



Westfield State University Environmental Scan

February 1, 2018



The **Environmental Scan** is designed to provide additional information for the Strategic Plan Advisory Committee to consider as they identify and focus priorities which will impact Westfield State's future direction.

This report begins with a brief synopsis of national trends in higher education, which we foresee as potential opportunities for the University to distinguish itself among its peers in the region.

Along with data related to Westfield State and its sister institutions in Massachusetts, we include selected demographic and economic data relevant to the region.

Executive Summary

Executive Summary

This **Executive Summary** offers informational points gleaned from the full Environmental Scan for the Advisory Board's consideration as they identify key issues and priorities which must be addressed in the new WSU strategic plan that will:

- Advance the University in fulfilling it's institutional mission,
- Further distinguish Westfield State from it's peers,
- Address the changing needs of the constituents it serves,
- Position the University to be an innovation leader both programmatically and operationally, and
- Support and sustain the "Westfield Experience".

In addition, a listing of "recent trends" impacting the future high education environment are presented for further consideration and discussion in relation to the WSU strategic planning process.

Executive Summary

- Westfield State is one of nine state colleges in Massachusetts. The state is also served by online programs, community colleges, private institutions, and out-of-state post-secondary providers authorized to operate in the state. In total, more than 130 providers are available to residents of the Commonwealth, although the vast majority are private.
- The Western Massachusetts-Hartford Connecticut region, known as "**The Knowledge Corridor**," hosts 29 post-secondary institutions, including University of Connecticut, Central Connecticut State University and Westfield State, serving more than 170,000 students.
- Over the last decade, total enrollments across the MA state colleges increased 14%. Westfield State exceeds the system average, but ranks third in total enrollment growth (22%).
- Westfield State's undergraduate enrollment growth in the last decade (20%) is also third highest among the MA state universities.
- Graduate enrollments at most of Massachusetts' state colleges declined, but Westfield State grew its graduate student body by 50% over the last ten years.

Executive Summary

- WSU tuition and fees have risen 12% in the last five years, as compared to a 13% rise in the median family income for the state, making WSU one of only two MA state universities whose tuition and fees as a percentage of median income decreased between 2012 and 2016.
- Westfield State's six-year graduation rate (61.4%) is third among the state universities.
- Nearly three-quarters of WSU's transfer students (72%) originate from the Massachusetts community colleges, ranking it first among the state universities (61% average).
- At \$10,125, WSU spends nearly \$2,000 more per student than the state university average (\$8,343).

Executive Summary

- The population of Eastern Massachusetts (which includes Hampden County) grew 3.5% between 2011 and 2015, more than the other regions of the state.
- While Massachusetts high school enrollments have remained relatively flat, graduation rates have climbed more than 4% since 2012.
- However, MA high school graduate counts are expected to decline over the next decade.
- WSU's enrollments have increased 5.6% over the last five years, with the greatest number of students coming from in-state (221 of 257 enrolled students).
- Four-year graduation rates rose 11 percentage points between the 2003 and 2010 cohorts, while five- and six-year rates rose more than 8% each.

Executive Summary

- Many of the largest and/or fastest growing industries in the state do not require a four-year degree for entry.
- However, occupations with the largest number of annual job openings requiring a college degree through 2024 include:
 - registered nurses, general and operations managers, accountants and auditors, software developers, preschool teachers, management analysts, elementary school teachers, and financial managers.
- The fastest growing occupations through 2024 requiring a college degree in Massachusetts include:
 - nurse practitioners, physical therapists, clinical counseling and school psychologists, personal financial advisors, registered nurses, and market research analysts.

Executive Summary

- The Economic Development Council of Western Massachusetts identifies the regions largest industries as follows:
 - Aerospace, Creative Economy, Entrepreneur Resources, Financial Services, Health Care, Hidden Tech, Information Technology, Life Sciences, Manufacturing, Medical Devices, Plastics, Renewable Energy, and Tourism.
- There is a significant regional industry sector which requires STEM related credentials, including aerospace and other technical occupations.
- Nearly every fastest growing STEM occupation, and those with the largest number of annual openings, require a college degree.

National Trends in Higher Education

National Trends/Risks in Higher Education

- **Decreasing Revenues** – Enrollment is the primary driver of revenue, and with college enrollments flat or declining in recent years and high school graduate counts falling through 2024, diminished revenue puts many institutions at financial risk.
- **ROI** – The value of a college degree is in question nationally as the cost of a degree outpaces subsequent growth in income. Colleges are being asked to establish and sustain a greater return on investment model.
- **Accountability** – The public is insisting on greater transparency about student outcomes and program performance.
- **New delivery models** – Accelerated degrees, industry accreditation, and low cost degrees (achieved by accepting dual enrollment credits in high school) are opening the post-secondary educational marketplace to a wider range of learners.

National Trends/Risks in Higher Education

- **Personalization** – Student-centered, active learning is emphasized, along with a rejection of the “one size fits all” approach to education. Personalization strategies include accommodations for instruction, class time/day offerings, and delivery modes, along with a “high-touch” philosophy for student services.
- **Micro-learning** – Delivering content to learners in small, specific bursts over time or just when needed enables students to progress at their own pace. Modules designed for mobile devices also allow students to learn and access content at a time and place most convenient for them.
- **High-velocity learning** – Active problem-solving experiences such as games, simulations, and role playing can be more effective teaching strategies for today’s learners, speeding up the learning process in lieu of long lectures.

National Trends/Risks in Higher Education

- **Shifting Demographics** – Public flagship institutions are growing out-of-state share of entering freshman classes. Therefore, regional public colleges and universities pick up more of the in-state students who have fewer choices.
- **Non-traditional Enrollment Growth** – Enrollments by older students are projected to grow twice as fast as those of traditional students from 2012-2022. This group is more concerned about money/cost of college, so financial aid leveraging is critical.
- **Student Engagement Shift** – Non-traditional students are more disengaged from their school and peers, which presents a number of challenges for college leaders, as well as student service and support personnel.
- **Differing Learning Models and Media** – Non-traditional students are more open to digital learning options, and prefer other adaptive/collaborative learning settings. Flexibility is key to the other time demands and obligations they face.

National Trends/Risks in Higher Education

- **Disruptive Providers** – Continued growth of new, “disruptive” providers, challenging traditional degree credentialing, and focusing on outcomes such as job placements, advancement, and salaries.
- **Competency-Based Education Models** – These models, along with data driven outcomes assessment, and progress tracking are growing in popularity.
- **Re-packaging Options** – Institutions are redesigning existing traditional course clusters for delivery to non-traditional age students as professional development options.
- **New Accreditation Criteria** – Accreditation entities and the federal government are exploring new criteria and evaluation options.

Trends Among Massachusetts State Universities

Massachusetts Public Higher Education

- For this analysis, we focus on Westfield State and its eight sister institutions which fall under the auspices of the Massachusetts Department of Higher Education:

Comprehensive State Universities

- ✓ Bridgewater State University
- ✓ Fitchburg State University
- ✓ Framingham State University
- ✓ Salem State University
- ✓ **Westfield State University**
- ✓ Worcester State University

Specialized Colleges

- ✓ Massachusetts College of Art and Design
- ✓ Massachusetts College of Liberal Arts
- ✓ Massachusetts Maritime Academy

- In addition to the state universities, the Massachusetts Department of Higher Education oversees an online degree program, 15 community colleges, and the University of Massachusetts, with four undergraduate campuses and a medical school.

Private Higher Education Providers

- The Massachusetts Board of Higher Education has authority over 66 private institutions, and 19 out-of-state post-secondary providers authorized to operate in Massachusetts.
- An additional 22 private institutions located in the Commonwealth are not under the auspices of the Board.
- The state of Massachusetts is saturated with higher education opportunities. In total, more than 130 providers are available to residents of the Commonwealth, although the vast majority are private.

MA State University Enrollment Trends

- Over the last decade, total enrollments across these institutions have increased 14% (4,463 students). Westfield State ranks third in total enrollment growth (22%), behind Massachusetts Maritime Academy (48%) and Worcester State University (23%).
- Undergraduate enrollment among the state colleges and universities increased 14% between 2007 and 2016. Westfield State's undergraduate enrollment growth in the last decade (20%) is the third highest among the state universities, outranked only by the Massachusetts Maritime Academy (52%) and Worcester State (21%).
- While most state colleges in Massachusetts evidenced declining graduate enrollments over the last ten years, Westfield State grew its graduate student body by 50%, surpassed only by Worcester State (53%).

Tuition and Fees as a Percentage of Income

- Median family income in the state of Massachusetts in 2016 was \$90,590, a 13% increase over the last five years.
- WSU tuition and fees have risen 12% in the last five years, tied with Massachusetts Maritime Academy for the lowest increase among the state universities.
- Along with Massachusetts Maritime Academy, Westfield State is the only institution among the state universities whose tuition and fees as a percentage of median income decreased between 2012 and 2016.

Six-year Graduation Rates

- The overall six-year graduation rate among the state universities for cohort year 2009 is 57.0%, while the three-year rolling average is 56.0%.
- Westfield's six-year graduation rate, with its three-year rolling average of 61.4%, ranks third among the state universities, behind only Massachusetts College of Art and Design (72.0%) and Massachusetts Maritime Academy (69.8%).

Degree Awards

- WSU granted 1,428 degrees in 2016, the fifth largest degree award among the state universities.
- Degree awards have increased 8% across the state universities since 2012.
- Westfield State University, which has increased degree awards 4% in the last five years, ranks sixth among the state universities on this measure.

Transfers from Massachusetts Community Colleges

- In 2016, more than 60% of transfers into the Massachusetts state universities (61%) came from a Massachusetts community college, a five percentage point increase since 2012.
- Westfield State University ranks first among the state universities on this measure, and has for the last five years, with 72% of its transfers originating from the Massachusetts community colleges.

Expenditures

- Among the state universities, institutions spent an average of \$67,210,479 in FY 2013, including instruction, academic support, student services, and institutional support.
- At \$73,382,291, Westfield State ranks third among its peers on this measure.
- The state universities spend \$8,343 per annual average headcount. WSU spends nearly \$2,000 more per student than the average, at \$10,125 per annual average headcount, ranking fourth among the state universities.

Regional Factors and Influences

The Knowledge Corridor

- The Economic Development Council of Western Massachusetts describes the Western Massachusetts-Hartford and Connecticut region as "**The Knowledge Corridor**," reflecting the dense concentration of colleges and universities in the region.
- The region hosts 29 post-secondary institutions in total, including the University of Connecticut, Central Connecticut State University and Westfield State, serving more than 170,000 students.

Major Regional Industry Sectors

Western Massachusetts's largest industries, detailed below, are supported by networks of companies, resources, programs and universities.

- **Aerospace** - Many of Western Massachusetts's precision manufacturing companies are contracted suppliers of precision mechanical components and sub-assemblies to major commercial manufacturers, aircraft engine builders, and military equipment contractors across the United States and internationally.
- **Creative Economy** - In Massachusetts, the creative industries include the many interlocking industry sectors that provide creative services or create and promote intellectual property products. The businesses (for-profit), organizations (not-for-profit) and individuals (sole proprietors) can be divided into the many categories that make up the Creative Economy Network.
- **Entrepreneur Resources** - Small, growing and start-up companies leverage the benefits of the Western Massachusetts region to expand, grow and thrive. Low real estate costs, business incubators and an abundance of small business resources make the region an attractive place to begin a business.
- **Financial Services** - The Hartford-Springfield region hosts a high concentration of insurance and financial companies. MassMutual Financial Group is headquartered in Springfield while numerous other insurers and financial service companies are located in Greater Hartford and throughout the Knowledge Corridor.

Source: The Economic Development Council of Western Massachusetts, 2017.

Major Regional Industry Sectors

- **Health Care** - Many of the region's major employers are hospitals and health care systems. Baystate Health, with more than 10,000 employees, is the state's second largest hospital system and the western campus of the Tufts University School of Medicine. Cutting-edge research laboratories, an array of specialty treatment centers and the Shriner's Children's Hospital make this one of the region's most prominent sectors.
- **Hidden Tech** - Within Western Massachusetts, particularly Hampshire County, more than 1900 virtual companies reside in homes and small offices where this cutting-edge industry provides high-technology services to the global economy via the internet. Collectively, our Hidden Tech sector provides the economic impact of a large IT and creative economy company.
- **Information Technology** - Affordable access to reliable bandwidth, low overhead and an educated workforce all aid the region's more than 125 established software companies to offer their full range of information systems products and services to businesses and consumers worldwide.
- **Life Sciences** - A fledgling cluster of public and private sector life science and biotechnology entities have found Western Massachusetts appealing for research, development and education, resources, support and incentives for science and medical-based businesses.

Source: The Economic Development Council of Western Massachusetts, 2017.

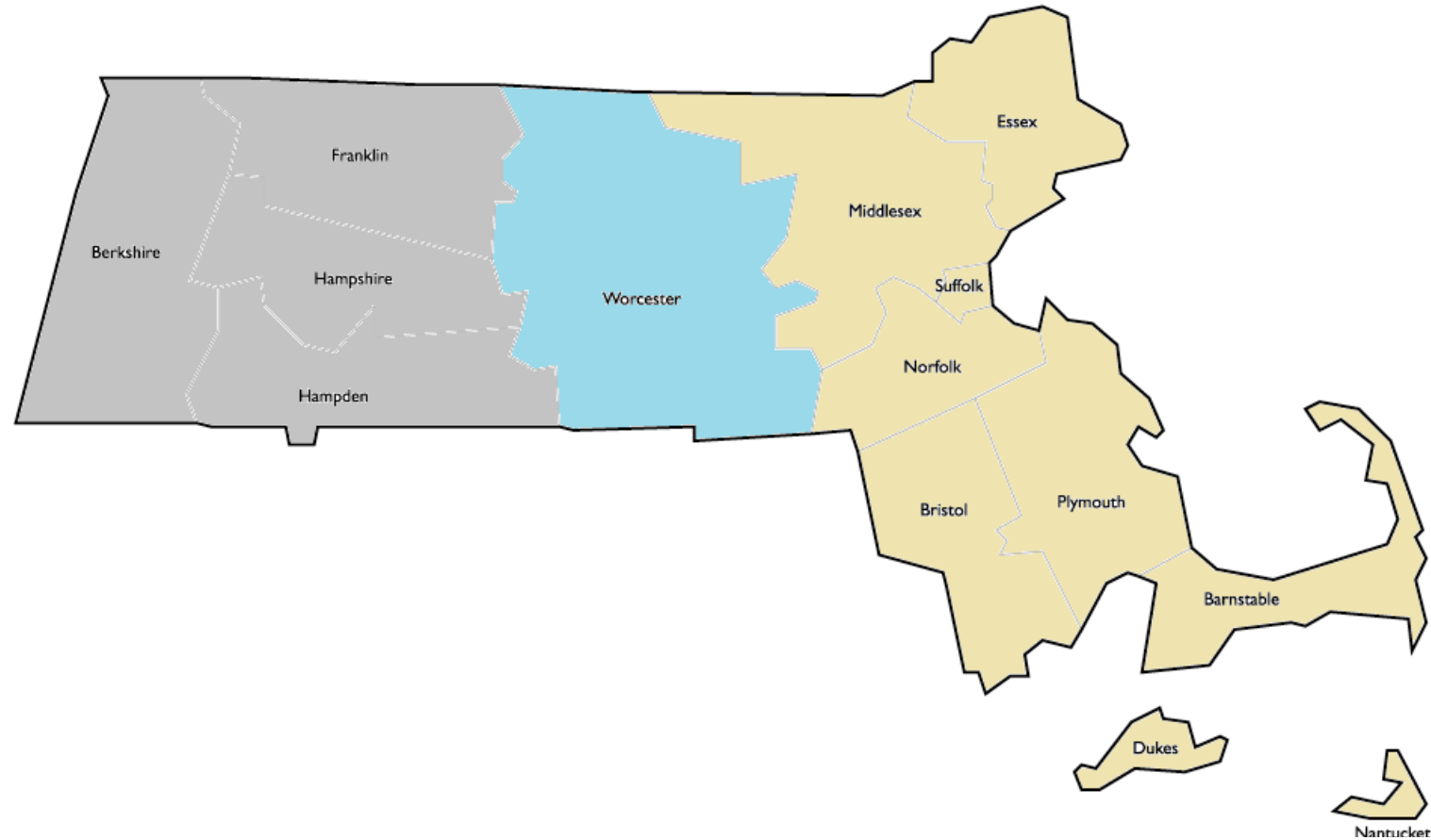
Major Regional Industry Sectors

- **Manufacturing** - A booming manufacturing industry has been a trademark of the region for longer than 200 years. More than 500 companies and close to 20% of the region's private sector payroll remains devoted to manufacturing.
- **Medical Devices** - Medical Device development and manufacturing is an emerging industry here that is fueled by entrepreneurs starting companies that take advantage of the region's engineers, researchers, historic strength and precision machining cluster, which provides an excellent location to manufacture device products.
- **Plastics** - More than 70 businesses, support companies, specialized degree programs of UMass, (including the premier polymer science program in the country) and several trade organizations represent this important industry for Western Massachusetts.
- **Renewable Energy** - Clean technology has increased its presence in Western Massachusetts as the industry experiences rapid state-wide growth. Companies, research institutions and regional green energy organizations collectively create and enhance this industry.
- **Tourism** - Affordability and easy access to the entire Northeast makes Western Massachusetts a popular vacation destination. The region boasts two commercial airports, convention and exhibition centers, the Basketball Hall of Fame, extensive lodging and dining venues and much more.

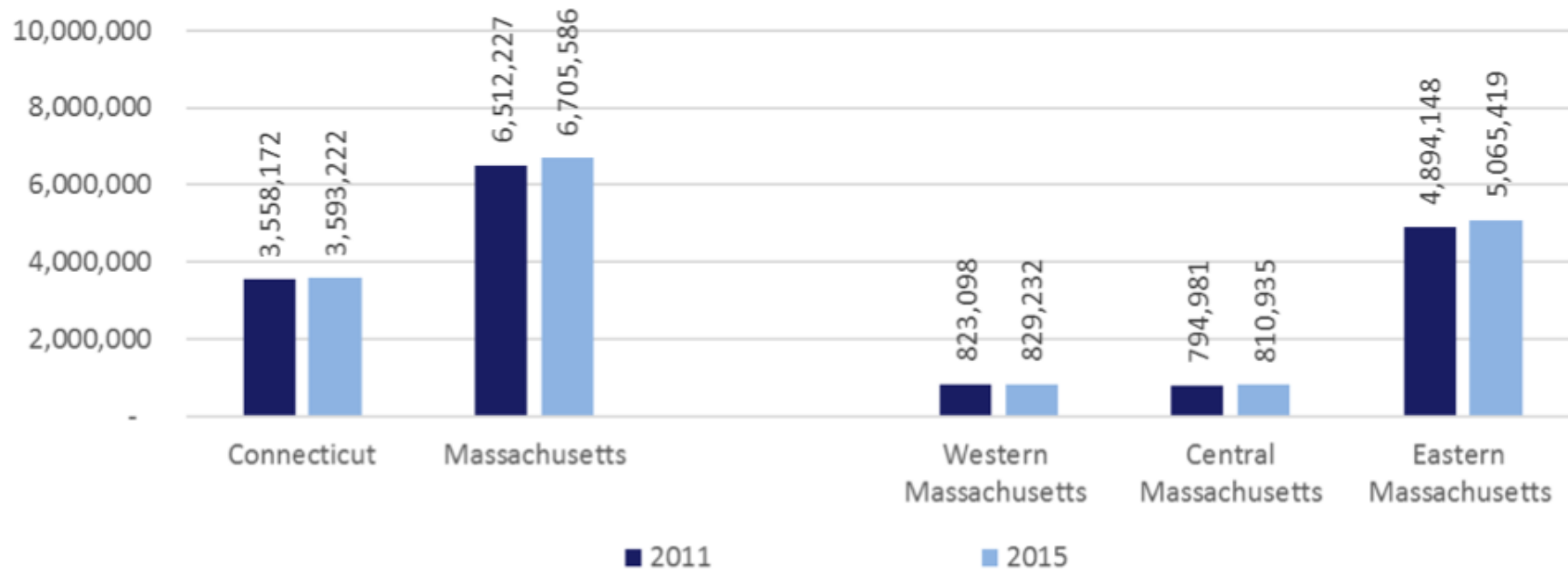
Source: The Economic Development Council of Western Massachusetts, 2017.

External Data Trends

Regional Segmentation



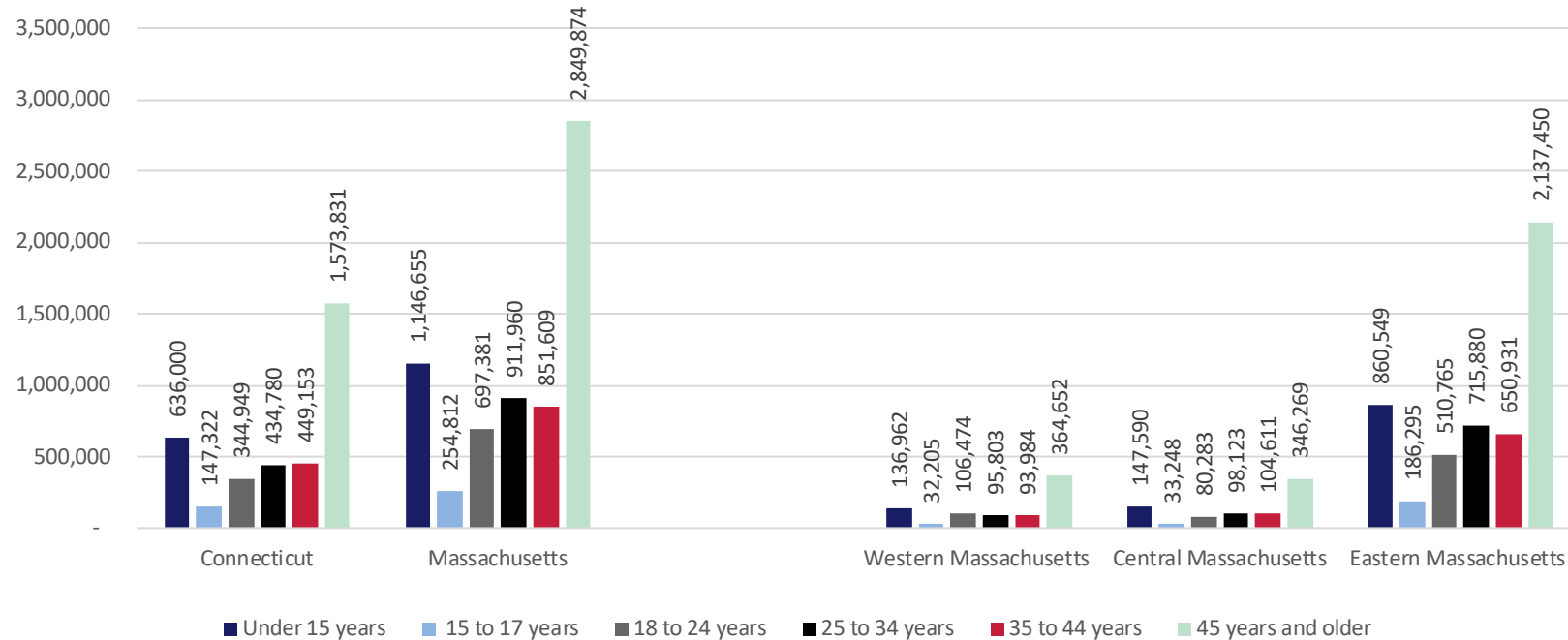
Population Trends



	2011	2015	# change	% change
Connecticut	3,558,172	3,593,222	35,050	1.0%
Massachusetts	6,512,227	6,705,586	193,359	3.0%
Western Massachusetts	823,098	829,232	6,134	0.7%
Central Massachusetts	794,981	810,935	15,954	2.0%
Eastern Massachusetts	4,894,148	5,065,419	171,271	3.5%

Source: U.S. Census Bureau, 5-year American Community Survey Estimates.

Population by Age



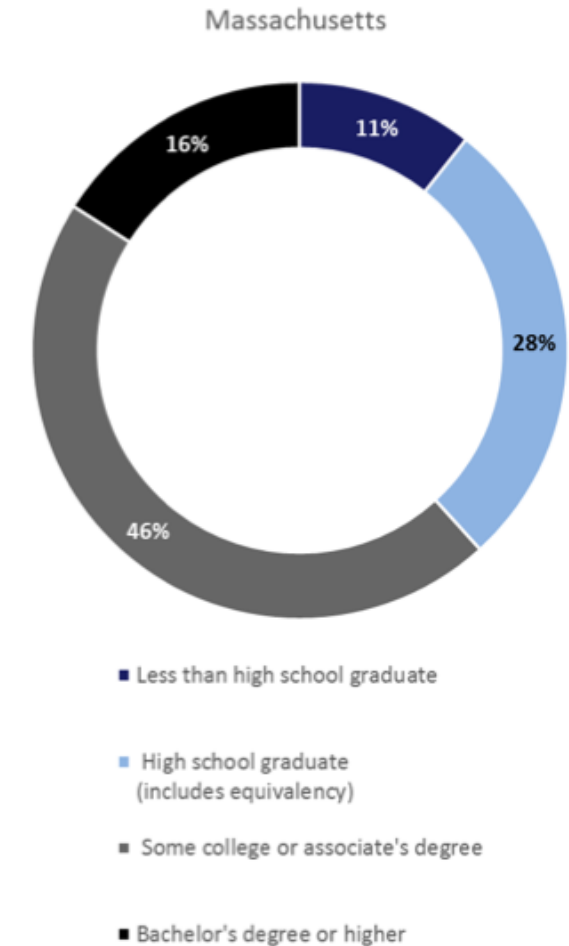
	Under 15 years	15 to 17 years	18 to 24 years	25 to 34 years	35 to 44 years	45 years and older
Connecticut	636,000	147,322	344,949	434,780	449,153	1,573,831
Massachusetts	1,146,655	254,812	697,381	911,960	851,609	2,849,874
Western Massachusetts	136,962	32,205	106,474	95,803	93,984	364,652
Central Massachusetts	147,590	33,248	80,283	98,123	104,611	346,269
Eastern Massachusetts	860,549	186,295	510,765	715,880	650,931	2,137,450

Source: U.S. Census Bureau, 5-year American Community Survey Estimates.

Educational Attainment

	Total Population 18 to 24 years	Less than high school graduate	High school graduate (includes equivalency)	Some college or associate's degree	Bachelor's degree or higher
Connecticut	345,631	42,255	99,004	157,209	47,163
Massachusetts	697,447	74,293	192,534	319,148	111,472
Western Massachusetts	106,587	13,060	24,622	60,023	8,882
Central Massachusetts	80,684	8,757	26,423	34,374	11,130
Eastern Massachusetts	510,176	52,476	141,489	224,751	91,460

	Total Population 18 to 24 years	Less than high school graduate	High school graduate (includes equivalency)	Some college or associate's degree	Bachelor's degree or higher
Connecticut	345,631	12%	29%	45%	14%
Massachusetts	697,447	11%	28%	46%	16%
Western Massachusetts	106,587	12%	23%	56%	8%
Central Massachusetts	80,684	11%	33%	43%	14%
Eastern Massachusetts	510,176	10%	28%	44%	18%



Source: U.S. Census Bureau, 5-year American Community Survey Estimates.

Educational Participation

	Total 15 and over	Enrolled in College of Graduate School			
		15-17	18-24	25-34	35 and over
Connecticut	2,955,719	2,032	166,900	55,931	48,400
Massachusetts	5,560,602	2,900	371,820	132,777	89,524
Western Massachusetts	692,745	611	61,132	12,365	10,729
Central Massachusetts	663,584	318	39,164	12,018	10,732
Eastern Massachusetts	4,204,273	1,971	271,524	108,394	68,063

	Total 15 and over	Enrolled in College of Graduate School			
		15-17	18-24	25-34	35 and over
Connecticut	2,955,719	0.1%	5.6%	1.9%	1.6%
Massachusetts	5,560,602	0.1%	6.7%	2.4%	1.6%
Western Massachusetts	692,745	0.1%	8.8%	1.8%	1.5%
Central Massachusetts	663,584	0.0%	5.9%	1.8%	1.6%
Eastern Massachusetts	4,204,273	0.0%	6.5%	2.6%	1.6%

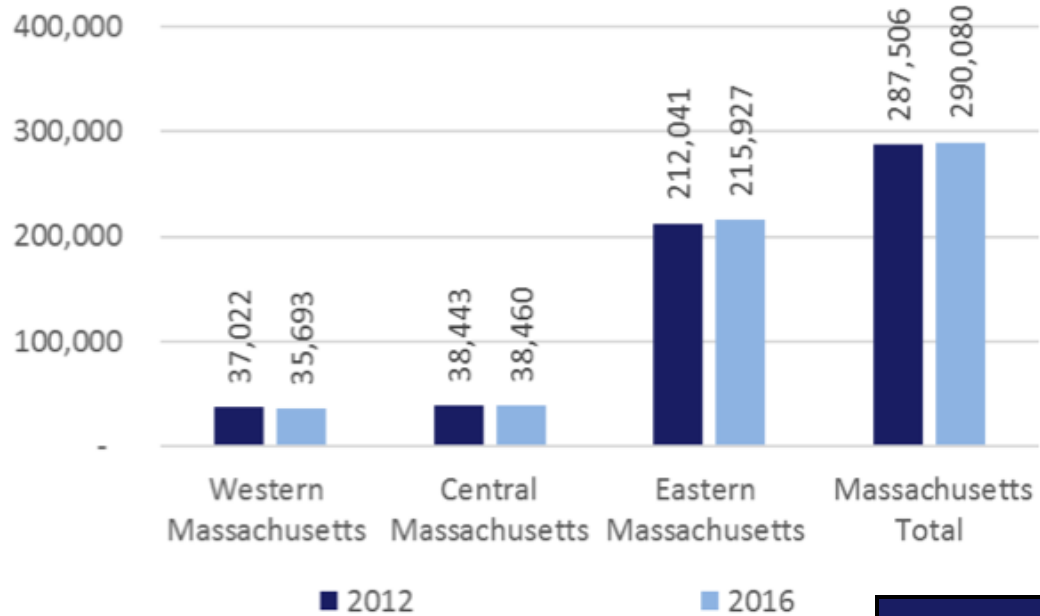
Source: U.S. Census Bureau, 5-year American Community Survey Estimates.

2016 Massachusetts High School Enrollments

2016	Grade 9	Grade 10	Grade 11	Grade 12
Western Massachusetts	9,715	9,148	8,491	8,339
Central Massachusetts	9,812	9,753	9,686	9,209
Eastern Massachusetts	56,656	54,320	53,102	51,849
Total	76,183	73,221	71,279	69,397

Source: Massachusetts Department of Elementary and Secondary Education.

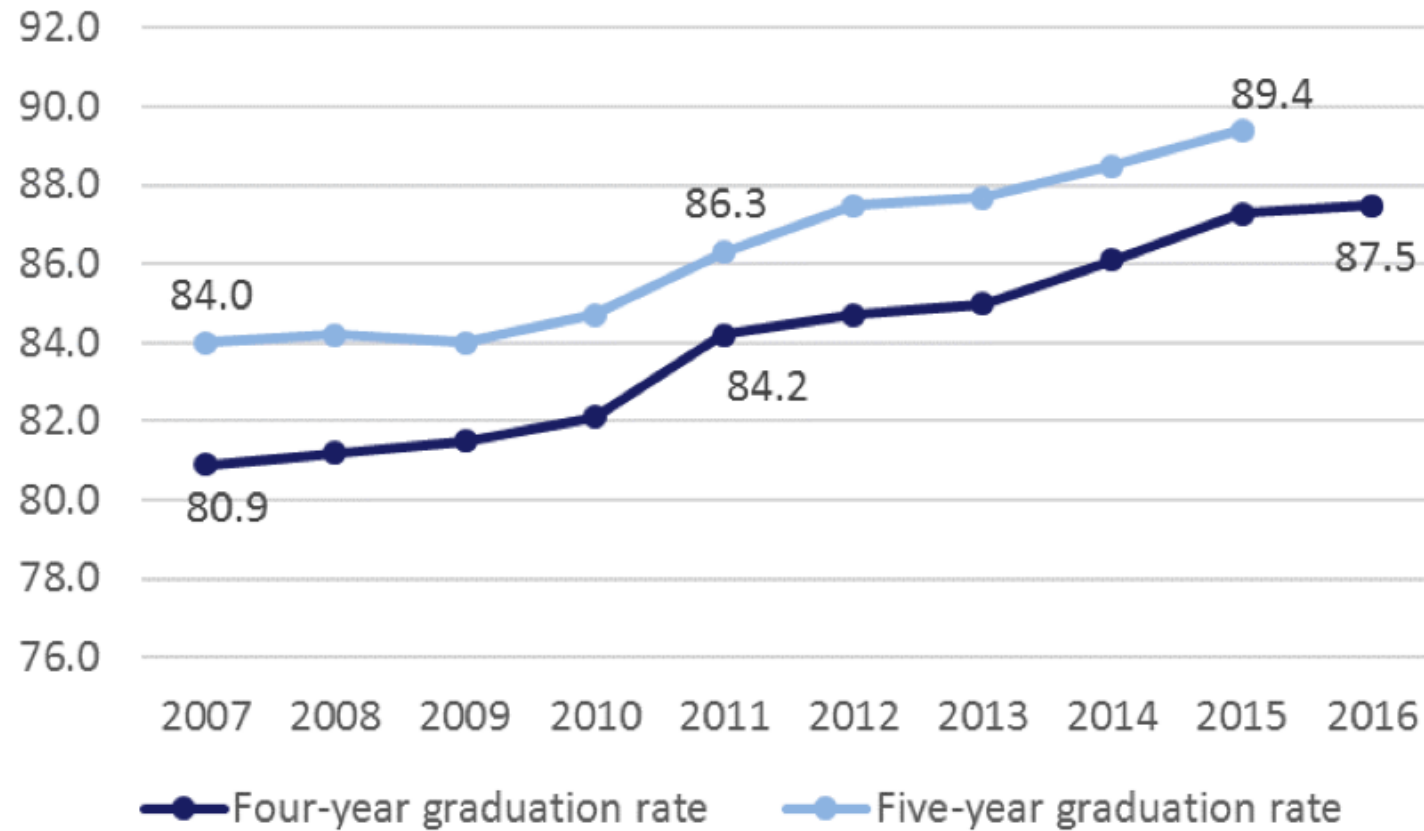
Massachusetts High School Enrollment Trends



	2012	2016	# change	% change
Western Massachusetts	37,022	35,693	(1,329)	-3.6%
Central Massachusetts	38,443	38,460	17	0.0%
Eastern Massachusetts	212,041	215,927	3,886	1.8%
Massachusetts Total	287,506	290,080	2,574	0.9%

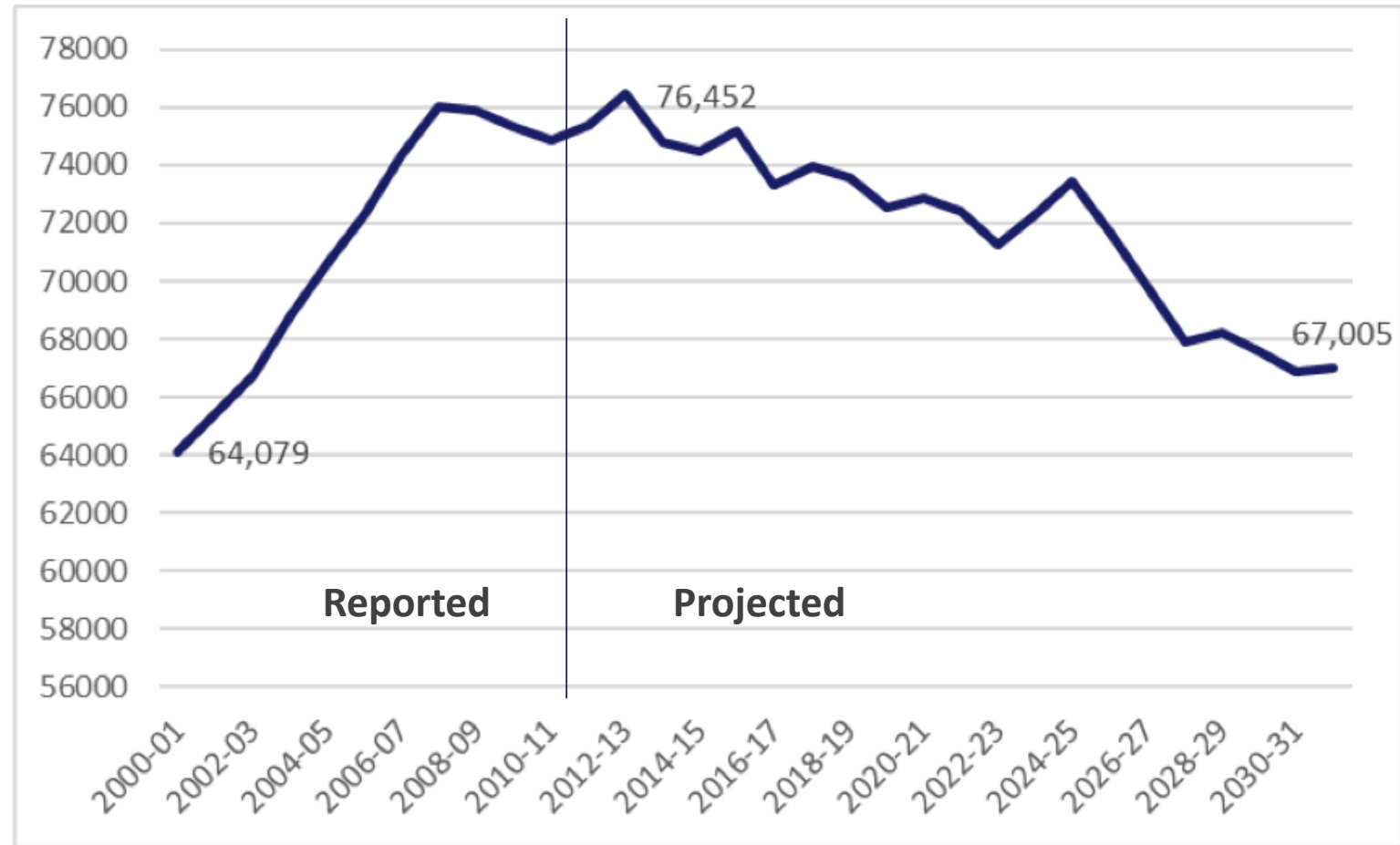
Source: Massachusetts Department of Elementary and Secondary Education.

Massachusetts H.S. Graduation Rate Trends



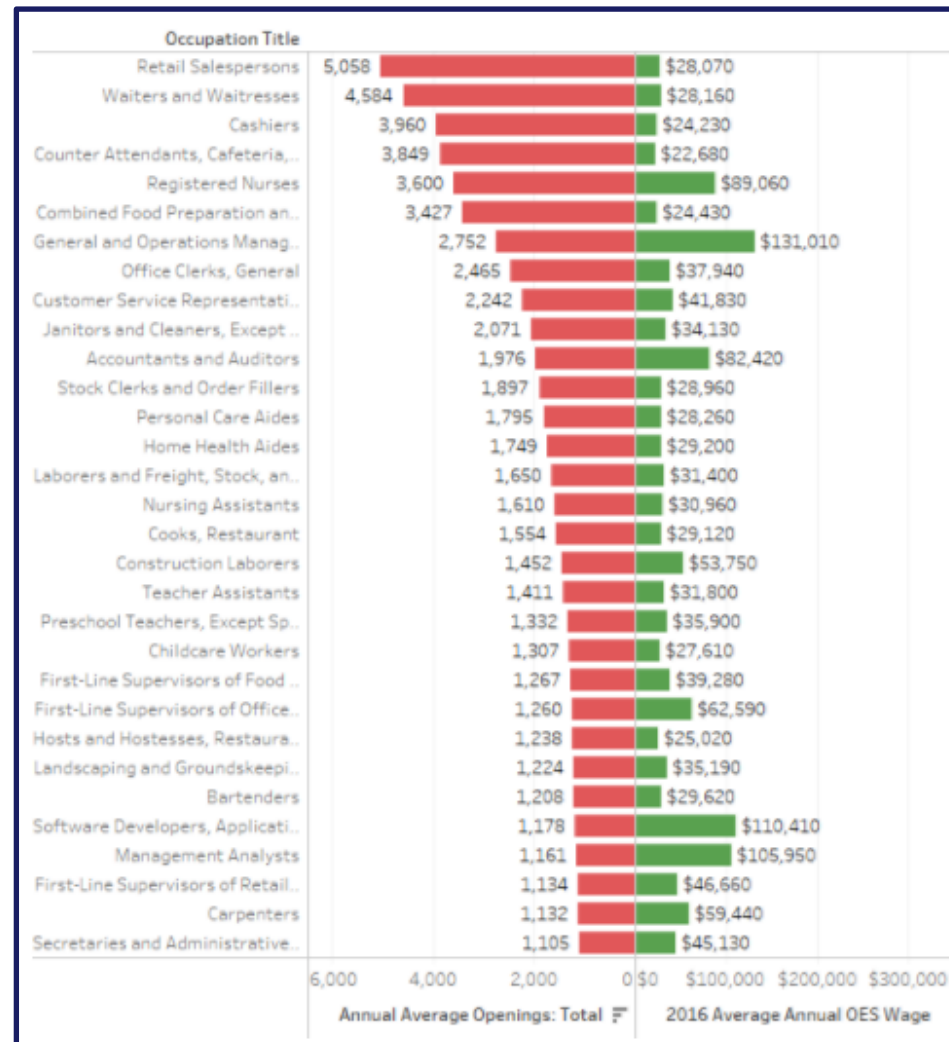
Source: Massachusetts
Department of Elementary
and Secondary Education.

High School Graduate Count Projections



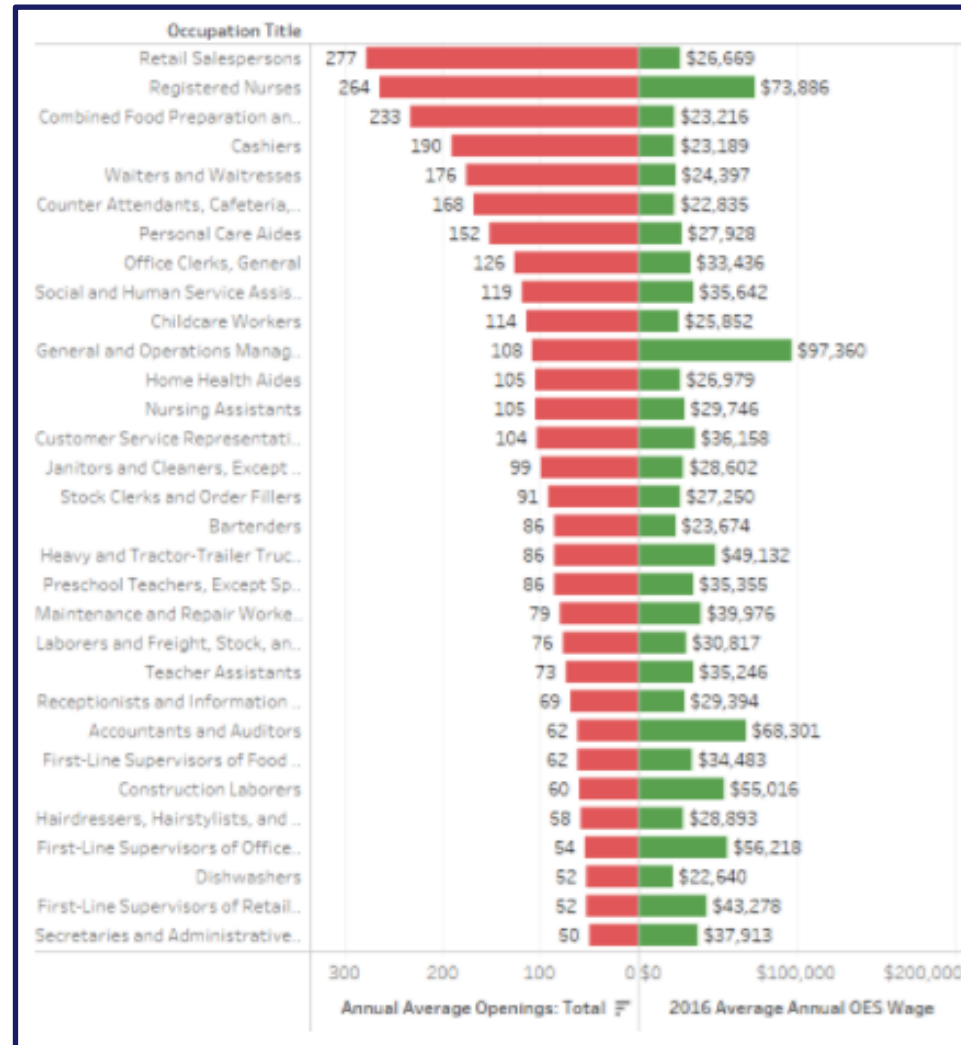
Source: Massachusetts
Department of Elementary
and Secondary Education.

Massachusetts Short Term Occupational Projections



Source: Massachusetts Executive Office of Labor and Workforce Development (EOLWD).

Hampden County WDA Short Term Occupational Projections



Source: Massachusetts Executive Office of Labor and Workforce Development (EOLWD).

Massachusetts Long Term Occupational Projections

Title	Employment		Change		Annual Average Openings			Typical education needed for entry	2016 Average Annual Wage
	2014	2024	Level	Percent	Total	Growth	Replacements		
Retail Salespersons	115,490	120,036	4,546	3.9%	4,458	455	4,003	No formal educational credential	\$28,070
Registered Nurses	81,259	94,080	12,821	15.8%	3,199	1,282	1,917	Bachelor's degree	\$89,060
Waiters and Waitresses	58,623	60,273	1,650	2.8%	2,986	165	2,821	No formal educational credential	\$28,160
Cashiers	68,873	69,356	483	0.7%	2,978	48	2,930	No formal educational credential	\$24,230
Combined Food Preparation and Serving Workers, Including	49,320	54,492	5,172	10.5%	2,111	517	1,594	No formal educational credential	\$24,430
Counter Attendants, Cafeteria, Food Concession, and Coffee	31,555	33,347	1,792	5.7%	2,076	179	1,897	No formal educational credential	\$22,680
General and Operations Managers	62,022	65,298	3,276	5.3%	1,898	328	1,570	Bachelor's degree	\$131,010
Customer Service Representatives	54,108	57,552	3,444	6.4%	1,676	344	1,332	High school diploma or equivalent	\$41,830
Stock Clerks and Order Fillers	45,124	46,871	1,747	3.9%	1,607	175	1,432	No formal educational credential	\$28,960
Office Clerks, General	63,199	63,710	511	0.8%	1,414	51	1,363	High school diploma or equivalent	\$37,940
Nursing Assistants	42,356	46,534	4,178	9.9%	1,375	418	957	Postsecondary non-degree award	\$30,960
Home Health Aides	22,749	31,287	8,538	37.5%	1,368	854	514	No formal educational credential	\$29,200
Accountants and Auditors	39,031	42,100	3,069	7.9%	1,349	307	1,042	Bachelor's degree	\$82,420
Janitors and Cleaners, Except Maids and Housekeeping Clea	55,450	57,832	2,382	4.3%	1,339	238	1,101	No formal educational credential	\$34,130
Laborers and Freight, Stock, and Material Movers, Hand	33,174	34,596	1,422	4.3%	1,129	142	987	No formal educational credential	\$31,400
Teacher Assistants	35,540	38,165	2,625	7.4%	1,114	262	852	Some college, no degree	\$31,800
Personal Care Aides	33,580	41,886	8,306	24.7%	1,103	831	272	No formal educational credential	\$28,260
Cooks, Restaurant	24,413	27,869	3,456	14.2%	992	346	646	No formal educational credential	\$29,120
First-Line Supervisors of Retail Sales Workers	36,434	37,138	704	1.9%	884	70	814	High school diploma or equivalent	\$46,660
Childcare Workers	22,049	24,238	2,189	9.9%	870	219	651	High school diploma or equivalent	\$27,610
Bartenders	17,920	19,775	1,855	10.4%	859	186	673	No formal educational credential	\$29,620
First-Line Supervisors of Food Preparation and Serving Work	20,585	22,572	1,987	9.7%	810	199	611	High school diploma or equivalent	\$39,280
Software Developers, Applications	27,571	31,626	4,055	14.7%	800	406	394	Bachelor's degree	\$110,410
Maids and Housekeeping Cleaners	24,979	26,918	1,939	7.8%	790	194	596	No formal educational credential	\$30,130
First-Line Supervisors of Office and Administrative Support	36,341	38,632	2,291	6.3%	778	229	549	High school diploma or equivalent	\$62,590
Preschool Teachers, Except Special Education	17,301	19,706	2,405	13.9%	746	240	506	Associate's degree	\$35,900
Management Analysts	26,231	29,989	3,758	14.3%	740	376	364	Bachelor's degree	\$105,950
Maintenance and Repair Workers, General	22,916	24,197	1,281	5.6%	728	128	600	High school diploma or equivalent	\$44,780
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	9,536	9,939	403	4.2%	717	40	677	No formal educational credential	\$25,020
Elementary School Teachers, Except Special Education	25,894	27,302	1,408	5.4%	714	141	573	Bachelor's degree	\$74,470
Financial Managers	24,264	25,533	1,269	5.2%	702	127	575	Bachelor's degree	\$138,610

**Occupations
with the
greatest
number of
annual
openings
2014 through
2024.**

Source: Massachusetts Executive
Office of Labor and Workforce
Development (EOLWD).

Massachusetts Long Term Occupational Projections

Title	Employment		Change		Annual Average Openings			Typical education needed for entry	2016 Average Annual Wage
	2014	2024	Level	Percent	Total	Growth	Replacements		
Home Health Aides	22,749	31,287	8,538	37.5%	1,368	854	514	No formal educational credential	\$29,200
Nurse Practitioners	5,250	6,799	1,549	29.5%	279	155	124	Master's degree	\$117,860
Physical Therapists	7,676	9,640	1,964	25.6%	402	196	206	Doctoral or professional degree	\$86,110
Personal Care Aides	33,580	41,886	8,306	24.7%	1,103	831	272	No formal educational credential	\$28,260
Clinical, Counseling, and School Psychologists	7,237	8,570	1,333	18.4%	288	133	155	Doctoral or professional degree	\$75,550
Personal Financial Advisors	7,827	9,208	1,381	17.6%	334	138	196	Bachelor's degree	\$102,580
Computer Systems Analysts	16,530	19,428	2,898	17.5%	503	290	213	Bachelor's degree	\$93,990
Registered Nurses	81,259	94,080	12,821	15.8%	3,199	1,282	1,917	Bachelor's degree	\$89,060
Market Research Analysts and Marketing Specialists	17,950	20,740	2,790	15.5%	493	279	214	Bachelor's degree	\$79,030
Self-Enrichment Education Teachers	10,455	12,055	1,600	15.3%	357	160	197	High school diploma or equivalent	\$47,510
Medical Assistants	16,275	18,686	2,411	14.8%	580	241	339	Postsecondary non-degree award	\$38,990
Software Developers, Applications	27,571	31,626	4,055	14.7%	800	406	394	Bachelor's degree	\$110,410
Mental Health Counselors	9,127	10,464	1,337	14.7%	325	134	191	Master's degree	\$45,030
Medical and Health Services Managers	11,320	12,951	1,631	14.4%	449	163	286	Bachelor's degree	\$121,260
Medical Secretaries	21,372	24,444	3,072	14.4%	532	307	225	High school diploma or equivalent	\$42,270
Management Analysts	26,231	29,989	3,758	14.3%	740	376	364	Bachelor's degree	\$105,950
Cooks, Restaurant	24,413	27,869	3,456	14.2%	992	346	646	No formal educational credential	\$29,120
Preschool Teachers, Except Special Education	17,301	19,706	2,405	13.9%	746	240	506	Associate's degree	\$35,900
Physicians and Surgeons, All Other	10,898	12,269	1,371	12.6%	430	137	293	Doctoral or professional degree	\$184,430
Healthcare Social Workers	11,990	13,451	1,461	12.2%	435	146	289	Master's degree	\$54,350
Computer and Information Systems Managers	15,417	17,284	1,867	12.1%	369	187	182	Bachelor's degree	\$151,070
Social and Community Service Managers	7,938	8,869	931	11.7%	303	93	210	Bachelor's degree	\$67,040
Bus Drivers, School or Special Client	12,588	14,035	1,447	11.5%	311	145	166	High school diploma or equivalent	\$33,730
Social and Human Service Assistants	19,906	22,139	2,233	11.2%	613	223	390	High school diploma or equivalent	\$35,750
Hairdressers, Hairstylists, and Cosmetologists	18,732	20,742	2,010	10.7%	683	201	482	Postsecondary non-degree award	\$35,020
Combined Food Preparation and Serving Workers	49,320	54,492	5,172	10.5%	2,111	517	1,594	No formal educational credential	\$24,430
Taxi Drivers and Chauffeurs	10,148	11,208	1,060	10.5%	298	106	192	No formal educational credential	\$28,430
Bartenders	17,920	19,775	1,855	10.4%	859	186	673	No formal educational credential	\$29,620
Childcare Workers	22,049	24,238	2,189	9.9%	870	219	651	High school diploma or equivalent	\$27,610
Software Developers, Systems Software	27,705	30,452	2,747	9.9%	671	275	396	Bachelor's degree	\$114,330

**Fastest
growing
occupations
2014 through
2024.**

Source: Massachusetts
Executive Office of Labor and
Workforce Development
(EOLWD).

Massachusetts Long Term STEM Occupational Projections

**STEM
occupations
with the
greatest
number of
annual
openings
2014 through
2024.**

Source: Massachusetts Executive Office of Labor and Workforce Development (EOLWD).

Title	Employment		Change		Annual Average Openings			Typical education needed for entry	2016 Average Annual OES
	2014	2024	Level	Percent	Total	Growth	Replacements		
Software Developers, Applications	27,571	31,626	4,055	14.7%	800	406	394	Bachelor's degree	\$110,410
Software Developers, Systems Software	27,705	30,452	2,747	9.9%	671	275	396	Bachelor's degree	\$114,330
Computer Systems Analysts	16,530	19,428	2,898	17.5%	503	290	213	Bachelor's degree	\$93,990
Medical and Health Services Managers	11,320	12,951	1,631	14.4%	449	163	286	Bachelor's degree	\$121,260
Computer User Support Specialists	16,645	18,285	1,640	9.9%	378	164	214	Some college, no degree	\$62,430
Medical Scientists, Except Epidemiologists	10,165	10,746	581	5.7%	373	58	315	Doctoral or professional degree	\$94,590
Computer and Information Systems Managers	15,417	17,284	1,867	12.1%	369	187	182	Bachelor's degree	\$151,070
Mechanical Engineers	9,497	9,774	277	2.9%	329	28	301	Bachelor's degree	\$94,500
Clinical, Counseling, and School Psychologists	7,237	8,570	1,333	18.4%	288	133	155	Doctoral or professional degree	\$75,550
Industrial Engineers	7,211	7,407	196	2.7%	232	20	212	Bachelor's degree	\$99,640
Computer Programmers	8,996	8,143	-853	-9.50%	222	0	222	Bachelor's degree	\$95,510
Civil Engineers	6,441	6,691	250	3.9%	215	25	190	Bachelor's degree	\$91,930
Architectural and Engineering Managers	6,490	6,534	44	0.7%	203	4	199	Bachelor's degree	\$145,000
Network and Computer Systems Administrators	9,873	10,511	638	6.5%	191	64	127	Bachelor's degree	\$89,060
Health Specialties Teachers, Postsecondary	4,848	5,752	904	18.6%	176	90	86	Doctoral or professional degree	\$128,030
Electrical Engineers	7,795	7,840	45	0.6%	176	4	172	Bachelor's degree	\$108,990
Biological Technicians	4,711	5,068	357	7.6%	168	36	132	Bachelor's degree	\$52,180
Biochemists and Biophysicists	5,028	5,338	310	6.2%	165	31	134	Doctoral or professional degree	\$93,220
Web Developers	4,651	5,675	1,024	22.0%	162	102	60	Associate's degree	\$79,040
Operations Research Analysts	3,219	4,162	943	29.3%	151	94	57	Bachelor's degree	\$82,170
Electrical and Electronics Engineering Technicians	5,746	5,562	-184	-3.20%	140	0	140	Associate's degree	\$65,370
Dentists, General	4,631	5,037	406	8.8%	135	41	94	Doctoral or professional degree	\$188,020
Statisticians	2,412	3,249	837	34.7%	126	84	42	Master's degree	\$85,120
Database Administrators	3,803	4,180	377	9.9%	120	38	82	Bachelor's degree	\$87,790
Environmental Engineers	3,226	3,469	243	7.5%	115	24	91	Bachelor's degree	\$88,800
Biomedical Engineers	2,265	2,769	504	22.3%	110	50	60	Bachelor's degree	\$91,410
Electronics Engineers, Except Computer	4,383	4,473	90	2.1%	106	9	97	Bachelor's degree	\$112,310
Computer Occupations, All Other	4,879	5,238	359	7.4%	99	36	63	Bachelor's degree	\$94,430
Computer Network Architects	4,501	4,902	401	8.9%	98	40	58	Bachelor's degree	\$117,160
Environmental Scientists and Specialists, Including	2,388	2,615	227	9.5%	97	23	74	Bachelor's degree	\$80,790
Chemists	3,583	3,763	180	5.0%	97	18	79	Bachelor's degree	\$90,280

Massachusetts Long Term STEM Occupational Projections

Title	Employment		Change		Annual Average Openings			Typical education needed for entry	2016 Average Annual OES
	2014	2024	Level	Percent	Total	Growth	Replacements		
Statisticians	2,412	3,249	837	34.7%	126	84	42	Master's degree	\$85,120
Operations Research Analysts	3,219	4,162	943	29.3%	151	94	57	Bachelor's degree	\$82,170
Computer and Information Research Scientists	822	1,039	217	26.4%	33	22	11	Doctoral or professional degree	\$125,870
Biomedical Engineers	2,265	2,769	504	22.3%	110	50	60	Bachelor's degree	\$91,410
Web Developers	4,651	5,675	1,024	22.0%	162	102	60	Associate's degree	\$79,040
Nursing Instructors and Teachers, Postsecondary	1,130	1,350	220	19.5%	42	22	20	Master's degree	\$88,240
Psychologists, All Other	941	1,122	181	19.2%	38	18	20	Master's degree	\$80,230
Health Specialties Teachers, Postsecondary	4,848	5,752	904	18.6%	176	90	86	Doctoral or professional degree	\$128,030
Clinical, Counseling, and School Psychologists	7,237	8,570	1,333	18.4%	288	133	155	Doctoral or professional degree	\$75,550
Computer Systems Analysts	16,530	19,428	2,898	17.5%	503	290	213	Bachelor's degree	\$93,990
Information Security Analysts	2,677	3,144	467	17.4%	81	47	34	Bachelor's degree	\$97,750
Actuaries	979	1,143	164	16.8%	45	16	29	Bachelor's degree	\$104,780
Mathematical Science Teachers, Postsecondary	1,281	1,486	205	16.0%	43	20	23	Doctoral or professional degree	\$90,850
Psychology Teachers, Postsecondary	1,373	1,585	212	15.4%	45	21	24	Doctoral or professional degree	\$93,640
Biological Science Teachers, Postsecondary	2,405	2,770	365	15.2%	78	36	42	Doctoral or professional degree	\$105,070
Chemistry Teachers, Postsecondary	722	830	108	15.0%	24	11	13	Doctoral or professional degree	\$109,540
Sociology Teachers, Postsecondary	675	776	101	15.0%	22	10	12	Doctoral or professional degree	\$85,470
Software Developers, Applications	27,571	31,626	4,055	14.7%	800	406	394	Bachelor's degree	\$110,410
Area, Ethnic, and Cultural Studies Teachers, Postsecondary	334	383	49	14.7%	11	5	6	Doctoral or professional degree	\$105,460
Physics Teachers, Postsecondary	519	594	75	14.5%	17	8	9	Doctoral or professional degree	\$116,060
Medical and Health Services Managers	11,320	12,951	1,631	14.4%	449	163	286	Bachelor's degree	\$121,260
Atmospheric and Space Scientists	446	506	60	13.5%	14	6	8	Bachelor's degree	\$117,250
Engineering Teachers, Postsecondary	1,412	1,592	180	12.7%	43	18	25	Doctoral or professional degree	\$122,490
Computer and Information Systems Managers	15,417	17,284	1,867	12.1%	369	187	182	Bachelor's degree	\$151,070
Software Developers, Systems Software	27,705	30,452	2,747	9.9%	671	275	396	Bachelor's degree	\$114,330
Computer User Support Specialists	16,645	18,285	1,640	9.9%	378	164	214	Some college, no degree	\$62,430
Database Administrators	3,803	4,180	377	9.9%	120	38	82	Bachelor's degree	\$87,790
Conservation Scientists	507	557	50	9.9%	27	5	22	Bachelor's degree	\$71,760
Environmental Scientists and Specialists, Including Health	2,388	2,615	227	9.5%	97	23	74	Bachelor's degree	\$80,790
Economics Teachers, Postsecondary	659	721	62	9.4%	18	6	12	Doctoral or professional degree	\$137,990
Political Science Teachers, Postsecondary	566	619	53	9.4%	15	5	10	Doctoral or professional degree	\$122,650
Epidemiologists	426	466	40	9.4%	17	4	13	Master's degree	\$83,200
Architecture Teachers, Postsecondary	645	703	58	9.0%	17	6	11	Doctoral or professional degree	\$89,460

**Fastest Growing
STEM
Occupations
2014 through
2024.**

Source: Massachusetts
Executive Office of Labor and
Workforce Development
(EOLWD).

Supplemental Exhibits

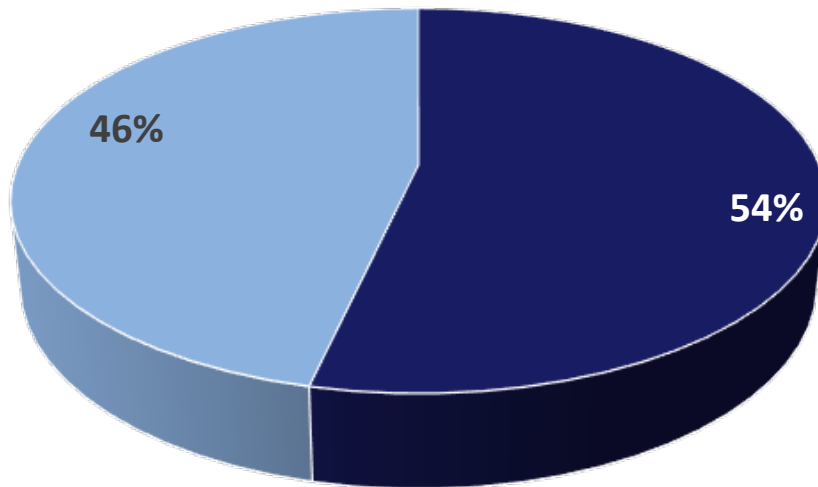
Westfield State University Trends

Westfield State Enrollment Trends

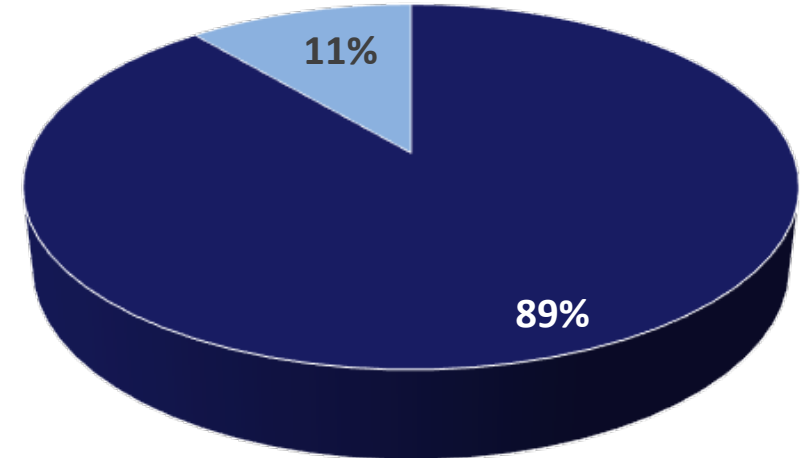
Total Fall Term Headcount (Day, Graduate and Continuing Education Divisions) *						# change	% change
Undergraduates	2012	2013	2014	2015	2016		
Degree-seeking, first-time first year	997	1,287	1,224	1,292	1,068	71	7.1%
All other degree-seeking	4,194	4,237	4,205	4,167	4,406	212	5.1%
Subtotal degree-seeking	5,191	5,524	5,429	5,459	5,474	283	5.5%
Non-degree-seeking	179	167	161	157	136	(43)	-24.0%
Total undergraduate	5,370	5,691	5,590	5,616	5,610	240	4.5%
Graduate	2012	2013	2014	2015	2016	# change	% change
Degree-seeking	537	538	543	563	580	43	8.0%
Non-degree-seeking	174	141	188	317	193	19	10.9%
Total graduate	711	679	731	880	773	62	8.7%
Grand Total	6,081	6,370	6,321	6,496	6,383	302	5.0%

Westfield State 2016 Enrollment Profile

- The breakdown of enrolled students by gender and status has remained steady over the last five years.



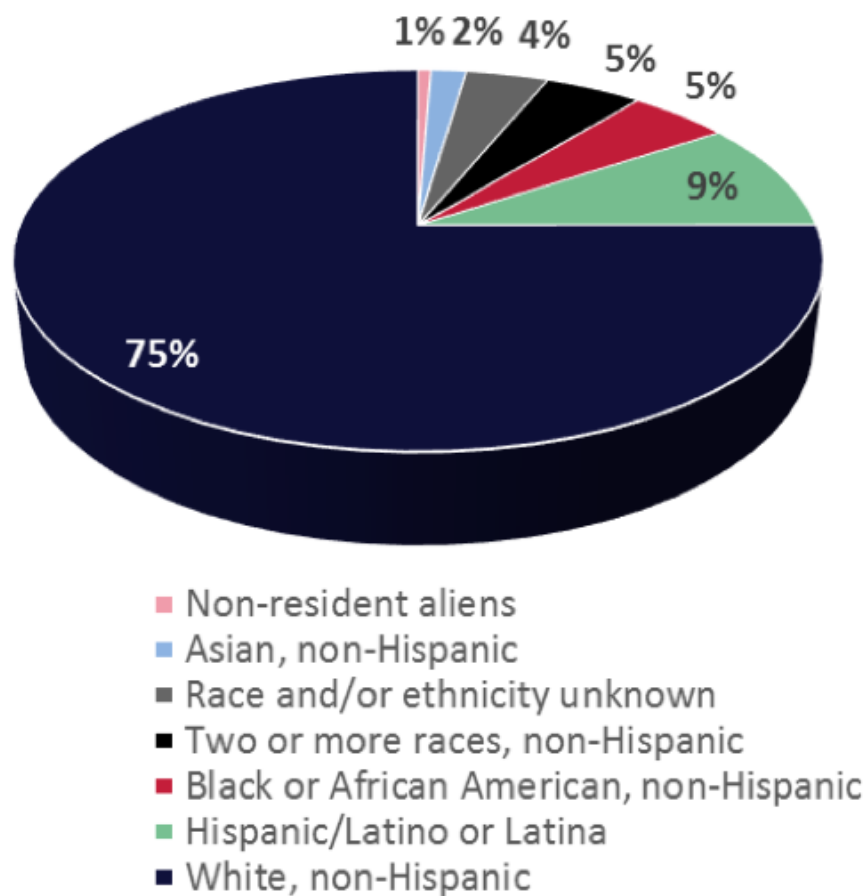
■ Female ■ Male



■ Full-time ■ Part-time

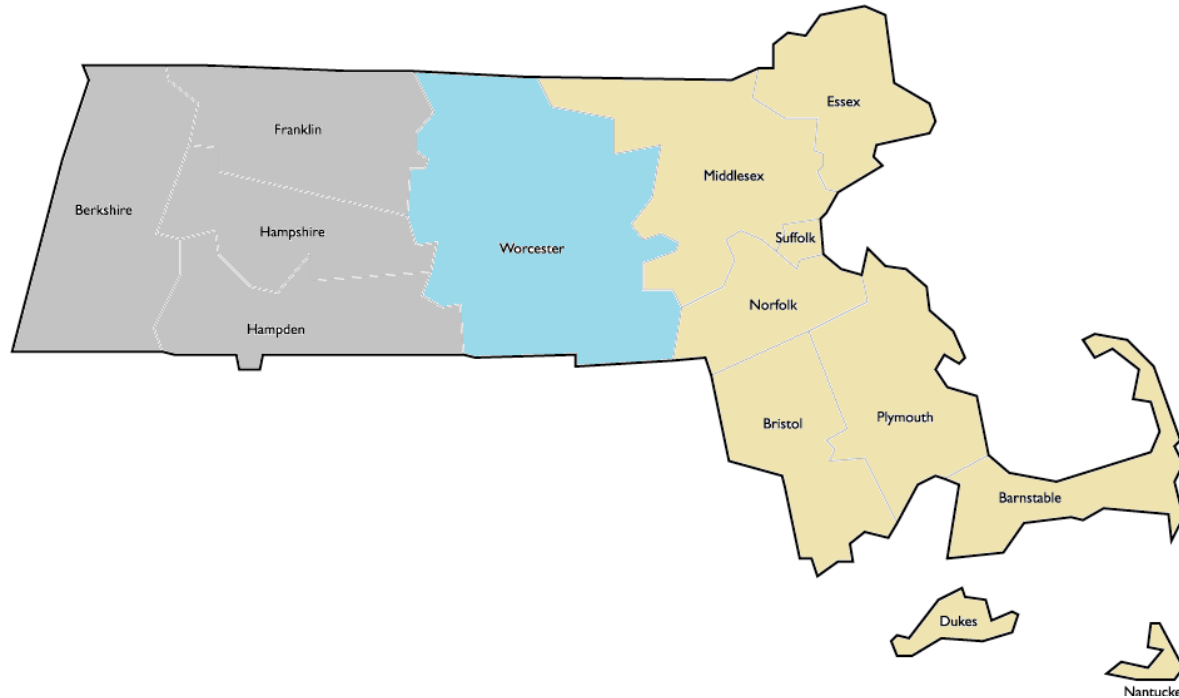
Westfield State 2016 Enrollment Profile

- The share of non-white students enrolled at WSU has increased from 20% to 25% since 2012.

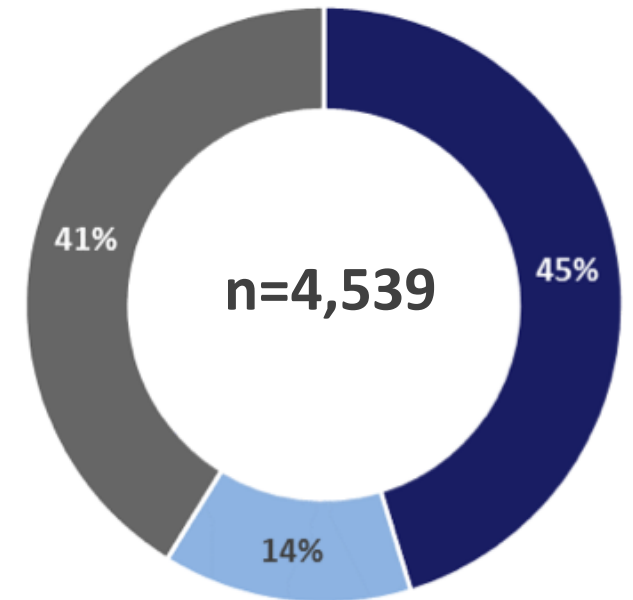


Westfield State 2016 Enrollment Profile

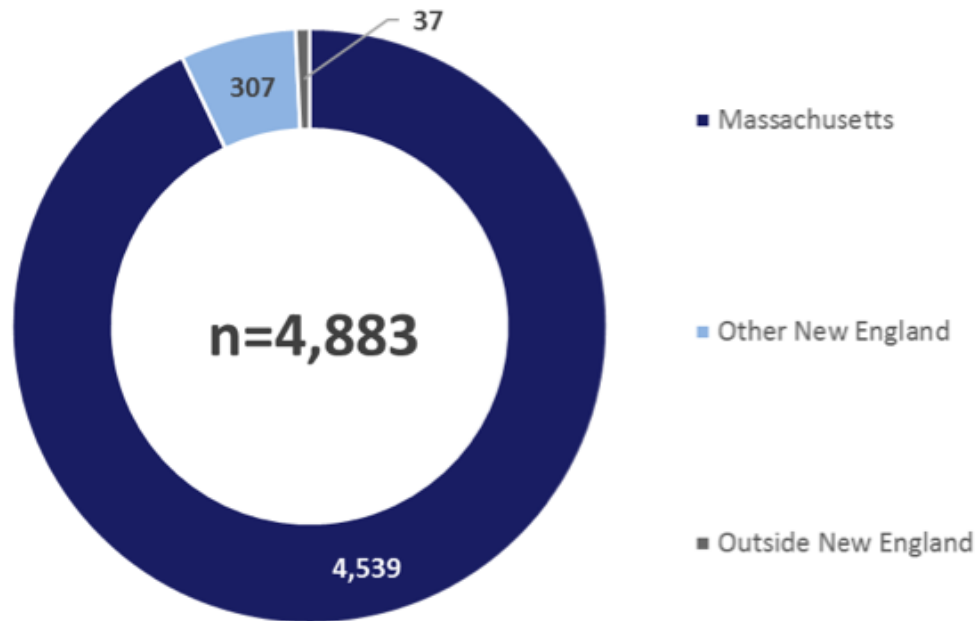
Undergraduate Day Division Final Fall Enrollment by Region



- Western Massachusetts Counties
- Central Massachusetts: Worcester County
- Eastern Massachusetts Counties



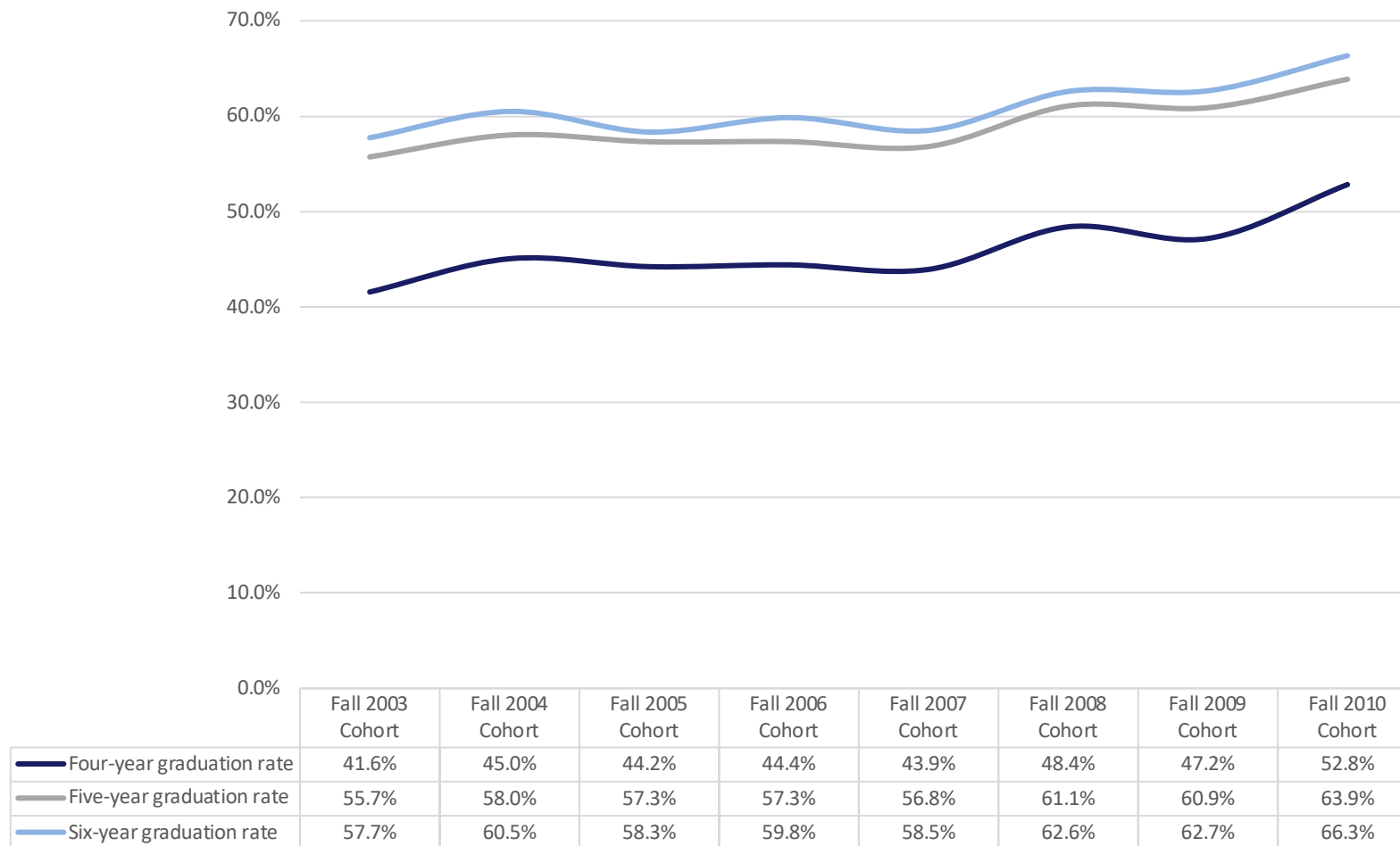
Westfield State 2016 Enrollment Profile



	Fall 2016	Five-year # change	Five-year % change
Connecticut	272	57	26.5%
Maine	4	2	100.0%
Massachusetts	4,539	221	5.1%
New Hampshire	16	(1)	-5.9%
Rhode Island	13	5	62.5%
Vermont	2	(6)	-75.0%
New England Total	4,846	278	6.1%
	Fall 2016	Five-year # change	Five-year % change
New Jersey	3	(2)	-40.0%
New York	17	(15)	-46.9%
All other states	17	(4)	-19.0%
Out of New England Total	37	(21)	-36.2%
Grand Total	4,883	257	5.6%

Westfield State Graduation Rate Trends

Undergraduate Cohort Graduation Rates*



Westfield State Degree Awards

	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	# change	% change
Bachelor's degrees	1,148	1,151	1,231	1,288	1,215	67	6%
Post-bachelor's certificates	32	23	20	18	16	(16)	-50%
Master's degrees	184	185	193	157	197	13	7%
Post-master's certificates	6	3	3	-	-	(6)	-100%
TOTAL	1,370	1,362	1,447	1,463	1,428	58	4%

Supplemental Exhibits

Massachusetts State University Trends

MA State University Enrollment Trends

Fall Headcount Total Enrollments

	Fall 2007	Fall 2008	Fall 2009	Fall 2010	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	# change	% change
Bridgewater State University	7,762	8,117	8,536	8,911	9,067	9,201	9,230	9,214	9,176	9,054	1,292	17%
Fitchburg State University	4,331	4,421	4,628	4,503	4,476	4,368	4,422	4,452	4,452	4,498	168	4%
Framingham State University	4,189	4,237	4,213	4,288	4,710	4,909	4,943	4,996	4,881	4,732	542	13%
Massachusetts College of Art and Design	1,796	1,803	1,906	1,956	1,934	1,902	1,928	1,801	1,718	1,761	-35	-2%
Massachusetts College of Liberal Arts	1,544	1,589	1,684	1,715	1,617	1,601	1,516	1,564	1,450	1,441	-103	-7%
Massachusetts Maritime Academy	1,179	1,221	1,308	1,297	1,403	1,434	1,472	1,542	1,669	1,749	570	48%
Salem State University	7,182	7,279	7,343	7,438	7,260	7,207	7,178	7,290	7,285	7,226	45	1%
Westfield State University	4,615	4,863	4,971	5,174	5,373	5,353	5,646	5,563	5,680	5,617	1,002	22%
Worcester State University	3,938	4,004	4,121	4,350	4,691	4,770	4,891	4,872	4,873	4,860	923	23%
State University Total	36,535	37,535	38,709	39,630	40,531	40,744	41,227	41,293	41,182	40,938	4,403	12%

MA State University Enrollment Trends

Fall Headcount Undergraduate Enrollments

	Fall 2007	Fall 2008	Fall 2009	Fall 2010	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	# change	% change
Bridgewater State University	6,986	7,322	7,680	8,004	8,219	8,388	8,411	8,426	8,406	8,307	1,322	19%
Fitchburg State University	3,297	3,442	3,626	3,628	3,566	3,509	3,622	3,598	3,659	3,623	326	10%
Framingham State University	3,432	3,441	3,418	3,492	3,908	4,108	4,217	4,248	4,130	4,011	578	17%
Massachusetts College of Art and Design	1,657	1,669	1,745	1,792	1,793	1,763	1,794	1,684	1,608	1,614	-43	-3%
Massachusetts College of Liberal Arts	1,407	1,428	1,553	1,586	1,539	1,495	1,428	1,467	1,364	1,343	-64	-5%
Massachusetts Maritime Academy	1,141	1,176	1,257	1,245	1,368	1,395	1,441	1,489	1,618	1,730	590	52%
Salem State University	6,204	6,262	6,351	6,479	6,377	6,411	6,372	6,437	6,396	6,330	125	2%
Westfield State University	4,337	4,582	4,707	4,836	5,006	4,965	5,264	5,161	5,230	5,199	862	20%
Worcester State University	3,645	3,717	3,792	3,982	4,300	4,380	4,529	4,541	4,509	4,412	768	21%
State University Total	32,106	33,040	34,128	35,043	36,073	36,414	37,078	37,050	36,919	36,569	4,463	14%

MA State University Enrollment Trends

Fall Headcount Graduate Enrollments

	Fall 2007	Fall 2008	Fall 2009	Fall 2010	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	# change	% change
Bridgewater State University	776	795	857	908	848	812	818	788	770	747	-29	-4%
Fitchburg State University	1,033	979	1,002	875	911	859	800	855	793	876	-158	-15%
Framingham State University	757	796	796	795	803	801	726	748	750	721	-36	-5%
Massachusetts College of Art and Design	138	133	160	164	141	139	135	117	110	147	8	6%
Massachusetts College of Liberal Arts	137	161	131	129	79	106	88	97	86	98	-39	-29%
Massachusetts Maritime Academy	39	45	51	52	35	38	32	53	51	19	-20	-52%
Salem State University	977	1,017	992	959	883	796	806	853	890	897	-81	-8%
Westfield State University	278	281	264	338	367	388	383	402	450	418	140	50%
Worcester State University	293	288	329	368	391	391	363	330	364	448	155	53%
State University Total	4,428	4,495	4,581	4,587	4,457	4,331	4,149	4,243	4,263	4,369	-60	-1%

MA State University Tuition and Fees

	Fiscal Year 2012	Fiscal Year 2013	Fiscal Year 2014	Fiscal Year 2015	Fiscal Year 2016	# change	% change
Bridgewater State University	\$7,554	\$8,054	\$8,054	\$8,354	\$8,928	1,374	18%
Fitchburg State University	\$8,300	\$8,710	\$8,986	\$9,260	\$9,934	1,634	20%
Framingham State University	\$7,580	\$8,084	\$8,084	\$8,324	\$8,704	1,124	15%
Massachusetts College of Art and Design	\$9,700	\$10,400	\$10,400	\$11,224	\$11,724	2,024	21%
Massachusetts College of Liberal Arts	\$8,076	\$8,526	\$8,526	\$8,976	\$9,476	1,400	17%
Massachusetts Maritime Academy	\$6,840	\$7,206	\$7,190	\$7,258	\$7,630	790	12%
Salem State University	\$7,730	\$8,110	\$8,130	\$8,646	\$9,246	1,516	20%
Westfield State University	\$7,888	\$8,298	\$8,298	\$8,682	\$8,816	928	12%
Worcester State University	\$7,654	\$8,158	\$8,158	\$8,558	\$8,858	1,204	16%
State University Average	\$7,832	\$8,283	\$8,306	\$8,681	\$9,128	1,296	17%
Northeastern States Average **	\$7,899	\$8,223	\$8,463	\$8,746	\$9,103	1,204	15%

Tuition and Fees as a Percentage of Income

	Fiscal Year 2012	Fiscal Year 2013	Fiscal Year 2014	Fiscal Year 2015	Fiscal Year 2016	% point change
Bridgewater State University	9.4%	9.7%	9.6%	9.5%	9.9%	0.5%
Fitchburg State University	10.3%	10.5%	10.7%	10.5%	11.0%	0.7%
Framingham State University	9.4%	9.7%	9.6%	9.5%	9.6%	0.2%
Massachusetts College of Art and Design	12.1%	12.5%	12.4%	12.8%	12.9%	0.8%
Massachusetts College of Liberal Arts	10.0%	10.3%	10.2%	10.2%	10.5%	0.5%
Massachusetts Maritime Academy	8.5%	8.7%	8.6%	8.3%	8.4%	-0.1%
Salem State University	9.6%	9.8%	9.7%	9.8%	10.2%	0.6%
Westfield State University	9.8%	10.0%	9.9%	9.9%	9.7%	-0.1%
Worcester State University	9.5%	9.8%	9.7%	9.7%	9.8%	0.3%
State University Average	9.7%	10.0%	9.9%	9.9%	10.1%	0.4%
Northeastern States Average **	10.8%	11.0%	11.3%	11.3%	11.1%	0.3%

Six-year Graduation Rate Trends

	Cohort Year 2005	Cohort Year 2006	Cohort Year 2007	Cohort Year 2008	Cohort Year 2009	Cohort Year 3 Year Rolling Average
Bridgewater State University	51.7%	54.4%	57.5%	59.2%	57.9%	58.2%
Fitchburg State University	47.2%	50.8%	50.3%	56.7%	53.0%	53.4%
Framingham State University	51.7%	51.5%	50.6%	51.4%	56.1%	52.8%
Massachusetts College of Art and Design	67.8%	64.7%	73.8%	70.3%	72.0%	72.0%
Massachusetts College of Liberal Arts	53.1%	46.8%	56.6%	51.7%	52.2%	53.5%
Massachusetts Maritime Academy	65.3%	61.0%	67.2%	70.2%	71.6%	69.8%
Salem State University	41.7%	45.4%	45.6%	46.0%	49.9%	47.1%
Westfield State University	58.3%	59.8%	58.5%	62.7%	62.7%	61.4%
Worcester State University	46.9%	51.0%	48.8%	53.1%	50.9%	50.9%
State University Total	51.4%	53.2%	54.3%	56.5%	57.0%	56.0%

Degree Awards

	FY-2012	FY-2013	FY-2014	FY-2015	FY-2016	# change	% change
Bridgewater State University	2,268	2,474	2,556	2,430	2,542	274	12%
Fitchburg State University	1,288	1,306	1,126	1,141	1,219	-69	-5%
Framingham State University	1,304	1,206	1,365	1,372	1,497	193	15%
Massachusetts College of Art and Design	459	435	417	452	428	-31	-7%
Massachusetts College of Liberal Arts	403	420	423	436	396	-7	-2%
Massachusetts Maritime Academy	302	331	332	326	329	27	9%
Salem State University	2,031	2,041	2,038	2,108	2,224	193	10%
Westfield State University	1,370	1,362	1,448	1,463	1,428	58	4%
Worcester State University	1,231	1,292	1,431	1,319	1,448	217	18%
State University Total	10,656	10,867	11,136	11,047	11,511	855	8%

Percentage of Transfers from MA Com. Colleges

Institution	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	% point change
Bridgewater State University	53%	55%	59%	59%	59%	6%
Fitchburg State University	57%	61%	65%	67%	65%	8%
Framingham State University	50%	56%	55%	58%	52%	3%
Massachusetts College of Art and Design	32%	38%	45%	48%	45%	13%
Massachusetts College of Liberal Arts	56%	52%	62%	63%	57%	1%
Massachusetts Maritime Academy	51%	48%	38%	56%	53%	2%
Salem State University	62%	61%	62%	61%	62%	-1%
Westfield State University	71%	70%	72%	71%	72%	1%
Worcester State University	53%	57%	65%	58%	65%	13%
State University Average	56%	58%	62%	61%	61%	5%

Total Expenditures

Institution Annual HCT - Peer Annual Average HCT*		Instruction	Academic Support	Student Services	Institutional Support	Total
Bridgewater State University	13,499	\$53,182,575	\$18,434,047	\$19,760,852	\$17,272,031	\$108,649,505
Fitchburg State University	11,268	\$39,770,209	\$6,521,940	\$12,711,254	\$9,784,322	\$68,787,725
Framingham State University	10,802	\$29,173,255	\$11,533,168	\$11,221,590	\$14,091,299	\$66,019,312
Massachusetts College of Art and Design	2,979	\$21,458,780	\$5,387,813	\$5,100,672	\$8,756,000	\$40,703,265
Massachusetts College of Liberal Arts	2,427	\$14,617,025	\$4,898,285	\$5,784,370	\$7,935,580	\$33,235,260
Massachusetts Maritime Academy	1,558	\$15,152,394	\$5,921,592	\$7,506,827	\$7,540,726	\$36,121,539
Salem State University	12,655	\$62,294,536	\$15,835,704	\$15,795,408	\$25,351,950	\$119,277,598
Westfield State University	7,248	\$39,071,733	\$9,651,038	\$13,423,818	\$11,235,702	\$73,382,291
Worcester State University	10,063	\$35,465,577	\$6,361,780	\$6,792,787	\$10,097,670	\$58,717,814
State University Total	72,499	\$310,186,084	\$84,545,367	\$98,097,578	\$112,065,280	\$604,894,309

Expenditures per Annual Average Headcount

Institution Annual HCT - Peer Annual Average HCT*		Instruction	Academic Support	Student Services	Institutional Support	Total
Bridgewater State University	13,499	\$3,940	\$1,366	\$1,464	\$1,280	\$8,050
Fitchburg State University	11,268	\$3,529	\$579	\$1,128	\$868	\$6,104
Framingham State University	10,802	\$2,701	\$1,068	\$1,039	\$1,305	\$6,113
Massachusetts College of Art and Design	2,979	\$7,203	\$1,809	\$1,712	\$2,939	\$13,663
Massachusetts College of Liberal Arts	2,427	\$6,023	\$2,018	\$2,383	\$3,270	\$13,694
Massachusetts Maritime Academy	1,558	\$9,726	\$3,801	\$4,818	\$4,840	\$23,185
Salem State University	12,655	\$4,923	\$1,251	\$1,248	\$2,003	\$9,425
Westfield State University	7,248	\$5,391	\$1,332	\$1,852	\$1,550	\$10,125
Worcester State University	10,063	\$3,524	\$632	\$675	\$1,003	\$5,834
State Universities Total	72,499	\$4,278	\$1,166	\$1,353	\$1,546	\$8,343