

LEGISLATIVE OVERSIGHT COMMISSION ON EDUCATION ACCOUNTABILITY

Senate Finance Committee Room
June 8, 2010 @ 4:00 P.M.

ITEM

Chancellor Noland's Report

- State and Federal Financial Aid Programs Update 1
- West Virginia Education, Research and Technology Park 13
- Implementation of Initiatives from Senate Bill 480 (verbal report)
- Tuition and Fees for the 2010 Academic Year 19
- Retention and Graduation Rates Compared to Peer Institutions 43
- Overview of Complete College America 49
- *From Higher Education to Work in West Virginia 2008* 53

Chancellor Skidmore's Report

- Community and Technical College System Master Plan Development 99
- Collaborative Efforts Among Community and Technical Colleges 107
- Grant Initiatives 107
- Advanced Technology Centers 108
- Community and Technical College Bonds 108
- Tuition for 2010 Academic Year 108
- Beckley Higher Education Center 108
- System Progress Since Inception of Senate Bill 653 109



West Virginia
Higher Education
Policy Commission



West Virginia Higher Education Policy Commission

**Report to the Legislative Oversight Commission
on Education Accountability**

**PROMISE Scholarship, Higher Education Grant, and
Federal Financial Aid Program Updates**

PROMISE Scholarship, Higher Education Grant, and Federal Financial Aid Program Updates



Presented to the
Legislative Oversight Commission on Education Accountability

June 8, 2010

West Virginia Higher Education Policy Commission



PROMISE Scholarship Program Changes and Updates 2010 High School Graduates

- The floor award of \$4,750 included as part of Senate Bill 373 was implemented for the 2010 high school graduating class. The 2010-2011 academic year award amount still covers full tuition and mandatory fee charges at the following institutions:

Four-Year Institutions

Bluefield State College
Potomac State College of WVU
West Virginia State University
WVU – Parkersburg (Bachelor's Degree)

Two-Year Institutions

All

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PROMISE Scholarship Program Changes and Updates 2010 High School Graduates

- High School Grade Point Average requirements (3.00 core/overall) and standardized test score requirements (ACT 22/20 or SAT 1020/490/480) for establishing 2010 student eligibility remained the same. However, testing deadlines were extended from December to June preceding the academic year.
- To date, 3,454 students have been offered initial 2010 awards compared to 3,497 students for the 2009-10 academic year. Of the offered awards, 240 students have met the qualifying standards through later test dates.

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PROMISE Scholarship Program Changes and Updates 2010 High School Graduates

- The 2010 PROMISE Scholarship online application was moved from a stand-alone website to the College Foundation of West Virginia website, www.cfww.com, to help introduce students to this new comprehensive planning, applying and paying for college website.
- The Commission approved continuation of the same academic standards and the floor award amount for the 2011 high school graduating class.

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PROMISE Scholarship Program Changes and Updates 2010 High School Graduates

- Summer scholarship awards will be made for the first time this summer as provided for in the legislative rule for the program. Of the 133 summer applicants, 94 are tentatively eligible pending finalization of spring semester academic progress updates by institutions.

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Higher Education Grant Program Updates

- 2009 approved program rule modifications enhanced program access. These modifications included the following:
 - Eliminated a secondary application for grant assistance making submission of the Free Application for Federal Student Aid (FAFSA) the only program application requirement.
 - Eliminated a point formula (Grade Point Average x 12.5 + ACT Composite or SAT equivalent = 45 or higher) for high school graduates. Applicant is now only required to meet institutional admission standards and have a cumulative high school grade point average of 2.00 or higher.

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Higher Education Grant Program Updates

- Eliminated the early March 1 FASFA priority receipt date for awards. The Commission approved an extended application date of April 15 for both the 2009-2010 and 2010-2011 academic years.
- Designated funds for non-traditional students to support statewide initiatives to increase adult learner participation in postsecondary programs.
- Flat awards across all types of institutions.

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Free Application for Federal Student Aid (FAFSA) Records Received Through April 15th

	2007	2008	2009	2010
January	5,567	5,610	6,719	7,680
February	29,224	31,636	32,635	32,065
March	7,540	6,756	8,516	11,072
April	2,027	2,129	2,425	2,958
Totals	44,358	46,131	50,295	53,775

2010-2011 Higher Education Grant Awards To Date

High School or Entering Student Applicants	7,272
College Applicants without Prior Awards	8,399
Renewal Applicants	<u>12,901</u>
Total	28,572

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Higher Education Grant Program Award Schedule

2009-2010 Award Year

2009-2010 Expected Family Contribution (EFC)	Maximum Annual Higher Education Grant Award
\$0 – \$4,617	\$3,300
\$4,618 – \$5,100	\$3,000
\$5,101 – \$5,600	\$2,500
\$5,601 – \$6,100	\$2,000
\$6,101 +	\$1,500

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Higher Education Grant Program Award Schedule

2010-2011 Award Year

2010-2011 Expected Family Contribution (EFC)	Maximum Annual Higher Education Grant Award
\$0 - \$5,273	\$2,100
\$5,274 - \$5,600	\$1,700
\$5,601 +	\$1,500

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Higher Education Grant Program Award Schedule

- Adjustments to the 2010-2011 Award Schedule recommended by staff and approved by the Higher Education Financial Aid Advisory Board and the Commission were based upon:
 - Use of the carry-forward funds during the 2009-2010 academic year to implement rule modifications and promote greater program access.
 - Continuation of the April 15 priority receipt date for the Free Application for Federal Student Aid (FAFSA)
 - Increased number of applicants.
 - Continued designation of program funds for non-traditional students.

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Federal Student Financial Aid Overview of Changes for 2010-2011

- Application Process
 - The Free Application for Federal Student Aid (FASFA) was simplified by eliminating twenty-eight questions and incorporating skip logic into the application completion process.
- Federal Pell Grant
 - The Federal Pell Grant annual maximum award increased from \$5,350 to \$5,550.
 - The Expected Family Contribution (EFC) level to establish Pell Grant eligibility increased from \$4,617 to \$5,273.
 - Pell Grant eligible students meeting certain academic progression standards are eligible for “year around” Pell Grant assistance.

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Federal Student Financial Aid Overview of Changes for 2010-2011

- Federal Student Loans
 - All institutions of higher education are required to participate in the Federal Direct Student Loan Program for federal student loans made after July 1, 2010.
- Other
 - The American Recovery and Reinvestment Act of 2009 extended The American Opportunity Tax Credit, a more generous replacement of the Hope Tax Credit, for the 2010-2011 academic year.
 - Optional Internal Revenue Service data retrieval will be available for FASFA applicants after October 2010.

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Federal Campus-Based Financial Aid Allocations Public Four-Year Institutions

Name	Federal Pell Grant Assistance Through the Third Quarter 2009-10	Federal Supplemental Educational Opportunity Grant 2009-10	Federal Supplemental Educational Opportunity Grant 2010-11	Federal Work-Study 2009-10	Federal Work-Study 2010-11	Federal Perkins Level of Lending 2009-10	Federal Perkins Level of Lending 2010-11	Federal Direct or Family Educational Loan Volume Through the Third Quarter 2009-10
Public Four-Year Institution								
Baylor State College	\$4,995,037	\$91,709	\$91,489	\$126,945	\$126,945	\$67,448	\$87,007	\$7,720,077
Cornell University	\$4,843,464	\$147,493	\$147,493	\$277,515	\$277,515	\$623,955	\$363,317	\$7,769,234
Furman State University	\$8,167,330	\$178,519	\$158,059	\$396,256	\$256,849	\$400,000	\$400,000	\$20,916,509
Keanville State College	\$3,059,074	\$89,762	\$89,762	\$199,645	\$199,645	\$0	\$0	\$6,089,633
Marshall University	\$15,112,100	\$135,139	\$287,160	\$676,971	\$564,098	\$1,200,000	\$1,000,000	\$58,559,715
Shenandoah University	\$4,665,183	\$93,669	\$87,623	\$123,852	\$98,970	\$235,478	\$189,868	\$15,086,022
West Liberty University	\$4,028,341	\$299,116	\$299,116	\$183,341	\$153,341	\$511,909	\$197,422	\$10,669,472
West Virginia School of Osteopathic Medicine	\$0	\$0	\$0	\$43,411	\$88,297	\$693,982	\$564,248	\$13,808,685
West Virginia State University	\$6,130,511	\$161,493	\$161,493	\$218,233	\$218,233	\$170,864	\$202,993	\$11,313,459
West Virginia University	\$26,881,172	\$821,382	\$773,829	\$1,848,613	\$1,846,340	\$7,000,000	\$7,762,729	\$12,044,189
Total	\$107,902,208	\$1,196,302	\$1,099,218	\$3,846,208	\$3,799,128	\$11,799,128	\$11,799,128	\$20,924,888

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Federal Campus-Based Financial Aid Allocations Public Two-Year Institutions

Name	Federal Pell Grant Assistance Through the Third Quarter 2009-10	Federal Supplemental Educational Opportunity Grant 2009-10	Federal Supplemental Educational Opportunity Grant 2010-11	Federal Work-Study 2009-10	Federal Work-Study 2010-11	Federal Perkins-Level of Leading 2009-10	Federal Perkins-Level of Leading 2010-11	Federal Direct or Family Educational Loan Through the Third Quarter 2009-2010
Public Two-Year Institutions								
Blue Ridge Community & Technical College	\$3,246,917	\$66,370	\$66,339	\$17,642	\$17,464	\$0	\$0	\$5,401,877
Bedford Community & Technical College	\$1,157,024	\$26,051	\$24,014	\$30,924	\$5,980	\$0	\$0	\$1,703,866
Eastern West Virginia Community & Technical College	\$900,891	\$0	\$5,000	\$0	\$18,883	\$0	\$0	\$375,971
Kanawha Valley Community & Technical College	\$4,039,739	\$61,774	\$61,774	\$81,541	\$75,814	\$0	\$0	\$6,060,964
Marshall Community & Technical College	\$4,688,177	\$88,650	\$88,650	\$103,182	\$103,183	\$0	\$0	\$7,418,736
New River Community & Technical College	\$7,666,145	\$61,571	\$68,236	\$02,208	\$76,496	\$0	\$0	\$9,161,171
Putnam Community & Technical College	\$5,512,132	\$0	\$121,077	\$0	\$115,000	\$0	\$0	\$9,628,966
Southern West Virginia Community & Technical College	\$4,248,344	\$56,491	\$57,938	\$95,553	\$75,989	\$0	\$0	\$564,225
West Virginia Northern Community College	\$6,992,579	\$69,432	\$61,309	\$17,867	\$85,762	\$16,471	\$40,033	\$4,972,230
West Virginia University - Parkersburg	\$8,796,369	\$73,071	\$63,799	\$130,000	\$104,608	\$0	\$0	\$8,666,799
Total	\$66,665,914	\$350,326	\$616,394	\$768,974	\$697,919	\$0	\$0	\$35,211,036

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Federal Campus-Based Financial Aid Allocations Private-Not-For-Profit Institutions

Name	Federal Pell Grant Assistance Through the Third Quarter 2009-10	Federal Supplemental Educational Opportunity Grant 2009-10	Federal Supplemental Educational Opportunity Grant 2010-11	Federal Work-Study 2009-10	Federal Work-Study 2010-11	Federal Perkins-Level of Leading 2009-10	Federal Perkins-Level of Leading 2010-11	Federal Direct or Family Educational Loan Through the Third Quarter 2009-2010
Private-Not-For-Profit Institutions								
Abbeville-Broadhead College	\$1,227,037	\$97,466	\$86,955	\$182,431	\$174,876	\$412,051	\$390,508	\$3,966,695
Appalachian Bible College	\$503,810	\$10,011	\$9,797	\$15,471	\$12,441	\$0	\$0	\$413,861
Bobcat College	\$1,411,514	\$433,944	\$433,944	\$282,869	\$282,869	\$600,000	\$600,000	\$5,526,991
Davis & Elkins College	\$1,215,683	\$138,077	\$138,077	\$186,218	\$180,218	\$250,000	\$250,000	\$3,877,744
Marion State University	\$9,877,766	\$263,800	\$257,142	\$400,000	\$274,389	\$0	\$0	\$14,453,317
Ohio Valley University	\$770,946	\$51,010	\$44,147	\$80,246	\$80,246	\$100,000	\$22,490	\$3,318,422
University of Charleston	\$1,548,825	\$100,000	\$124,621	\$100,000	\$200,000	\$275,354	\$231,697	\$3,467,720
West Virginia Wesleyan College	\$1,692,031	\$180,968	\$180,968	\$264,114	\$264,114	\$364,024	\$175,874	\$5,881,455
Wheeling Jesuit University	\$1,103,007	\$146,582	\$146,582	\$179,939	\$153,261	\$700,000	\$600,000	\$7,630,565
Total	\$19,840,630	\$1,480,976	\$1,401,273	\$1,885,030	\$1,622,416	\$1,622,416	\$1,622,416	\$75,831,270

West Virginia Higher Education Policy Commission



Federal Campus-Based Financial Aid Allocations Private-For-Profit Institutions

Name	Federal Pell Grant Assistance Through the Third Quarter 2009-10	Federal Supplemental Educational Opportunity Grant 2009-10	Federal Supplemental Educational Opportunity Grant 2008-09	Federal Work-Study 2009-10	Federal Work-Study 2008-09	Federal Perkins Loan of Learning 2008-09	Federal Perkins Loan of Learning 2009-10	Federal Direct or Federal Educational Loan Through the Third Quarter 2009-10
Private-For-Profit Institutions								
Freeman Institute	\$10,780,451	\$583,545	\$100,411	\$5,076	\$30,373	\$105,051	\$60,651	\$10,646,957
Marquette Junior College of Business	\$3,487,346	\$683,764	\$65,710	\$0	\$0	\$0	\$0	\$3,656,820
Marquette School of Beauty Culture	\$145,577	\$17,649	\$17,649	\$0	\$0	\$0	\$0	\$179,574
International Beauty School	\$548,439	\$5,631	\$5,631	\$0	\$0	\$0	\$0	\$458,779
Mountain State College	\$607,480	\$17,077	\$17,077	\$16,213	\$20,080	\$60,000	\$60,000	\$817,927
West Virginia University	\$2,000,000	\$24,561	\$26,500	\$20,000	\$20,000	\$25,000	\$25,000	\$0,000,000
West Virginia Business College	\$0,000,000	\$0,000	\$0,000	\$0	\$0	\$0	\$0	\$0,000,000
West Virginia Junior College of Charleston	\$1,138,313	\$12,480	\$0,000	\$0,000	\$0,000	\$17,171	\$18,515	\$1,168,428
West Virginia Junior College of Martinsburg	\$1,473,966	\$42,500	\$4,510	\$14,000	\$20,000	\$40,000	\$39,562	\$1,514,000
Total	\$20,727,257	\$774,083	\$198,541	\$35,849	\$70,453	\$197,111	\$125,216	\$21,411,114

West Virginia Higher Education Policy Commission





West Virginia Higher Education Policy Commission

Report to the Legislative Oversight Commission on Education Accountability

West Virginia Education, Research and Technology Park



West Virginia Higher Education Policy Commission
1018 Kanawha Boulevard East, Suite 700
Charleston, WV 25301
(304) 558-2101
www.hepc.wvnet.edu

MEMORANDUM

TO: Legislative Oversight Commission on Education Accountability

FROM: Brian Noland

DATE: June 8, 2010

RE: Report on West Virginia Education, Research and Technology Park

Background:

On February 25, 2010, Governor Joe Manchin announced that the State of West Virginia is committed to revitalizing the Technology Park in South Charleston, and urged the Higher Education Policy Commission to move forward on a donation from Union Carbide Corporation, a subsidiary of The Dow Chemical Company, of buildings and property at the 258-acre campus. The Commission approved the donation on March 4, 2010 which effectively saved more than 450 existing jobs and the park, and is expected to create hundreds – and possibly thousands – more.

The primary goal of the park, the new “West Virginia Education, Research and Technology Park,” is to help transform the state’s economy by spurring job creation and technology-based business development. With existing infrastructure, including lab space, offices and high-tech business tenants, the park will serve as a business incubator for bringing the ideas and discoveries made in the higher education research setting to the marketplace.

The three core research focus areas will be energy, chemicals and materials, and biotechnology.

Future tenants will include state agency labs (including the Department of Agriculture), the Kanawha Valley Community and Technical College, higher education services, non-profits and start-up companies. Plans also are underway for a high-tech training center to be built by the West Virginia Community and Technical College System.

Funding/Planning & Development:

The Commission received a \$250,000 grant from the federal Economic Development Administration (EDA) in November 2009 to assist with planning for the park's future. This award, which is being matched with state funds, will support a contract recently awarded to Battelle Memorial Institute for strategic, long-range development of the park.

Battelle, of Columbus, Ohio, was chosen after an interview and scoring process conducted by Commission staff and consultants. Battelle is a leader in the development, commercialization and transfer of technology for industrial and governmental clients. Battelle also manages major federal laboratories for the U.S. Department of Energy, such as Oak Ridge and Brookhaven national laboratories.

Battelle's Technology Partnership Practice, which was created 20 years ago to focus the company's efforts on assisting with economic and technology development programs, has developed advanced energy technology strategies in a variety of areas, including bio-energy development, energy efficiency and clean coal. Battelle has previously done work in West Virginia, including the West Virginia Technology Blueprint by TechConnect WV.

Battelle is partnering with CH2M HILL on this project. CH2M HILL is a program management, construction management and design firm based in Colorado with a strong presence in Pittsburgh. Their work is concentrated in areas like architecture and planning, industrial facilities, government and military facilities, and energy. Battelle will likely partner with some local companies during the planning phase as well.

A second proposal to the EDA is being drafted by Commission staff for potential building redevelopment and/or construction at the park. We also are pursuing the possible availability of stimulus funds to support building upgrades and site management.

Dow has provided a \$10 million gift to the state by continuing to operate the facility during this transition and planning period. This funding stream will expire in December of this year. Currently, it costs approximately \$7.8 million per year to operate the park. With funding from external award agencies and new and existing tenants, the Commission is working to ensure the most cost-effective transition possible.

Transition:

The Commission is working to ensure that full compliance and modernization requirements are met prior to complete occupancy of the facilities. A transition steering committee comprised of representatives of local businesses, government officials and state agencies, has been identified and will meet soon to discuss plans for the transition to state ownership by December 15, 2010.

The Commission has two new staff members solely dedicated to the park. One manages facilities and logistics, while the other is spearheading broader planning efforts and coordinating initiatives in line with the state's vision for the park. These staff members meet weekly with senior managers at the Commission, including myself, and in turn hold transition meetings with Dow management officials to secure a seamless transition of the property and facilities.

Existing Resources & Facilities:

New tenants at the park will have the opportunity to network and establish productive alliances with other technically-focused organizations, which can provide training, business services, technical consulting and support, and commercialization assistance. In addition, the Marshall University Graduate College offers many classes at its South Charleston campus, adjacent to the park. By adding educational components to the campus, a unique nexus of intellectual property, commercialization and workforce will be generated.

Structures & Land

Building 740

- ❖ 131,000 square feet; five floors of laboratories and offices; basement
- ❖ Drive-in loading area
- ❖ Sufficient parking
- ❖ Passenger and freight elevators
- ❖ Current tenants: West Virginia University, The Dow Chemical Company, MATRIC, Chemical Alliance Zone, Progenesis Technologies

Building 2000

- ❖ 196,800 square feet; four floors of offices
- ❖ Sufficient parking
- ❖ Current tenants: The Dow Chemical Company, Univation Technologies, MATRIC, CDI Corporation

Building 770 (presently vacant and being mothballed to reduce operating costs)

- ❖ 130,000 square feet; four floors of laboratories and offices
- ❖ Drive-in loading area for trailers
- ❖ Sufficient parking
- ❖ Passenger and freight elevators

Pilot Plants & Smaller Buildings

- ❖ 350,000 square feet of lab, maintenance and office space
- ❖ Scale-up plants for middle-scale research and commercialization
- ❖ Parking, utilities, environmental permits in place
- ❖ Current tenants: Bayer, Univation and PRD (Dow-Exxon venture)

Future Development

- ❖ 258 acres, including 130 acres of undeveloped land that could be considered for development during planning efforts
- ❖ Numerous sites for buildings



West Virginia Higher Education Policy Commission

Report to the Legislative Oversight Commission on Education Accountability

Tuition and Fees 2010-11 Academic Year



West Virginia Higher Education Policy Commission
1018 Kanawha Boulevard East, Suite 700
Charleston, WV 25301
(304) 558-2101
www.hepc.wvnet.edu

MEMORANDUM

TO: Legislative Oversight Commission on Education Accountability

FROM: Brian Noland

DATE: June 8, 2010

RE: Report on Tuition and Fees for the 2010-11 Academic Year

West Virginia Code §18B-10-1(k)(5) requires the West Virginia Higher Education Policy Commission to approve any proposed tuition and fee increases for state institutions of higher education other than Marshall University and West Virginia University. Institutions requiring approval by the Commission did not seek a base increase in tuition and fees for the 2010-11 academic year for resident undergraduate students consistent with Governor Manchin's directive to freeze tuition and fees. For non-resident undergraduate students, proposed fee increases ranged from 0.51 percent to 6.69 percent. Additionally, proposed fee increases for graduate students ranged from 0.89 percent to 15.48 percent for resident students and 1.91 percent to 24.90 percent for non-resident students.

Tuition and fees for the 2010-11 academic year, as approved by the Commission on May 12, 2010, are outlined by institution on the following tables:

- Table 1 – Regular Tuition and Fees for Undergraduate Students
- Table 2 – Regular Tuition and Fees for Graduate Students
- Table 3 – Special Fees and Charges
- Table 4 – Room and Board Charges

Table 1

West Virginia Higher Education Policy Commission
Regular Tuition and Fees - 2010-11 Academic Year

Undergraduate Students

Institution	Tuition and Required E&G Fees		Required E&G Capital Fees		Auxiliary & Auxiliary Capital Fees		Special Equity		Total Tuition and Fees		Increase	
	2009-10	2010-11	2009-10	2010-11	2009-10	2010-11	2009-10	2010-11	2009-10	2010-11	Amount	Percentage
Bluefield State College												
Resident	3,894	3,894	450	450	252	252	0	0	4,596	4,596	0	0.00%
Metro	4,960	4,960	1,400	1,616	252	252	0	0	6,612	6,828	216	3.27%
Non-Resident	7,348	7,348	1,400	1,688	252	252	0	0	9,000	9,288	288	3.20%
Concord University												
Resident	4,068	4,068	368	368	538	538	0	0	4,974	4,974	0	0.00%
Discount Rate	5,126	5,126	1,012	1,012	538	538	0	0	6,676	6,676	0	0.00%
Non-Resident	9,146	9,146	1,366	1,366	538	538	0	0	11,050	11,050	0	0.00%
Fairmont State University												
Resident	3,548	3,548	580	580	948	948	96	96	5,172	5,172	0	0.00%
Non-Resident	7,890	7,890	1,970	1,970	948	948	96	96	10,904	10,904	0	0.00%
Glenville State College												
Resident	3,634	3,634	744	744	452	452	58	58	4,888	4,888	0	0.00%
Metro	6,394	6,480	1,160	1,200	452	480	58	72	8,064	8,232	168	2.08%
Non-Resident	9,164	9,360	2,028	2,064	452	480	58	96	11,702	12,000	298	2.55%
Marshall University												
Resident	3,889	3,889	769	818	578	578	0	0	5,236	5,285	49	0.94%
Metro	6,291	6,540	1,799	1,848	578	578	0	0	8,668	8,966	298	3.44%
Non-Resident	10,105	10,470	1,799	1,849	578	578	0	0	12,482	12,897	415	3.32%
Shepherd University												
Resident	3,424	3,424	584	584	1,118	1,118	108	108	5,234	5,234	0	0.00%
Non-Resident	10,814	11,286	1,534	1,534	1,118	1,118	108	108	13,574	14,046	472	3.48%
West Liberty University												
Resident	3,910	3,910	200	200	620	620	150	150	4,880	4,880	0	0.00%
Metro	8,590	9,230	200	200	620	620	150	150	9,560	10,200	640	6.69%
Non-Resident	10,980	11,780	200	200	620	620	150	150	11,950	12,750	800	6.69%

Table 1

West Virginia Higher Education Policy Commission
Regular Tuition and Fees - 2010-11 Academic Year

Undergraduate Students

Institution	Tuition and Required E&G Fees		Required E&G Capital Fees		Auxiliary & Auxiliary Capital Fees		Special Equity		Total Tuition and Fees		Increase	
	2009-10	2010-11	2009-10	2010-11	2009-10	2010-11	2009-10	2010-11	2009-10	2010-11	Amount	Percentage
West Virginia State University												
Resident	3,824	3,824	350	350	370	370	120	120	4,664	4,664	0	0.00%
Metro (Previously Approved by HEPC)	0	6,394	0	1,300	0	370	0	120	0	8,184	New	0.00%
Non-Resident	9,114	9,114	1,300	1,300	370	370	120	120	10,904	10,904	0	0.00%
West Virginia University												
Resident	3,456	3,456	676	676	1,172	1,274	0	0	5,304	5,406	102	1.92%
Non-Resident	12,920	13,418	2,310	2,310	1,172	1,274	0	0	16,402	17,002	600	3.66%
Health Professions												
Resident	5,074	5,074	100	100	1,172	1,274	0	0	6,346	6,448	102	1.61%
Non-Resident	18,002	18,002	696	696	1,172	1,274	0	0	19,870	19,972	102	0.51%
WVU Institute of Technology												
Resident	3,938	3,938	604	604	622	622	0	0	5,164	5,164	0	0.00%
Non-Resident	10,854	10,854	1,788	1,788	622	622	0	0	13,264	13,264	0	0.00%
WVU - Parkersburg												
Bachelor's Degree												
Resident	2,744	2,744	100	100	0	0	0	0	2,844	2,844	0	0.00%
Non-Resident	7,012	7,012	500	500	0	0	0	0	7,512	7,512	0	0.00%
WVU - Potomac State College												
Resident	2,432	2,432	200	200	254	254	0	0	2,886	2,886	0	0.00%
Metro	4,120	4,120	700	700	254	254	0	0	5,074	5,074	0	0.00%
Non-Resident	7,792	7,792	700	700	254	254	0	0	8,746	8,746	0	0.00%
Bachelor's Degree												
Resident	3,128	3,128	200	200	254	254	0	0	3,582	3,582	0	0.00%
Metro	4,936	4,936	668	668	254	254	0	0	5,858	5,858	0	0.00%
Non-Resident	8,632	8,632	700	700	254	254	0	0	9,586	9,586	0	0.00%

Table 2

West Virginia Higher Education Policy Commission
 Regular Tuition and Fees - 2010-11 Academic Year
 Graduate Students

Institution	Tuition and Required E&G Fees		Required E&G Capital Fees		Auxiliary & Auxiliary Capital Fees		Special Equity		Tuition and Fees		Increase	
	2009-10	2010-11	2009-10	2010-11	2009-10	2010-11	2009-10	2010-11	2009-10	2010-11	Amount	Percentage
Concord University												
Resident	4,948	4,948	368	368	32	32	0	0	5,348	5,348	0	0.00%
Non-Resident	7,996	7,996	1,366	1,366	32	32	0	0	9,394	9,394	0	0.00%
Fairmont State University												
Resident	3,996	3,996	580	580	948	948	96	96	5,620	5,620	0	0.00%
Non-Resident	8,982	8,982	1,970	1,970	948	948	96	96	11,996	11,996	0	0.00%
Marshall University												
Resident	4,189	4,189	749	798	578	578	0	0	5,516	5,565	49	0.89%
Metro	6,887	7,158	1,939	1,988	578	578	0	0	9,404	9,724	320	3.40%
Non-Resident	11,319	11,724	1,939	1,988	578	578	0	0	13,836	14,290	454	3.28%
Shepherd University												
Resident	5,050	5,050	368	368	72	72	0	0	5,490	5,490	0	0.00%
Metro	6,598	7,138	1,070	1,070	72	72	0	0	7,740	8,280	540	6.98%
Non-Resident	6,778	7,408	1,070	1,070	72	72	0	0	7,920	8,550	630	7.95%
West Liberty University												
Resident	3,780	4,410	200	200	90	90	0	0	4,070	4,700	630	15.48%
Non-Resident	4,770	6,030	200	200	90	90	0	0	5,060	6,320	1,260	24.90%
West Virginia State University												
Resident	4,466	4,466	262	262	280	280	120	120	5,128	5,128	0	0.00%
Non-Resident	10,616	10,616	976	976	278	278	120	120	11,990	11,990	0	0.00%
West Virginia University												
Resident	3,930	4,170	736	736	1,172	1,274	0	0	5,838	6,180	342	5.86%
Non-Resident	13,238	13,920	2,510	2,510	1,172	1,274	0	0	16,920	17,704	784	4.63%
<i>(First Professional)</i>												
Marshall University												
Resident	16,361	17,160	749	798	578	578	0	0	17,688	18,536	848	4.79%
Non-Resident	41,961	42,760	1,939	1,988	578	578	0	0	44,478	45,326	848	1.91%

Table 2

**West Virginia Higher Education Policy Commission
Regular Tuition and Fees - 2010-11 Academic Year
Graduate Students**

Institution	Tuition and Required E&G Fees		Required E&G Capital Fees		Auxiliary & Auxiliary Capital Fees		Special Equity		Tuition and Fees		Increase	
	2009-10	2010-11	2009-10	2010-11	2009-10	2010-11	2009-10	2010-11	2009-10	2010-11	Amount	Percentage
West Virginia University												
Medical												
Resident	19,698	20,436	100	100	1,172	1,274	0	0	20,970	21,810	840	4.01%
Non-Resident	43,580	45,332	966	966	1,172	1,274	0	0	45,718	47,572	1,854	4.06%
Dental												
Resident	11,992	12,424	100	100	1,172	1,274	0	0	13,264	13,798	534	4.03%
Non-Resident	31,982	34,610	808	808	1,172	1,274	0	0	33,962	36,692	2,730	8.04%
Law*												
Resident	9,164	9,614	736	736	1,172	1,274	0	0	11,072	11,624	552	4.99%
Non-Resident	21,288	22,292	2,510	2,510	1,172	1,274	0	0	24,970	26,076	1,106	4.43%
Law**												
Resident	10,462	10,964	736	736	1,172	1,274	0	0	12,370	12,974	604	4.88%
Non-Resident	22,478	23,530	2,510	2,510	1,172	1,274	0	0	26,160	27,314	1,154	4.41%
Law***												
Resident	10,462	12,202	736	736	1,172	1,274	0	0	12,370	14,212	1,842	14.89%
Non-Resident	22,478	24,660	2,510	2,510	1,172	1,274	0	0	26,160	28,444	2,284	8.73%
Pharmacy D (Traditional)												
Resident	10,004	10,358	100	100	1,172	1,274	0	0	11,276	11,732	456	4.04%
Non-Resident	26,280	27,312	704	704	1,172	1,274	0	0	28,156	29,290	1,134	4.03%
WV School of Osteopathic Medicine												
Resident	19,250	19,250	700	700	0	0	0	0	19,950	19,950	0	0.00%
Non-Resident	47,850	47,850	2,100	2,100	0	0	0	0	49,950	49,950	0	0.00%

*Applies to students entering in 2008.

**Applies to students entering in 2009.

***Applies to students entering in 2010.

Table 3

**West Virginia Higher Education Policy Commission
Special Fees and Charges
Academic Year 2010-11**

SPECIAL FEES AND CHARGES	Fee Rate 2009-10	Fee Rate 2010-11	Increase (Decrease)
Bluefield State College:			
Engineering Technology & Computer Science Fee (Per Credit Hour)	15.00	15.00	0.00
Health Science Programmatic Fee:			
(A. S. N.)	400.00	400.00	0.00
(A. S. R. T. - Summer I & II, Fall, Spring)	175.00	175.00	0.00
LPN to RN Program Annual Fee (Bluefield & Beckley Campus)	500.00	500.00	0.00
BS Nursing (Per Credit Hour)	15.00	15.00	0.00
Business Lab Fee (Per Credit Hour)	15.00	15.00	0.00
Business Programmatic/Accreditation Fee	60.00	60.00	0.00
Education Accreditation Fee	10.00	10.00	0.00
Information Technology Certification Training (Per Credit Hour)	10.00	10.00	0.00
Web-CT Classes/Web Enhanced (Per Credit Hour)	20.00	20.00	0.00
CART Web Classes (Per Credit Hour)	20.00	20.00	0.00
ITV Instructional Television (PBS)	20.00	20.00	0.00
Regents' BA Degree Evaluation	300.00	300.00	0.00
Portfolio RBA Fee (Per Credit Hour)	10.00	10.00	0.00
Science Programmatic Fee (Per Credit Hour)	15.00	15.00	0.00
Technology Fee (Degree Seeking Students)	20.00	20.00	0.00
Late Registration	30.00	30.00	0.00
Transcript (After First)	5.00	5.00	0.00
Graduation	45.00	45.00	0.00
Diploma Replacement	10.00	10.00	0.00
Parking Processing Fee	10.00	10.00	0.00
Parking Permit (Bluefield Campus Only)	16.00	16.00	0.00
Returned Check Fee	15.00	15.00	0.00
Concord University:			
International Orientation Fee	130.00	130.00	0.00
Business Accreditation Fee	50.00	50.00	0.00
Late Registration Fee	25.00	25.00	0.00
College Court Rent Late Fee	20.00	20.00	0.00
Rental Property Late Fee	20.00	20.00	0.00
Transcript Fee	5.00	5.00	0.00
Priority Transcript Fee	10.00	10.00	0.00
Graduation Fee	50.00	50.00	0.00
Regents BA Degree Evaluation	300.00	300.00	0.00
Regents BA Degree Per Hour Posting Fee	10.00	10.00	0.00
Advanced Standing Exam	55.00	55.00	0.00
Dorm Damage Deposit	50.00	50.00	0.00
Damage Deposit College Courts	75.00	75.00	0.00
Security Deposit on Rental Properties	225.00	225.00	0.00
Orientation Fee	85.00	85.00	0.00
Diploma Replacement	25.00	25.00	0.00
Late Graduation Fee	20.00	20.00	0.00
Returned Check Fee	25.00	25.00	0.00
Technology Course Fee (Per Credit Hour)	6.00	6.00	0.00

Table 3

**West Virginia Higher Education Policy Commission
Special Fees and Charges
Academic Year 2010-11**

SPECIAL FEES AND CHARGES	Fee Rate 2009-10	Fee Rate 2010-11	Increase (Decrease)
Lab Fee	25.00	25.00	0.00
Art Lab (Clay) Fee	25.00	25.00	0.00
Service Fee - Installment Plan	50.00	50.00	0.00
Athletic Training Special Fee	100.00	100.00	0.00
Tutorial Fee	125.00	125.00	0.00
Post Office Box Rental	7.50	7.50	0.00
Parking Permit Decal	15.00	15.00	0.00
Graduate Application Fee	25.00	25.00	0.00
EDUC 456-Directed Student Teaching	100.00	100.00	0.00
Fairmont State University:			
Application Fee - Graduate	40.00	40.00	0.00
Application Fee - Undergraduate	20.00	20.00	0.00
Aviation Technology Fee (Per Credit Hour)	35.00	35.00	0.00
Credential Fee - Placement	3.00	3.00	0.00
Community College Bacc. Enhancement Fee (Per Credit Hour):			0.00
Resident	59.00	59.00	0.00
Non-Resident	87.00	87.00	0.00
Credit for Life Experience Evaluation	300.00	300.00	0.00
Credit Conversion Fee	22.00	22.00	0.00
Course Fee (Per Credit Hour) (previously known as Tech. Fee)	4.00	4.00	0.00
Diploma Replacement	50.00	50.00	0.00
E-Rate University (per 3 hour course)	972.00	972.00	0.00
E-Rate Graduate (per 3 hour course)*	1,476.00	1,476.00	0.00
E-Learning Course Fee (per 3 hour course) (FS Students)	75.00	75.00	0.00
Exam for Course Credit (Per Credit Hour)	22.00	22.00	0.00
Excess course withdrawal fee (Per Course assessed after 8 courses have been dropped)	50.00	50.00	0.00
Faculty and Staff Parking Fee - Full-time (will be prorated if less than full-time) Annual	180.00	180.00	0.00
Fine Arts Course Fees (Per Credit Hour):			
Art - Pottery Materials Fee	15.00	15.00	0.00
Art Painting/Drawing Materials Fee	7.00	7.00	0.00
Debate - Materials Fee	15.00	15.00	0.00
Music Lessons Fee	10.00	10.00	0.00
Theatre Materials Fee	15.00	15.00	0.00
Foreign Languages Course Fee (Per Credit Hour)	8.00	8.00	0.00
Graduation (fee for Graduate Students)	70.00	70.00	0.00
Graduation (fee for Undergraduate Students)	50.00	50.00	0.00
Graduation Application Late Fee	50.00	50.00	0.00
ID Card Replacement Fee	15.00	15.00	0.00
Late Registration	50.00	50.00	0.00
Late Payment Fee	50.00	50.00	0.00
Occupational Develop/Tech Studies Degree Evaluation	150.00	150.00	0.00
Off-Campus Instruction (per credit hour up to 12 hours max)	15.00	15.00	0.00
MBA Course Fee (Per Credit Hour)	25.00	25.00	0.00

Table 3

**West Virginia Higher Education Policy Commission
Special Fees and Charges
Academic Year 2010-11**

SPECIAL FEES AND CHARGES	Fee Rate 2009-10	Fee Rate 2010-11	Increase (Decrease)
New Student Fee	120.00	120.00	0.00
Nursing Lab Fee (Per Credit Hour)	12.00	12.00	0.00
Nursing Testing Fee (Per Semester)	156.00	156.00	0.00
Nursing Uniform Fee (Once Per Program)	155.00	155.00	0.00
Priority Transcript Fee	9.00	9.00	0.00
Regents' BA Degree Evaluation	300.00	300.00	0.00
Reinstatement Fee	25.00	25.00	0.00
Senior Citizens Audit Fee (Per Credit Hour)	22.00	22.00	0.00
Teacher Education - Clinical Experiences Fee	150.00	150.00	0.00
University/Graduate Enhancement Fee (Per Credit Hour):			
Resident	94.00	94.00	0.00
Non-Resident	209.00	209.00	0.00
HHP Outdoor Course Fee (Per Credit Hour)	New	30.00	New
Fine Arts Major Course Fee (Per Credit Hour)	New	50.00	New
Storytelling Course Fee (Per Credit Hour)	New	40.00	New
Glenville State College:			
ACT Residual Test - institutional charge	50.00	50.00	0.00
Application Fee	10.00	20.00	10.00
Applied Music Fee	40.00	50.00	10.00
Art - Kiln Fee	60.00	60.00	0.00
Art Studio Fee	35.00	40.00	5.00
Bad Check Fee	25.00	25.00	0.00
Business Program Assessment Fee	30.00	30.00	0.00
Challenge Exam (Per Credit Hour)	5.00	5.00	0.00
American Humanities/Nonprofit Cert. Entrance Fee	New	40.00	New
American Humanities/Nonprofit Final Portfolio Assessment	New	100.00	New
Computer Science - CSCI 101,205, 286, 305, 352 & 386	30.00	30.00	0.00
Computer Science - Mkt 203 & 379	30.00	30.00	0.00
Criminal Justice Fee - CJ215	100.00	100.00	0.00
Darkroom Fee	30.00	30.00	0.00
Diploma Replacement Fee	25.00	25.00	0.00
Educational Foundations Fee (Per Course)	100.00	100.00	0.00
Facsimile Fee (Per Page)	0.50	0.50	0.00
Fingerprint Fee (EDUC 203)	25.00	25.00	0.00
First Year Experience Fee	100.00	100.00	0.00
Graduation Fee (Exclusive of Cap and Gown)	40.00	40.00	0.00
Graduate Verification Letter	5.00	5.00	0.00
Land Resource Lab Fee	40.00	40.00	0.00
Late Graduation Fee	100.00	100.00	0.00
Lost Room Key Fee	25.00	25.00	0.00
Music Instrument Rental Fee	35.00	35.00	0.00
Non-resident Food Service Fee	65.00	65.00	0.00
NTE Scores (Copy)	5.00	5.00	0.00
Nursing Program Fee (Per Semester)	400.00	400.00	0.00
Off-Campus Course Fee (Per Credit Hour)	15.00	15.00	0.00

Table 3

**West Virginia Higher Education Policy Commission
Special Fees and Charges
Academic Year 2010-11**

SPECIAL FEES AND CHARGES	Fee Rate 2009-10	Fee Rate 2010-11	Increase (Decrease)
Diploma Fees:			
Certificate Fee	15.00	15.00	0.00
Associate Degree	30.00	30.00	0.00
Baccalaureate Degree	50.00	50.00	0.00
Master's Degree	50.00	50.00	0.00
Diploma Replacement	50.00	50.00	0.00
First Professional Degree	100.00	100.00	0.00
Doctoral Degree	100.00	100.00	0.00
Electronic Course Fee per credit hour - Undergraduate	197.00	202.00	5.00
Electronic Course Fee per credit hour - Graduate	273.00	278.00	5.00
Electronic Course Fee per credit hour - High School	122.00	122.00	0.00
Executive MBA:			
Resident	1,350.00	1,350.00	0.00
Non-Resident	1,550.00	1,550.00	0.00
Metro	1,450.00	1,450.00	0.00
GSEPD - Clinical Lab Fee	25.00	25.00	0.00
GSEPD - Student Teaching Fee	100.00	100.00	0.00
Graduate Fee - Thesis & Dissertation Processing	10.00	0.00	(10.00)
Improper Check-out Fee - Dorm	50.00	50.00	0.00
International Student Services Fee	25.00	25.00	0.00
Laboratory Fee - Graduate Psychology	30.00	30.00	0.00
Laboratory Fee - COLA	30.00	30.00	0.00
Laboratory Fee - Journalism	50.00	50.00	0.00
Laboratory Fee - Science	60.00	60.00	0.00
Laboratory Fee - Health Sciences (Clinical Lab Science, Communication Disorders, Dietetics)	50.00	50.00	0.00
Laboratory Fee - Health Professions [Nursing]	100.00	100.00	0.00
Late Registration/Payment Fee	25.00	25.00	0.00
Mail Box - Re-Key (Per Lock)	30.00	30.00	0.00
Meal Card/I. D. Replacement	20.00	20.00	0.00
MUGC Alternative Assessment (Per Credit Hour)	25.00	25.00	0.00
Off-Campus Course Fee (Per Credit Hour)	35.00	35.00	0.00
Orientation/Student Success Fee	50.00	50.00	0.00
Regents' BA Degree Evaluation	300.00	300.00	0.00
Regents' BA Posting Fee (Per Credit Hour)	10.00	10.00	0.00
Reinstatement Fee - Course Schedule	25.00	25.00	0.00
Reservation Deposit	200.00	200.00	0.00
Damage Deposit - Residence Halls	0.00	0.00	0.00
Returned Check Fee	25.00	25.00	0.00
Revalidation of Credit Fee (PerCredit Hour)	25.00	25.00	0.00
Room Re-Key (Per Lock)	40.00	40.00	0.00
Study Abroad Fee	100.00	100.00	0.00
Transcript (After First)	8.00	8.00	0.00
Transfer Evaluation Fee	50.00	50.00	0.00
University College - Math Workshop	185.00	0.00	(185.00)

Table 3

**West Virginia Higher Education Policy Commission
Special Fees and Charges
Academic Year 2010-11**

SPECIAL FEES AND CHARGES	Fee Rate 2009-10	Fee Rate 2010-11	Increase (Decrease)
Shepherd University:			
Admissions Application Fee (Under-grad)	45.00	45.00	0.00
Admissions Deposit (Non-Refundable)	100.00	100.00	0.00
Applied Music Fee (Per Credit Hour)	306.00	306.00	0.00
Art Studio Fee	35.00	35.00	0.00
CIS Lab Fee	25.00	25.00	0.00
Communication Course Fee	25.00	25.00	0.00
Diploma Replacement	20.00	20.00	0.00
Education Major Fee	40.00	40.00	0.00
Electronic Course fee (Per Credit Hour)	25.00	25.00	0.00
Emergency Transcript	15.00	15.00	0.00
Family & Consumer Sciences Fee	40.00	40.00	0.00
Graduate Admissions Fee (Non-Refundable)	40.00	40.00	0.00
Graduate Posting Fee (Continuing Ed/Per Credit Hour)	38.00	38.00	0.00
Graduation Fee	35.00	35.00	0.00
Health, Physical Education, Recreation & Sports Fee	37.00	37.00	0.00
History Course Fee (304 only)	75.00	75.00	0.00
I.D. Card Replacement	25.00	25.00	0.00
Archaeology Lab Fee	20.00	20.00	0.00
Late Payment Fee	25.00	25.00	0.00
Late Registration Fee (Non-Refundable)	25.00	25.00	0.00
MAT Transcript Analysis Fee	20.00	20.00	0.00
Music Lab Fee	30.00	30.00	0.00
Nursing Lab Fee	75.00	75.00	0.00
Nursing Program Fee	90.00	90.00	0.00
Orientation Fee (Non-Refundable)	75.00	75.00	0.00
Parking Fee	65.00	65.00	0.00
Physical Education Major Program Fee	20.00	20.00	0.00
RBA Posting Fee (per credit hour)	10.00	10.00	0.00
Recreation Major Program Fee	40.00	40.00	0.00
Regents' BA Degree Evaluation	300.00	300.00	0.00
Return Check Handling Fee	10.00	10.00	0.00
Science Lab Fee	35.00	35.00	0.00
Special Examination (Per Credit Hour)	25.00	25.00	0.00
Transcript (After First)	5.00	5.00	0.00
West Liberty University:			
Ceramics Material Fee	New	100.00	New
Credit Card Proccession	20.00	20.00	0.00
Diploma Replacement	25.00	25.00	0.00
Electronic Course	100.00	100.00	0.00
Freshmen Orientation	100.00	100.00	0.00
FY 09 Free Laptop Service	75.00	75.00	0.00
FY 10 Free Laptop Service	25.00	25.00	0.00
Graduation - Graduate	110.00	150.00	40.00
Graduation - Undergraduate	110.00	125.00	15.00

Table 3

**West Virginia Higher Education Policy Commission
Special Fees and Charges
Academic Year 2010-11**

SPECIAL FEES AND CHARGES	Fee Rate 2009-10	Fee Rate 2010-11	Increase (Decrease)
Hilltopper Academy Registration	New	25.00	New
Jr/Sr Business College	New	100.00	New
Jr/Sr Science College	New	125.00	New
Late Graduation	110.00	110.00	0.00
Late Registration	80.00	80.00	0.00
Outside Laptop Service (Per occurrence)	75.00	75.00	0.00
Parking (Employee per year)	50.00	50.00	0.00
Parking Permit (student per year)	75.00	75.00	0.00
Priority Transcripts	25.00	25.00	0.00
Private Music Lessons	100.00	100.00	0.00
Red Cross Certification	New	20.00	New
Regents BA Degree (plus \$10 per credit hour)	300.00	300.00	0.00
Regional practice/internship	100.00	100.00	0.00
Registration Reinstatement	25.00	25.00	0.00
Return Check Charge	25.00	25.00	0.00
Science Lab	75.00	75.00	0.00
Scuba Diving	125.00	125.00	0.00
Security card replacement	15.00	15.00	0.00
Student Teaching	150.00	150.00	0.00
Transcripts	7.00	7.00	0.00
Tuition Payment Plan	30.00	30.00	0.00
Work for Life (plus \$10 per work life credit)	375.00	375.00	0.00
West Virginia School of Osteopathic Medicine:			
Advance Tuition Deposit (Non Resident)	3,000.00	3,000.00	0.00
Advance Tuition Deposit (Resident)	1,000.00	1,000.00	0.00
Diploma replacement	30.00	30.00	0.00
Graduation Fee	50.00	50.00	0.00
Late Registration Fee / Per Semester	30.00	30.00	0.00
Non Resident Application Fee	80.00	80.00	0.00
Resident Application Fee	40.00	40.00	0.00
Transcript Fee (After First)	6.00	6.00	0.00
Instructional Tech. Fee (One Time/First Year)	200.00	200.00	0.00
West Virginia State University:			
Application Fees:			
Graduate - In/state	20.00	20.00	0.00
Graduate - Out/state	30.00	30.00	0.00
Course Fees:			
Applied Music Fee	30.00	30.00	0.00
Applied Music Fee (Non-music majors only)	100.00	100.00	0.00
Art Fee	35.00	35.00	0.00
Communications Fee	30.00	30.00	0.00
Science Lab Fee	40.00	40.00	0.00
English Course Fee	5.00	5.00	0.00
HHP 106 & HHP 122	10.00	10.00	0.00

Table 3

**West Virginia Higher Education Policy Commission
Special Fees and Charges
Academic Year 2010-11**

SPECIAL FEES AND CHARGES	Fee Rate 2009-10	Fee Rate 2010-11	Increase (Decrease)
Diploma Replacement	25.00	25.00	0.00
Thesis Binding Fee (formerly Electronic Thesis Fee)	120.00	120.00	0.00
Graduation and Diploma	100.00	100.00	0.00
Graduation (Graduate) and Diploma	110.00	110.00	0.00
Capitol Center Course Fee (Per Credit Hour)	New	100.00	New
Internet Course Fee - Undergraduate (Per Credit Hour)	110.00	110.00	0.00
Internet Course Fee - Graduate (Per Credit Hour)	160.00	160.00	0.00
Key Deposit	10.00	10.00	0.00
Late Registration	25.00	25.00	0.00
Parking - Full Year Faculty and Staff	60.00	90.00	30.00
Second Vehicle Full Year Faculty and Staff	15.00	45.00	30.00
Parking - Full Year Students	60.00	75.00	15.00
Parking Replacement	8.00	10.00	2.00
Second Vehicle One Semester	9.00	10.00	1.00
Second Vehicle Full Year	15.00	20.00	5.00
Parking - One Semester Fall, Spring	30.00	40.00	10.00
Parking - January thru August	49.00	55.00	6.00
Parking - Summer	25.00	30.00	5.00
Placement Testing Fee	20.00	20.00	0.00
Proctor Testing Fee	30.00	30.00	0.00
Regents' BA Degree Evaluation	300.00	300.00	0.00
Regents' BA Degree Posting Fee (Per Credit Hour)	10.00	10.00	0.00
Resident Hall Breakage Deposit	100.00	100.00	0.00
First Time Residence Fee	100.00	100.00	0.00
Returned Check Fee	25.00	25.00	0.00
Room Reservation Deposit	50.00	50.00	0.00
ROTC Activity Fee	30.00	30.00	0.00
Military Science Designated Course Fee (PT Classes)	30.00	30.00	0.00
Transcript (After First)	6.00	6.00	0.00
Off-Campus Instruction	19.00	19.00	0.00
(Per Credit Hour up to 12 Hours Maximum)			
West Virginia University:			
Application Fees:			
Undergraduate Resident	25.00	25.00	0.00
Undergraduate Non-Resident	45.00	45.00	0.00
Undergraduate International	50.00	60.00	10.00
Graduate School	50.00	60.00	10.00
College of Law	50.00	50.00	0.00
Schools of Medicine & Dentistry	50.00	50.00	0.00
Senior Citizens under Series 67	5.00	5.00	0.00
Program-Specific Fees:			
Air Force Aerospace	30.00	30.00	0.00
Clinical Supervision Fee	150.00	0.00	(150.00)
Creative Arts Center - Art Fee	75.00	81.00	6.00
Creative Arts - BFA and BA Theatre Majors Fee	75.00	75.00	0.00

Table 3

**West Virginia Higher Education Policy Commission
Special Fees and Charges
Academic Year 2010-11**

SPECIAL FEES AND CHARGES	Fee Rate 2009-10	Fee Rate 2010-11	Increase (Decrease)
Engineering Co-Op Fee	60.00	60.00	0.00
Music Lesson Fee	200.00	215.00	15.00
Music Lesson Fee (MUSC 155 and MUSC 158)	200.00	100.00	(100.00)
Off-Campus Course Fee (Per Credit Hour)	40.00	40.00	0.00
Study Abroad Off-Campus Fee (Per Credit Hour)	50.00	50.00	0.00
Regents' BA Degree Evaluation	300.00	300.00	0.00
Regents BA Course Transfer Evaluation	10.00	10.00	0.00
Laboratory Fees for Approved Classes:			
Computer Science	87.00	91.00	4.00
Dental Hygiene Instrument and Materials Fee Y1	325.00	425.00	100.00
Dental Hygiene Instrument and Materials Fee Y2	1,711.00	1,741.00	30.00
Dental Hygiene Instrument and Materials Fee Y3	1,396.00	1,431.00	35.00
Dental Hygiene Instrument and Materials Fee Y4	1,069.00	1,075.00	6.00
Dentistry Instrument and Materials Fee D1	5,085.00	5,185.00	100.00
Dentistry Instrument and Materials Fee D2	2,013.00	1,911.00	(102.00)
Dentistry Instrument and Materials Fee D3	1,915.00	2,160.00	245.00
Dentistry Instrument and Materials Fee D4	1,445.00	1,464.00	19.00
English 301,302,303, 304 & 305	30.00	30.00	0.00
Environment 341- Non-Majors	60.00	60.00	0.00
Forensics Acting & Fraud Invest. (Per Credit Hour)	143.00	143.00	0.00
Genetics 371- Non-Majors	35.00	35.00	0.00
Geography	60.00	60.00	0.00
Geography 106	40.00	40.00	0.00
Health Certification	200.00	200.00	0.00
Horticulture 251-Non-Majors	60.00	60.00	0.00
Horticulture 293- Non-Majors	100.00	100.00	0.00
Institute for Math Learning	40.00	40.00	0.00
Journalism 215	50.00	50.00	0.00
Medicine Laptop and Support Fee - MD	360.00	360.00	0.00
Medicine Laptop and Support Fee - MD	376.00	376.00	0.00
Medicine Laptop and Support Fee - MD (Class of 2014)	New	337.00	New
Medicine Simulation Lab Fee - MD	150.00	156.00	6.00
Nursing Simulation Lab Fee	150.00	156.00	6.00
Nursing Laptop and Support Fee (Class of 2013)	New	320.00	New
Occupational Therapy Laptop and Support Fee	326.00	326.00	0.00
Occupational Therapy Laptop and Support Fee (Class of 2014)	New	387.00	New
PharmD General Fee	186.00	395.00	209.00
Pharmacy Laptop and Support Fee	393.00	393.00	0.00
Pharmacy Laptop and Support Fee	387.00	387.00	0.00
Pharmacy Laptop and Support Fee (Class of 2014)	New	338.00	New
Photo Lab for Non-Majors	50.00	50.00	0.00
Physical Education	20.00	20.00	0.00
Physical Therapy Laptop and Support Fee	310.00	310.00	0.00
Physical Therapy Laptop and Support Fee (Class of 2013)	New	353.00	New
Psychology 101	10.00	10.00	0.00
Psychology 202	60.00	60.00	0.00

Table 3

**West Virginia Higher Education Policy Commission
Special Fees and Charges
Academic Year 2010-11**

SPECIAL FEES AND CHARGES	Fee Rate 2009-10	Fee Rate 2010-11	Increase (Decrease)
Psychology 301,423,511,512,612	30.00	30.00	0.00
Psychology 302	90.00	90.00	0.00
Statistics	25.00	25.00	0.00
Laboratory Breakage Fee:			
Biology	75.00	75.00	0.00
Geology, Physical Science, & Statistics	60.00	60.00	0.00
Chemistry & Physics	80.00	80.00	0.00
Administrative and Other Fees:			
Course Fee for age 65 plus under BOG 14,4.1	50.00	50.00	0.00
Copy of Credentials for Student Placement	10.00	10.00	0.00
Diploma Replacement	35.00	35.00	0.00
Exam for Advance Standing	50.00	50.00	0.00
Exam of Candidate for Graduate Degree	1.00	1.00	0.00
Graduation - Diploma	14.00	0.00	(14.00)
Graduation - Alumni Membership	25.00	0.00	(25.00)
I. D. Card Replacement for Lost Card	20.00	20.00	0.00
I. D. Card Replacement for Damaged Card	10.00	10.00	0.00
Interest Installment Payment Program	0.18	0.18	0.00
Late Payment Fee	50.00	50.00	0.00
Late Registration Fee	50.00	50.00	0.00
Non-enrolled Graduate Student Evaluation Fee	150.00	150.00	0.00
Pre-College Algebra Workshop	200.00	200.00	0.00
Professional Development Fee (Per Registration Form)	20.00	20.00	0.00
Program Reactivating Fee (Per Occurrence)	35.00	35.00	0.00
Reinstatement Fee	20.00	20.00	0.00
Returned Check Fee	25.00	25.00	0.00
Student Reports (Transcript After First)	6.00	9.00	3.00
Visiting Student Fee	15.00	15.00	0.00
Transcript Fee (On-the-Spot)	10.00	15.00	5.00
Transcript Fee (Unofficial-faxed)	8.00	15.00	7.00
WVU Institute of Technology:			
Application Fees:			
International Student Application	100.00	100.00	0.00
Program-Specific Fees:			
Cooperative Education Fee/Practicum Fee	100.00	100.00	0.00
Off-Campus Instruction (Per Credit Hour)	38.00	38.00	0.00
Regents' BA Degree Evaluation	300.00	300.00	0.00
Regents Portfolio Posting Fee (Per Credit Hour)	10.00	10.00	0.00
Web Based Course Fee (Per Credit Hour)	45.00	45.00	0.00
Laboratory Fees:			
Biology 111, 230, 231, 233, 336, 343, 452	100.00	100.00	0.00
Chemistry 110, 111, 112, 113, 115, 116, 117, 118, 215, 235, 236, 313, 342, 347, 349, 423	100.00	100.00	0.00
Psychology 302	100.00	100.00	0.00
Physics 101, 102, 111, 112	100.00	100.00	0.00

Table 3

**West Virginia Higher Education Policy Commission
Special Fees and Charges
Academic Year 2010-11**

SPECIAL FEES AND CHARGES	Fee Rate 2009-10	Fee Rate 2010-11	Increase (Decrease)
Physical Science 101, 102, 311	100.00	100.00	0.00
Geology 312	100.00	100.00	0.00
Administrative and Other Fees:			
Credit by Examination	75.00	75.00	0.00
Diploma Replacement	35.00	35.00	0.00
Graduation Fee	40.00	40.00	0.00
Graduation - Late Application	50.00	50.00	0.00
Reinstatement Fee	20.00	20.00	0.00
Returned Check Fee	25.00	25.00	0.00
Transcript (after first)	10.00	10.00	0.00
Course Fee for age 65 plus under BOG 14,4.1	50.00	50.00	0.00
I. D. Card Replacement for Lost Card	20.00	20.00	0.00
I. D. Card Replacement for Damaged Card	10.00	10.00	0.00
Interest Installment Payment Program	0.18	0.18	0.00
Late Payment Fee	50.00	50.00	0.00
Late Registration Fee	50.00	50.00	0.00
Potomac State College of WVU:			
Late Payment Fee	50.00	50.00	0.00
Graduation Application Fee	25.00	25.00	0.00
I.D. Card (first one)	15.00	15.00	0.00
I.D. Card (replacement)	10.00	10.00	0.00
Music Fee:			
Music Prep Lesson(s) Per Week	220.00	220.00	0.00
Practice Room Rental	15.00	15.00	0.00
Off-Campus Resource Fee (Per Credit Hour)	40.00	40.00	0.00
Study Abroad Off-Campus Fee (Per Credit Hour)	50.00	50.00	0.00
Orientation Fee	50.00	50.00	0.00
Diploma Replacement Fee	20.00	20.00	0.00
Parking Fee:			
Resident	40.00	40.00	0.00
Commuter	40.00	40.00	0.00
Bad Check Fee	25.00	25.00	0.00
Transcript Fee	6.00	6.00	0.00
Priority Transcript Fee	10.00	10.00	0.00
Residence Hall Application Fee/Deposit	200.00	200.00	0.00
Tier I Lab Fees	20.00	20.00	0.00
Tier II Lab Fees	30.00	30.00	0.00
Tier III Lab Fees	40.00	40.00	0.00
Tier IV Lab Fees	50.00	50.00	0.00
Tier V Lab Fees	60.00	60.00	0.00
Late Registration Fee	40.00	40.00	0.00
RBA Degree Evaluation	300.00	300.00	0.00
RBA Course Transfer Evaluation	10.00	10.00	0.00

Table 4

**West Virginia Higher Education Institutions
Room and Board Charges
Academic Year 2010-11**

Room and Board Charges	Rate Per Semester		Increase (Decrease)
	2009-10	2010-11	
Concord University			
All Residence Halls:			
Single Room	2,282.00	2,348.00	66.00
Double Room	1,723.00	1,773.00	50.00
Triple/Suite	1,731.00	1,781.00	50.00
Board	1,660.00	1,708.00	48.00
Fairmont State University			
Bryant Place (singles)	2,210.00	2,276.00	66.00
Bryant Place (doubles)	1,865.00	1,921.00	56.00
Prichard (double)	1,640.00	1,689.00	49.00
Morrow (double)	1,640.00	1,689.00	49.00
Pence (double)	1,640.00	1,689.00	49.00
Note: Damage Deposit Dorms \$200.00			
Board - 15 Meal Plan with 65 points (5-day)	1,502.00	1,547.00	45.00
Board - 19 Meal Plan with 75 points (7-day)	1,645.00	1,694.00	49.00
Board - new 15 Meal Plan with 150 points (7-day)	1,581.00	1,628.00	47.00
Board - new 12 Meal Plan with 225 points (5-day)	1,523.00	1,569.00	46.00
Glennville State College			
Pickens Hall (Wagner & Williams Wings)			
Single	2,200.00	2,300.00	100.00
Double	1,605.00	1,900.00	295.00
Pickens Hall (Scott Suites)			
Single	2,350.00	2,500.00	150.00
Double	1,710.00	2,000.00	290.00
New Residence Hall			
Single	New	2,700.00	New
Double	New	2,200.00	New
Board Plan	1,625.00	1,675.00	50.00

Table 4

**West Virginia Higher Education Institutions
Room and Board Charges
Academic Year 2010-11**

Room and Board Charges	Rate Per Semester		Increase (Decrease)
	2009-10	2010-11	
Micro-Frig Rental	New	15.00	New
Marshall University			
Holderby Hall			
Deluxe Single	2,861.00	2,975.00	114.00
Twin Towers:			
Deluxe Single	3,117.00	3,242.00	125.00
Double	2,237.00	2,326.00	89.00
Buskirk:			
Deluxe Single	New	3,242.00	New
Double	2,237.00	2,326.00	89.00
Marshall Commons:			
Double Room Suite	2,621.00	2,726.00	105.00
Single Room Suite	3,499.00	3,639.00	140.00
First Year Residents Hall (Capstone)	2,510.00	2,625.00	115.00
Off-Campus Overflow (Used only when needed)			
Single occupancy/per day	42.00	42.00	0.00
Double occupancy/per day	21.00	21.00	0.00
Board - Unlimited w/\$50 Flex Dollars	1,541.00	1,603.00	62.00
Board - Unlimited w/\$150 Flex Dollars	New	1,703.00	New
Board - Unlimited w/\$250 Flex Dollars	New	1,803.00	New
Board - 15 Meal Plan	1,463.00	1,522.00	59.00
Board - 15 Meal Plan w/\$100 Flex Dollars	New	1,622.00	New
Board - 15 Meal Plan w/\$200 Flex Dollars	New	1,722.00	New
Board - 10 Meal Plan	1,176.00	1,223.00	47.00
Board - Commuter Meal Plan			
50 Meals w/\$50 Flex Dollars	345.00	359.00	14.00
30 Meals w/\$50 Flex Dollars	230.00	239.00	9.00
20 Meals w/\$50 Flex Dollars	178.00	185.00	7.00

Table 4

**West Virginia Higher Education Institutions
Room and Board Charges
Academic Year 2010-11**

Room and Board Charges	Rate Per Semester		Increase (Decrease)
	2009-10	2010-11	
Potomac State College of West Virginia University			
PSC Campus			
Double Room- Fall & Spring Semesters	1,460.00	1,460.00	0.00
Double Room - Summer other than Univ Place Daily Rate*	14.61	14.61	0.00
Single Room	2,095.00	2,095.00	0.00
Double Suite	2,165.00	2,165.00	0.00
Triple Room	1,325.00	1,325.00	0.00
Single Suite - University Place	2,645.00	2,645.00	0.00
Double Suite - Fall & Spring - University Place	1,930.00	1,930.00	0.00
Private Double - Fall & Spring - University Place	2,270.00	2,270.00	0.00
Summer - Univ Place -Double Suite - Daily Rate	18.37	18.37	0.00
Summer - Univ Place - Private Double - Daily Rate	21.62	21.62	0.00
Resident Hall and Commuter Meal Plans			
Board -19 Meal Plan w/\$50 Bonus Bucks	1,648.00	1,648.00	0.00
Board -15 Meal Plan w/\$50 Bonus Bucks	1,539.00	1,539.00	0.00
Board - 10 Meal Plan w/\$50 Bonus Bucks	1,388.00	1,388.00	0.00
Commuter-Only and Summer Meal Plans			
25 Meals (per semester)	205.00	205.00	0.00
50 Meals (per semester)	313.00	313.00	0.00
80 Meals (per Semester)	425.00	425.00	0.00
25 Meals (per semester) w/\$100 Bonus Bucks	305.00	305.00	0.00
50 Meals (per semester) w/\$100 Bonus Bucks	413.00	413.00	0.00
80 Meals (per Semester) w/\$100 Bonus Bucks	525.00	525.00	0.00
Shepherd University			
Halls			
Double	1,945.00	2,101.00	156.00
Single	2,917.00	3,150.00	233.00
Burkhart, Moler, Yost, Miller, Martin, Lurry and Boteler Halls:			
Suite/Double	2,239.00	2,418.00	179.00
Suite/Single	3,359.00	3,628.00	269.00
Board	1,669.00	1,759.00	90.00

Table 4

**West Virginia Higher Education Institutions
Room and Board Charges
Academic Year 2010-11**

Room and Board Charges	Rate Per Semester		Increase (Decrease)
	2009-10	2010-11	
West Liberty University			
Residence Hall Capital Fee	415.00	415.00	0.00
Single	2,205.00	2,370.00	165.00
Double	1,470.00	1,580.00	110.00
University Place	2,495.00	2,600.00	105.00
Board:			
Regular meal plan	1,425.00	1,530.00	105.00
5 meal plan	500.00	535.00	35.00
Cable & Internet Fee	125.00	130.00	5.00
West Virginia State University			
All Residence Halls:			
Gore Hall Single	2,075.00	2,100.00	25.00
Gore Hall Double	1,425.00	1,450.00	25.00
Sullivan West Single	2,075.00	2,100.00	25.00
Sullivan West Double	1,425.00	1,450.00	25.00
Sullivan East Double	1,425.00	1,450.00	25.00
Sullivan East Single	2,075.00	2,100.00	25.00
Sullivan East Independent (8th Floor) (no double occupancy)	2,175.00	2,200.00	25.00
Dawson Single	2,125.00	2,150.00	25.00
Dawson Double	1,475.00	1,500.00	25.00
Board Plans:			
Board - Option #1	1,610.00	1,650.00	40.00
Board - Option #2	1,375.00	1,450.00	75.00
Board - Option #3	1,450.00	1,500.00	50.00
Faculty/Staff Plans			
25 Block	95.00	100.00	5.00
50 Block	280.00	295.00	15.00
WVU Institute of Technology			
Housing			
Hi Rise - Quad	1,600.00	N/A	0.00

Table 4

**West Virginia Higher Education Institutions
Room and Board Charges
Academic Year 2010-11**

Room and Board Charges	Rate Per Semester		Increase (Decrease)
	2009-10	2010-11	
Hi Rise - Triple (1)	1,800.00	N/A	0.00
Hi Rise - Double (2)	2,500.00	N/A	0.00
Hi Rise - Single (3)	1,900.00	N/A	0.00
Maclin Hall - Double Suite Room	2,600.00	2,800.00	200.00
Maclin Hall - Double Suite Room as a Single	2,800.00	3,000.00	200.00
Maclin Hall - Single Room	2,700.00	3,100.00	400.00
Maclin Hall - Double Room	2,400.00	2,400.00	0.00
Maclin Hall - Double Room as a Single	2,500.00	2,900.00	400.00
Maclin Hall - Private Double Suite Room	2,600.00	2,800.00	200.00
Ratliff - Double Room	1,800.00	2,000.00	200.00
Ratliff - Private Double Suite Room	2,000.00	2,200.00	200.00
Ratliff - Double Room as a Single Room	2,500.00	2,700.00	200.00
Ratliff - Private Double Suite as a Single	2,700.00	2,900.00	200.00
Board			
Semester (10 Meal Plan)	1,350.00	1,430.00	80.00
Semester (15 Meal Plan)	1,460.00	1,550.00	90.00
Semester (19 Meal Plan)	1,570.00	1,665.00	95.00
Commuter (25 Meal Plan)	167.00	177.00	10.00
Commuter (50 Meal Plan)	322.00	341.00	19.00
Commuter (80 Meal Plan)	498.00	528.00	30.00
Summer Daily Rate	17.50	21.50	4.00
West Virginia University			
Residence Hall Rooms			
Single room	2,580.00	2,696.00	116.00
Double room	2,056.00	2,149.00	93.00
Triple room	1,952.00	2,040.00	88.00
Quad room	1,838.00	1,921.00	83.00
Single Occupancy in Double Room	2,948.00	3,081.00	133.00
Single suite	2,580.00	2,696.00	116.00
Double suite	2,189.00	2,288.00	99.00
Triple suite	2,168.00	2,266.00	98.00
Quad suite	2,149.00	2,246.00	97.00
Fieldcrest Hall			
Single Suite	2,699.00	2,820.00	121.00
Double Suite	2,294.00	2,397.00	103.00

Table 4

**West Virginia Higher Education Institutions
Room and Board Charges
Academic Year 2010-11**

Room and Board Charges	Rate Per Semester		Increase (Decrease)
	2009-10	2010-11	
Triple Suite	2,273.00	2,375.00	102.00
Quad Suite	2,252.00	2,353.00	101.00
Stalnaker Hall			
Single Suite	2,712.00	2,834.00	122.00
Double Suite	2,305.00	2,409.00	104.00
Lincoln Hall			
Single room, shared bath	2,712.00	2,834.00	122.00
Single suite, private bath	2,712.00	2,834.00	122.00
Double suite	2,600.00	2,717.00	117.00
Honors Hall			
Single Suite	2,751.00	2,875.00	124.00
Double Suite	2,637.00	2,756.00	119.00
Holiday Plan	18.31	19.31	1.00
Board - 19 Meal Plan	1,829.00	1,911.00	82.00
Board - 15 Meal Plan	1,708.00	1,785.00	77.00
Board - 10 Meal Plan	1,540.00	1,609.00	69.00
Blue Plan - 209 Meals	2,043.00	2,135.00	92.00
Gold Plan - 229 Meals	2,116.00	2,211.00	95.00
Special Meal Plan-Break/Lunch-M-F	941.00	983.00	42.00
Upper Class Elite	851.00	889.00	38.00
Upper Class Express	481.00	503.00	22.00



West Virginia Higher Education Policy Commission

Report to the Legislative Oversight Commission on Education Accountability

Retention and Graduation Rates Compared to Peer Institutions



West Virginia Higher Education Policy Commission
1018 Kanawha Boulevard East, Suite 700
Charleston, WV 25301
(304) 558-2101
www.hepc.wvnet.edu

MEMORANDUM

TO: Legislative Oversight Commission on Education Accountability

FROM: Brian Noland

DATE: June 8, 2010

RE: Report on Retention and Graduation Rates Compared to Peer Institutions

Analysis of graduation rates for students enrolled in Higher Education Policy Commission (HEPC) institutions indicate that HEPC institutions (a) on average outperform their peers; (b) have improved average graduation rates since 1997; (c) have a higher average rate than the average for all Southeastern public baccalaureate-degree granting institutions; and (d) continue to lag behind the U.S. national average.

Method

We focus on three cohorts of students over six years who began as first-time, full-time students in 2001, 2002, and 2003. The graduation rate for each cohort is compared to the rate for identical cohorts among peer groups for each HEPC institution, similar (i.e., public, baccalaureate degree-granting) institutions in the Southeastern U.S., and all institutions nationally.

Historical Changes in Graduation Rates

Analysis of HEPC institution graduation rates beginning with the 1997 cohort and ending with the most recent 2003 cohort shows that graduation rates increased 1.46 points. Graduation rates at four institutions improved over data from the prior year; institutions demonstrating significant increases in rates include Glenville State College and Shepherd University (Table 1).

Table 1. HEPC Institution Graduation Rates, 1997 to 2003 Cohorts

	Cohort							Change (97-03)
	1997-03	1998-04	1999-05	2000-06	2001-07	2002-08	2003-09	
Bluefield State College	40.74	26.47	34.48	35.00	12.82	24.14	23.50	-17.24
Concord University	39.66	40.00	35.42	37.75	40.00	36.64	35.00	-4.66
Fairmont State	45.74	39.89	40.00	40.31	38.22	41.12	39.80	-5.94
Glenville State College	30.98	36.04	37.45	32.74	29.55	31.94	37.90	6.92
Marshall University	40.27	40.36	44.01	48.17	42.28	46.03	46.80	6.53
Shepherd University	44.80	43.30	42.65	45.42	38.21	40.36	46.90	2.10
West Liberty University	44.47	41.49	44.81	44.27	44.99	42.61	42.60	-1.87
West Virginia State University	25.68	30.87	26.36	22.70	23.68	28.08	28.10	2.42
West Virginia University	57.99	56.29	55.86	56.27	55.58	57.65	56.90	-1.09
WVU Institute of Technology	37.21	37.65	34.11	34.25	40.25	42.56	33.10	-4.11
Overall	47.04	45.88	46.73	47.71	45.69	47.91	48.50	1.46

HEPC Compared to National Peer Institutions, 2002 Cohort

Across the system, the graduation rates for six institutions (i.e., Concord, Fairmont, Marshall, Shepherd, West Liberty, WVU Institute of Technology) exceed those of their Commission defined funding peers. The overall average for HEPC institutions is nearly 10 points higher than that of all peer institutions. Here we are focused on the 2002 cohort, the most recent year for which data are available from peer institutions.

Table 2. HEPC versus Peer Institution Graduation Rates, 2002 Cohort

	WV Avg.	Peer Avg.
Bluefield State College	24.14	33.20
Concord University	36.64	36.60
Fairmont State	41.12	34.70
Glenville State College	31.94	37.30
Marshall University	46.03	45.10
Shepherd University	40.36	36.70
West Liberty University	42.61	34.80
West Virginia State University	28.08	36.90
West Virginia University	57.65	60.50
WVU Institute of Technology	42.56	33.70
Overall	47.91	38.95

HEPC Compared to National Peer Institutions, Southeastern Publics, and All Institutions Nationally

Compared to three other groups (i.e., national peers, Southeastern publics, and all institutions nationally), HEPC institutions had a higher average graduation rate for the 2001 cohort than all but the national average (Table 3).

Table 3. HEPC Compared to Other Peer Groups, 2001 Cohort

Group	Rate
HEPC Institutions	46%
National Peer Institutions	40%
Southeastern Public Institutions	45%
All Institutions Nationally	57%

Sources: HEPC Data; Integrated Postsecondary Education Data System; Education Trust- College Results Online

Contextualizing Six-Year Graduation Rates

Graduation rates are a useful and important success indicator, but as demonstrated by findings from the National Center for Education Statistics (NCES), institutional comparisons across the graduation rate metric should be placed within a broader context that considers the following:

- College graduation rates are strongly correlated with student characteristics such as academic preparation at the secondary level, which varies significantly by high school, county, and region.
 - NCES research, based on nationally representative longitudinal surveys of U.S. college students, has demonstrated that students' high school academic preparation and socioeconomic status as measured by family income and parents' education are highly predictive of degree attainment.
- There is a strong relationship between institutional level, as represented by Carnegie classification, and graduation rates. Across all institutional sectors, graduation rates increase across each hierarchy of the Carnegie classification.
 - Private, not-for-profit institutions report higher graduation rates for all levels of Carnegie classifications. This result can be explained in large part by the fact that private institutions on average tend to be more selective in their admissions than their public counterparts, owing to the access-oriented mission of many public institutions.
 - As demonstrated by NCES, comparing graduation rates across all institutions irrespective of institutional selectivity is misleading. More selective institutions that only admit students who meet high standards of academic achievement would, on average, experience higher graduation rates than otherwise similar but less selective institutions.
- There appears to be a concentration of lower graduation rates among institutions that serve high proportions of students from historically disadvantaged groups, as well as first-generation and low-income students.

- According to a series of NCES reports, among students who enrolled in a four-year institution in 1995–96, some 54 percent of low-income students had completed a degree in six years, compared with 77 percent of high-income students. Thus, among otherwise similar institutions, those enrolling larger proportions of low-income students tend to have lower graduation rates.

It must be recognized that completion statistics are, at best, estimates of the broader picture of degree-completion. Large numbers of students are not included in the cohort that is followed to completion. Those ignored by current calculations include any student who first enrolls as a part-time student (many of whom are employed) or any student who begins at an independent institution or an out-of-state institution and later transfers to a West Virginia public institution. Some consideration might be given to developing ‘alternative’ metrics of graduation, ones which capture the diverse portrait of West Virginia college-going. For example, Clifford Adelman—former analyst for the U.S. Department of Education and now senior associate at the Institute for Higher Education Policy—suggested in a 2007 editorial in *Inside Higher Ed* that a new rate be calculated that accounts for taking summer courses, gives credit to institutions who graduate transfer students, reports rates for traditional-age and adult students.

Over the course of the 2010 academic year, Commission staff will explore a broad range of data and funding avenues that will address many of the data uncertainties outlined above and provide direct support to the institutions to expand and enhance their undergraduate student success and graduation initiatives.



West Virginia Higher Education Policy Commission

Report to the Legislative Oversight Commission on Education Accountability

Complete College America



West Virginia Higher Education Policy Commission
1018 Kanawha Boulevard East, Suite 700
Charleston, WV 25301
(304) 558-2101
www.hepc.wvnet.edu

MEMORANDUM

TO: Legislative Oversight Commission on Education Accountability

FROM: Brian Noland

DATE: June 8, 2010

RE: Overview of Complete College America

West Virginia recently became a participant in a national collaborative entitled Complete College America. We are one of 22 states partnering with this national nonprofit that describes its mission as “working to significantly increase the number of Americans with a college degree or credential of value and to close attainment gaps for traditionally underrepresented populations.”

Complete College America was developed for the purpose of addressing what it perceives as a national issue of low college completion rates. The organization wants to effectuate change by building consensus among state leaders, higher education personnel and the national education policy community regarding how to accurately measure these rates across states and how to develop policy that will result in improved outcomes. Funders include Bill & Melinda Gates Foundation, Carnegie Corporation of New York, Ford Foundation, Lumina Foundation for Education, and W.K. Kellogg Foundation.

The following three requirements have been laid out for each state in order to gain membership into this consortium:

- Set Completion Goals
 - Establish annual state completion rates
 - Establish campus-specific completion rates
- Develop Action Plans and Move Key Policy Levers
 - Ensure student readiness to start and succeed in college courses
 - Redesign remediation to improve success

- Increase the number of students completing on time
- Develop more efficient pathways to degrees of value in the labor market
- Utilize financial resources to incentivize college progress and completion
- Collect and Report Common Measures of Practice
 - Use common metrics across states to measure and report progress
 - Publicly report benchmark data as well as annual progress on college completion measures
 - Disaggregate data by level, type of degree/credential, age, race and income.

West Virginia is already involved in many of the aforementioned requirements due to legislative and Commission initiatives; thus, the Commission views this project as an opportunity to both participate in a worthwhile national initiative as well as to provide leadership pertaining to data collection, analysis and dissemination.

Mr. Rob Anderson, Senior Director of Policy and Planning for the Commission, has been invited to serve on the national *Common College Completion Metrics Work Group* which will develop a set of recommended college completion metrics that will be presented to the National Governors Association at their July 2010 meeting. These efforts are attempting to address the reality that current IPEDS data reporting parameters capture less than 50 percent of college students nationally due to only tracking first-time, full-time cohorts. This group hopes to include part-time students as well as those who stopped out and have re-entered the system. Some state data systems are currently set up to perform these tasks more effectively than others. West Virginia's system fits this category due to legislative initiatives that have required a close, careful reporting of student level data. The objective is to start a dialogue across states regarding what should be collected to facilitate the level of analysis needed to make effective policy decisions.

The first meeting of this consortium of states was held June 3-4, 2010 in Nashville, Tennessee. The event was hosted by Governor Phil Bredesen who has used this concept as a foundation to better align the notion of P-20 education in his state. An inventory will be taken regarding current practices in member states and strategies will be discussed for aligning goals with policy.



West Virginia Higher Education Policy Commission

Report to the Legislative Oversight Commission on Education Accountability

From Higher Education to Work in West Virginia 2008

Summary Results for Work Participation and Wages With Analysis by Residency Status, Degree, Area of Concentration, Gender, Race, Academic Achievement, Tuition Assistance, and Nearby States

From Higher Education To Work In West Virginia 2008

Summary Results For Work Participation And
Wages With Analysis By Residency Status,
Degree, Area of Concentration, Gender, Race,
Academic Achievement, Tuition Assistance,
and Nearby States

March 2010

Prepared for the
West Virginia Higher Education Policy
Commission

By

George W. Hammond, Associate Director
Adam Hoffer, Graduate Research Assistant

Bureau of Business and Economic Research
College of Business and Economics
West Virginia University

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This research was conducted under contract
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Table of Contents

Executive Summary	1
Results By Year And Residency	3
Results By Degree and Area Of Concentration.....	7
Results By Gender and Race	11
Results By Academic Achievement	15
Results By Tuition Assistance.....	19
Results For Nearby States	22
Appendix I: Detailed Description Of Employment Data	29
Appendix II: List of Institutions, Degrees, And Areas Of Concentration	31

List of Tables

1. Work Participation And Average Annualized Wages Of Graduates From West Virginia Public Higher Education Institutions In 2008 By Degree And Graduation Year	7
2. Graduates By Area Of Concentration From West Virginia Public Higher Education Institutions During 1996-1997 To 2006-2007.....	8
3. Graduates From W.Va. Public Higher Education Institutions By Degree And Area Of Concentration In 2008: Ranked By Work Participation.....	9
4. Graduates From W.Va. Public Higher Education Institutions By Degree And Area Of Concentration In 2008: Ranked By Annualized Wage.....	10
5. Work Participation And Wages In 2008 Of Graduates From West Virginia Public Higher Education Institutions By Degree And Area Of Concentration	11
6. Work Participation And Average Annualized Wages Of Graduates From W.Va. Public Higher Education Institutions In 2008 By Degree And Gender	12
7. Work Participation And Annualized Wages By Gender For Graduates From W.Va. Public Higher Education Institutions Working In The State In 2008	13
8. Work Participation And Average Annualized Wages Of Graduates From West Virginia Public Higher Education Institutions In 2008 By Race	14
9. Work Participation And Average Annualized Wages Of Graduates From West Virginia Public Higher Education Institutions In 2008 By Degree And Race.....	14
10. Work Participation and Annualized Wages Of Graduates From W.Va. Public Higher Education Institutions Working In The State In 2008 By Race And Area Of Concentration	15
11. Work Participation and Annualized Wages In 2008 For W.Va. Public Higher Education Graduates By ACT Score.....	16
12. Work Participation and Annualized Wages In 2008 For W.Va. Public Higher Education Graduates By College GPA	18

List of Tables, Continued

13. Work Participation and Wages In 2008 For W.Va. Public Higher Education Graduates Receiving PROMISE and HEGP Assistance	21
14. W.Va. Public Higher Education Graduates Working In 2008 By Participating State	23
15. Work Participation Rates In 2008 For W.Va. Public Higher Education Graduates By Participating State.....	24
16. Annualized Wages In 2008 For W.Va. Public Higher Education Graduates By Participating State.....	27

List of Figures

1. Percent Of Graduates From W.Va. Public Higher Education Institutions Working In The State In 2008	3
2. Percent Of Graduates From W.Va. Public Higher Education Institutions Working In The State 2003-2008	4
3. Percent Of State Public Higher Education Graduates Working In W.Va. In 2008 By Residency For Fee Purposes.....	4
4. Quarterly Annualized Wages Of Graduates From W.Va. Public Higher Education Institutions In 2008	5
5. Annualized Wages Of Graduates From W.Va. Public Higher Education Institutions 2003-2008.....	6
6. Annualized Wages Of Graduates From W.Va. Public Higher Education Institutions In 2008 By Residency	6
7. Work Participation In 2008 Of Graduates From West Virginia Public Higher Education Institutions During 2003-2004 To 2006-2007.....	20
8. W.Va. Public Higher Education Graduates (1996-1997 to 2006-2007) Working In 2008	22
9. Percent Of Graduates From W.Va. Public Higher Education Institutions Working In Participating States In 2008	25
10. Annualized Wages In 2008 Of Graduates From W.Va. Public Higher Education Institutions By Participating State.....	26
11. Three Measures Of West Virginia Employment	30

Executive Summary

This study summarizes 2008 West Virginia work participation rates and wages for graduates from state public higher education institutions. We break results down by residency status, degree, area of concentration, gender, race, academic achievement, tuition assistance, and by nearby state. We also analyze time trends in state work participation and wage rates.

Tracking work participation and wages for graduates is important because public higher education institutions are factories which produce critical components of the state's and the nation's human capital. Human capital, in turn, is one crucial driver of the standard of living of the state, the nation, and the world.

Highlights of the study include:

Results By Year And Residency

- In 2008, 47.7 percent of graduates from public higher education institutions during the past 11 years were on the payrolls of establishments located in the state. That translates into 56,831 higher education graduates working in the state, out of the 119,018 graduates during the past 11 years.
- Work participation rates are much higher for recent graduates (56.9 percent for graduates during 2006-2007) compared to graduates during 1996-1997 (at 38.0 percent).
- The West Virginia work participation rate in 2008 was unchanged from 2007. This likely reflects slow state job growth during the year.
- Work participation rates are much higher for in-state graduates (at 60.7 percent) than for out-of-state graduates (at 8.2 percent).
- Graduates working in the state earned \$2.36 billion dollars in 2008, which translates into an annualized wage of \$41,526 per graduate.
- Graduate wages rise strongly with experience. Indeed, graduates during 2006-2007 earned \$30,041, compared to \$51,703 for graduates during 1996-1997.
- Annualized wages earned by graduates working in the state rose by 3.7 percent in 2008, well above the national rate of inflation (0.1 percent) and above national wage growth (2.5 percent).
- Wages for in-state graduates (at \$41,659) exceeded those for out-of-state graduates (at \$39,213)

Results By Degree And Area Of Concentration

- In 2008, state work participation rates were highest for graduates with Associate's degrees (65.7 percent), followed by graduates with Master's, First Professional, Bachelor's, and Doctoral degrees.
- Annualized wages in 2008 were highest for First Professional graduates (\$104,173), followed by Doctoral, Master's, Bachelor's, and Associate's degree graduates.
- Annualized wages tend to rise with experience for all degrees, but we find the biggest increases for First Professional graduates. For these graduates, wages rise from \$59,237 initially to \$162,620 for graduates during 1996-1997. Wages for graduates with Bachelor's degrees are initially below wages for graduates with Associate's degrees, but by the time graduates have 11 years of experience, Bachelor's degree graduates make \$7,920 more.

- Library Science, Science Technologies, Precision Production, Mechanic and Repair Technologies, and Health Professions posted the top five work participation rates in 2008.
- Engineering, Health Professions, Legal Professions, Transportation and Materials Moving, and Engineering Technologies posted to top five annualized wages in 2008.

Results By Gender And Race

- Female graduates posted higher work participation rates than men in 2008, but men earned higher wages (\$12,160 more on average).
- Caucasian graduates posted the highest work participation rates (at 49.9 percent), followed by American Indian, African American, Hispanic, and Asian graduates.
- Asian graduates earned the highest wages in 2008 (\$51,312), followed by Caucasian, Hispanic, American Indian, and African American graduates.

Results By Academic Achievement

- Work participation rates are inversely correlated with academic achievement, measured by ACT scores and college GPA. This suggests that high achieving graduates are less likely to work in the state.
- Annualized wages are positively correlated with academic achievement. Graduates with ACT scores above 22 earned on average \$5,348 more than graduates with ACT scores below 19. Graduates with college GPAs above 3.5 earned \$9,370 more than graduates with college GPAs below 3.0.

Results By Tuition Assistance

- The PROMISE scholarship is contributing to the human capital development of West Virginia. Indeed, the West Virginia work participation rate for PROMISE graduates so far is 62.3 percent. That is well above the rate for all graduates during the past four years, but it is below the rates for Higher Education Grant Program (HEGP) recipients (70.4 percent) and all in-state graduates (67.6 percent). This suggests that PROMISE graduates tend to be relatively mobile.

Results For Nearby States

- Of the 119,018 graduates during the past 11 years, 24,644 worked at establishments in the District of Columbia, Maryland, New Jersey, Ohio, Pennsylvania, or Virginia in 2008. That translates into a work participation rate of 20.7 percent.
- Virginia and Pennsylvania accounted for the largest shares of graduates in 2008, followed by Ohio, Maryland, New Jersey, and the District of Columbia.
- Graduates working in nearby states earned average annualized wages in 2008 of \$54,076, which is 30.2 percent above the West Virginia average of \$41,526.

The Data

The data analyzed in this study come from the matching of demographic information on graduates from West Virginia public institutions of higher education with employment records maintained by Workforce West Virginia, the federal government, and nearby state governments. Graduates reflect the highest degree earned during the 1996-1997 to 2006-2007 period. The self-employed, student workers, most church workers, and unpaid family workers are generally not covered by this data. **For this report, U.S. Postal Service workers are not included in the West Virginia totals, due to data limitations.**

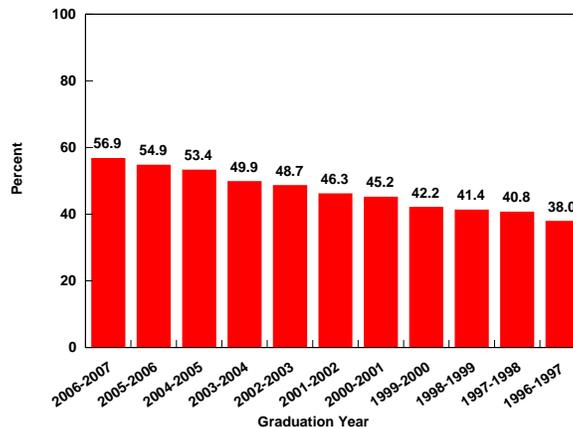
Results By Year And Residency

Work Participation By Year And Residency

In 2008, according to the most recent data provided by the West Virginia Higher Education Policy Commission, 56,831 out of the 119,018 graduates from West Virginia public higher education institutions from 1996-1997 to 2006-2007 were employed and earned wages within the state. This yields an overall work participation rate of 47.7 percent for graduates over the 11 year period.

The most recent graduates show the highest work participation rates, at 56.9 percent for graduates in 2006-2007 and 54.9 percent for graduates in 2005-2006. As time from graduation increases, however, work participation sharply decreases, as illustrated in Figure 1. Graduates from 1996-1997 had a work participation rate of 38.0 percent; 18.9 percentage points lower than the graduates of 2006-2007.

Figure 1
Percent Of Graduates From W.Va. Higher Education Institutions Working In The State In 2008



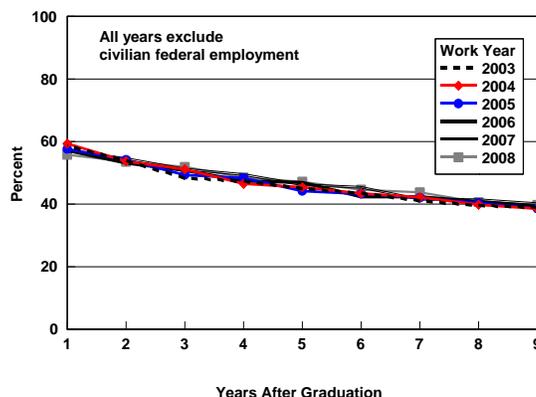
Source: author calculations

There are many reasons why graduates may not be working in West Virginia in 2008. Some graduates decide to continue their education full time, others are self-employed (and thus omitted from our data), some leave the state to work, and some are employed in an industry not covered by the dataset (some federal employees).

Figure 2 shows that work participation rates have been fairly stable during the past five years (all rates exclude federal government employees, for comparability). The nine-year work participation rate rose from 47.2 percent in 2006 to 47.9 percent in 2007, but stalled at 47.9 percent in 2008.¹ This is likely related to the slow overall job growth in West Virginia during 2008. Indeed, state covered job growth (excluding federal government) was just 0.4 percent in 2008.

¹ In order to aid comparability of these calculations, we use a maximum of nine years since graduation.

Figure 2
Percent Of Graduates From W.Va.
Public Higher Education Institutions
Working In The State 2003-2008

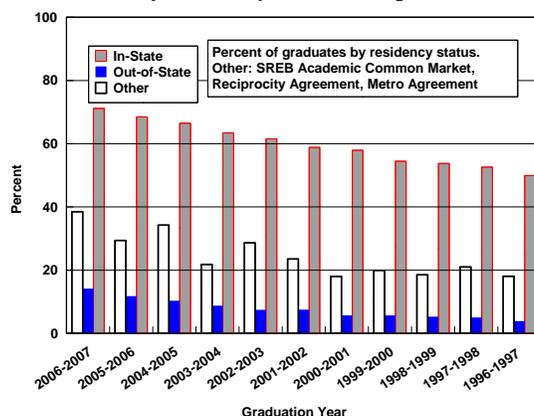


Source: author calculations

Most graduates during the past 11 years were classified as West Virginia residents for fee purposes (74.6 percent of graduates reporting residency status), compared to 22.0 percent classified as out of state. Therefore, it comes as no surprise that West Virginia residents dominated the composition of graduates employed in the state. Of the graduates employed in the state in 2008, 94.4 percent were listed as in state, while 3.7 percent were listed as out of state.

In-state graduates, at 60.7 percent, have a significantly larger work participation rate than graduates listed as out of state, at only 8.2 percent. Figure 3 shows that work participation rates for in-state and out-of-state graduates become a bit more similar over time. As illustrated in Figure 3, graduates from 2006-2007 listed as in-state were 57.0 percentage points more likely to work in the state than out-of-state graduates in the same year, while graduates from 1996-1997 listed as in-state were only 44.9 percentage points more likely to work in the state than graduates listed as out-of-state.

Figure 3
Percent Of State Higher Education Graduates
Working In W.Va. In 2008
By Residency For Fee Purposes



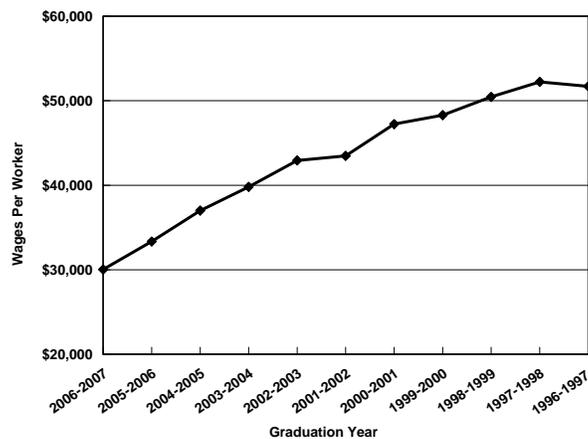
Source: author calculations

Annualized Wage By Year And Residency

In 2008, West Virginia public higher education graduates during the past decade earned an average annualized wage of \$41,526.² This means that graduates from state public higher education institutions made on average \$5,539 more than the average West Virginia employee, with the state average wage at \$35,987, but \$4,037 less than the national average wage of \$45,563.³

The most recent graduates, being the newest to the job market, averaged the lowest average wage, at \$30,041. As job experience increases, wages also rise, reaching \$52,242 for the class of 1997-1998, but wages dip slightly to \$51,703 for the class of 1996-1997, illustrated in Figure 4.

Figure 4
Quarterly Annualized Wages Of Graduates From W.Va.
Higher Education Institutions In 2008



Source: author calculations

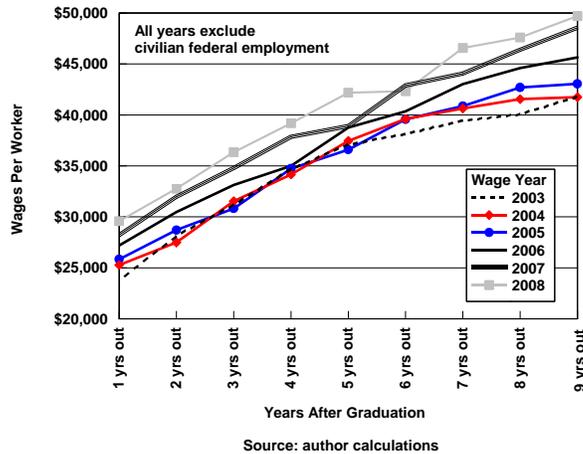
The data also shows that wages for graduates working in the state tend to increase both with experience and over time, as Figure 5 shows (again we exclude federal government employees for comparability over time). Annualized wages for graduates rose to \$39,177 in 2008, up from \$37,786 in 2007.⁴ That translates into a 3.7 percent increase, which outpaces the rate of inflation (0.1 percent). This falls a bit short of the 4.3 percent increase from 2006 to 2007. This also contrasts with accelerating wage growth for all state employees (again excluding federal employees) in 2008, where annual wage growth accelerated from 4.2 percent in 2007 to 5.4 percent in 2008. West Virginia graduates' experience in 2008 was more similar to the national average, where growth decelerated from 4.5 percent in 2007 to 2.5 percent in 2008. One factor driving the trend in West Virginia in 2008 is the energy boom, which supported overall job and wage growth in the state (particularly in the energy-related sectors). If these sectors employ fewer college graduates (or fewer West Virginia graduates) then we could see different trends in wage growth.

² The adjustment is to divide a worker's total wages for the year by the number of quarters worked. The resulting quarterly wage is then 'annualized' by multiplying by four. Thus, a worker with total wages of \$33,000 for the year, with three quarters worked, will have an average annualized wage of \$44,000 ($=(\$33,000/3)*4$).

³ West Virginia and U.S. annual wages are from the U.S. Bureau of Labor Statistics.

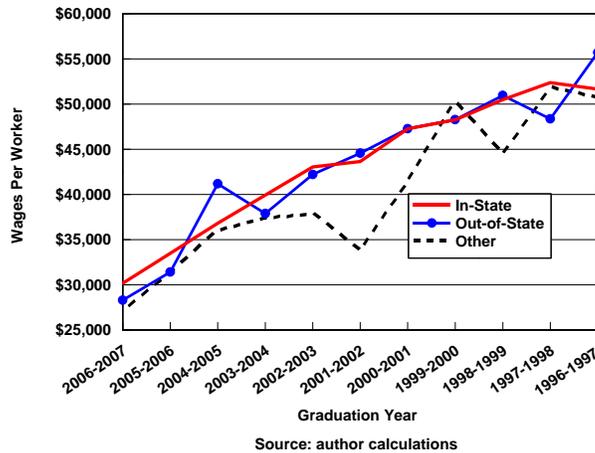
⁴ For comparability across years, annualized wages in this calculation focus on graduates during the past nine years, excluding federal government employees.

Figure 5
Annualized Wages Of Graduates From W.Va. Higher Education Institutions 2003-2008



Like work participation, annual average wage also varies by residency status. Overall, in-state graduates earned a higher wage than out-of-state graduates, \$41,659 compared to \$39,213. Figure 6 shows that for the first two years in the workplace, in-state graduates earn more than out-of-state graduates, but as work experience increases, out-of-state graduates start to earn wages similar to their in-state counterparts.

Figure 6
Annualized Wages Of Graduates From W.Va. Higher Education Institutions In 2008 By Residency



Results By Degree And Area Of Concentration

Work Participation And Wages By Degree

A major determinant of work participation and wage is the graduates' degree. Table 1 shows that graduates earning an Associate's degree were the most likely to be employed in West Virginia, with a work participation rate of 65.7 percent, while graduates earning a Doctoral degree were the least likely to work in the state, with a work participation rate of 24.6 percent. Master's degree recipients has the second highest work participation rate, at 50.3 percent, followed by First Professional degree recipients, at 44.3 percent, and then graduates earning a Bachelor's degree, at 42.6 percent.

Table 1 also shows the work participation rates of graduates earning specific degrees by graduation year. Graduates earning a Bachelor's degree, the most popular degree earned (58.0 percent of all degrees awarded), had the second highest participation rate for 2006-2007 class, at 53.1 percent, but saw the largest drop in work participation over time, 21.1 percent points, as the graduates in 1996-1997 had a participation rate of only 32.0 percent. On the other hand, graduates earning a Master's degree, the second most degrees earned (20.3 percent of all degrees awarded), had the most stable work participation rates, dropping only 10.4 percentage points from the 2005-2006 graduates, who had the highest participation rate at 53.0 percent, to the 1996-1997 graduates, who had the lowest participation rates at 42.6 percent.

Table 1
Work Participation And Average Annualized Wages Of Graduates From West Virginia Public Higher Education Institutions In 2008 By Degree and Graduation Year

Graduation Year	Degree									
	Associate's		Bachelor's		Master's		First Professional		Doctoral	
	Work Participation	Average Annualized Wages								
1996-1997	55.5%	\$39,721	32.0%	\$47,641	42.6%	\$56,748	33.5%	\$162,620	23.8%	\$70,304
1997-1998	59.9%	\$38,253	34.6%	\$48,376	45.0%	\$58,022	37.5%	\$155,462	17.8%	\$70,706
1998-1999	56.7%	\$38,185	34.9%	\$46,907	49.3%	\$54,592	38.0%	\$138,893	27.3%	\$70,425
1999-2000	58.4%	\$38,702	37.0%	\$43,148	47.3%	\$56,651	36.3%	\$129,402	17.2%	\$72,330
2000-2001	63.1%	\$36,256	39.1%	\$41,163	51.4%	\$54,098	44.0%	\$137,167	22.1%	\$69,333
2001-2002	64.7%	\$35,489	41.2%	\$38,778	51.6%	\$51,778	40.1%	\$108,856	26.0%	\$62,756
2002-2003	67.8%	\$34,645	43.1%	\$37,362	52.1%	\$51,311	52.0%	\$103,708	21.9%	\$66,950
2003-2004	66.8%	\$33,499	45.2%	\$34,647	52.6%	\$48,869	45.4%	\$91,731	23.8%	\$68,867
2004-2005	72.1%	\$31,280	48.3%	\$32,669	52.6%	\$48,620	53.0%	\$77,660	24.9%	\$66,465
2005-2006	72.5%	\$29,636	50.7%	\$29,099	54.0%	\$44,243	51.4%	\$66,643	27.9%	\$58,637
2006-2007	74.2%	\$27,874	53.1%	\$25,347	53.0%	\$42,282	48.8%	\$59,237	34.9%	\$62,192
Total	65.7%	\$33,829	42.6%	\$36,567	50.3%	\$51,021	44.3%	\$104,173	24.6%	\$66,326

Source: Authors' calculation.

Graduates receiving First Professional degrees averaged the highest wages in 2008, at \$104,173, followed by Doctoral graduates, who averaged \$66,326. Associate's degree recipients averaged the lowest annualized wage at \$33,829, with Bachelor's degree recipients earning slightly more on average, at \$36,567.

Experience and time spent in the workplace also provide different returns depending on degree. Associate's degree recipients see a ten-year increase of \$10,379, from \$27,874 for the graduates of 2006-2007 to \$38,253 for the graduates of 1997-1998. This translates into a 37.2 percent pay increase over the decade. However, over the same time span, Bachelor's degree recipients saw a pay increase of \$23,029, 90.9 percent, and First Professional degree recipients saw an increase of \$96,225, 162.4 percent. Thus, while annualized wages for Associate's degree graduates are

initially above those for Bachelor's degree graduates, a Bachelor's degree premium emerges after two years and hits \$7,920 by the 11th year after graduation.

Work Participation And Wages By Area Of Concentration

Along with the degree a graduate earns, the field in which he or she may work may play a significant a role in determining if they stay to work in West Virginia and how much they earn. Table 2 shows the number of degrees earned in each area of concentration. The most popular areas of concentration were Business, Management, and Marketing with 19,730 graduates; Education with 18,643 graduates; and Health Profession with 17,537 graduates.

Table 2
Graduates By Area Of Concentration From West Virginia Public Higher Education Institutions
During 1996-1997 To 2006-2007

Area of Concentration	Total Number of Graduates From 1996-1997 to 2006-2007	Degree			
		Number of Graduates with Associate's	Number of Graduates with Bachelor's	Number of Graduates with Master's	Number of Graduates with Doctoral
Agriculture, Agriculture Operations	1,173	56	845	240	32
Architecture and Related Services	280	n/a	280	n/a	n/a
Biological and Biomedical Sciences	3,206	n/a	2,553	418	235
Business, Management, Marketing, and Related	19,730	3,541	12,899	3,032	53
Communication, Journalism, and Related Programs	4,890	94	3,641	1,154	n/d
Communications Technologies	341	164	177	n/a	n/a
Computer and Information Sciences	1,834	426	940	431	21
Education	18,643	118	8,757	9,142	484
Engineering	5,253	32	3,391	1,590	240
Engineering Technologies/Technicians	2,885	1,281	1,161	429	n/a
English Language and Literature/Letters	1,722	n/a	1,303	389	30
Family and Consumer Sciences/Human Sciences	1,583	165	1,308	110	n/a
Foreign Languages, Literatures, and Linguistics	700	74	273	344	n/a
Health Professions and Related Clinical Sciences	17,537	6,263	4,893	2,734	58
History	1,318	n/a	1,131	138	49
Legal Professions and Studies	1,811	360	n/a	22	n/a
Liberal Arts and Sci., Gen. Std., and Humanities	10,851	2,704	8,054	66	n/a
Library Science	n/d	n/a	n/a	n/d	n/a
Mathematics and Statistics	567	n/a	322	216	29
Mechanic and Repair Technologies/Technicians	225	210	n/a	n/a	n/a
Multi/interdisciplinary Studies	1,834	789	888	155	n/d
Natural Resources and Conservation	1,198	148	772	210	68
Parks, Recreation, Leisure and Fitness Studies	1,876	n/a	1,676	200	n/a
Personal and Culinary Services	183	172	n/a	n/a	n/a
Philosophy and Religious Studies	70	n/a	70	n/a	n/a
Physical Sciences	1,335	n/d	986	239	105
Precision Production	221	189	n/a	n/a	n/a
Psychology	3,875	n/a	3,069	499	200
Public Administration and Social Service Prof	2,618	195	1,083	1,331	n/a
Science Technologies/Technicians	426	254	n/a	n/a	n/a
Security and Protective Services	3,768	967	2,517	254	n/a
Social Sciences	4,412	n/a	3,951	415	46
Transportation and Materials Moving	n/d	n/d	n/a	n/a	n/a
Visual and Performing Arts	2,645	102	2,101	396	46
Total	119,018	18,315	69,041	24,155	1,698

n/a: no data available for this area of concentration

n/d: data not disclosed

The Business, Management, and Marketing concentration was most popular with graduates earning a Bachelor's degree, with 12,899 degrees earned (65.4 percent of all Business graduates). Education saw the highest portion of its degrees come from Master's degree recipients, with 9,142 graduates (49.0 percent of Education graduates). With 9,142 graduates earning their Master's degree in Education out of 24,155 total graduates earning Master's degrees, Education Master's degree recipients make up 37.8 percent of all Master's degree recipients, by far the most of any area of concentration. Therefore, their work participation and average wage will heavily influence the averages and totals of Master's recipients.

The Health Professions area of concentration saw its highest proportion of graduates come from those earning an Associate's degree, with 6,263 graduates (35.7 percent of all Health Professions

graduates). Similar to Education and total Master's degrees, Health Professions degree recipients made up more than one third of all Associate's degrees earned and will, likewise, have a large effect on the work participation and average wage totals of Associate's recipients.

Table 3 shows the ten highest and lowest work participation rates for given areas of concentration. The area of concentration with the highest percentage of its graduates employed in the state in 2008 was Library Science, but due to confidentiality, the exact numbers are not published. Note that both Health Professions, at 57.8 percent, and Education, at 57.7 percent, are among the top ten areas with the highest work participation rates, driving the relatively high work participation rates we see for Associate's degrees and Master's degrees. Architecture, at 9.3 percent, had the lowest work participation rate, followed by Trade and Materials Moving.

Table 3
Graduates From W.Va. Public Higher Education Institutions
By Degree And Area Of Concentration In 2008
Ranked By Work Participation In 2008

Area Of Concentration	All Degrees		Degree			
	Work Participation	Annualized Wages Per Worker	Associate's	Bachelor's	Master's	Doctoral
Top Ten						
Library Science	n/d	n/d	n/a	n/a	n/d	n/a
Science Technologies/Technicians	79.1%	\$31,996	77.6%	n/a	n/a	n/a
Precision Production	78.7%	\$44,737	79.9%	n/a	n/a	n/a
Mechanic and Repair Technologies/Technicians	69.3%	\$46,243	70.5%	n/a	n/a	n/a
Health Professions and Related Clinical Sciences	57.8%	\$56,569	68.6%	56.6%	55.1%	25.9%
Education	57.7%	\$38,358	50.8%	52.7%	63.1%	44.0%
Legal Professions and Studies	56.4%	\$54,778	64.4%	n/a	59.1%	n/a
Security and Protective Services	56.1%	\$33,203	70.9%	52.4%	33.1%	n/a
Multi/Interdisciplinary Studies	55.5%	\$34,647	67.0%	44.8%	57.4%	n/d
Personal and Culinary Services	54.6%	\$22,760	52.9%	n/a	n/a	n/a
Bottom Ten						
Architecture and Related Services	9.3%	\$45,301	n/a	9.3%	n/a	n/a
Transportation and Materials Moving	n/d	n/d	n/d	n/a	n/a	n/a
Foreign Languages, Literatures, and Linguistics	23.3%	\$22,342	70.3%	23.8%	11.6%	n/a
Philosophy and Religious Studies	24.3%	\$28,218	n/a	24.3%	n/a	n/a
Parks, Recreation, Leisure and Fitness Studies	25.1%	\$33,179	n/a	24.2%	32.5%	n/a
Mathematics and Statistics	25.9%	\$42,787	n/a	30.4%	19.9%	n/d
Visual and Performing Arts	28.7%	\$24,554	51.0%	28.0%	28.0%	n/d
Engineering	29.2%	\$67,713	59.4%	32.4%	23.7%	16.3%
Family and Consumer Sciences/Human Sciences	30.3%	\$24,862	63.6%	25.3%	40.0%	n/a
Physical Sciences	33.3%	\$45,025	n/d	36.6%	26.4%	16.2%

n/a: no data available for this area of concentration.

n/d: data not disclosed.

Though it has one of the lowest work participation rates, at 29.2 percent, Engineering graduates averaged the highest wage, at \$67,713, followed by Health Professions, at \$56,569, and Legal Professions, at \$54,778, as illustrated in Table 4. Concentrations in Physical Sciences and Architecture also all appear on both the bottom ten table in work participation and the top ten table in average wage.

Table 4
Graduates From W.Va. Public Higher Education Institutions
By Degree And Area Of Concentration In 2008
Ranked By Annualized Wages In 2008

Area Of Concentration	All Degrees		Degree			
	Work Participation	Annualized Wages Per Worker	Associate's	Bachelor's	Master's	Doctoral
Top Ten						
Engineering	29.2%	\$67,713	\$16,884	\$64,979	\$77,278	\$77,036
Health Professions and Related Clinical Sciences	57.8%	\$56,569	\$40,569	\$49,130	\$64,059	\$99,616
Legal Professions and Studies	56.4%	\$54,778	\$25,891	n/a	\$47,459	n/a
Transportation and Materials Moving	n/d	n/d	n/d	n/a	n/a	n/a
Engineering Technologies/Technicians	53.7%	\$50,439	\$45,136	\$54,620	\$65,276	n/a
Computer and Information Sciences	44.7%	\$46,823	\$30,457	\$51,022	\$66,866	n/d
Mechanic and Repair Technologies/Technicians	69.3%	\$46,243	\$47,554	n/a	n/a	n/a
Architecture and Related Services	9.3%	\$45,301	n/a	\$45,301	n/a	n/a
Physical Sciences	33.3%	\$45,025	n/d	\$41,128	\$65,083	\$60,219
Precision Production	78.7%	\$44,737	\$45,791	n/a	n/a	n/a
Bottom Ten						
Foreign Languages, Literatures, and Linguistics	23.3%	\$22,342	\$17,934	\$23,437	\$27,836	n/a
Personal and Culinary Services	54.6%	\$22,760	\$22,400	n/a	n/a	n/a
Visual and Performing Arts	28.7%	\$24,554	\$17,539	\$23,038	\$35,016	n/d
Family and Consumer Sciences/Human Sciences	30.3%	\$24,862	\$17,186	\$25,256	\$40,218	n/a
English Language and Literature/Letters	36.0%	\$25,936	n/a	\$23,382	\$33,742	n/d
History	35.7%	\$27,013	n/a	\$26,051	\$31,756	\$36,031
Communications Technologies	50.4%	\$27,927	\$23,848	\$33,329	n/a	n/a
Philosophy and Religious Studies	24.3%	\$28,218	n/a	\$28,218	n/a	n/a
Psychology	42.2%	\$28,610	n/a	\$25,969	\$36,084	\$61,712
Social Sciences	36.4%	\$29,561	n/a	\$28,306	\$39,277	\$52,411

n/a: no data available for this area of concentration.

n/d: data not disclosed.

The lowest annualized average wage earned was by graduates in Foreign Languages, Literature, and Linguistics, making only \$22,342, followed by Personal and Culinary Services, at \$22,760, and Visual and Performing Arts, at \$24,554. In total, the bottom ten concentrations all averaged below \$30,000 annually.

Finally, Table 5 shows work participation rates by area of concentration and degree earned. The common trend can be easily seen here again; wages increase and work participation falls with additional education. Engineers, for example, see the biggest pay jump, \$60,152, between earning an Associate's degree and a Doctorate, and thus see work participation rates plummet more than 43.0 percentage points, from 59.4 percent to 16.3 percent. Similar results can be seen in both Health Professions and Related Clinical Science and Natural Resource and Conservation, as wages surge and work participation rates plunge.

Table 5
Work Participation And Wages In 2008 Of Graduates From West Virginia Public Higher Education Institutions
By Degree And Area Of Concentration*

Area of Concentration	Degree							
	Associate's		Bachelor's		Master's		Doctoral	
	Work Participation	Annualized Wages Per Worker						
Agriculture, Agriculture Operations	64.3%	\$21,627	34.4%	\$36,426	37.1%	\$42,511	n/d	n/d
Architecture and Related Services	n/a	n/a	9.3%	\$45,301	n/a	n/a	n/a	n/a
Biological and Biomedical Sciences	n/a	n/a	36.3%	\$35,281	33.7%	\$52,990	17.9%	\$71,226
Business, Management, and Marketing	65.3%	\$26,979	44.1%	\$39,873	43.9%	\$72,888	n/d	n/d
Communications and Journalism	58.5%	\$17,333	29.1%	\$28,901	59.5%	\$49,508	n/d	n/d
Communications Technologies	59.8%	\$23,848	41.8%	\$33,329	n/a	n/a	n/a	n/a
Computer and Information Sciences	62.0%	\$30,457	42.8%	\$51,022	32.7%	\$66,866	n/d	n/d
Education	50.8%	\$15,981	52.7%	\$30,402	63.1%	\$43,567	44.0%	\$66,926
Engineering	59.4%	\$16,884	32.4%	\$64,979	23.7%	\$77,278	16.3%	\$77,036
Engineering Technologies	65.5%	\$45,136	48.3%	\$54,620	32.9%	\$65,276	n/a	n/a
English Language and Literature	n/a	n/a	36.5%	\$23,382	35.5%	\$33,742	n/d	n/d
Family and Consumer Sciences	63.6%	\$17,186	25.3%	\$25,256	40.0%	\$40,218	n/a	n/a
Foreign Languages, Lit., and Ling.	70.3%	\$17,934	23.8%	\$23,437	11.6%	\$27,836	n/a	n/a
Health Professions	68.6%	\$40,569	56.6%	\$49,130	55.1%	\$64,059	25.9%	\$99,616
History	n/a	n/a	35.5%	\$26,051	38.4%	\$31,756	30.6%	\$36,031
Legal Professions and Studies	64.4%	\$25,891	n/a	n/a	59.1%	\$47,459	n/a	n/a
Liberal Arts	58.8%	\$25,960	47.3%	\$35,615	65.2%	\$41,824	n/a	n/a
Library Science	n/a	n/a	n/a	n/a	n/d	n/d	n/a	n/a
Mathematics and Statistics	n/a	n/a	30.4%	\$41,312	19.9%	\$44,703	n/d	n/d
Mechanic and Repair Technologies	70.5%	\$47,554	n/a	n/a	n/a	n/a	n/a	n/a
Multi/Interdisciplinary Studies	67.0%	\$32,233	44.8%	\$32,096	57.4%	\$60,553	n/d	n/d
Natural Resources and Conservation	77.0%	\$37,340	41.5%	\$35,406	38.1%	\$51,433	20.6%	\$75,058
Parks, Recreation, Leisure	n/a	n/a	24.2%	\$30,853	32.5%	\$47,704	n/a	n/a
Personal and Culinary Services	52.9%	\$22,400	n/a	n/a	n/a	n/a	n/a	n/a
Philosophy and Religious Studies	n/a	n/a	24.3%	\$28,218	n/a	n/a	n/a	n/a
Physical Sciences	n/d	n/d	36.6%	\$41,128	26.4%	\$65,083	16.2%	\$60,219
Precision Production	79.9%	\$45,791	n/a	n/a	n/a	n/a	n/a	n/a
Psychology	n/a	n/a	41.8%	\$25,969	56.9%	\$36,084	9.5%	\$61,712
Public Administration	51.8%	\$18,471	50.7%	\$28,039	49.2%	\$42,280	n/a	n/a
Science Technologies	77.6%	\$38,896	n/a	n/a	n/a	n/a	n/a	n/a
Security and Protective Services	70.9%	\$30,968	52.4%	\$33,880	33.1%	\$40,980	n/a	n/a
Social Sciences	n/a	n/a	36.4%	\$28,306	36.9%	\$39,277	30.4%	\$52,411
Transportation & Materials Moving	n/d	n/d	n/a	n/a	n/a	n/a	n/a	n/a
Visual and Performing Arts	51.0%	\$17,539	28.0%	\$23,038	28.0%	\$35,016	n/d	n/d
Total	65.7%	\$33,829	42.6%	\$36,567	50.3%	\$51,021	24.6%	\$66,326

*Including only the areas of concentration for which there is data available.

n/a: no data available for this area of concentration

n/d: data not disclosed

In concentrations where relative wage jumps are low, work participation rate decreases are similarly relatively low. In History, average wage merely increases \$9,980 from a Bachelor's degree to a Doctoral degree and work participation only falls 4.9 percentage points, from 35.5 percent to 30.6 percent. For the same degrees, Social Science graduates, likewise, observe a wage increase of only \$24,105 and see a participation decrease of 6.0 percentage points.

Results By Gender And Race

Work Participation And Wages By Gender

Of the 119,018 graduates during the 11 year span of data provided by the HEPC, there were many more female graduates (67,622 or 56.8 percent) than male graduates (51,396 or 43.2 percent). Females were also much more likely to work in the state. In 2008, 35,103 female graduates were included on West Virginia payrolls, translating to a work participation rate of 51.9 percent. Male

graduates, however, had 21,728 graduates working in the state in 2008, giving them a work participation rate of 42.3 percent.

Females had higher participation rates for every degree, illustrated in Table 6. Though graduates earning an Associate's degree or First Professional degree had very similar participation rates from both sexes, (work participation rate difference of 2.0 percentage points or less), graduates earning a Bachelor's, Master's, or Doctoral degree saw a significant difference in participation rates, with females averaging 7.1 to 14.5 percentage points more than males.

Table 6
Work Participation And Average Annualized Wages Of Graduates From W.Va.
Public Higher Education Institutions In 2008 By Degree And Gender

Degree	Males		Females		Total	
	Work Participation	Average Annualized Wages	Work Participation	Average Annualized Wages	Work Participation	Average Annualized Wages
Associate's	64.9%	\$40,955	66.1%	\$30,434	65.7%	\$33,829
Bachelor's	38.8%	\$42,046	45.9%	\$32,415	42.6%	\$36,567
Master's	41.2%	\$60,971	55.7%	\$46,572	50.3%	\$51,021
First Professional	43.4%	\$119,207	45.4%	\$87,137	44.3%	\$104,173
Doctoral	19.9%	\$66,345	30.7%	\$66,310	24.6%	\$66,326
All Degrees	42.3%	\$49,037	51.9%	\$36,877	47.7%	\$41,526

While females outnumbered and out-participated males, male graduates earned a substantially higher wage than female graduates. In 2008, male graduates, earning \$49,037, averaged \$12,160 more than females, who earned \$36,877. Table 6 shows this varying wage gap by degree. Female graduates earning a Doctoral degree averaged a mere \$35 less annually than male Doctoral graduates. For the other summary degrees males out-earning females by a much larger margin, from a \$9,631 difference in Bachelor's recipients, to a \$32,070 difference in First Professional recipients.

Like the varying gender participation rates and wages seen when disaggregated by degree, varying trends can also be seen when broken down by area of concentration. Females out-participated males in 20 of the 28 areas of concentration in which both sexes had enough graduates to disclose the results, shown in Table 7.

Females had the largest gap over males in Education and Business, Management, and Marketing, with a work participation rate 11.4 percentage points higher than males. The female work participation rate was also much higher in Liberal Arts, with a gap of 9.5 percent. There were, however, concentrations in which males earning a degree were much more likely to work in West Virginia than females. Males posted the largest gap over females in Natural Resources and Conservation, with a work participation rate 11.0 percentage points higher than females; followed by Agriculture, with a gap of 8.4 percentage points; and Engineering Technologies, with a gap of 7.4 percent.

Table 7
Work Participation And Annualized Wages By Gender For Graduates From W.Va.
Public Higher Education Institutions Working In The State In 2008

Area of Concentration	Males			Females		
	Total Graduates From 1996-1997 To 2006-2007	Work Participation	Annualized Wages Per Worker	Total Graduates From 1996-1997 To 2006-2007	Work Participation	Annualized Wages Per Worker
Agriculture, Agriculture Operations	624	39.9%	\$41,268	549	31.5%	\$29,731
Architecture and Related Services	224	8.0%	\$52,532	56	n/d	n/d
Biological and Biomedical Sciences	1,468	34.1%	\$45,395	1,738	35.0%	\$33,536
Business, Management, and Marketing	9,697	42.1%	\$49,506	10,033	53.5%	\$34,724
Communications and Journalism	1,933	33.1%	\$36,357	2,957	39.4%	\$36,423
Communications Technologies	198	49.5%	\$32,365	143	51.7%	\$22,050
Computer and Information Sciences	1,405	45.4%	\$48,447	429	42.4%	\$41,129
Education	5,435	49.6%	\$41,691	13,208	61.1%	\$37,242
Engineering	4,422	30.1%	\$68,922	831	24.4%	\$59,783
Engineering Technologies	2,506	54.6%	\$52,259	379	47.2%	\$36,520
English Language and Literature	601	36.8%	\$27,406	1,121	35.6%	\$25,122
Family and Consumer Sciences	85	31.8%	\$37,843	1,498	30.2%	\$24,088
Foreign Languages, Lit., and Ling.	190	17.4%	\$33,046	510	25.5%	\$19,625
Health Professions	3,913	50.5%	\$89,160	13,624	60.0%	\$48,684
History	882	33.9%	\$28,874	436	39.2%	\$23,759
Legal Professions and Studies	804	53.6%	\$65,325	1,007	58.7%	\$47,087
Liberal Arts	4,917	45.1%	\$39,179	5,934	54.7%	\$28,405
Library Science	n/a	n/a	n/a	n/d	n/d	n/d
Mathematics and Statistics	313	26.8%	\$46,477	254	24.8%	\$37,867
Mechanic and Repair Technologies	217	68.7%	\$45,742	n/d	n/d	n/d
Multi/Interdisciplinary Studies	861	50.5%	\$45,666	973	59.8%	\$26,411
Natural Resources and Conservation	960	46.3%	\$40,445	238	35.3%	\$33,269
Parks, Recreation, Leisure	1,182	22.5%	\$35,802	694	29.5%	\$29,776
Personal and Culinary Services	86	53.5%	\$23,429	97	55.7%	\$22,190
Philosophy and Religious Studies	53	26.4%	\$28,449	17	n/d	n/d
Physical Sciences	862	31.2%	\$47,075	473	37.0%	\$41,873
Precision Production	216	80.1%	\$44,915	n/d	n/d	n/d
Psychology	1,043	40.3%	\$30,896	2,832	42.9%	\$27,819
Public Administration	488	45.3%	\$40,949	2,130	51.2%	\$33,021
Science Technologies	171	77.8%	\$46,634	255	80.0%	\$22,452
Security and Protective Services	2,102	55.8%	\$38,751	1,666	56.4%	\$26,273
Social Sciences	2,383	32.4%	\$33,360	2,029	41.2%	\$26,048
Transportation & Materials Moving	n/d	n/d	n/d	n/a	n/a	n/a
Visual and Performing Arts	1,149	25.6%	\$29,116	1,496	31.0%	\$21,664
Total	51,396	42.3%	\$49,037	67,622	51.9%	\$36,877

n/d: data not disclosed

n/a: no data available for this area of concentration

While females often posted higher work participation rates than males, their wages were lower than males for all but one area of concentration: Communications and Journalism (by \$66). In every other area of concentration in which both sexes had data which could be disclosed, males out-earned females, by vast amounts in certain areas. Health Professions saw the largest gap, with men out-earning women by \$40,476 annually, followed by Science Technology, where men earned wages more than double women, with a gap of \$24,183.

Work Participation And Wages By Race

Caucasian graduates comprised of an overwhelming majority of all graduates from West Virginia public higher education institutions from 1996-1997 to 2006-2007 with 108,848 of the total 119,018 graduates during that span (91.5 percent), illustrated in Table 8. African-American

graduates were the next most prominent, with 4,443 graduates (3.7 percent), followed by Asian graduates, with 3,818 (3.2 percent).

Table 8
Work Participation And Average Annualized Wages Of Graduates From West Virginia Public Higher Education Institutions In 2008 By Race

Race	Graduates from 1996-1997 to 2006-2007	Work Participation	Average Annualized Wages
Caucasian	108,848	49.9%	\$41,782
African-American	4,443	33.8%	\$31,774
Hispanic	1,098	24.0%	\$38,684
Asian-Pacific or Islander	3,818	11.5%	\$51,312
American-Indian or Alaskan Native	356	47.2%	\$38,600
Other	455	35.8%	\$27,121
Total	119,018	47.7%	\$41,526

Table 8 also shows work participation and annualized wage averages by race. Caucasian graduates were the most likely to work in West Virginia in 2008, with a work participation rate of 49.9 percent. Because Caucasian graduates comprise of 91.5 percent of all graduates in the sample, it is not a surprise that the work participation rate and average wage for all graduates is very similar to the totals for Caucasian graduates. American-Indian or Alaskan Native graduates posted the second highest work participation rate, at 47.2 percent, while Asian graduates had an 11.5 percent work participation rate.

In contrast to their low work participation rate, Asian graduates averaged the highest annualized wage, at \$51,312. Caucasian graduates were second among highest earners, averaging \$41,782, while African-American graduates averaged the lowest wage at \$31,774.

Varying trends appear among races when analyzing participation rates and wages by degree, shown in Table 9. Graduates from all races registered high participation rates for Associate's degree recipients and low participation rates for Doctoral degree recipients. Graduates earning a Bachelor's, Master's, or First Professional degree saw different relative patterns in work participation across race, however. For Caucasian graduates, Master's degree recipients had the second highest work participation rate, followed by First Professional degree recipients and Bachelor's recipients. Asian graduates, in contrast, had the highest work participation rate for First Professional degree recipients and the lowest for graduates earning a Master's degree. African-American graduates, on the other hand, had a much larger participation rate for graduates earning Bachelor's and Master's degrees than for those earning a First Professional degree.

Table 9
Work Participation And Average Annualized Wages Of Graduates From West Virginia Public Higher Education Institutions In 2008 By Degree and Race

Race	Degree									
	Associate's		Bachelor's		Master's		First Professional		Doctoral	
	Work Participation	Average Annualized Wages								
Caucasian	66.6%	\$34,103	43.9%	\$36,930	54.9%	\$51,170	46.3%	\$104,014	29.7%	\$67,290
African-American	53.5%	\$25,483	30.3%	\$28,721	33.6%	\$45,189	22.5%	\$77,492	22.0%	\$65,404
Hispanic	51.3%	\$28,585	21.8%	\$29,523	21.4%	\$47,971	n/d	n/d	n/d	n/d
Asian-Pacific or Islander	18.5%	\$29,089	13.9%	\$33,135	7.9%	\$54,081	21.9%	\$110,647	9.2%	\$62,063
American-Indian or Alaskan Native	68.3%	\$34,161	37.9%	\$32,922	52.9%	\$39,248	n/d	n/d	n/d	n/d
Other	61.2%	\$20,828	38.5%	\$24,775	21.5%	\$47,738	n/d	n/d	n/d	n/d
Total	65.7%	\$33,829	42.6%	\$36,567	50.3%	\$51,021	44.3%	\$104,173	24.6%	\$66,326

n/d: data not disclosed
n/a: no data available

For all races, the wage data shows that increased education (relative to a Bachelor's degree) results in a higher wage, but the rate at which the wage increases for advanced degrees differs among race. For Caucasian graduates the wage difference between earning an Associate's degree and a First Professional degree is \$69,911. Asian graduates, however, generated a larger increase between an Associate's degree and a First Professional degree (\$81,558). African-American graduates saw a much small increase in wages for earning an advanced degree, as the wage difference between an Associate's degree and a First Professional degree was only \$52,009.

Wages and work participation can obviously be affected by the field in which graduates work, which is heavily influenced by the area of concentration in which graduates earn their degree. Table 10 shows the diversity of work participation rates and wages of graduates that vary by race and by area of concentration in which the graduates' degree was earned.

Table 10
Work Participation And Annualized Wages Graduates From W.Va. Public Higher Education Institutions
Working In The State In 2008 by Race and Area of Concentration

Area of Concentration	Caucasian		African-American		Hispanic		Asian-Pacific or Islander		American-Indian	
	Work Participation	Annualized Wages Per Worker	Work Participation	Annualized Wages Per Worker	Work Participation	Annualized Wages Per Worker	Work Participation	Annualized Wages Per Worker	Work Participation	Annualized Wages Per Worker
Agriculture, Agriculture Operations	37.4%	\$37,023	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d
Architecture and Related Services	9.5%	\$45,301	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d
Biological and Biomedical Sciences	36.1%	\$39,326	27.5%	\$29,645	n/d	n/d	16.1%	\$41,401	n/d	n/d
Business, Management, and Marketing	50.2%	\$41,357	33.6%	\$32,099	23.8%	\$41,025	9.0%	\$49,253	42.6%	\$37,373
Communication and Journalism	38.2%	\$36,861	27.5%	\$27,163	15.2%	\$33,962	14.5%	\$32,965	n/d	n/d
Communications Technologies	52.4%	\$27,743	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d
Computer and Information Sciences	51.5%	\$46,665	38.2%	\$41,104	n/d	n/d	9.4%	\$55,457	n/d	n/d
Education	58.9%	\$38,460	37.7%	\$36,023	37.6%	\$38,206	22.5%	\$36,061	51.4%	\$39,437
Engineering	36.1%	\$68,070	13.0%	\$60,225	n/d	n/d	5.1%	\$61,578	n/d	n/d
Engineering Technologies/Technicians	54.9%	\$50,702	28.4%	\$42,969	n/d	n/d	n/d	n/d	n/d	n/d
English Language and Literature/Letters	36.3%	\$25,543	35.4%	\$27,890	n/d	n/d	n/d	n/d	n/d	n/d
Family and Consumer Sciences	30.9%	\$24,924	32.7%	\$20,281	n/d	n/d	n/d	n/d	n/d	n/d
Foreign Languages, Lit., and Ling.	26.8%	\$22,278	n/d	n/d	11.9%	\$31,568	n/d	n/d	n/d	n/d
Health Professions	59.2%	\$56,343	42.4%	\$48,511	33.0%	\$75,055	21.5%	\$84,194	56.8%	\$63,371
History	36.9%	\$27,020	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d
Legal Professions and Studies	57.3%	\$55,633	40.6%	\$29,283	n/d	n/d	n/d	n/d	n/d	n/d
Liberal Arts	51.8%	\$33,255	40.6%	\$27,051	35.5%	\$27,304	18.4%	\$28,777	48.9%	\$23,666
Library Science	n/d	n/d	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Mathematics and Statistics	32.0%	\$42,797	n/d	n/d	n/d	n/d	9.8%	\$52,403	n/d	n/d
Mechanic and Repair Technologies	69.6%	\$46,243	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Multi/Interdisciplinary Studies	57.6%	\$34,845	39.2%	\$31,973	n/d	n/d	n/d	n/d	n/d	n/d
Natural Resources and Conservation	45.2%	\$39,125	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d
Parks, Recreation, Leisure	26.4%	\$33,395	13.4%	\$29,490	n/d	n/d	n/d	n/d	n/d	n/d
Personal and Culinary Services	54.8%	\$22,960	n/d	n/d	n/d	n/d	n/a	n/a	n/a	n/a
Philosophy and Religious Studies	25.8%	\$26,267	n/d	n/d	n/d	n/d	n/d	n/d	n/a	n/a
Physical Sciences	35.4%	\$45,137	37.0%	\$36,273	n/d	n/d	9.6%	\$57,345	n/d	n/d
Precision Production	78.4%	\$44,955	n/a	n/a	n/d	n/d	n/a	n/a	n/d	n/d
Psychology	43.4%	\$28,862	33.1%	\$26,281	24.4%	\$19,656	13.7%	\$16,217	n/d	n/d
Public Administration	51.5%	\$34,561	33.9%	\$28,567	n/d	n/d	27.0%	\$35,324	n/d	n/d
Science Technologies	79.9%	\$32,460	68.2%	\$22,908	n/a	n/a	n/d	n/d	n/d	n/d
Security and Protective Services	57.6%	\$33,656	37.6%	\$24,070	n/d	n/d	n/d	n/d	n/d	n/d
Social Sciences	38.5%	\$30,022	22.5%	\$24,294	29.2%	\$19,770	n/d	n/d	n/d	n/d
Transportation and Materials Moving	n/d	n/d	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Visual and Performing Arts	30.1%	\$24,515	17.1%	\$21,719	n/d	n/d	8.3%	\$21,371	n/d	n/d
Total	49.9%	\$41,782	33.8%	\$31,774	24.0%	\$38,684	11.5%	\$51,312	47.2%	\$38,600

n/d: data not disclosed

n/a: no data available for this area of concentration

Results By Academic Achievement

Work Participation And Wages By ACT Score

Over the 11 year span of our data, 36,484 graduates reported ACT scores for college admission. We separated graduates into three categories by their ACT score: those scoring a 22 and above, those scoring 19 to 21, and those scoring below 19. The graduates in this sample are similar to the

full sample, with a Bachelor's degree being the most popular degree earned, at 68.0 percent of all degrees earned; females outnumbering males, 59.8 percent to 40.2 percent, Caucasian being the most numerous race among graduates, at 95.3 percent, and in-state residents dictating the origin of graduates, at 91.9 percent.

Of the 36,484 graduates with ACT scores reported, 21,834 were employed for at least one quarter in the state during 2008, resulting in a total work participation rate of 59.8 percent, shown in Table 11. Graduates earning an Associate's degree had the highest participation rate; females out-participated males, 60.9 percent compared to 58.3 percent; Caucasian graduates had the highest work participation rate of all identified races, at 60.3 percent; and in-state graduates were much more likely to remain and work in the state than out of state graduates, with a work percentage of 63.4 percent compared to 14.0 percent.

Table 11
Work Participation And Annualized Wages In 2008 For W.Va. Public Higher Education Graduates By ACT Score

	Work Participation Rates in 2008 (In Percent)				Annualized Wages In 2008			
	All Graduates With ACT Scores	ACT 22+	ACT 19-21	ACT Below 19	All Graduates With ACT Scores	ACT 22+	ACT 19-21	ACT Below 19
Total	59.8%	55.3%	61.8%	64.5%	\$34,186	\$36,680	\$33,830	\$31,332
Degree								
Associate	70.9%	70.3%	71.1%	71.0%	\$31,476	\$33,034	\$33,125	\$29,408
Bachelor	56.0%	51.7%	58.4%	60.7%	\$32,637	\$33,143	\$32,365	\$32,184
Doctoral	40.0%	n/d	n/d	n/a	\$43,767	n/d	n/d	n/a
First Prof	61.5%	61.0%	65.0%	59.1%	\$81,233	\$79,560	\$91,238	\$85,673
Master	62.7%	60.8%	63.9%	66.4%	\$41,577	\$43,511	\$41,231	\$36,878
Gender								
Male	58.3%	54.2%	60.4%	62.4%	\$39,421	\$40,818	\$39,161	\$37,858
Female	60.9%	56.1%	62.7%	66.0%	\$30,811	\$33,924	\$30,588	\$27,046
Race								
Caucasian	60.3%	55.5%	62.2%	65.9%	\$34,468	\$36,850	\$34,074	\$31,691
African American	50.2%	52.9%	54.4%	48.0%	\$26,018	\$32,413	\$25,360	\$24,717
Hispanic	47.0%	42.9%	48.0%	51.0%	\$28,006	\$28,478	\$27,591	\$27,899
Asian	37.3%	35.6%	44.6%	33.8%	\$31,587	\$31,544	\$32,591	\$30,501
American Indian	55.8%	54.3%	44.0%	66.7%	\$35,870	\$34,996	\$35,941	\$36,826
Unknown	68.6%	62.9%	73.3%	71.2%	\$23,283	\$21,749	\$23,179	\$24,991
Residency								
In State	63.4%	58.4%	65.4%	68.7%	\$34,306	\$36,816	\$33,882	\$31,493
Out of State	14.0%	13.2%	13.8%	15.3%	\$28,412	\$28,773	\$32,249	\$24,605
Other	33.0%	30.1%	36.9%	32.8%	\$31,137	\$34,124	\$31,625	\$26,865
Year								
1996-1997*	49.0%	46.4%	42.4%	56.8%	\$33,234	\$33,441	\$35,896	\$31,331
1997-1998*	58.3%	48.6%	62.5%	63.0%	\$36,350	\$38,273	\$36,286	\$35,077
1998-1999*	45.6%	33.7%	52.8%	52.5%	\$39,962	\$46,740	\$39,063	\$35,806
1999-2000	48.1%	44.3%	50.0%	51.3%	\$42,343	\$44,059	\$43,259	\$39,315
2000-2001	53.1%	46.8%	57.5%	55.9%	\$39,500	\$43,658	\$38,652	\$36,307
2001-2002	53.9%	48.4%	55.6%	59.0%	\$39,525	\$44,963	\$37,754	\$35,607
2002-2003	58.1%	55.6%	57.4%	62.2%	\$39,031	\$44,783	\$36,746	\$34,118
2003-2004	58.2%	54.4%	59.1%	62.6%	\$35,926	\$39,094	\$35,420	\$32,489
2004-2005	62.9%	58.6%	63.7%	68.6%	\$34,139	\$36,841	\$34,610	\$30,100
2005-2006	65.0%	59.1%	68.4%	71.3%	\$30,508	\$32,397	\$30,158	\$28,196
2006-2007	68.1%	62.6%	71.8%	74.8%	\$26,742	\$27,867	\$26,704	\$24,910

n/d: not disclosed

*Little or no data for first professional or masters graduates.

W.Va. ACT score (Percentile): 22 (68th), 19 (44th) in 2008.

A clear trend emerges in the data involving ACT scores: as ACT scores increase, work participation falls. The work participation rate for graduates scoring below 19 was 64.5 percent, but falls to 61.8 percent for graduates scoring 19-21 and 55.3 percent for graduates scoring 22 and higher. This same trend is also evident in the majority of degrees earned, by both males and females, and mutually by in state and out of state residents.

While participation rates illustrate an inverse relationship with ACT scores, we find that average wages increase with ACT scores. Indeed, graduates scoring 22 and higher earned on average \$5,348 more than graduates scoring below 19.

Wages increased with ACT scores for graduates receiving a Master's degree or a Bachelor's degree. Wages increased by \$959 for Bachelor's degree graduates with ACT scores of 22 or higher, compared to those with scores below 19. Wages were \$3,626 higher for Associate's degree awardees with the highest scores (22+), compared to the lowest (below 19).

Wages rose with ACT scores for both males and females, but at different rates. For females, the wage gap between those with high ACT scores and low ACT scores was \$6,878, while for males the wage gap was \$2,960.

In-state graduates with the highest ACT scores posted the highest wages, at \$36,816. In contrast, out-of-state graduates with mid-range ACT posted the highest wages, at \$32,249. Caucasian, African-American, and Hispanic graduates with high ACT scores posted the highest wages, while Asian graduates with mid-range ACT scores posted relatively high wages.

Work Participation And Wages By College GPA

Over the 11 years covered by this dataset, 100,339 of the 119,018 graduates reported a college grade point average (GPA). These graduates were divided into three groups, similar to our approach for ACT scores. We classify graduates in to the following groups: those earning a GPA 3.5+, 3.0-3.49, and below 3.0.

The GPA results suggest that academic success improves the likelihood of remaining in the state to work, although the impact is small. Table 12 shows that graduates with a GPA below 3.0 had a work participation rate of 45.7 percent, while graduates with a GPA 3.0-3.49 had a participation rate of 47.2 percent and graduates with a GPA 3.5+ had the highest participation rate, at 49.8 percent. However, regression analysis presented in a previous report, titled *Academic Achievement and Work in West Virginia 2007*, shows that the modest positive correlation observed here is likely due to the crude breakdown used to summarize the data. Regression results suggest a negative correlation between college GPA and work participation, similar to the ACT results.

When disaggregated, this trend does not appear for every descriptive group. Graduates earning Associate's, Doctoral, and Master's degrees generated the highest work participation rates for graduates with GPAs 3.5 or better. Bachelor's degree graduates posted the highest work participation rates for graduates with GPAs between 3.0 and 3.49, while First Professional graduates registered the highest rates for graduates with GPAs below 3.0.

Male graduates with GPAs in the mid-range (between 3.0 and 3.49) generated the highest work participation rates. In contrast, females in the high-range (3.5 and above) posted the highest work participation rates.

Table 12
Work Participation And Annualized Wages In 2008 For W.Va. Public Higher Education Graduates By College GPA

	Work Participation Rates in 2008 (In Percent)				Annualized Wages in 2008			
	All Graduates With College GPA	GPA 3.5+	GPA 3.0-3.49	GPA Below 3.0	All Graduates With College GPA	GPA 3.5+	GPA 3.0-3.49	GPA Below 3.0
Total	47.6%	49.8%	47.2%	45.7%	\$41,216	\$46,033	\$40,323	\$36,663
Degree								
Associate	65.8%	66.3%	65.6%	65.6%	\$34,242	\$33,511	\$34,130	\$34,692
Bachelor	42.7%	43.5%	44.3%	41.3%	\$36,329	\$36,413	\$36,899	\$35,841
Doctoral	24.8%	25.1%	21.7%	n/d	\$66,451	\$66,682	\$63,404	n/a
First Prof	49.8%	48.3%	50.1%	50.4%	\$93,203	\$117,963	\$102,329	\$71,403
Master	50.8%	53.2%	39.5%	33.1%	\$51,001	\$50,777	\$52,802	\$39,239
Gender								
Male	41.9%	41.8%	42.1%	41.8%	\$48,099	\$56,250	\$48,772	\$42,327
Female	51.8%	53.9%	50.6%	50.0%	\$37,130	\$42,005	\$35,514	\$31,417
Race								
White	49.7%	52.5%	48.9%	47.5%	\$41,474	\$46,085	\$40,495	\$37,125
Black	33.4%	37.8%	35.0%	31.3%	\$32,325	\$42,546	\$34,246	\$27,212
Hispanic	24.1%	23.4%	24.7%	24.4%	\$35,569	\$44,632	\$30,366	\$30,725
Asian	10.9%	10.3%	9.6%	14.9%	\$47,430	\$51,323	\$52,406	\$34,799
American Indian	45.7%	51.0%	48.6%	39.3%	\$39,254	\$41,115	\$29,927	\$44,530
Unknown	35.8%	27.6%	45.0%	37.7%	\$27,352	\$33,950	\$25,495	\$23,068
Residency								
In State	60.8%	62.7%	59.7%	59.7%	\$41,379	\$46,206	\$40,407	\$36,894
Out of State	8.2%	9.6%	8.3%	6.9%	\$38,403	\$43,373	\$38,570	\$31,890
Other	25.2%	24.4%	26.4%	24.7%	\$38,503	\$42,151	\$39,706	\$33,790
Year								
1996-1997*	39.0%	42.0%	38.4%	37.1%	\$51,198	\$56,899	\$51,985	\$45,791
1997-1998*	41.1%	44.7%	39.1%	39.3%	\$50,539	\$55,635	\$52,163	\$43,914
1998-1999*	41.7%	46.8%	39.3%	39.0%	\$48,741	\$52,210	\$50,214	\$44,045
1999-2000	42.3%	44.4%	41.2%	41.2%	\$47,044	\$51,570	\$48,606	\$41,405
2000-2001	45.5%	49.5%	42.4%	44.0%	\$45,226	\$51,122	\$44,056	\$39,779
2001-2002	46.6%	48.2%	47.5%	44.2%	\$43,149	\$48,180	\$41,591	\$39,269
2002-2003	47.3%	49.6%	46.8%	45.2%	\$43,338	\$48,014	\$43,521	\$37,717
2003-2004	49.2%	51.9%	47.6%	47.6%	\$40,490	\$45,995	\$39,544	\$34,378
2004-2005	53.2%	53.8%	52.4%	53.2%	\$37,392	\$42,696	\$36,149	\$32,685
2005-2006	54.4%	54.0%	54.8%	54.5%	\$33,406	\$37,968	\$32,629	\$28,598
2006-2007	56.3%	55.5%	57.4%	56.2%	\$30,189	\$34,574	\$28,894	\$26,100

n/d: not disclosed

*Little or no data for first professional or masters graduates.

Wages, as expected, increase significantly with higher college GPAs. The average wage for a graduate earning a GPA 3.5+, at \$46,033, was \$9,370 more than graduate earning a GPA below 3.0, at \$36,663. There is some slight variation again in the disaggregated results, but the overall trend persists.

Bachelor's degree recipients and Master's degree recipients had the highest wages for graduates earning a GPA 3.0-3.49, but wages for graduates earning a GPA 3.5+ were very close. First Professional degree recipients, however, did experience the persistent trend of wages increasing with GPA, but the wages jumped significantly between GPA categories. First Professional graduates earning below a 3.0 earned \$46,560 less than the graduates who earned a 3.5+.

Both males and females registered the highest wages for graduates earning a GPA 3.5 or better. In-state and out-of-state graduates show the same pattern.

Results By Tuition Assistance

Work participation And Wages For HEGP and PROMISE Recipients

This section provides a brief summary of results for Higher Education Grant Program (HEGP) and PROMISE graduates. Full analysis, including results by area of concentration, are included in *Higher Education Tuition Assistance And Work In West Virginia 2008*.

According to the most recent data provided by the West Virginia Higher Education Policy Commission, 3,692 PROMISE scholarship recipients (those that received the scholarship for at least one semester) have graduated from West Virginia public higher education institutions. Of the 3,692 graduates that received the PROMISE scholarship, 3,515 (95.2 percent) graduated in the two most recent years, 2005-2006 and 2006-2007. Therefore, the following results illustrate the early work experience of the first two large waves of PROMISE graduates.

Most PROMISE graduates received Bachelor's degrees (81.2 percent) and Associate's degrees (15.6 percent). There were 66 Master's degree graduates and no Doctoral or First Professional degree graduates in these first PROMISE cohorts. A majority of the PROMISE graduates, 2,314 (62.7 percent), were female, compared to 1,378 (37.3 percent) male. Graduates with Caucasian ethnicity, at 3,544 graduates (96.0 percent), made up the largest share of the sample, followed by those with Asian ethnicity, with 49 graduates (1.3 percent), and African-American ethnicity, with 41 graduates (1.1 percent).

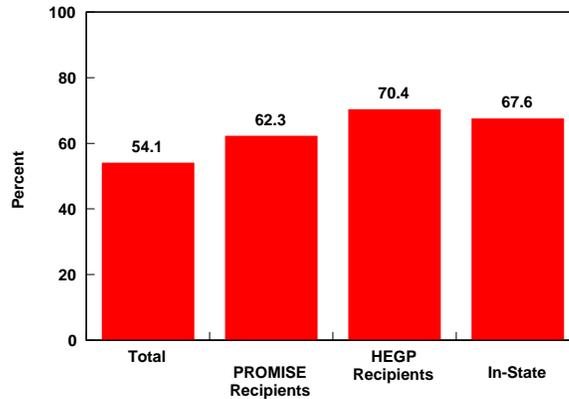
An alternative source of financial aid, for West Virginia residents enrolling in an approved college or university within the state or Pennsylvania is the West Virginia Higher Education Grant Program (HEGP). The grant provides between \$1,300 and \$3,000 per year to students who demonstrate financial need and meet the academic criteria. It is renewable for up to three additional years beyond the initial award.

There were 15,452 graduates from 2003-2004 to 2006-2007 who received an HEGP grant for at least one semester. The characteristics of these graduates are generally similar to the PROMISE recipients, but they made up a much larger share of graduates during the period, accounting for 31.3 percent of graduates during the past four years.

A Bachelor's degree was the most common earned by HEGP recipients, at 59.7 percent. In addition, HEGP recipients with Bachelor's degrees accounted for 32.3 percent of all Bachelor's degree graduates during the period. Female HEGP recipients outnumbered males, 64.7 percent to 35.3 percent, and Caucasian graduates outnumbered all other ethnicities, at 93.7 percent. Note that we have more data for HEGP graduates, since the HEGP has been in existence longer than the PROMISE scholarship.

In 2008, 2,301 of the 3,692 PROMISE graduates earned wages from establishments in West Virginia. This yields a total work participation rate of 62.3 percent, as illustrated in Figure 7 and Table 13. At first glance, the PROMISE scholarship appears to be successful in retaining graduates in West Virginia, as the participation rate of PROMISE graduates is 8.2 percentage points higher than that of all graduates from West Virginia public higher education institutions from 2003-2004 to 2006-2007, at 54.1 percent. However, PROMISE scholar graduates, which, as a prerequisite, must be West Virginia residents, have a 5.3 percentage point lower work participation rate than all in-state resident graduates over the same time period, who had a work participation rate of 67.6 percent, and a 8.1 percentage point lower participation rate than HEGP recipients, who had a participation rate of 70.4 percent.

Figure 7
Work Participation In 2008 Of Graduates From West Virginia Public Higher Education Institutions During 2003-2004 To 2006-2007



Source: author calculations

As Table 13 also shows, PROMISE graduates earning an Associate’s degree had the highest work participation rate, at 80.6 percent, followed by graduates earning a Master’s degree, at 60.6 percent, and finally by graduates earning a Bachelor’s degree, at 58.4 percent. Females were more likely to work in the state than males, 63.8 percent to 59.8 percent respectively. Those having Black ethnicity had the highest work participation rate at 63.4 percent, just ahead of those with White ethnicity, at 62.7 percent, and Hispanic ethnicity, at 61.1 percent.

We find similar trends in the data for HEGP graduates, with Associate’s degree recipients posting the highest work participation rate (76.4 percent), followed by Master’s, Bachelor’s, First Professional, and Doctoral degree recipients. Female recipients post higher work participation rates than males (72.6 percent versus 66.4 percent). White recipients post high work participation rates (70.8 percent) and work participation rates fall time since graduation increases.

Note that work participation rates for Associate’s degree graduates are higher for PROMISE graduates than for HEGP graduates, but that for all other degrees HEGP graduates post higher work participation rates. We also note that work participation rates rise a bit with experience for PROMISE graduates, which breaks the normal pattern for all graduates. This may be due to the relatively low numbers of PROMISE graduates during the 2003-2004 to 2004-2005 period, because the more recent PROMISE cohorts show the more normal declining pattern.

Table 13
Work Participation And Wages In 2008 For W.Va. Public Higher Education Graduates
Receiving PROMISE And HEGP Assistance

	PROMISE Recipients		W.Va. HEGP Recipients		All Graduates	
	Work Participation Rates in 2008 (In Percent)	Annualized Wages In 2008	Work Participation Rates in 2008 (In Percent)	Annualized Wages In 2008	Work Participation Rates in 2008 (In Percent)	Annualized Wages In 2008
Total	62.3%	\$24,805	70.4%	\$32,052	54.1%	\$34,573
Residency						
In-state	--	--	--	--	67.6%	\$34,678
Out-of-state	--	--	--	--	11.5%	\$33,449
Other	--	--	--	--	31.4%	\$32,226
Degree						
Associate	80.6%	\$27,556	76.4%	\$27,370	72.0%	\$30,183
Bachelor	58.4%	\$23,947	67.7%	\$29,121	49.7%	\$29,918
Master	60.6%	\$35,998	72.9%	\$42,981	53.4%	\$45,919
Doctoral	--	--	63.8%	\$64,308	28.0%	\$63,592
First Professional	--	--	65.6%	\$78,073	49.6%	\$72,601
Gender						
Male	59.8%	\$27,185	66.4%	\$35,675	48.0%	\$38,452
Female	63.8%	\$23,478	72.6%	\$30,249	58.6%	\$32,264
Race						
White	62.7%	\$25,010	70.8%	\$32,428	56.5%	\$34,872
Black	63.4%	\$18,976	64.2%	\$24,984	43.4%	\$26,574
Hispanic	61.1%	\$20,789	66.7%	\$25,192	29.8%	\$29,127
Asian	32.7%	\$19,054	55.0%	\$34,867	15.1%	\$40,681
American Indian	n/d	n/d	75.0%	\$32,713	49.3%	\$31,332
Unknown	61.3%	\$16,344	70.8%	\$22,489	36.2%	\$26,792
Year						
2003-2004	80.9%	\$31,014	65.8%	\$36,498	50.2%	\$39,806
2004-2005	70.8%	\$27,316	69.5%	\$34,465	53.4%	\$36,971
2005-2006	59.7%	\$26,707	71.9%	\$30,819	55.0%	\$33,353
2006-2007	62.9%	\$23,487	73.6%	\$27,876	57.0%	\$30,007

n/d: not disclosed

The average annualized wage for graduates receiving a PROMISE scholarship and employed in West Virginia in 2008 was \$24,805, as Table 13 shows. This wage is substantially lower than the average wage for HEGP recipients, whose average wage in 2008 was \$32,052, and all West Virginia public higher education graduates during the period, at \$34,573. The difference is even larger when PROMISE graduates are compared with the average of all fellow in-state graduates, whose wage averaged \$34,678.

For PROMISE graduates, Master's degree recipients averaged the highest wage, at \$35,998, followed by graduates earning an Associate's degree, at \$27,556, and then graduates earning a Bachelor's degree, at \$23,947. Though being outnumbered and out participated by females, male PROMISE graduates averaged \$3,707 more than female PROMISE graduates. White graduates averaged the highest wage, at \$25,010, followed by graduates having Hispanic ethnicity, at \$20,789, and Asian ethnicity, at \$19,054. The more time a worker spends in the labor market, the more experience he/she has and the higher wage the worker should expect. It comes as no surprise that the graduates of 2003-2004, the earliest graduating class with disclosed data, had the

highest wage, averaging \$31,014, and the most recent graduates, those of 2006-2007, had the lowest wage, averaging only \$23,487.

For HEGP graduates, wages are highest for First Professional degrees (\$78,073) and Doctoral degrees (\$64,308), followed by Master's (\$42,981), Bachelor's (\$29,121), and Associate's degrees (\$27,370). In addition, males posted higher wages than females (\$35,675 versus \$30,249) and Asian graduates posted the highest wages (\$34,867) across race. We find that wages rise with experience, as expected.

Average annualized wages were lower for PROMISE graduates than for either HEGP graduates or all graduates during the period. These results arise in part because the vast majority of PROMISE graduates to date received Associate's and Bachelor's degrees, which tend to be associated with lower wage employment (than Master's, First Professional, and Doctoral degrees).

Annualized wages for PROMISE graduates with Bachelor's degrees, are closer to wages earned by HEGP Bachelor's graduates (and all Bachelor's graduates), but remain about \$5,000 lower. The difference can partly explained by differing levels of experience, because most PROMISE recipients graduated during the 2005-2006 to 2006-2007 period, while HEGP graduates (and all graduates) tend to have more experience. It is likely that as data for more PROMISE cohorts become available, wages will become more similar.

Results For Nearby States

This section summarizes work participation and wages for West Virginia public higher education graduates that worked at establishments located in six nearby states (for simplicity we refer to the District of Columbia as a state). These states include Maryland, New Jersey, Ohio, Pennsylvania, Virginia, and the District of Columbia (see Figure 8). Each of these states participates in the Regional Wage Record Exchange Project (TRADE), which facilitates the analysis of employment characteristics for participating states.

Figure 8
W.Va. Public Higher Education Graduates (1996-97 to 2006-07)
Working In 2008
Regional Wage Record Exchange Project Participating States

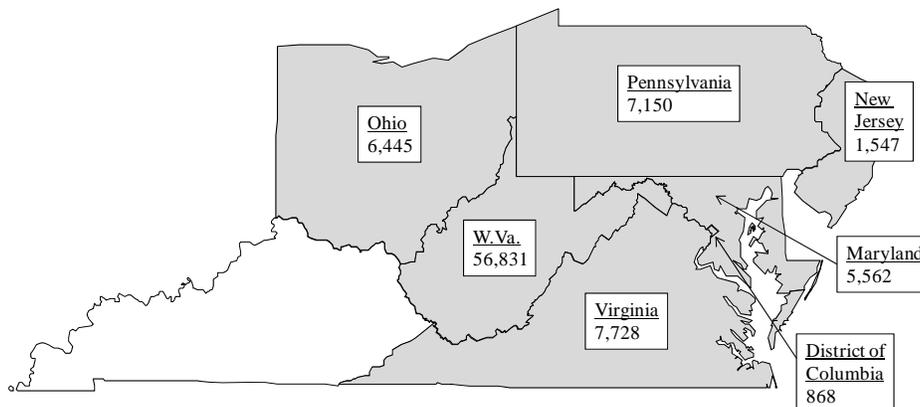


Figure 8 shows the participating states and the number of state graduates working in each state in 2008. Note that we find the most graduates working in Virginia and Pennsylvania, followed by Ohio, Maryland, New Jersey, and the District of Columbia. The employment totals in the figure reflect graduates working at jobs located in each state. It is important to keep in mind that individuals may work at establishments located in more than one state during the calendar year. In Figure 8, these individuals are counted in each state in which they worked.

Table 14 disaggregates the number of graduates working in each state by degree, gender, race, residency, and graduation year. Each of the individual state totals includes graduates that worked in more than one state during the year. The column labeled “Total Six States” accounts for multi-state work, counting each graduate only once (thus it is less than the sum of individual states). Graduates working at establishments in West Virginia are included in the state total. Thus, of the 119,018 graduates during the past 11 years, 56,831 were working at establishments located in West Virginia and 24,644 were working at establishments in one of the six surrounding states. That leaves 37,543 graduates that are either working at covered jobs in other states, or self-employed (perhaps in West Virginia), or have dropped out of the labor market altogether.

Table 14
W.Va. Public Higher Education Graduates Working In 2008 By Participating State

	Graduates Working In 2008							Total Six States**	West Virginia
	District of Columbia*	Maryland*	New Jersey*	Ohio*	Pennsylvania*	Virginia*			
Total	868	5,562	1,547	6,445	7,150	7,728	24,644	56,831	
Degree									
Associate	33	437	19	1,175	549	747	2,164	12,033	
Bachelor	655	4,101	1,261	3,548	4,813	5,402	16,911	29,378	
Doctoral	n/d	84	24	92	165	56	386	417	
First Prof	35	74	13	219	273	214	706	1,986	
Master	134	840	230	1,278	1,312	1,253	4,311	12,139	
Gender									
Male	438	2,609	899	2,769	3,574	3,785	11,940	21,728	
Female	430	2,953	648	3,676	3,576	3,943	12,704	35,103	
Race									
Caucasian	630	4,975	1,310	6,008	6,668	6,883	22,207	54,297	
African American	141	341	80	252	208	421	1,211	1,501	
Hispanic	27	62	36	51	54	93	283	263	
Asian	57	144	106	110	174	280	794	439	
American Indian	n/d	22	n/d	14	15	25	67	168	
Unknown	n/d	18	n/d	n/d	31	26	82	163	
Residency									
In State	383	2,508	210	3,786	3,167	4,792	11,405	53,398	
Out of State	455	2,586	1,310	1,671	3,806	2,612	11,482	2,121	
Other	22	422	n/d	923	125	254	1,514	1,044	
Year									
1996-1997	51	404	127	503	519	579	1,976	3,641	
1997-1998	65	442	168	586	538	586	2,121	4,005	
1998-1999	62	454	179	585	606	598	2,228	4,061	
1999-2000	72	490	149	569	554	655	2,181	4,153	
2000-2001	57	429	138	579	581	583	2,061	4,453	
2001-2002	66	485	98	566	608	633	2,108	4,582	
2002-2003	69	493	163	564	601	673	2,156	5,111	
2003-2004	93	537	125	565	674	769	2,319	5,507	
2004-2005	110	544	124	603	752	824	2,353	6,437	
2005-2006	115	602	136	662	805	869	2,528	7,085	
2006-2007	108	682	140	663	912	959	2,613	7,796	

*Multi-state workers are included in each state where they earned wages in 2008.

**Total counts each worker once and excludes W.Va. workers with wages one or more of the six nearby states.

n/d: data not disclosed

Table 15 shows work participation rates for the six nearby states and West Virginia, disaggregated by degree, gender, race, residency, and graduation year. As the table shows, 6.5 percent of state graduates during the past 11 years worked in Virginia in 2008, the largest share of any participating state (except West Virginia). Pennsylvania posted the second largest share (at 6.0 percent), followed by Ohio, Maryland, New Jersey, and the District of Columbia. Finally, 20.7 percent of state graduates worked in one of the six nearby states in 2008.

Table 15
Work Participation Rates In 2008 For W.Va. Public Higher Education Graduates By Participating State

	Work Participation Rates in 2008 (In Percent)							Total Six States**	West Virginia
	District of Columbia*	Maryland*	New Jersey*	Ohio*	Pennsylvania*	Virginia*			
Total	0.7%	4.7%	1.3%	5.4%	6.0%	6.5%	20.7%	47.7%	
Degree									
Associate	0.2%	2.4%	0.1%	6.4%	3.0%	4.1%	11.8%	65.7%	
Bachelor	0.9%	5.9%	1.8%	5.1%	7.0%	7.8%	24.5%	42.6%	
Doctoral	n/d	4.9%	1.4%	5.4%	9.7%	3.3%	22.7%	24.6%	
First Prof	0.8%	1.7%	0.3%	4.9%	6.1%	4.8%	15.8%	44.3%	
Master	0.6%	3.5%	1.0%	5.3%	5.4%	5.2%	17.8%	50.3%	
Gender									
Male	0.9%	5.1%	1.7%	5.4%	7.0%	7.4%	23.2%	42.3%	
Female	0.6%	4.4%	1.0%	5.4%	5.3%	5.8%	18.8%	51.9%	
Race									
Caucasian	0.6%	4.6%	1.2%	5.5%	6.1%	6.3%	20.4%	49.9%	
African American	3.2%	7.7%	1.8%	5.7%	4.7%	9.5%	27.3%	33.8%	
Hispanic	2.5%	5.6%	3.3%	4.6%	4.9%	8.5%	25.8%	24.0%	
Asian	1.5%	3.8%	2.8%	2.9%	4.6%	7.3%	20.8%	11.5%	
American Indian	n/d	6.2%	n/d	3.9%	4.2%	7.0%	18.8%	47.2%	
Unknown	n/d	4.0%	n/d	n/d	6.8%	5.7%	18.0%	35.8%	
Residency									
In State	0.4%	2.9%	0.2%	4.3%	3.6%	5.4%	13.0%	60.7%	
Out of State	1.8%	10.0%	5.1%	6.5%	14.7%	10.1%	44.3%	8.2%	
Other	0.5%	10.3%	n/d	22.4%	3.0%	6.2%	36.8%	25.4%	
Year									
1996-1997	0.5%	4.2%	1.3%	5.2%	5.4%	6.0%	20.6%	38.0%	
1997-1998	0.7%	4.5%	1.7%	6.0%	5.5%	6.0%	21.6%	40.8%	
1998-1999	0.6%	4.6%	1.8%	6.0%	6.2%	6.1%	22.7%	41.4%	
1999-2000	0.7%	5.0%	1.5%	5.8%	5.6%	6.7%	22.2%	42.2%	
2000-2001	0.6%	4.4%	1.4%	5.9%	5.9%	5.9%	20.9%	45.2%	
2001-2002	0.7%	4.9%	1.0%	5.7%	6.1%	6.4%	21.3%	46.3%	
2002-2003	0.7%	4.7%	1.6%	5.4%	5.7%	6.4%	20.6%	48.7%	
2003-2004	0.8%	4.9%	1.1%	5.1%	6.1%	7.0%	21.0%	49.9%	
2004-2005	0.9%	4.5%	1.0%	5.0%	6.2%	6.8%	19.5%	53.4%	
2005-2006	0.9%	4.7%	1.1%	5.1%	6.2%	6.7%	19.6%	54.9%	
2006-2007	0.8%	5.0%	1.0%	4.8%	6.7%	7.0%	19.1%	56.9%	

*Multi-state workers are included in each state where they earned wages in 2008.

**Total counts each worker once and excludes W.Va. workers with wages one or more nearby states.

Thus, it does not equal the sum of state rates.

n/d: data not disclosed

In 2008, 24.5 percent of Bachelor's degree graduates worked in one of the six nearby states, with Virginia again accounting for the largest share. Doctoral graduates posted the second largest share (22.7 percent) working in nearby states, with the largest share in Pennsylvania. For Master's graduates, 17.8 percent worked in one of the nearby states, with roughly equal shares in Ohio, Pennsylvania, and Virginia. For First Professional graduates, 15.8 percent worked in nearby states, with Pennsylvania registering the largest share. Finally, 11.8 percent of Associate's degree graduates working in nearby states, with Ohio capturing the largest share.

Work participation rates in nearby states differed by gender and race as well, with more male graduates (23.2 percent) working in nearby states than female graduates (18.8 percent). Virginia posted the highest work participation rate for both male and female graduates. African-American graduates posted the highest work participation rate in nearby states in 2008, followed by Hispanic, Asian, Caucasian, and American-Indian graduates.

As expected, work participation rates in nearby states are highest for out-of-state graduates (at 44.3 percent), compared to 13.0 percent for in-state graduates.

As Figure 9 shows, the work participation rate for nearby states tends to be more stable over time, compared to the West Virginia rate. Indeed, the work participation rate for nearby states rises from 19.1 percent for the most recent graduates to 20.6 percent for graduates in 1996-1997. This contrasts with the decline in the state rate from 56.9 percent to 38.0 percent and suggests that state graduates may be migrating to nearby states after gaining initial experience in West Virginia.

Figure 9
Percent Of Graduates From W.Va. Public Higher Education Institutions Working In Participating States In 2008

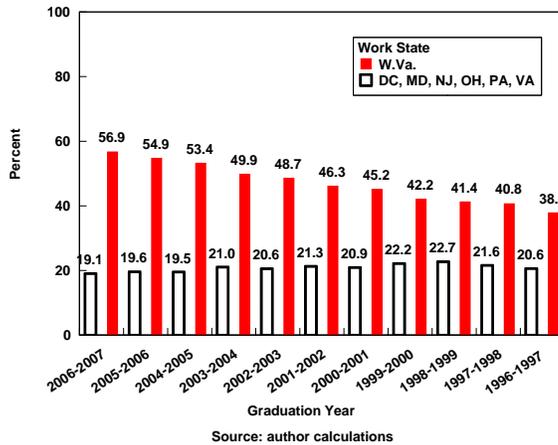
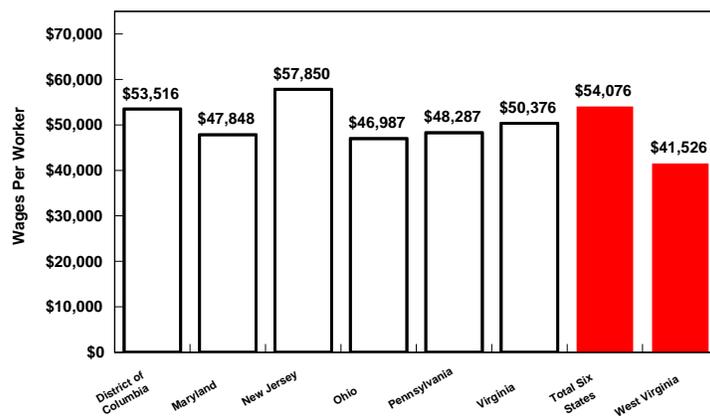


Figure 10 (and Table 16) contain annualized wages by participation state. As Figure 10 shows, wages earned by graduates tend to be significantly lower in West Virginia (\$41,526) than in nearby states (\$54,076). Indeed, in 2008, the gap is 30.2 percent. The highest wages earned by graduates were in New Jersey (\$57,850), followed by the District of Columbia (\$53,516), Virginia (\$50,376), Pennsylvania (\$48,287), Maryland (\$47,848), and Ohio (\$46,987).

Figure 10
Annualized Wages In 2008 Of Graduates From W.Va.
Public Higher Education Institutions By Participating State



Source: author calculations

As Table 16 shows, wages earned by graduates are higher on average in nearby states for all summary degrees, with the largest difference for First Professional graduates (at \$21,302), followed by Bachelor’s, Master’s, Doctoral, and Associate’s graduates. Bachelor’s degree graduates generate by far the largest percentage gap, with graduates working in West Virginia earning 27.6 percent less.

Annualized wages are lower for female graduates working in nearby states than for males. The percentage gap between male and female graduates is the same as the gap in West Virginia, with male graduates earning 33.0 percent more. Wages earned in nearby states were highest for Asian graduates, followed Caucasian, Hispanic, American-Indian, and African-American. This ranking is the same as that in West Virginia.

Wages for in-state graduates working in nearby states are higher than wages for out-of-state graduates, which is the same pattern we observe in West Virginia.

Finally, wages rise with experience for graduates working in nearby states. In 2008, the most recent graduates working in nearby states earned \$37,825, compared to \$68,462 for graduates during 1996-1997. That translates into an increase in wages of 81.0 percent, which is a higher average rate of return to experience than we find for West Virginia graduates (72.1 percent).

Table 16
Annualized Wages In 2008 For W.Va. Public Higher Education Graduates By Participating State

	Work Participation Rates in 2008 (In Percent)							West Virginia
	District of Columbia*	Maryland*	New Jersey*	Ohio*	Pennsylvania*	Virginia*	Total Six States**	
Total	\$53,516	\$47,848	\$57,850	\$46,987	\$48,287	\$50,376	\$54,076	\$41,526
Degree								
Associate	\$38,870	\$33,415	\$53,009	\$35,518	\$37,764	\$37,450	\$40,971	\$33,829
Bachelor	\$50,467	\$46,066	\$53,911	\$41,851	\$44,316	\$47,893	\$50,529	\$36,567
Doctoral	n/d	\$71,834	\$81,115	\$66,788	\$69,960	\$66,778	\$74,700	\$66,326
First Prof	\$93,229	\$118,170	\$126,952	\$144,760	\$100,782	\$110,473	\$125,475	\$104,173
Master	\$62,341	\$55,978	\$73,514	\$55,194	\$54,262	\$58,628	\$61,708	\$51,021
Gender								
Male	\$56,922	\$54,017	\$63,310	\$56,306	\$55,704	\$56,938	\$62,002	\$49,037
Female	\$50,046	\$42,397	\$50,276	\$39,968	\$40,874	\$44,077	\$46,627	\$36,877
Race								
Caucasian	\$56,302	\$48,082	\$56,930	\$46,109	\$48,220	\$50,002	\$53,614	\$41,782
African American	\$41,016	\$40,496	\$48,597	\$50,329	\$40,560	\$38,887	\$48,056	\$31,774
Hispanic	\$44,435	\$38,199	\$50,041	\$48,612	\$46,441	\$52,772	\$51,596	\$38,684
Asian	\$63,345	\$63,413	\$79,028	\$86,392	\$64,435	\$78,228	\$78,723	\$51,312
American Indian	n/d	\$45,204	n/d	\$50,716	\$41,790	\$38,535	\$49,234	\$38,600
Unknown	n/d	\$34,359	n/d	n/d	\$30,189	\$38,499	\$42,156	\$27,121
Residency								
In State	\$54,883	\$46,121	\$58,859	\$48,134	\$48,627	\$49,455	\$55,532	\$41,659
Out of State	\$52,341	\$50,020	\$57,856	\$47,111	\$47,927	\$52,292	\$53,549	\$39,213
Other	\$45,747	\$43,681	n/d	\$41,127	\$45,268	\$46,802	\$45,987	\$37,894
Year								
1996-1997	\$70,639	\$64,377	\$79,624	\$61,139	\$64,522	\$62,968	\$68,462	\$51,703
1997-1998	\$65,435	\$60,980	\$74,568	\$60,773	\$65,534	\$66,187	\$69,338	\$52,242
1998-1999	\$68,754	\$60,030	\$64,973	\$61,721	\$62,305	\$63,459	\$66,337	\$50,459
1999-2000	\$64,492	\$58,631	\$67,582	\$48,011	\$57,816	\$59,294	\$61,345	\$48,306
2000-2001	\$61,619	\$50,060	\$60,966	\$50,230	\$51,974	\$56,511	\$57,033	\$47,240
2001-2002	\$64,661	\$50,152	\$61,304	\$46,497	\$48,796	\$51,590	\$54,056	\$43,486
2002-2003	\$56,439	\$43,476	\$52,868	\$49,814	\$47,340	\$47,808	\$51,705	\$42,939
2003-2004	\$56,891	\$43,506	\$50,868	\$40,299	\$44,138	\$47,296	\$48,801	\$39,808
2004-2005	\$45,224	\$41,567	\$46,882	\$37,422	\$39,363	\$42,177	\$45,676	\$37,005
2005-2006	\$35,646	\$38,397	\$39,210	\$33,651	\$37,048	\$39,812	\$42,035	\$33,346
2006-2007	\$33,801	\$30,590	\$32,938	\$33,082	\$32,048	\$35,225	\$37,825	\$30,041

*Multi-state workers are included in each state where they earned wages in 2008.

**Total counts each worker once and excludes W.Va. workers with wages one or more nearby states.

n/d: data not disclosed

Conclusion And Directions For Future Research

This study shows the extent to which public higher education graduates during the past 11 years remain in West Virginia (and in nearby states) for work and the wages that they earn. The results show that the state retains a significant share of graduates, indeed, the majority of recent graduates remain in the state to work. Further, these graduates earn wages which translate into spending and tax revenues at the state and local level.

In addition to continuing to track these trends, there are opportunities to expand the research in new directions. For instance, using this dataset it is possible to analyze the distribution of graduates' employment across the state's counties. Thus, it would be useful to describe where graduates work and the wages they earn there. This could be broken down by demographic characteristics (particularly degree and area of concentration).

The dataset also provides the opportunity to match the degree and area of concentration of the graduate with the industry in which they work. For instance, this analysis would provide information on the training of graduates that work in the natural resources and mining; construction; manufacturing; trade, transportation, and utilities; information; financial activities; professional and business services; education and health care; leisure and hospitality; other services; and government sectors.

Further, it is important to explore ways to track graduates that leave the state to work across all U.S. states. This may be possible by matching data on West Virginia graduates with Internal Revenue Service data extracted from tax returns. If this match is possible, it would allow research to explore not only the destinations of graduates across all U.S. states, but also to analyze the type of income earned (wage and salary versus self-employment).

Appendix I: Detailed Description Of Employment Data

The West Virginia data analyzed in this study come from the matching of demographic information on graduates from West Virginia institutions of higher education (compiled by the HEPC⁵) with employment records maintained by Workforce West Virginia and the federal government. Graduates reflect the highest degree earned at the time of measurement (during the 1996-1997 to 2006-2007 period).

The bulk of the employment data used is gathered from West Virginia unemployment compensation records. This is a well-known dataset which measures employment by place of work. It covers jobs and wages reported by firms participating in the West Virginia Unemployment Compensation system. As a general rule, any firm which employs one or more workers for some part of a day in at least 20 different weeks of a calendar year is required to contribute to the state's unemployment insurance system. Major exceptions are railroad companies and the federal government, which contribute to separate systems. The self-employed, student workers, most church workers, and unpaid family workers are also generally not covered.

We include civilian federal government employment and wages through the Federal Employment Data Exchange System at the Jacob France Institute at the University of Baltimore. The Jacob France Institute facilitates the matching of graduates with civilian government employment. **The West Virginia data analyzed in this report do not include U.S. Postal Service workers.**

Also included in this study are results from a match of West Virginia graduates with covered employment (including federal employment) at establishments located in five nearby states (and the District of Columbia). These include Maryland, New Jersey, Ohio, Pennsylvania, Virginia, and the District of Columbia. These states participate in the Regional Wage Record Exchange Project (TRADE).

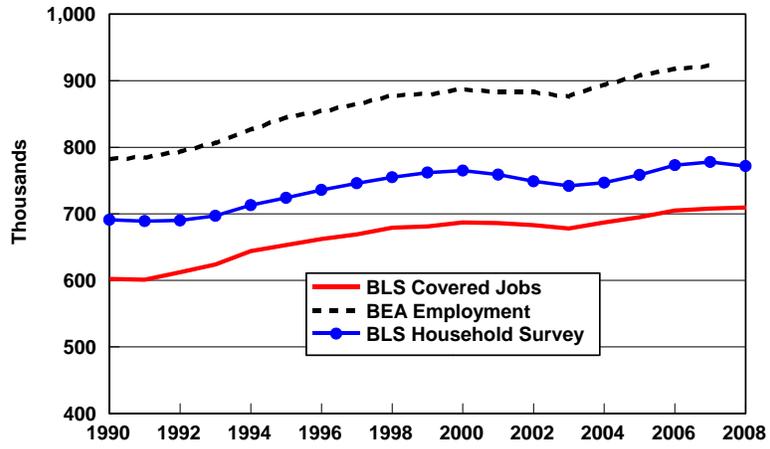
Covered employment counts 709,575 jobs at establishments in West Virginia in 2008.⁶ As Figure 11 shows, this measure of employment is lower than two other major measures of employment: employment measured by the U.S. Bureau of Economic Analysis (BEA) and employment measured by the U.S. Bureau of Labor Statistics (BLS) household survey. Differences arise because of the treatment of the self-employed, who are excluded from covered jobs but are included in the BEA measure and in the BLS household survey, as well as the exclusion of student workers, most church workers, and unpaid family members from the measure of covered jobs. Further, BLS household employment is measured by place of residence, which includes state residents working out of state.

Finally, the wages documented in the report are an important source of compensation, but they are not the only source. Data on wage income is readily available, well understood, and is useful in the evaluation of returns to work of state higher education graduates. However, wage data does not include fringe benefits provided by firms, particularly employer-paid pension and health insurance. This source of income has accounted for an increasing share of work compensation during the last 30 years. Indeed, the share of other labor income to gross earnings by place of work has risen from 6.3 percent in 1969 to 13.3 percent by 2007 for West Virginia.

⁵ We would like to thank Rob Anderson and Larry Ponder of the WVHEPC for providing the bulk of the data used in this study.

⁶ Federal government jobs are added in separately for completeness.

Figure 11
Three Measures Of West Virginia Employment



Appendix II: List Of Institutions, Degrees, And Areas Of Concentration

Public Higher Education Institutions

Bluefield State College
Community and Technical College at WVU Tech
Community and Technical College of Shepherd
Concord University
Fairmont State University
Eastern West Virginia Community and Technical College
Fairmont State Community and Technical College
Glenville State College
Marshall Community and Technical College
Marshall University
New River Community and Technical College
Potomac State College of West Virginia University
Shepherd University
Southern West Virginia Community & Tech College
West Liberty State College
West Virginia Northern Community College
West Virginia School of Osteopathic Medicine
West Virginia State Community and Technical
West Virginia State University
West Virginia University
West Virginia University Institute of Technology
West Virginia University at Parkersburg

Degrees

Undergraduate Certificate
Associate's Degree
Bachelor's Degree
First Professional
Master's Degree
Post-Master's Certificate
Doctoral Degree

Areas Of Concentration And Majors

Agriculture, Agriculture Operations, and Related Sciences

Agricultural Economics
Agriculture, Agriculture Operations, and Related Sciences, Other.
Agriculture, General
Animal Sciences, General.
Aquaculture
Plant Sciences, Other.

Architecture and Related Services

Landscape Architecture

Biological and Biomedical Sciences

Anatomy
Biochemistry
Biochemistry, Biophysics and Molecular Biology, Other
Biological and Biomedical Sciences, Other.
Biology/Biological Sciences, General
Botany/Plant Biology
Exercise Physiology
Genetics, General.
Medical Microbiology and Bacteriology
Microbiological Sciences and Immunology, Other.
Pharmacology and Toxicology
Physiology, General
Reproductive Biology
Zoology/Animal Biology

Business, Management, Marketing, and Related Support Services

Accounting
Accounting Technology/Technician and Bookkeeping
Administrative Assistant and Secretarial Science, General
Business Administration and Management, General
Business Administration, Management and Operations, Other
Business, Management, Marketing, and Related Support Services, Other
Business/Commerce, General
Business/Managerial Economics
Business/Office Automation/Technology/Data Entry
Entrepreneurship/Entrepreneurial Studies
Executive Assistant/Executive Secretary
Fashion Merchandising
Finance, General
Hospitality Administration/Management, General
Hospitality Administration/Management, Other
Hotel/Motel Administration/Management
Information Resources Management/CIO Training.
Labor and Industrial Relations
Management Information Systems, General
Marketing/Marketing Management, General
Office Management and Supervision
Operations Management and Supervision
Retailing and Retail Operations.
Sales, Distribution, and Marketing Operations, General
Tourism and Travel Services Marketing

Communication, Journalism, and Related Programs

Communication Studies/Speech Communication and Rhetoric.

Communication, Journalism, and Related Programs, Other.

Journalism

Communications Technologies/Technicians and Support Services

Graphic and Printing Equipment Operator, General Production.

Printing Press Operator.

Graphic Communications, Other.

Communications Technologies/Technicians and Support Services, Other

Computer and Information Sciences and Support

Computer and Information Sciences and Support Services, Other.

Computer and Information Sciences,

Computer and Information Sciences, General.

Computer Programming, Specific Applications.

Computer Programming/Programmer, General.

Computer Science.

Information Science/Studies.

Education

Adult and Continuing Education and Teaching

Agricultural Teacher Education.

Business Teacher Education

Counselor Education/School Counseling and Guidance Services.

Curriculum and Instruction.

Early Childhood Education and Teaching.

Education, General.

Educational Administration and Supervision, Other.

Educational Leadership and Administration, General.

Educational Psychology. (Moved, Report Under 42.18 series)

Educational/Instructional Media Design.

Elementary Education and Teaching

Junior High/Intermediate/Middle School Education and Teaching

Kindergarten/Preschool Education and Teaching

Physical Education Teaching and Coaching

Reading Teacher Education

Secondary Education and Teaching

Special Education and Teaching, General

Teacher Assistant/Aide.

Teacher Education and Professional Development, Specific Levels and Methods, Other

Technical Teacher Education.

Trade and Industrial Teacher Education

Engineering

Aerospace, Aeronautical and Astronautical Engineering
Chemical Engineering.
Civil Engineering, General
Computer Engineering, General.
Computer Software Engineering.
Electrical, Electronics and Communications Engineering
Engineering Physics
Engineering Science
Engineering, General.
Engineering, Other
Environmental/Environmental Health Engineering
Industrial Engineering.
Mechanical Engineering.
Mining and Mineral Engineering
Petroleum Engineering.
Systems Engineering.

Engineering Technologies/Technicians

Aeronautical/Aerospace Engineering Technology/Technician
Architectural Drafting and Architectural CAD/CADD
Architectural Engineering Technology/Technician
Automotive Engineering Technology/Technician
Civil Engineering Technology/Technician
Computer Engineering Technology/Technician
Computer Technology/Computer Systems Technology
Drafting and Design Technology/Technician, General
Electrical, Electronic and Communications Engineering Technology/Technician
Electromechanical Technology/Electromechanical Engineering Technology
Energy Management and Systems Technology/Technician
Engineering Technologies/Technicians, Other
Engineering/Industrial Management
Environmental Engineering Technology/Environmental Technology
Industrial Production Technologies/Technicians, Other
Industrial Technology/Technician
Manufacturing Technology/Technician
Mechanical Drafting and Mechanical Drafting CAD/CADD.
Mechanical Engineering Related Technologies/Technicians, Other
Mechanical Engineering/Mechanical Technology/Technician
Mining Technology/Technician.
Occupational Safety and Health Technology/Technician
Petroleum Technology/Technician
Surveying Technology/Surveying.

English Language and Literature/Letters

Creative Writing.
English Language and Literature, General.
Speech and Rhetorical Studies.

Family and Consumer Sciences/Human Sciences

Child Care and Support Services Management.
Family and Consumer Sciences/Human Sciences, General
Housing and Human Environments, Other.

Foreign Languages, Literatures, and Linguistics

Foreign Languages and Literatures, General
French Language and Literature.
Sign Language Interpretation and Translation.

Health Professions and Related Clinical Sciences

Athletic Training/Trainer
Audiology/Audiologist and Speech-Language Pathology/Pathologist.
Clinical Laboratory Science/Medical Technology/Technologist
Clinical/Medical Laboratory Science and Allied Professions, Other
Clinical/Medical Laboratory Technician
Community Health Services/Liaison/Counseling
Cytotechnology/Cytotechnologist
Dental Clinical Sciences, General
Dental Hygiene/Hygienist
Dental Laboratory Technology/Technician
Dentistry (DDS, DMD).
Dietetics/Dietitian (RD).
Emergency Medical Technology/Technician (EMT Paramedic).
Health Information/Medical Records Technology/Technician
Health Professions and Related Clinical Sciences, Other
Health/Health Care Administration/Management
Medical Administrative/Executive Assistant and Medical Secretary
Medical Radiologic Technology/Science – Radiation Therapist
Medical Transcription/Transcriptionist
Medical/Clinical Assistant
Medicine (MD).
Nuclear Medical Technology/Technologist
Nurse/Nursing Assistant/Aide and Patient Care Assistant
Nursing, Other
Nursing/Registered Nurse (RN, ASN, BSN, MSN)
Occupational Therapy/Therapist
Osteopathic Medicine/Osteopathy (DO).
Pharmaceutics and Drug Design.

Pharmacy (PharmD [USA], PharmD or BS/BPharm [Canada])
Pharmacy Technician/Assistant
Physical Therapist Assistant
Physical Therapy/Therapist
Psychiatric/Mental Health Services Technician
Public Health, General (MPH, DPH).
Respiratory Care Therapy/Therapist
Speech-Language Pathology/Pathologist
Surgical Technology/Technologist
Veterinary/Animal Health Technology/Technician and Veterinary Assistant
Vocational Rehabilitation Counseling/Counselor

History

History, General

Legal Professions and Studies

Law (LL.B., J.D.).
Legal Administrative Assistant/Secretary.
Legal Assistant/Paralegal.
Legal Professions and Studies, Other.

Liberal Arts and Sciences, General Studies and Humanities

General Studies
Humanities/Humanistic Studies.
Liberal Arts and Sciences, General Studies and Humanities, Other
Liberal Arts and Sciences/Liberal Studies

Library Science

Library Science/Librarianship

Mathematics and Statistics

Mathematics, General.
Statistics, General

Mechanic and Repair Technologies/Technicians

Avionics Maintenance Technology/Technician
Heating, Ventilation, AC and Refrigeration Maintenance Technology (HAC(R), HVAC(R)).
Heavy/Industrial Equipment Maintenance Technologies, Other
Mechanic and Repair Technologies/Technicians, Other

Multi/Interdisciplinary Studies

Biological and Physical Sciences
Gerontology
Multi-/Interdisciplinary Studies, Other
Science, Technology and Society
Systems Science and Theory

Natural Resources and Conservation

Environmental Studies.

Forest Management/Forest Resources Management.
Forest Sciences and Biology.
Forest Technology/Technician.
Forestry, General.
Natural Resource Economics.
Natural Resources Management and Policy, Other.
Wildlife and Wildlands Science and Management.
Wood Science and Wood Products/Pulp and Paper Technology.

Parks, Recreation, Leisure and Fitness Studies

Health and Physical Education, General
Kinesiology and Exercise Science
Parks, Recreation and Leisure Facilities Management
Parks, Recreation and Leisure Studies

Personal and Culinary Services

Culinary Arts/Chef Training.
Food Preparation/Professional Cooking/Kitchen Assistant.
Institutional Food Workers
Restaurant, Culinary, and Catering Management/Manager

Philosophy and Religious Studies

Philosophy

Physical Sciences

Chemistry, General.
Geology/Earth Science, General
Physical Sciences.
Physics, General.

Precision Production

Machine Shop Technology/Assistant
Welding Technology/Welder
Precision Metal Working, Other

Psychology

Counseling Psychology
Educational Psychology
Psychology, General
School Psychology

Public Administration and Social Service Prof

Community Organization and Advocacy
Public Administration
Social Work

Sciences Technologies/Technicians

Chemical Technology/Technician
Science Technologies/Technicians, Other

Security and Protective Services

Corrections
Criminal Justice/Police Science
Criminal Justice/Safety Studies
Criminalistics and Criminal Science
Fire Protection and Safety Technology/Technician
Forensic Science and Technology
Security and Protective Services, Other

Social Sciences

Economics, General
Geography
International Relations and Affairs
Political Science and Government, General.
Social Sciences, General.
Social Sciences, Other.
Sociology

Visual and Performing Arts

Art/Art Studies, General
Commercial and Advertising Art
Design and Visual Communications, General
Drama and Dramatics/Theatre Arts, General
Drawing
Graphic Design
Interior Design
Music, General
Visual and Performing Arts, General
Visual and Performing Arts, Other



**Report to the Legislative Oversight Commission
on Education Accountability**

June 8, 2010

**CTC SYSTEM MASTER PLAN DEVELOPMENT
UPDATE**



MEETING THE CHALLENGE: 2010 TO 2015

A Master Plan for the West Virginia Community and Technical College System

SIGNIFICANT CHANGES

Student Success Focus. Over the last five years, the West Virginia Community and Technical College System has focused primarily on access and increasing enrollment. While enrollment still is very important, the System proposes to focus first and foremost on student success (e.g., improving retention and graduation and other student outcomes) over the next five years.

- The System proposes to change the order of its goals so that student success is Goal 1.
- The System proposes to change the way in which it measures student success to examine outcomes for both full-time and part-time students over a six-year period and to include transfer as a successful outcome and completion of 30+ hours of education plus continued enrollment as a probable successful outcome, all consistent with the “Achieving the Dream” initiative.

Long-Term Economic/Workforce Development Focus. The System proposes to place greater emphasis on long-term economic/workforce development partnerships over the next five years.

- All institutions will be expected to participate in three or more regional industry sector partnerships that support key industries in their service areas.
- The recent focus on developing new and updating current technical programs will continue.

Infrastructure/Resources. The System proposes to focus on acquiring necessary resources (people, facilities and equipment, operating revenue), while operating as efficiently and effectively as possible.

Strategic Priorities. The System proposes to call attention to these focus areas, as well as serving adults, by identifying elements of each as strategic priorities for the System.

GOALS

- GOAL 1:** Produce graduates with the general education and technical skills needed to be successful in the workplace or subsequent education.
- GOAL 2:** Provide workforce development programs that meet the demands of West Virginia's employers and enhance West Virginia's economic development efforts.
- GOAL 3:** Provide access to affordable, comprehensive community and technical college education in all regions of West Virginia.
- GOAL 4:** Build a solid infrastructure of people, facilities and technology to meet the needs of community and technical college students and employees.
- GOAL 5:** Communicate and collaborate effectively.

STRATEGIC PRIORITIES

- PRIORITY 1:** To meet the challenge to produce more graduates.
- PRIORITY 2:** To meet the challenge to promote proactive employer partnerships.
- PRIORITY 3:** To meet the challenge to serve adults and other non-traditional students.
- PRIORITY 4:** To meet the challenge to build and maintain facilities.

GOALS AND OBJECTIVES

GOAL 1: Produce graduates with the general education and technical skills needed to be successful in the workplace or subsequent education.

Objective 1.1. Produce more graduates.

Objective 1.2. Prepare students for success in the workplace.

Objective 1.3. Prepare students for success at four-year institutions.

GOAL 2: Provide workforce development programs that meet the demands of West Virginia's employers and enhance West Virginia's economic development efforts.

Objective 2.1. Meet short-term workforce development needs of employers.

Objective 2.2. Support long-term regional economic development efforts.

GOAL 3: Provide access to affordable, comprehensive community and technical college education in all regions of West Virginia.

Objective 3.1. Provide open access to all types of students.

Objective 3.2. Provide an affordable education for families.

Objective 3.3. Serve all regions of West Virginia.

GOAL 4: Build a solid infrastructure of people, facilities and technology to meet the needs of community and technical college students and employees.

Objective 4.1. Create a work environment where faculty and staff thrive.

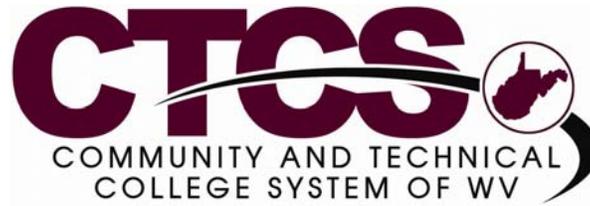
Objective 4.2. Construct, renovate and maintain appropriate facilities.

Objective 4.3. Utilize technology more effectively and efficiently.

GOAL 5: Communicate and collaborate effectively.

Objective 5.1. Communicate and collaborate effectively within the West Virginia Community and Technical College System.

Objective 5.2. Communicate and collaborate effectively with key stakeholders outside the West Virginia Community and Technical College System.



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UPDATES

- I. Collaborative Efforts Among Community and Technical Colleges
- II. Grant Initiatives
- III. Advanced Technology Centers
- IV. Community and Technical College Bonds
- V. Tuition for AY 2010-2011
- VI. Beckley Higher Education Center

III. ADVANCED TECHNOLOGY CENTERS

- a. North Central WV
- b. Advantage Valley

IV. COMMUNITY AND TECHNICAL COLLEGE Bonds

- a. Architects have been hired for administrative buildings

V. TUITION FOR AY 2010-2011

- a. At the March 31, 2010 Council meeting, Council members voted to freeze tuition and appropriate fees for academic year 2010-2011.

VI. BECKLEY HIGHER EDUCATION CENTER UPDATE



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**SYSTEM PROGRESS SINCE INCEPTION OF SENATE BILL 653
UPDATE**

WV COUNCIL FOR COMMUNITY AND TECHNICAL COLLEGE EDUCATION

Performance Indicators Fiscal Years 2001 - 2009

I. Enrollment	Fall 2001	Fall 2009	% Increase / Decrease
1. Total Enrollment	20,015	25,483	27%
2. Adult Population - 25-44 years of age	6,750	9,121	35%
3. Traditional Age - 24 years of age and younger	11,175	13,616	22%

II. Workforce Development	2000-2001	2008-2009	% Increase / Decrease
1. Career-technical certificate degrees offered	35	113	223%
2. Career-technical associate degrees offered	179	199	11%
3. Students enrolled in career-technical certificate degrees	327	1,092	234%
4. Students enrolled in career-technical associate degrees	8,240	9,429	14%
5. Workforce education / training programs delivered to employers	283	3,998	1313%
6. Courses / programs offered at an employer site	236	1,369	480%
7. Enrollees receiving workforce education / training programs	8,613	32,453	277%
8. Training contact (clock) hours delivered	53,919	710,494	1218%

III. Student Success	2000-2001	2008-2009	% Increase / Decrease
1. Certificate degrees awarded	139	497	258%
2. Associate degrees awarded	1,904	2,185	15%

IV. Collaboration	2000-2001	2008-2009	% Increase / Decrease
1. Courses brokered from other higher education institutions in WV	32	120	275%
2. Courses brokered from or in collaboration with career-technical centers in WV	181	445	146%
3. Programs made available through collaboration / partnerships with employers	189	321	70%