan and resource allocation support the development and change necessary to improve and to maintain institutional quality.
Standard 2: Planning, Resource Allocation, and Institutional Renewal Subcommittee

- Ms. Nelva Collier-White, Chair, Assistant Vice President, Division of Administrative Affairs
- Dr. Ronnie Holden, Co-Chair, Vice President, Division of Administrative
- Dr. Carolyn Brooks, Dean, School of Agriculture & Natural Sciences
- Dr. Stanley Nyirenda, Director, Office of Institutional Research
- Mr. Oliver Childs, Acting Chair, Dept of Hotel & Restaurant Mgt
- Mr. Phil Taylor, Director, Office of Information Technology
- Dr. Mark Williams, Senate Chair & Assistant Prof, Dept. of Math & Computer Science
- Mr. Maurice Ngwaba, Associate Director, Physical Plant Dept
- Mr. Terrell Fleming, Student & President, Student Government Association
Standard 3: Institutional Resources

The human, financial, technical, physical facilities and other resources necessary to achieve an institution’s mission and goals are available and accessible. In the context of the institution’s mission, the effective and efficient uses of the institution’s resources are analyzed as part of ongoing outcomes assessment.
Standard 3: Institutional Resources Subcommittee

- **Dr. Ronnie Holden, Chair**, Vice President, Division of Administrative Affairs
- **Ms. Nelva Collier-White, Co-Chair**, Assistant Vice President, Division of Administrative Affairs
- **Dr. Willie Hopkins**, Dean, School of Business & Technology
- **Dr. Stanley Nyirenda**, Director, Office of Institutional Research
- **Ms. Cheryl Holden-Duffy**, Registrar, Office of the Registrar
- **Mr. Phil Taylor**, Director, Office of Information Technology
- **Dr. Ayodele Alade**, Professor & Acting Chair, Dept of Business, Mgt., & Accounting
- **Dr. Edward Chapin**, UMES Faculty Assembly Chair, Assistant Prof & Acting Chair, Dept. of Math & Computer Science
- **Mr. Olusegun E. Akinjide**, Engineer, Physical Plant Dept
- **Mr. Christopher Awe**, Student & Treasurer, Student Government Association
Standard 4: Leadership and Governance

The institution’s system of governance clearly defines the roles of institutional constituencies in policy development and decision-making. The governance structure includes an active governing body with sufficient autonomy to assure institutional integrity and to fulfill its responsibilities of policy and resource development, consistent with the mission of the institution.
Standard 4: Leadership and Governance Subcommittee

- **Dr. Ladd Colston, Chair**, Associate Vice President, Information Technology & Outreach
- **Ms. Marie Billie, Co-Chair**, Director, Office of Human Resources
- **Mr. Alverne Chesterfield**, Assistant Vice President, Office of Administrative Affairs
- **Dr. Raymond Blakely**, Associate Prof & Chair, Dept of Physical Therapy
- **Mr. Nelson Townsend**, Director, Dept of Athletics
- **Mr. Christopher Harrington**, Associate Prof, Dept of Fine Arts
- **Dr. Mark Williams**, Senate Chair & Assistant Prof, Dept. of Math & Computer Science
- **Dr. Kelly Mack**, Associate Prof, Dept of Natural Sciences
- **Ms. Jessica Clark**, Student & Executive Secretary, Student Government Association
Standard 5: Administration

The institution’s administrative structure and services facilitate learning and research/scholarship, foster the improvement of quality, and support the institution’s organization and governance.
Standard 5: Administration Subcommittee

- Dr. Sandra B. Proctor, Chair, Executive Assistant to the President, Office of the President
- Dr. Wanda Mitchener-Colston, Co-Chair, Exec Vice President, Office of the President
- Dr. Ronnie Holden, Vice President, Office of Administrative Affairs
- Dr. Anna Vaughn-Cooke, Vice President, Office of Academic Affairs
- Ms. Lorna Rock, Acting Director, Office of Alumni Affairs
- Dr. Joseph Okoh, Professor & Chair, Dept of Natural Science
- Dr. Thomas Handwerker, Associate Prof, Dept of Agriculture
- Dr. Edward Chapin, UMES Faculty Assembly Chair, Assistant Prof & Acting Chair Dept. of Math & Computer Science
- Mr. Terrell Fleming, Student & President, Student Government Association
Standard 6: Integrity

In the conduct of its programs and activities involving the public and the constituencies it serves, the institution demonstrates adherence to ethical standards and its own stated policies, providing support to academic and intellectual freedom.
Standard 6: Integrity Subcommittee

- **Mr. Gains B. Hawkins**, *Chair*, Vice President, Division for University Advancement
- **Dr. Robert Harleston**, *Co-Chair*, Associate Prof Chair, Dept of Criminal Justice
- **Ms. Suzanne Street**, Assistant Coordinator, Office of Community Relations
- **Mr. Daniel Kuennan**, Director, Rural Development Center
- **Ms. Catherine Bolek**, Director, Office of Sponsored Programs
- **Dr. Ibibia K. Dabipi**, Professor & Chair, Dept of Engineering & Aviation
- **Dr. William Talley**, Associate Prof & Chair, Dept of Rehabilitation Services
- **Dr. Gian Gupta**, Professor, Dept of Natural Science
- **Ms. Nina Rodale Houghton**, Regent, Board of Regents, University System of Maryland
- **Mr. Lawrence Wright**, Chief & Director, Dept of Public Safety
- **Ms. McKenzie Sam**, Student & Junior Class President, Student Government Association
The institution has developed and implemented an assessment plan and process that evaluates its overall effectiveness in: achieving its mission and goals; implementing planning, resource allocation, and institutional renewal processes; using institutional resources efficiently; providing leadership and governance; providing administrative structures and services; demonstrating institutional integrity; and assuring that institutional processes and resources support appropriate learning and other outcomes for its students and graduates.
Standard 7: Institutional Assessment Subcommittee

- Dr. Stanley Nyirenda, Chair, Director, Office of Institutional Research
- Dr. Wanda Mitchener-Colston, Co-Chair, Exec Vice President, Office of the President
- Dr. Chester Hedgepeth, Professor, Dept of English & Modern Languages
- Dr. Sarah Bing, Associate Prof, Dept of Education
- Dr. Emmanuel Acquah, Associate Vice President, Office of Academic Affairs
- Dr. Gregory Martel, Associate Prof, Dept of Physical Therapy
- Ms. Deirdra Gayle Johnson, Director of Public Relations, Division for University Advancement
- Dr. Joseph Arumala, Associate Prof, Dept of Technology
- Mr. James Kellam, Director, Office of Financial Aid
- Ms. Lisa Wilkes, Student & Miss UMES, Student Government Association
Educational Effectiveness

- Standard 8: Student Admissions
- Standard 9: Student Support Services
- Standard 10: Faculty
- Standard 11: Educational Offerings
- Standard 12: General Education
- Standard 13: Related Educational Activities
- Standard 14: Assessment of Student Learning
Standard 8:  Student Admissions

The institution seeks to admit students whose interests, goals and abilities are congruent with its mission.
Standard 8: Student Admissions Subcommittee

- Ms. Cheryll Collier-Mills, Chair, Assistant Vice President, Division of Student Affairs
- Dr. Ronald Brown, Co-Chair, Vice President, Division of Student Affairs
- Ms. Edwina Morse, Director of Admissions, Office of Student Affairs
- Ms. Patricia Jones, Assistant Director, Office of Student Support Services
- Dr. Michael Nugent, Coordinator, Praxis Program, Dept of Education
- Dr. Ihekwuaba Onwudiwe, Assistant Professor, Dept of Criminal Justice
- Dr. Clayton Faubion, Associate Professor, Dept of Rehabilitative Services
- Dr. Michel Demanche, Assistant Professor, Dept of Visual Arts
- Dr. Howard Rebach, Professor, Dept of Social Science
- Dr. Hakan Kislal, Assistant Professor, Dept of Business, Mgt, & Accounting
- Mr. Tony Webb, Student & Freshman Class President, Student Government Association
Standard 9: Student Support Services

The institution provides student support services reasonably necessary to enable each student to achieve the institution’s goals for students.
Standard 9:  Student Support Services Subcommittee

- **Dr. James White, Chair**, Associate Vice President, Division of Student Affairs
- **Dr. Ronald Brown, Co-Chair**, Vice President, Division of Student Affairs
- **Dr. Diane Showell-Cherry**, Director, Office of Student Support Services
- **Capt. Ronald B. Levy**, Lecturer, Dept of Engineering & Aviation
- **Dr. Ralston Whittingham**, Lecturer, Dept of Hotel & Restaurant Management
- **Dr. Leon L. Copeland**, Professor & Chair, Dept of Technology
- **Dr. Dean Cooledge**, Lecturer, Dept of English & Modern Languages
- **Dr. Nancy A. Horton**, Assistant Professor, Dept of Criminal Justice
- **Ms. Martha Zimmerman**, Professor, Library
- **Ms. Ceray Lewis**, Student & Business Manager, Student Government Association
Standard 10: Faculty

The institution’s instructional, research, and service programs are devised, developed monitored and supported by qualified professionals.
Standard 10: Faculty Subcommittee

- **Dr. Anna Vaughn-Cooke, Chair**, Vice President, Division of Academic Affairs
- **Dr. Ayodele Alade, Co-Chair**, Professor & Acting Chair, Dept of Business, Mgt., & Accounting
- **Ms. Darlene Robinson**, Chair, Dept of Physician Assistant
- **Dr. Eugene Bass**, Associate Prof, Dept of Natural Science
- **Dr. Daniel Seaton**, Assistant Prof, Dept of Math & Computer Science
- **Dr. Robert Dadson**, Professor, Dept of Agriculture
- **Dr. Clement Okafor**, Associate Prof, Dept of English & Modern Languages
- **Dr. Arthur Allen**, Associate Prof & Director, Dept of Agriculture
- **Dr. Cheryl Bowers**, Assistant Prof, Dept of Education
- **Ms. Tamira White**, Student & Sophomore Class, Student Government Association
Standard 11: Educational Offerings

The institution’s educational offerings display academic content, rigor and coherence that are appropriate to its higher education mission. The institution identifies student learning goals and objectives, including knowledge and skills, for its educational offerings.
Standard 11: Educational Offerings Subcommittee

- Dr. Ali Eydgahi, Chair, Professor, Dept. of Engineering & Aviation
- Dr. Charles Ignasias, Co-Chair, Dean, School of Graduate Studies
- Dr. Dorothy Mattison, Associate Prof, Dept of Business, Mgt, & Accounting
- Mr. Earnest Satchell, Associate Prof & Chair, Dept of Fine Arts
- Dr. Lurline Marsh, Professor & Chair, Dept of Agriculture
- Dr. Yan Waguespack, Associate Prof, Dept of Natural Science
- Dr. Karen Verbeke, Professor & Chair, Dept of Education
- Dr. Ejigou Demissie, Professor, Dept of Agriculture
- Dr. Missale Kumelachew, Associate Prof, Dept of Human Ecology
- Dr. Abhijit Nagchandhuri, Associate Prof, Dept of Engineering & Aviation Sciences
- Ms. Crystal Hairston, Student & Programming, Student Government Association
Standard 12: General Education

The institution’s curricula are designed so that the students acquire and demonstrate college-level proficiency in general education and essential skills, including oral and written communication, scientific and quantitative reasoning, critical analysis and reasoning, technological competency, and information literacy.
Standard 12: General Education Subcommittee

- Dr. Emmanuel Acquah, *Chair*, Associate Vice President and Director of International Affairs, Division of Academic Affairs
- Dr. Carolyn Brooks, *Co-Chair*, Dean, School of Agriculture and Natural Science
- Dr. Brenda Anderson, Dean, School of Arts & Professions
- Dr. Karen Verbeke, Professor & Chair, Dept of Education
- Dr. Retta Guy, Lecturer, Dept of Business, Mgt, & Accounting
- Dr. Richard Keenan, Professor & Acting Chair, Dept of English & Modern Languages
- Dr. William Talley, Associate Professor & Chair, Dept of Rehabilitation Services
- Dr. Leon Coursey, Professor & Acting Chair, Dept of Exercise Science
- Dr. Mignon Anderson, Assistant Professor, Dept of English & Modern Languages
- Dr. Ihekwuaba Onwudiwe, Assistant Professor, Dept of Criminal Justice
- Ms. Ronetta Stanley, Student & Communications, Student Government Association
Standard 13: Related Educational Activities

Institutional programs or activities that are characterized by particular content, focus, location, mode of delivery, or sponsorship meet appropriate standards.
Standard 13: Related Educational Activities Subcommittee

- Dr. Theodosia Shields, Chair, Dean, School Library Sciences
- Ms. Rena A. Finney, Co-Chair, Administrative Assistant, Frederick Douglas Library
- Ms. Patricia Sampson, Coordinator, 2 + 2 Program
- Mr. Kenneth Gaston, Associate Director, Office of Administrative Computing
- Ms. Gretchen Boggs, Coordinator, Office of Continuing Ed./Elderhostel
- Dr. Stanley Deviney, Professor, Dept of Social Sciences
- Ms. Gail Aiken, Vice President UMES, Alumni Association & Development Coordinator Dept of Athletics
- Ms. Roberta Bright, Assistant to the Title III Director, Office of Title III
- Ms. Theresa Queenan, Director, Office of Career Planning
- Ms. Yahshikiah Williams, Student & Senior Class President, Student Government Assoc
Standard 14: Assessment of Student Learning

Assessment of student learning demonstrates that the institution’s students have the knowledge, skills and competencies consistent with institutional goals and that students at graduation have achieved appropriate higher education goals.
Standard 14: Assessment of Student Learning Subcommittee

- **Dr. Wanda Mitchener-Colston**, Chair, Exec Vice President, Office of the President
- **Dr. Stanley Nyirenda**, Co-Chair, Director, Institutional Research
- **Ms. Theresa Dadson**, Professor, Library
- **Dr. Howard Rebach**, Professor, Dept of Social Sciences
- **Dr. Ejigou Demissie**, Professor, Dept of Agriculture
- **Dr. Jonathan Odo**, Associate Prof, Dept of Criminal Justice
- **Dr. Kimberly Poole**, Assistant Prof, Dept of Education
- **Dr. Michael Almeida**, Associate Prof, Dept of Math & Computer Science
- **Dr. Carole Champagne**, Assistant Prof, Dept of English & Modern Languages
- **Mr. Zahir Coney**, Student & Communications, Student Government Association
- **Ms. Alisha Tynes**, Student & Assistant Secretary, Student Government Association
- **Ms. Olatokunbo Akinfe**, Student & Student-at-Large, Student Government Association
Subcommittee 15: Logistics

Logistics entails the organization, planning, implementation, and operations associated with complex tasks in support of UMES’ Reaffirmation for Accreditation. It involves the planning and management of complex tasks and how personnel, goods, and materials flow through the organization or complicated management process.
Subcommittee 15: Logistics

- Mr. Alverne Chesterfield, Chair, Assistant Vice President, Division of Administrative Affairs
- Dr. Brenda Anderson, Co-Chair, Dean, School of Arts & Professions
- Ms. Dale Williams, Director, Student Activities
- Ms. Monique A. Potter, Associate Director, Office of Student Activities
- Mr. David Scott, Director, Dining Services
- Mr. Corey Bowen, Manager, Office of Auxiliary Enterprises
- Mr. Leon Bivens Sr., Assistant Director, Physical Plant Dept
- Mr. Efron Stokes, Student & Student-at-Large, Student Government Association
Middle States Self-Study Resource Office

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Dr. Debra Dagavarian, Assistant Provost, Richard Stockton College of New Jersey, Pomona, NJ
Dr. Michael J. Dooris, Director of Planning, Research and Assessment, Pennsylvania State University, University Park, PA
Dr. Barbara B. Higginbotham, Chief Librarian and Executive Director for Academic Information Technologies, City University of New York, Brooklyn College, Brooklyn, NY
Mr. Alan K. James, Dean of Student Development, California University of Pennsylvania, California, PA
Dr. Luis E. Navia, Professor of Philosophy, New York Institute of Technology, Old Westbury, NY
Dr. Corann Okorodudu, Professor of Psychology & Coordinator, African American Studies, Roman University, Glassboro, NJ
Mr. Richard A. Staneski, Vice President for Finance & Administration, East Stroudsburg University of Pennsylvania, East Stroudsburg, PA
Dr. Willie Williams, Professor of Physics, Lincoln University, Lincoln University, PA
Dr. Doris C. Withers, Vice President for Institutional Assessment, Planning & Accountability, City University of New York, Medgar Evers College, Brooklyn, NY