



VERMONT HIGHER
EDUCATION COUNCIL

State of Higher Education in Vermont

2017

A comprehensive picture of the higher education sector in Vermont including institutional characteristics, enrollment statistics, special programs, and outcomes. Based on complete data from the 2015 academic year.

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Introduction

The State of Vermont hosts more higher education institutions per capita than any other state in the US. Twenty-three higher education institutions are chartered in Vermont*, including a well-established state University, an accessible system of state colleges, and a set of unique private institutions. This strong group of schools has led some to describe our state as the “Silicon Valley” of higher education. The higher education sector plays a significant role in the state of Vermont as an employer, educator, community member, and developer of future citizens.

The State of Higher Education report is designed to serve as a benchmarking report that can give higher education institutions, our partners, and the citizens of Vermont a strong sense of the sector on an annual basis. Data from this report are primarily taken from The Integrated Postsecondary Education Data System (IPEDS) to which all institutions are required to submit annual statistics; other sources of data are noted within the document. VHEC pulls comprehensive data for the state of Vermont as soon as it is available (i.e. the 2016 report contains data on the 2014-2015 academic year).

This report provides summary data at a statewide level as well as data separated by public vs. private institutions when possible and useful. The full datasets which inform the report are available by request from the Vermont Higher Education Council (info@vermonthec.org) or by visiting the IPEDS data set online.

We would like to thank the members of the VHEC Institutional Research Network for their support in designing and compiling this report, especially the members of the data advisory committee: Karen Heil (Champlain College); Wanda Arce (Vermont Student Assistance Corporation); and Mary Jane Russell (Saint Michael’s College).

**This report includes some data on Burlington College, which closed in 2015. At the time of data collection, there were actually 24 institutions of higher education. A small handful of institutions which are based in other states do business in Vermont but are not primarily chartered here. Unless otherwise noted, those institutions are not represented in this report.*

About our Institutions

In the 2014-2015 academic year, there were 24 Vermont-chartered higher education institutions including 5 Vermont State Colleges, 18 private colleges, and the University of Vermont.

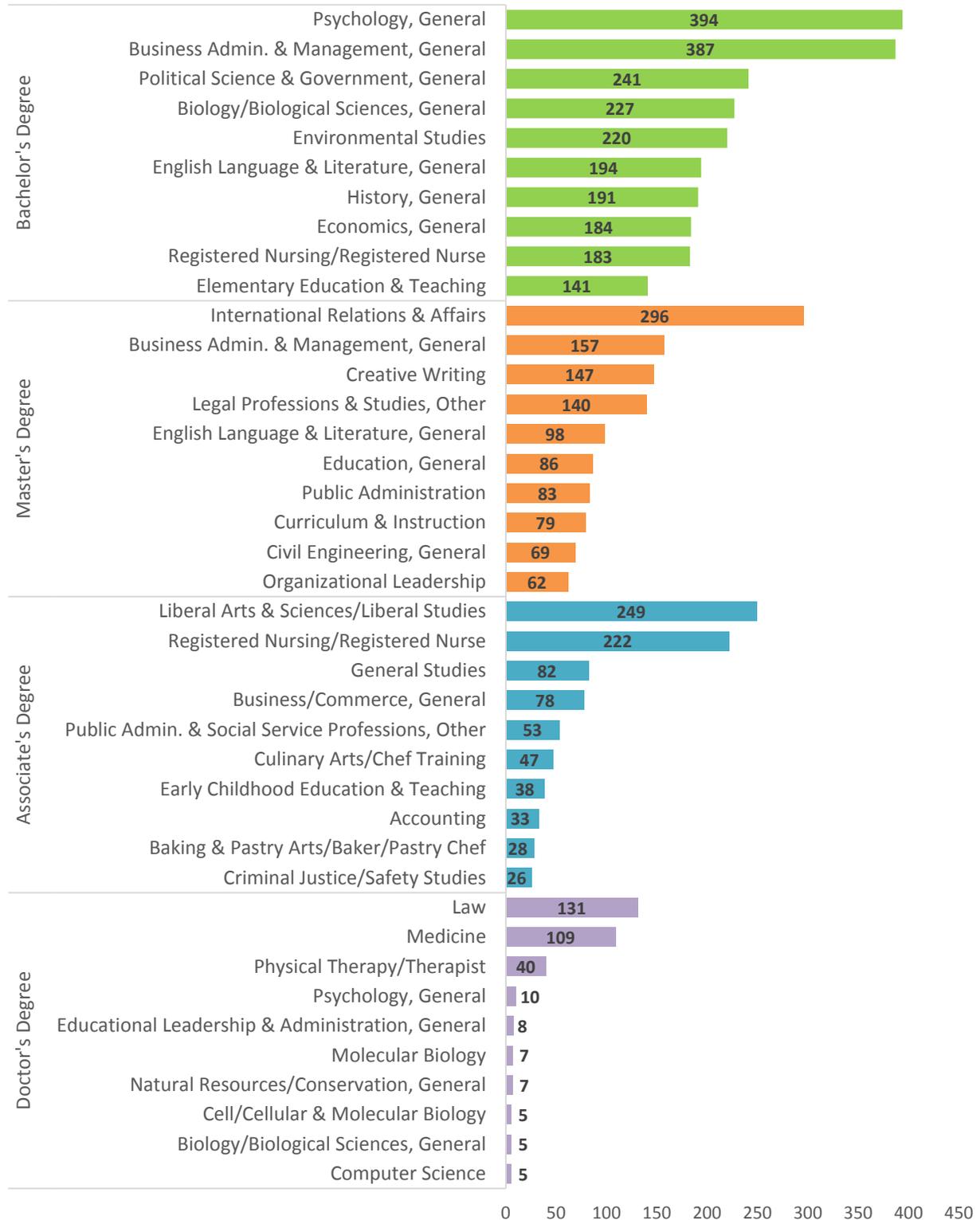
Table 1: Institutional Characteristics and Categories (Source: IPEDS/Carnegie)

	Institution Type				Carnegie Classification							Degrees Granted by Level						
	Private, Non Profit	Public, 4 Year	Public, 2 Year	Private, For Profit	Masters Colleges & Univ.	Baccalaureate, Arts & Sciences	Baccalaureate Diverse	Special Focus	Baccalaureate/Associates	Doctoral Universities	Associate	Bachelors	Masters	Associate	Post-bacc. Certificate	Post-Masters Certificate	Certificate, Two Years or less	Doctorate
Bennington College	•					•						•	•		•			
Burlington College	•					•						•	•	•			•	
Castleton University		•					•					•	•	•				
Center for Cartoon Studies	•							•					•				•	
Champlain College	•				•							•	•	•	•			
College of St Joseph	•						•					•	•	•	•			
Community College of VT			•							•				•			•	
Goddard College	•				•							•	•		•			
Green Mountain College	•				•							•	•					
Johnson State College		•			•							•	•	•		•	•	
Landmark College	•								•					•				
Lyndon State College		•					•					•	•	•			•	
Marlboro College	•					•						•	•		•			
Marlboro College Grad/ Prof	•				•							•	•					
Middlebury College	•					•						•	•					•
New England Culinary Inst.				•				•				•		•			•	
Norwich University	•				•							•	•					
Saint Michael's College	•					•						•	•		•	•		
SIT Graduate Institute	•												•		•	•		
Southern Vermont College	•						•					•		•	•			
Sterling College	•					•						•						
University of Vermont		•								•		•	•		•	•		•
VT College of Fine Arts	•				•								•					
Vermont Law School	•							•					•			•		•
Vermont Technical College		•							•			•		•			•	
Total Number of Schools	18	5	1	1	7	6	4	3	2	1	1	20	19	11	8	6	6	3

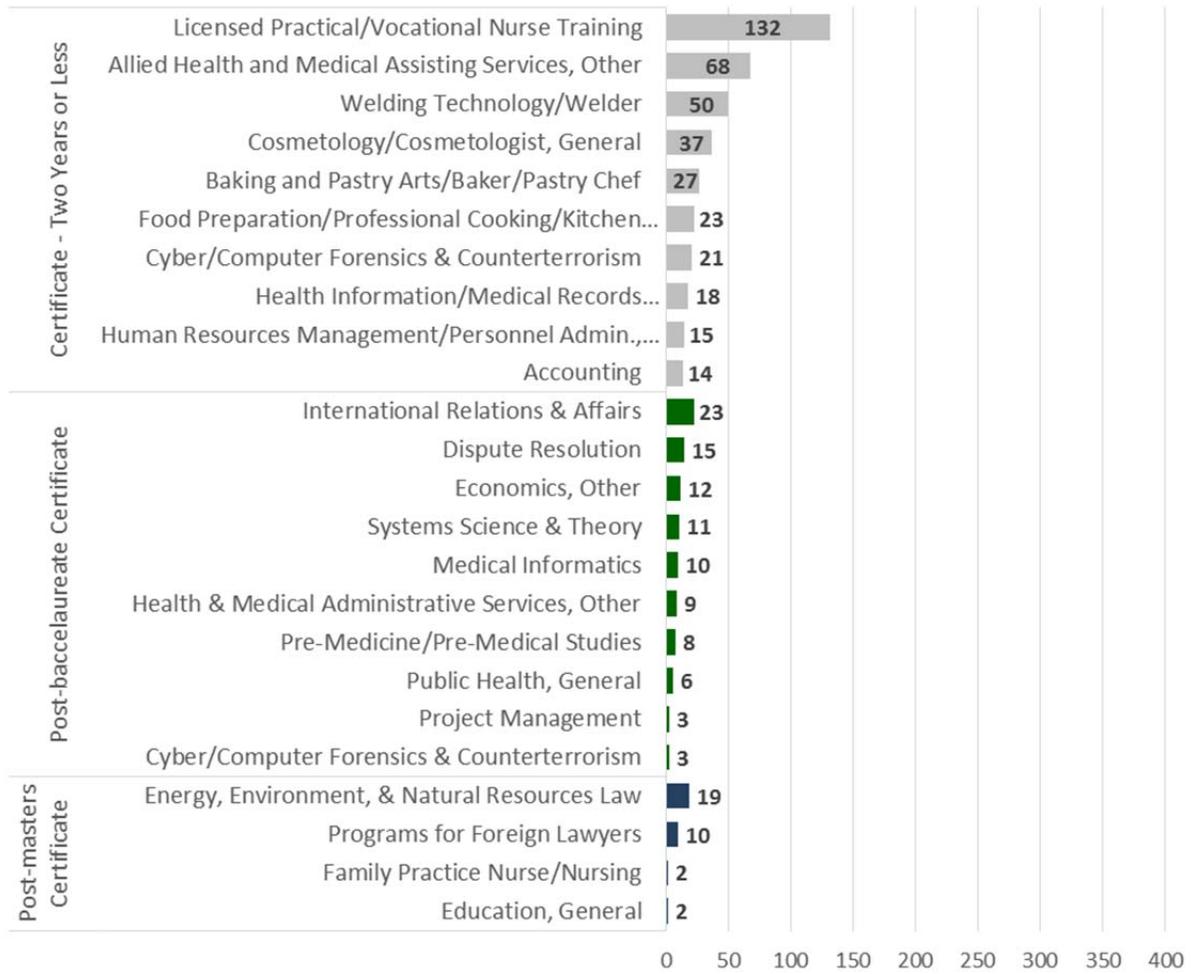
Top Fields of Study

There are hundreds of degree fields offered by Vermont-Chartered institutions. Table 2 details the number of degrees conferred in the top 10 fields at each degree level, 2015.

Table 2: Top fields of academic study by academic level (Source: IPEDS)



Top Fields of Study by Academic Level (cont.)

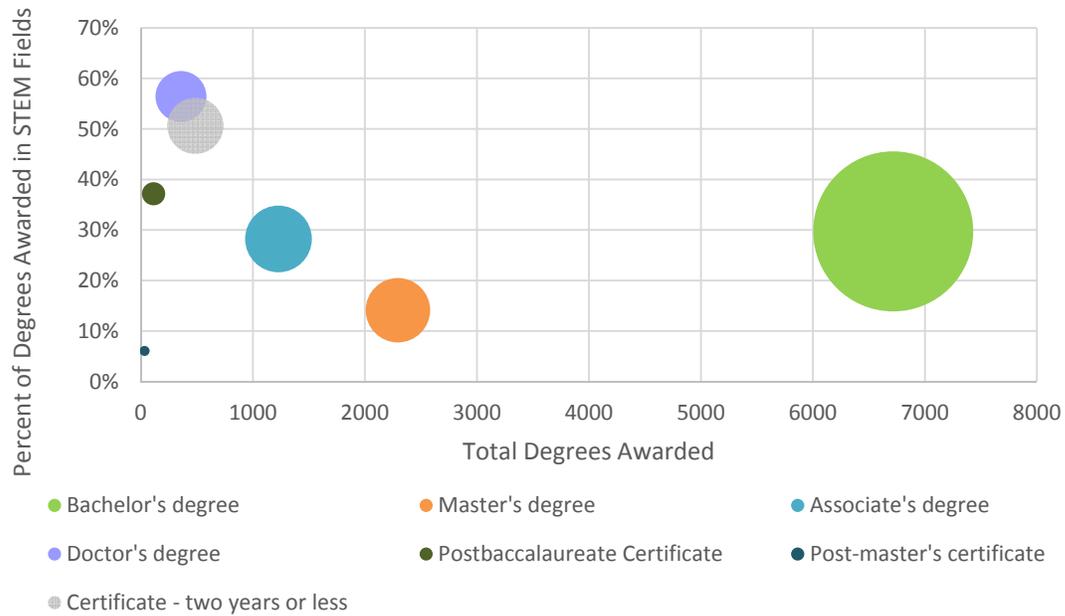


STEM Degrees Awarded by Level

There is significant interest in Vermont in promoting science, technology, engineering, and mathematics (STEM) as degree fields in higher education. As is illustrated in the table above, STEM degrees are represented in the top ten degree fields in each post-secondary level. Overall 30% of bachelor's degrees awarded in Vermont were in STEM fields.

Figure 1: STEM degrees awarded by level

Bubble size represents number of STEM degrees awarded (Source: IPEDS)

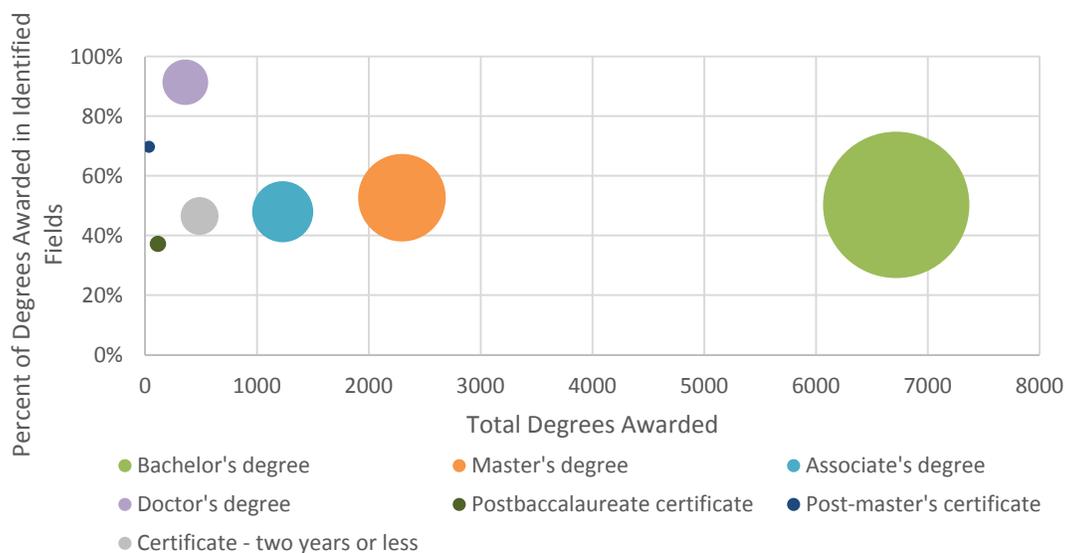


Degrees Related to Promising Careers

The McClure Foundation produces a report that identifies well-paying fields that are expected to grow significantly in the state between 2014 and 2024. Overall, 52% of degrees conferred by Vermont institutions and 57% of graduate level degrees were in fields that lead to careers identified in this report.

Figure 2: Degrees related to promising careers

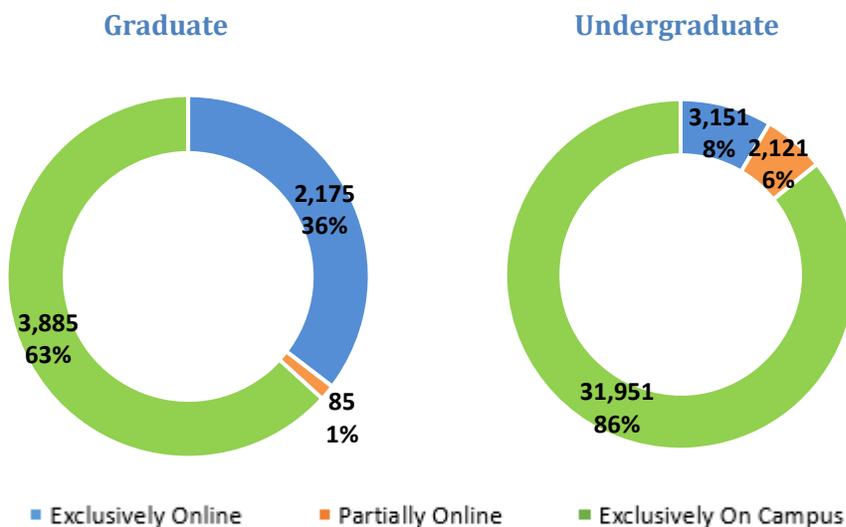
Bubble size represents total number of degrees awarded in field (Source: IPEDS/McClure Foundation)



Distance Learning

In 2014-2015, 14 Vermont campuses offered some form of distance education at the undergraduate level and 12 offered distance education at the graduate level. These programs engaged more than 5,000 students who were enrolled exclusively online and over 2,000 enrolled partially online. This is a growing segment of Vermont's higher education population.

Figure 3: Enrollment rates in distance education by total headcount (Source: IPEDS)



About our Students

Basic Enrollment Figures

Vermont higher education institutions enrolled over 44,000 individual students for some level of study in 2014-2015; this represents a full-time equivalent of approximately 37,000 students. The majority of these students (85%) are undergraduate students.

Total Enrollment:

Total Enrollment in Vermont: 44,014
 Undergraduate Headcount: 37,223 (86%)
 Graduate Headcount: 6,145 (14%)

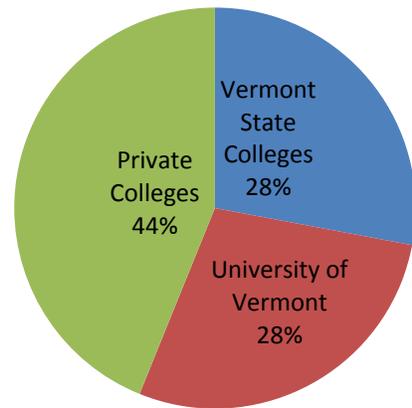
By FTE:

TOTAL FTE: 37,010
 Undergraduate FTE: 32,405 (88%)
 Graduate FTE: 4,696.8 (12%)

By Type of College, headcount:

Vermont State Colleges: 12,305 (28%)
 UVM: 12,397 (28%)
 Private Colleges: 19,312 (44%)

Figure 4: Distribution of total enrollment by type of college, headcount (Source: IPEDS)



Student Residency

Vermont-based institutions serve Vermont students to a high degree: 42% of the overall students in the population are in-state students.

Total Headcount:

Vermonters: 18,319 (42%)
 Out-of-State: 25,049 (58%)

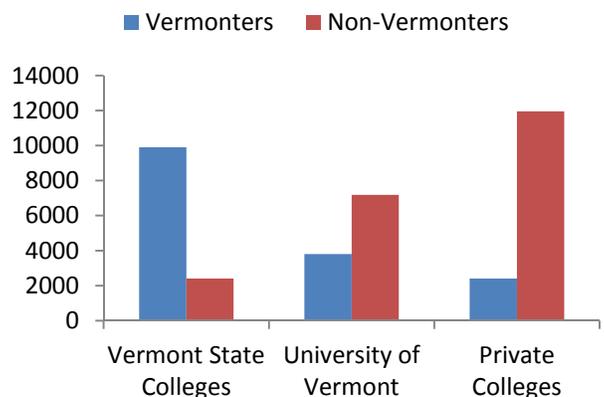
Vermont Residency by type of college (undergraduate):

Vermont State Colleges: 9,904 undergraduates out of 12,305 are Vermonters (81%)
 UVM: 3,808 undergraduates out of 10,992 are Vermonters (35%)
 Private Colleges: 2,408 undergraduates out of 14,363 are Vermonters (17%)

Vermont Residency by type of college (graduate):

Vermont State Colleges: 400 out of 437 graduate students are Vermont residents (92%)
 UVM: 740 out of 1,405 graduate students are Vermonters (53%)
 Private Colleges: 1,059 out of 4,303 graduate students are Vermont residents (25%)

Figure 5: Residency status by type of college, undergraduate headcount (Source: IPEDS)



Destination of Vermont High School Graduates:

In 2014, 29% of Vermont high school graduates matriculated to a Vermont higher education institution.

Other Demographic Information

Vermont institutions follow national trends in gender demographics; more women are attending at the undergraduate and graduate level. Our higher education students are predominantly white, however the student population is more diverse than the general Vermont population.

By Gender (Headcount):

Undergraduate Men: 17,901 (47%)
Undergraduate Women: 19,951 (53%)

Graduate Men: 2485 (40%)
Graduate Women: 3699 (60%)

By Race/Ethnicity:

Figure 6: Racial/ethnic background of all Vermont students (by headcount) compared to Vermont's General Population (Source: IPEDS)

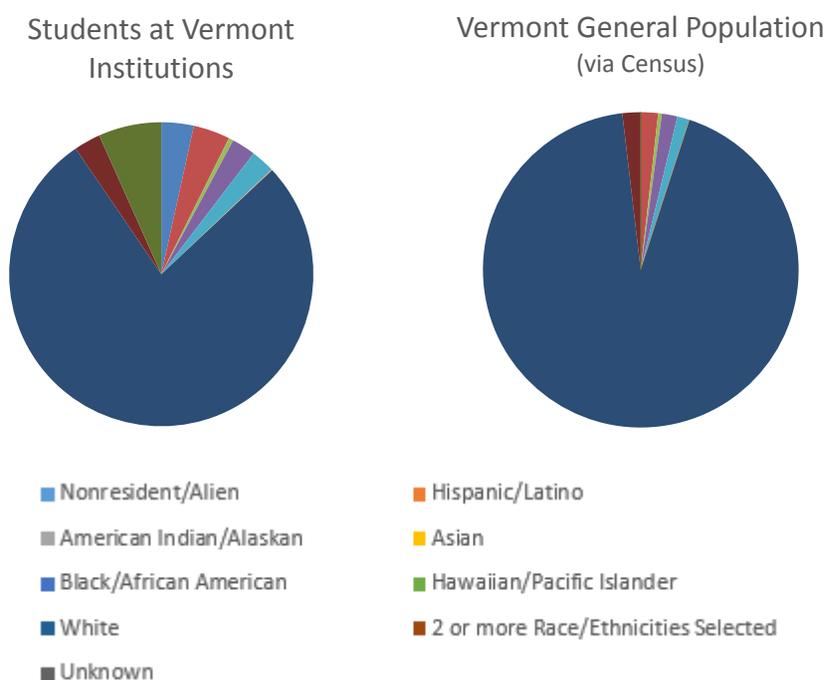


Table 3: Racial/ethnic distribution of all Vermont students (Source: IPEDS)

Racial/Ethnic Category	Number of Students	Percentage of Total Students
Nonresident/Alien	1,480	3.4%
Hispanic/Latino	1,681	3.9%
American Indian/Alaskan	245	.6%
Asian	979	2.3%
Black/African American	1,097	2.6%
Hawaiian/Pacific Islander	35	.1%
White	33,331	77.6%
2 or more Race/Ethnicities	1,207	2.8%
Unknown	2,868	6.7%

Socioeconomic Status

For the purposes of this analysis, we use Pell-eligibility to determine socioeconomic status; students who are eligible to receive a federal Pell grant for educational studies are considered low income students. In 2013-2014 (most recently available data), the average Pell grant was \$4,145 during the first year of college. Overall, 29% of all first-time undergraduates in 2013-2014 were Pell Eligible. Vermont State Colleges served the highest percentage of Pell-Eligible students as a proportion of population.

Table 4: Percent of first-time first year students receiving Pell grants by type of institution
(Source: IPEDS)

VT State Colleges	47%
UVM	18%
Private Colleges	27%

First Generation Status

First-generation college status is available for recent Vermont high school graduates who have enrolled in college in Vermont; the highest percentage of Vermont first-generation college students who go to college in Vermont attend a Vermont State Colleges, followed by private colleges.

Table 5: Percent of first year Vermont students who are first-generation students, by institution type
(Source: VSAC Senior Survey)

VT State Colleges	61%
UVM	27%
Private Colleges	51%

Financial Information

There are many factors to consider when examining the cost of higher education. While each institution in Vermont is asked to calculate the total cost of attendance (including tuition, fees, room, board, books, and transportation), many of those costs are offset by grants and scholarships.

Total Cost of attendance (2014-2015)

The average overall cost of attendance for undergraduate students in Vermont is over \$40,000; costs vary by type of institution and student residency.

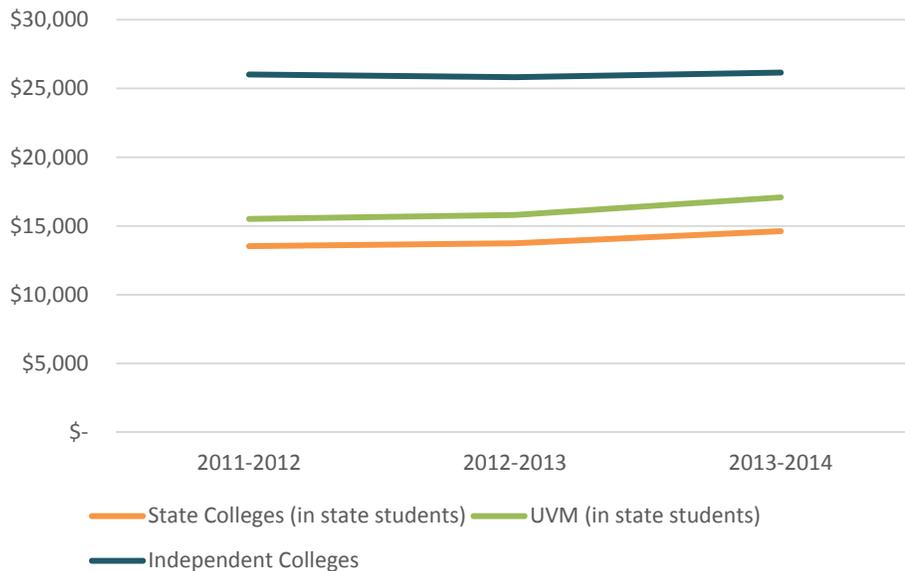
Table 6: Total cost of attendance, including tuition, fees, room, board, books, and transportation
(Source: IPEDS)

	Average in-state	Average out-of-state
Overall (public and private)	\$42,206	\$46,336
Vermont State Colleges	\$23,272	\$35,416
University of Vermont	\$29,674	\$51,322
Private Colleges	N/A	\$49,561

Net Price

After all grant and scholarship aid awarded is taken into account, the average net price for students attending Vermont institutions (who were awarded aid) decreases to: \$26,156 for private colleges, \$15,507 for in-state students at UVM and \$13,524 for in-state students at state colleges. This price has remained relatively level over the past three years.

Figure 7: Average net price for students awarded aid by type of institution, over time (Source: IPEDS)



Financial Aid (2013-2014)

Approximately 87% of all first-time first-year students in Vermont were awarded some type of federal, state, or institutional financial aid during the 2013-2014 academic year (most recent data available). As Table 7 illustrates, aid comes from federal, state, and institutional sources and can be made up of either grant or loan support. The highest percentage of grant aid actually comes from institutions themselves.

Table 7: Federal, state, and institutional aid awarded to first-time first year students in 2013-2014
(Source: IPEDS)

Type of Grant/Aid	Percentage of Students Awarded	Average Amount Awarded
Federal, State, Local or Institutional Grant Aid	82%	\$15,432
Federal Pell Grants	38%	\$4,145
State/Local Grant Aid	18%	\$2,289
Institutional Grant Aid	74%	\$12,949
Student Loans	63%	\$8,328
Federal Student Loans	62%	\$6,185

Vermont State Grant Programs (2014-2015)

Students in any year at Vermont institutions are eligible to apply for grants through VSAC. In the 2014-2015 academic year (FY 2015) VSAC awarded 13,450 need-based education grants to students of attending school full- or part-time, or enrolled in non-degree courses of study. The number of awards in the non-degree program has increased by 54 percent over the last decade.

Table 8: Vermont state grant aid awarded to students (all years) in 2014-2015 (Source: VSAC)

Program	\$ Awarded	Number of Grant Awards
Full-time	\$14.9 M	8,701
Part-time	\$1.4 M	3,057
Non-degree	\$2.9 M	1,692

College Access Initiatives

Vermont higher education institutions are actively engaged in making college more accessible to low-income, first-generation, and other underrepresented students.

Academic Credit Initiatives

Efforts to ensure that students can access college credit in nontraditional formats are available at almost every college campus. These programs offer free or reduced-cost means for students to get ahead in college and/or get credits for high quality prior learning experiences that will help them to make more rapid progress in degree attainment.

Table 9: Number of Vermont institutions offering credit-bearing college access opportunities
(Source: IPEDS)

Dual Credit (college credit earned in high school)	19
Credit for Life Experiences	11
AP Credits	21

Military, Veteran, and Family Services

Colleges and universities in Vermont also offer special services to make college more accessible for students with some form of military background or commitment. Many of these students bring scholarship funds with them through the GI Bill and are able to use these funds toward their education in Vermont.

GI Benefits

Total Number of Students Receiving GI Benefits in Vermont: 1,181

Average GI Benefits Awarded: \$13,192 per student

Total amount of post-911 GI Bill Benefits Awarded to these students: \$13,258,292

Campus Support Services for military members

Student with military background or commitments also benefit from support services that help them to be more successful once they enroll in college.

Table 10: Number of institutions offering military/veteran support services (Source: IPEDS)

ROTC Programs	5
Veterans' Support Services	24
Dedicated point of contact for Veterans, Service members, and family	18

Mentoring and Support Services

A number of programs also exist that provide ongoing and/or "intrusive" advising to underrepresented and at-risk students. Examples include:

- VSAC and Vermont State College Gear Up, Upward Bound, and TRIO programs
- Academic Support Offices
- Diversity and Equity Offices

Student Outcomes

Supporting students to successfully continue their education and graduate is a high priority for Vermont higher education. Each campus has a number of programs that aim to increase student success ranging from engaging curriculum to academic and social interventions to financial advising. These programs promote student retention, graduation, and successful preparation for life after school.

Retention Rates

Retention rates in IPEDS data are calculated as the percent of students in the original adjusted cohort who were retained to their second year; these are weighted averages because they do not include students who are excluded from the cohort for reasons that fall under IPEDS “exclusion” categories such as death or military service.

Average weighted full-time retention rate across all institutions: 80% (first year to second year)

Average part-time retention rate: 38%

Table 11: Average weighted full-time retention rate by type of institution (Source: IPEDS)

Vermont State Colleges	71%
University of Vermont	87%
Private Colleges	86%

Graduation Rates

(Percent of students in the original adjusted cohort who graduated within 150% of time – 6 years)

Average weighted 6-year graduation rate across all institutions: 62%

Table 12: Average weighted six-year graduation rate by type of institution (Source: IPEDS)

Vermont State Colleges	44%
University of Vermont	76%
Private Colleges	64%

Career Outcomes

Once students successfully graduate, Vermont institutions make it a priority to understand where they are headed following graduation. Vermont has a high rate of students who go on to public service and/or volunteer programs (such as Peace Corps); many students also go on to seek further education after completing their bachelor’s degree.

Table 13: Immediate post-graduation career outcomes (Source: NACE First Destination Survey)

Graduates Employed full time	63%
Graduates Continuing Education	17%
Graduates Seeking Employment	6%
Mean Starting Salary for graduates of Vermont Institutions	\$52,820

Human Resources & Economic Impact

Labor Statistics

According to the Vermont Department of Labor, higher education institutions (including those chartered in Vermont and institutions with satellite campuses or staff in the state) employ more than 11,000 people in Vermont, making up about 4% of Vermont’s workforce (measured as total # of employees or wages). Campuses pay at or above average wage in most cases for full-time work. These wages result in income taxes paid to the state of Vermont.

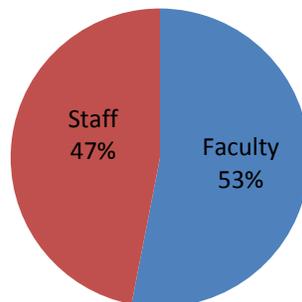
Table 14: Labor statistics on higher education categories tracked by the Vermont Department of Labor
(Source: VDOL)

Industry	# Establishments	# Employees	Total Wages	Average Wage
Vermont Total	24,625	307,096	13,583,111,626	\$44,231.00
Private Institutions (Colleges & Universities)	34	5,213	260,583,201	\$49,986.00
Public 2-Year (Junior Colleges)	12	642	16,955,203	\$26,413.00
Public 4-year (Colleges & Universities)	14	5,769	310,999,863	\$53,907.00
TOTAL	60	11,624	588,538,267	\$ 43,435.33
Percentage of Statewide Totals	0.24%	4%	4%	98%

Faculty vs. Staff Salary Expenditure

Of the approximately \$588M paid in total wages, approximately \$312M (53%) is for faculty members and the remaining \$276M (47%) is for staff.

Figure 8: Breakdown of allocation of salary dollars between faculty and staff (Source: IPEDS)

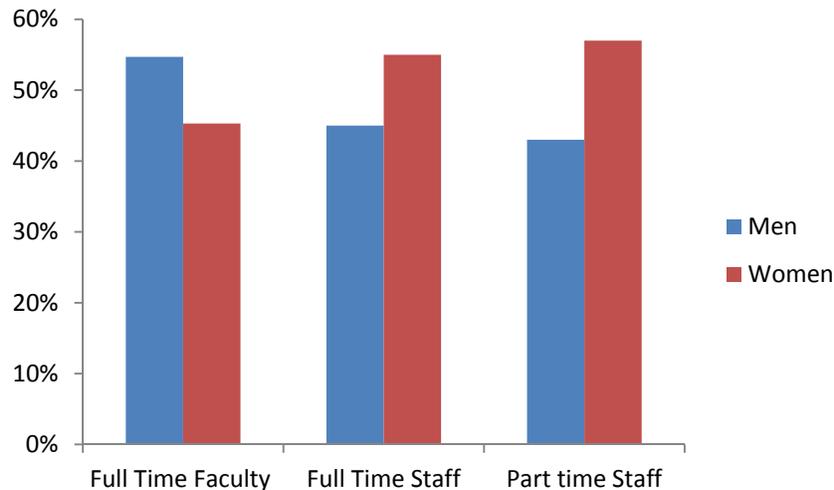


Faculty and Staff Gender Data

Overall Gender breakdown

Of the 11,000 employees, approximately 45% are men and 55% are women. There are more full-time faculty who are men and more full and part-time staff who are women.

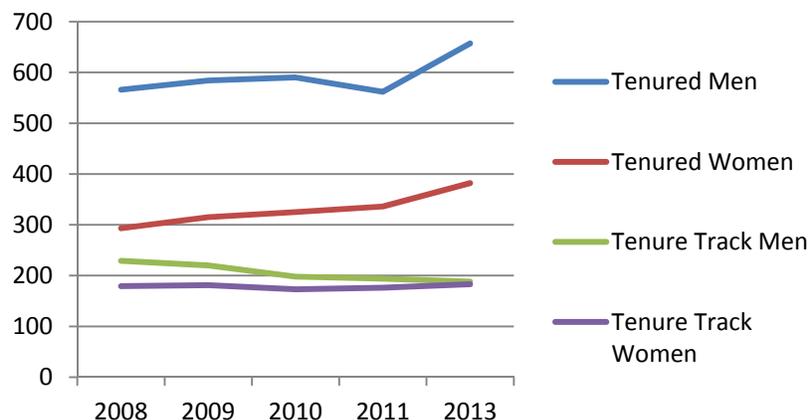
Figure 9: Gender breakdown of faculty and staff positions (Source: IPEDS)



Tenure status by gender

More men than women hold tenure status in Vermont (as of 2013, 63% of tenured faculty were male and 37% were female). This gap has remained consistent from 2008-2013, though the number of men and women on the tenure track has converged. This could be a function of historical underrepresentation of women in tenure-track faculty positions and the fact that men who were tenured more often in earlier years remain on the faculty today; however, it could also be a continuing trend if the equal numbers of women who are on the tenure track are not transitioning to tenure status. In order to fully understand whether this trend continues, we will need data on the number of men vs. women being *awarded* tenure status on an annual basis.

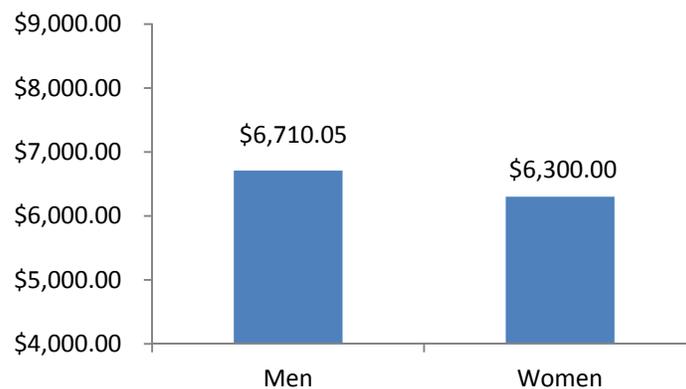
Figure 10: Tenure status by gender over time (Source: IPEDS)



Faculty salary by gender

Since faculty appointments vary between 9, 10, 11, and 12 month appointments, it is necessary to calculate an average weighted monthly salary. The overall average weighted monthly salary is \$6500; men make just above this average (\$6,710) and women make just below (\$6,300); more data is necessary to see if these differences are connected to tenure status and/or differing pay scales by discipline. Salaries of women faculty members are about 93% of that of male faculty, on average. Vermont's gender comparisons are an improvement over national comparisons which state that on a national level, women make approximately 82% compared to their male counterparts (American Council on Education, 2016).

Figure 11: Average weighted monthly salary of faculty members by gender (Source: IPEDS)



Conclusion & Next Steps

The purpose of this VHEC report is to provide baseline data on relevant topics in higher education so that we may track this data over time. It is also meant to serve as a resource for those in the state or beyond who need to draw on higher education data for dialogues, planning efforts, grant writing, or other collective initiatives.

We anticipate publishing this report approximately every two years. We are aware of other data points that will be useful to include in future editions, and welcome your suggestions as well.

If you have feedback or questions, please feel free to contact Carrie Williams Howe, VHEC's Executive Director, at carrie@vermonthec.org or 802-654-2092.



VERMONT HIGHER
EDUCATION COUNCIL

2016-2017 VHEC Members

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