

# Hartwick College Wickbook 2021-22 (Condensed Version)

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Prepared by the Office of  
Institutional Research & Effectiveness

J. R. Bjerklie - Director of Institutional Research & Effectiveness  
Judith Walsh - Research Analyst, Office of Institutional Research & Effectiveness



HARTWICK  
COLLEGE

est. 1797

**NOTE:** For details or questions regarding the data presented in the Wickbook, please contact the Office of Institutional Research & Effectiveness at [InstResearch@hartwick.edu](mailto:InstResearch@hartwick.edu).

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## A Message from the President

Hartwick College thrives on equal measures of inspiration, aspiration and a fully grounded understanding of how much progress we have made against the goals that we link to the success of our students. High quality information is essential to our Mission driven cycle of organizational assessment. The Office of Institutional Research and Effectiveness helps us to build capacity through the collection, analysis, and sharing of information that informs this vital work.

This Wickbook presents information that signals our success. It also helps to identify those areas where we can improve. The Wickbook is designed to inform the building of strategies that will enable us to be the organization that we must be to in order to achieve our mission:

*Hartwick College, an engaged community, integrates a liberal arts education with experiential learning to inspire curiosity, critical thinking, creativity, personal courage and an enduring passion for learning.*

We hope that you find the Wickbook to be a useful tool as we work together to build a better Hartwick College.

Dr. Margaret L. Drugovich  
President of Hartwick College

## **Hartwick College Mission Statement**

### **2011-present**

Hartwick College is an engaged community that integrates a liberal arts education with experiential learning to inspire curiosity, critical thinking, creativity, personal courage and an enduring passion for learning.

## **Hartwick College Statement of Purpose and Philosophy**

### **Effective AY 1998-1999**

Our purpose as a college of the liberal arts and sciences is to educate people who will thrive in and contribute to the world of the future; people who are prepared to meet the personal, intellectual, and social challenges of a rapidly changing and increasingly interdependent world.

Hartwick graduates will be noted as being able to thrive in a world of global interdependence in which people of the broadest range of national, ethnic, social, and personal backgrounds will interact personally and technologically.

To thrive in this context will require that Hartwick students learn to: understand the world from a variety of perspectives; work constructively with people from a variety of backgrounds and life experiences; be avid learners and critical thinkers; communicate effectively and have a well-developed personal presence; be purposeful in their actions and value-based in their decisions; and know how to use information technology resources as a routine tool to enhance effectiveness.

# Hartwick College Wickbook Fast Facts: October 2021

| Admission (Fall 2021)           |            |
|---------------------------------|------------|
| Applicants                      | 3,934      |
| Enrollees (Freshman & Transfer) |            |
| Men                             | 152        |
| Women                           | 208        |
| <b>Total Freshman Class</b>     | <b>360</b> |

| Enrollment (Fall 2021)                    |              |
|---|--------------|
| Full-time Degree-seeking                  | 1,135        |
| Part-time, Special and Non-degree         | 26           |
| <b>Total Enrollment</b>                   | <b>1,161</b> |
| Three-year Degree Students                | 98           |
| Full-time Nursing Students                | 234          |
| Part-time/Special (PNOP) Nursing Students | 0            |

| Finance (Fiscal Year 2019-20)                         |                       |              |
|---|-----------------------|--------------|
|   | Moody's Credit Rating | Ba1 negative |
| Endowment under College Mgmt. (June 30, 2021)         |                       | \$69,576,602 |
| Holdeen Trust under Vanguard Mgmt. (June 30, 2017)    |                       | \$10,535,540 |
| Operating Expense                                     |                       | \$77,137,065 |
| Institutional Financial Aid as % of Operating Expense |                       | 46.9%        |
| Cost of Attendance                                    |                       | \$59,759     |
| CIC Benchmark Financial Ratios                        |                       |              |
| CIC Composite Financial Indicator                     |                       | 1.8          |
| CIC Primary Reserve Ratio                             |                       | 0.64         |
| CIC Return on Net Assets Ratio                        |                       | 0.50         |
| CIC Net Operating Revenues Ratio                      |                       | (21.40)      |
| CIC Viability Ratio                                   |                       | 0.77         |

| College Advancement (Fiscal Year 2020-21) |               |
|---|---------------|
| Total Giving                              | \$3,863,083   |
| Annual Giving                             | \$2,076,453   |
| Trustee Annual Giving                     | \$506,849     |
| Total Donor Count                         | 1,583         |
| Alumni Giving Rate                        | 6.5%          |
| Cost per \$ raised-Fundraising            | <b>\$0.48</b> |
| Campaign Cash Flow                        | \$ 1,389,955  |

| Governance            |               |
|-----------------------|---------------|
| Board Self Assessment | February 2017 |

| <b>Financial Aid Profile - All Full-Time Degree-Seeking Students (Fall 2021 Census)</b> |              |
|---|--------------|
| Total Institutional Aid   | \$39,986,417 |
| Average Institutional Aid   | \$34,953     |
| Average Unmet Need  | \$5,819      |
| Percent of Students Receiving Pell Grant  | 34.6%        |
| Tuition Discount Rate   | 67.3%        |

| <b>Faculty (Fall 2021)</b>   |            |
|--|------------|
| Full-time Faculty  | 98         |
| Part-time Faculty  | 69         |
| <b>Total Faculty</b>   | <b>167</b> |
| Student to Faculty Ratio (by FTE)  | 10.5 : 1   |
| Proportion of FY students with 1 adjunct professor (Academic Year 2020-21)   | 84.5%      |
| Proportion of FY students with 2+ adjunct professors (Academic Year 2020-21) | 52.4%      |

| <b>Retention/Graduation Information</b>  |       |
|--|-------|
| First-year to Sophomore Retention Rate (Fall 2020 Entering Class)                  | 62.7% |
| Sophomore to Junior Retention Rate (Fall 2019 Entering Class)                      | 80.0% |
| Junior to Senior Retention Rate (Fall 2018 Entering Class - 4-yr Degree Only)      | 88.3% |
| First-year to Sophomore Retention Rate (3-yr Degree Fall 2020 Entering Class)      | 80.0% |
| Six-year Graduation Rate (Fall 2014 Entering Class)                                | 58.0% |
| Student Athlete (Division III) Six-year Graduation Rate (Fall 2014 Entering Class) | 62.9% |
| 2021 Graduates Top Three Majors:   |       |
| 1. Nursing   |       |
| 2. Business Administration   |       |
| 3. Biology   |       |

| <b>Student Satisfaction (NSSE 2016 Measures)</b>                                      |  |
|---|--|
| Student Evaluation of Entire Educational Experience at Hartwick (% Good or Excellent) |  |
| <b>(Compared with peers on NSSE)</b>  | First-year Students 73.4% (Peers: 88.9%) |
|   | Seniors 30.6% (Peers: 89.2%)             |

| <b>Employee Support</b>   |       |
|---|-------|
| Average Faculty Salary to Median of Average Salaries of Peer Institutions (AY2016-17) | 97.2% |
| % College Contribution to Retirement for program participants                         | 7%    |

*Hartwick Peer Institutions: Alfred University, Elmira College, Hobart and William Smith Colleges, Ithaca College, Juniata College, Lycoming College, Moravian College, Susquehanna University, Ursinus College, Wittenberg University*

*NSSE 2016 Selected Comparison Institutions: Canisius College, Dickinson College, Guilford College, Ithaca College, Lycoming College, Nazareth College, Northwestern College, Pitzer College, Sage Colleges, Skidmore College, St. Bonaventure University, St. John Fisher College, Wartburg College, Wheaton College, and Wittenberg University*

## Hartwick Governance

|   | 2017-18       | 2018-19       | 2019-20      | 2020-21             | 2021-22             |
|---|---------------|---------------|--------------|---------------------|---------------------|
| <b>President</b>                            | M. Drugovich  | M. Drugovich  | M. Drugovich | M. Drugovich        | M. Drugovich        |
| <b>VP Academic Affairs</b>                  | M. Tannenbaum | M. Tannenbaum | W. Ehmann    | Interim, B. Feldman | Interim, B. Feldman |
| <b>VP Finance</b>                           | S. Leo        | D. Lewis      | D. Lewis     | K. Zuill            | K. Zuill            |
| <b>VP Student Life<sup>1</sup></b>          | M. Nowak      | -             | -            | -                   | -                   |
| <b>VP Enrollment Management<sup>1</sup></b> | K. McGrath    | K. McGrath    | K. McGrath   | K. McGrath          | K. McGrath          |
| <b>VP Institutional Advancement</b>         | G. Fort       | G. Fort       | P.L. Hobson  | P.L. Hobson         | P.L. Hobson         |
| <b># of Trustees</b>                        | 27            | 27            | 25           | 25                  | 25                  |
| <b># of Emeritus Trustees</b>               | 17            | 17            | 41           | 41                  | 41                  |
| <b>% of Trustees that are Alumni</b>        | 74%           | 78%           | 72%          | 72%                 | 72%                 |
| <b>% of Trustees that are Women</b>         | 56%           | 52%           | 48%          | 48%                 | 48%                 |
| <b>% of Trustees that are White</b>         | 93%           | 89%           | 84%          | 84%                 | 84%                 |

|                                      | 2012-13       | 2013-14       | 2014-15              | 2015-16       | 2016-17       |
|--------------------------------------|---------------|---------------|----------------------|---------------|---------------|
| <b>President</b>                     | M. Drugovich  | M. Drugovich  | M. Drugovich         | M. Drugovich  | M. Drugovich  |
| <b>VP Academic Affairs</b>           | M. Tannenbaum | M. Tannenbaum | M. Tannenbaum        | M. Tannenbaum | M. Tannenbaum |
| <b>VP Finance</b>                    | G. Elsbeck    | G. Elsbeck    | G. Elsbeck           | G. Elsbeck    | S. Leo        |
| <b>VP Student Life</b>               | M. Nowak      | M. Nowak      | M. Nowak             | M. Nowak      | M. Nowak      |
| <b>VP Enrollment Management</b>      | D. Conway     | D. Conway     | Interim, L. Bunders  | K. McGrath    | K. McGrath    |
| <b>VP Institutional Advancement</b>  | J. Broschart  | J. Broschart  | Interim, J. Thornton | G. Fort       | G. Fort       |
| <b># of Trustees</b>                 | 29            | 28            | 27                   | 29            | 27            |
| <b># of Emeritus Trustees</b>        | 20            | 20            | 18                   | 18            | 15            |
| <b>% of Trustees that are Alumni</b> | 62%           | 75%           | 74%                  | 76%           | 78%           |
| <b>% of Trustees that are Women</b>  | 45%           | 46%           | 52%                  | 48%           | 52%           |
| <b>% of Trustees that are White</b>  | 100%          | 97%           | 97%                  | 97%           | 98%           |

<sup>1</sup>Division of Enrollment Management and Division of Student Affairs were combined under the Division of Enrollment and Student Experience in December 2017.



DRAFT ORGANIZATIONAL CHART  
PROMISE INITIATIVE

CHART KEY

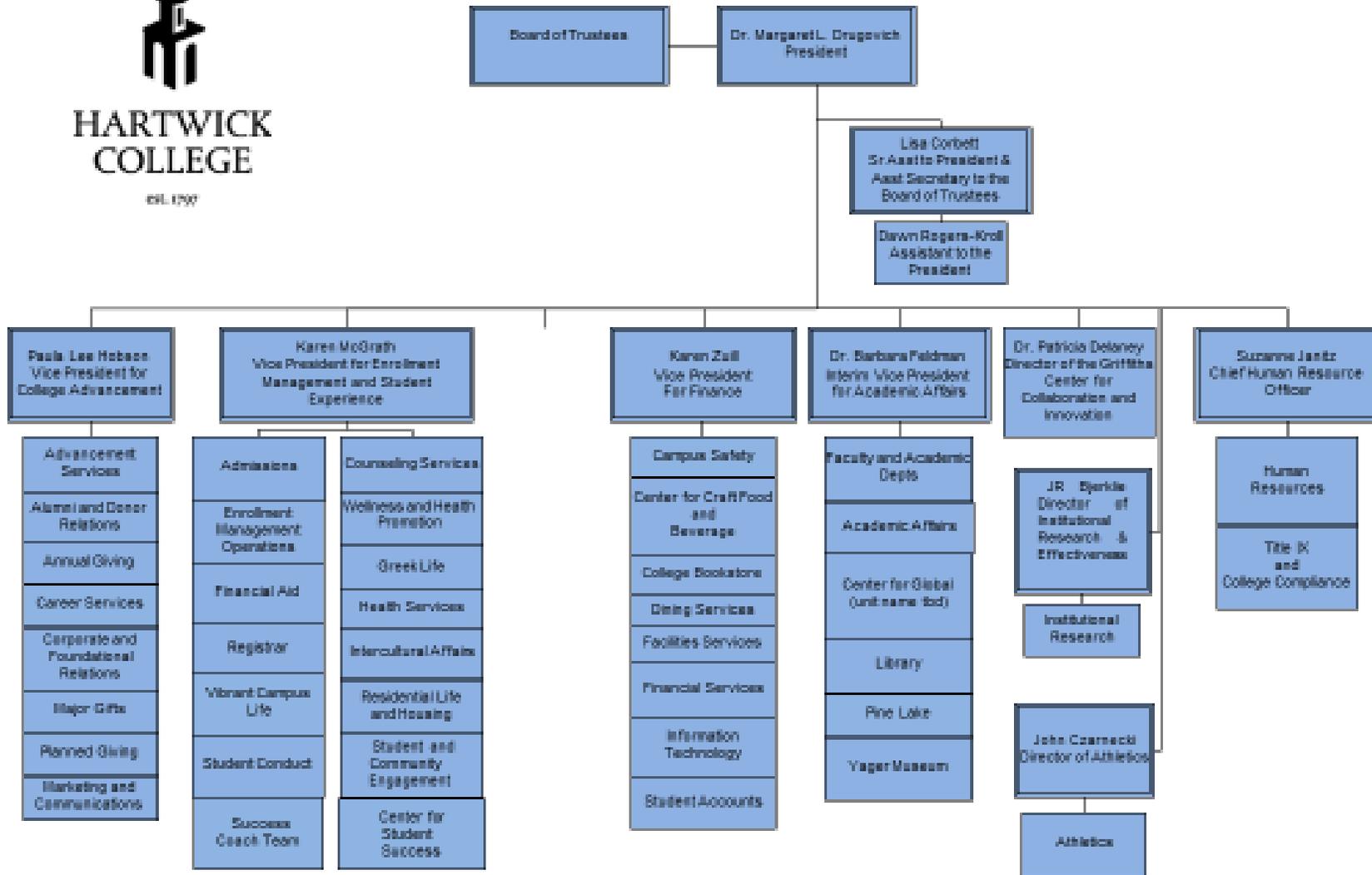
Current Positions

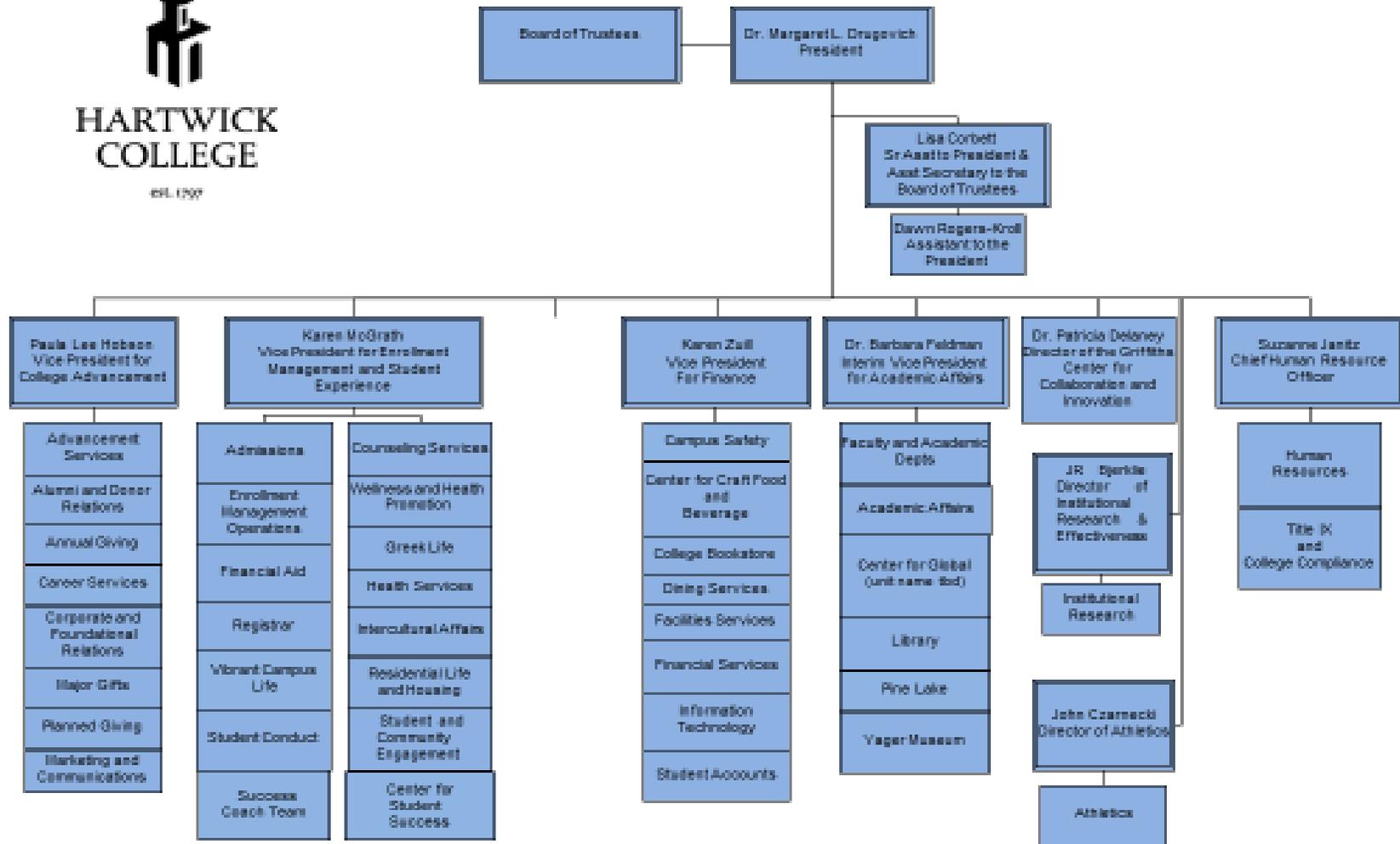
Recommend unit to move to  
different division  
(All division tab only)

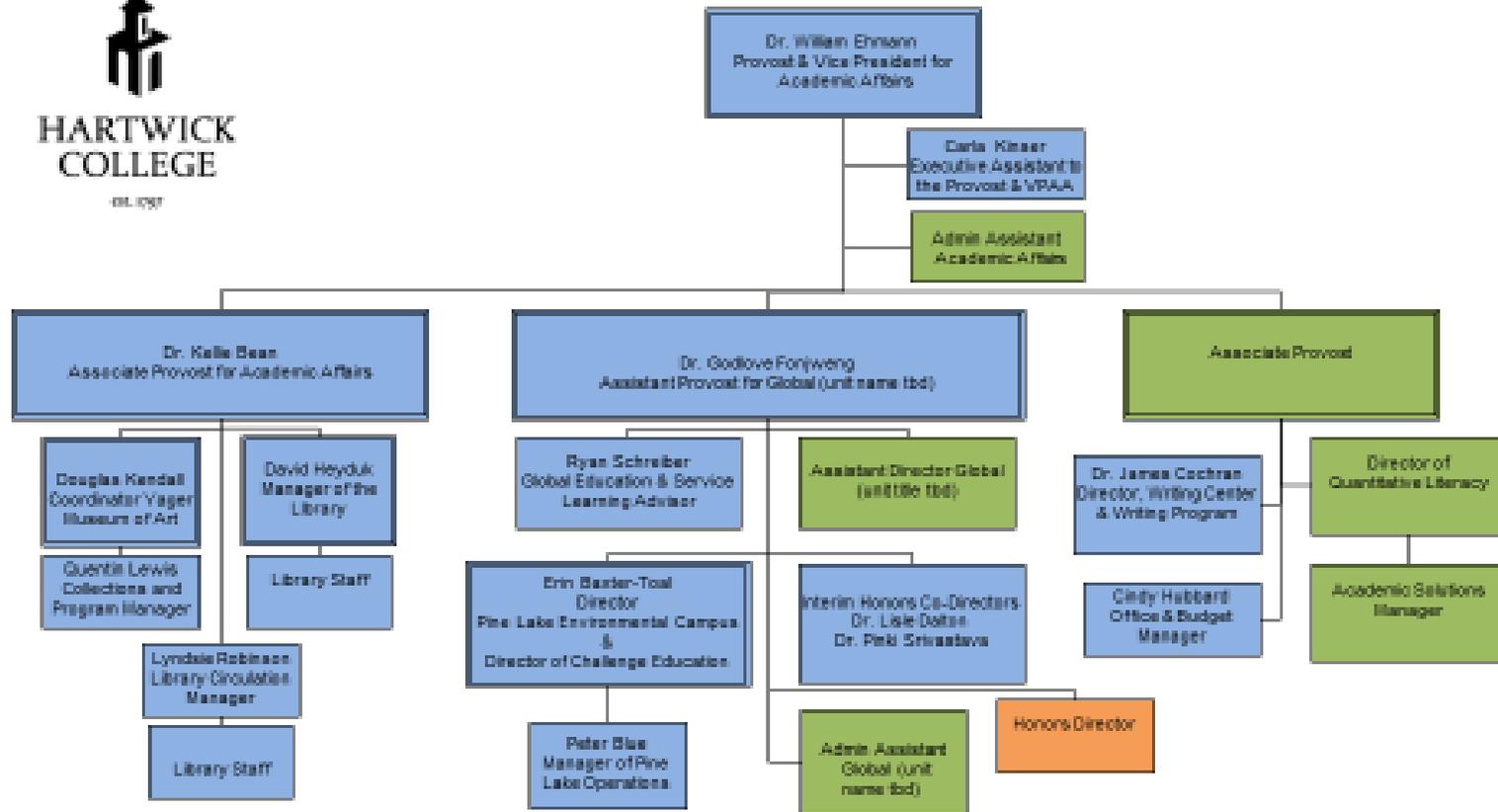
Proposed Positions

Proposed positions  
Year 2

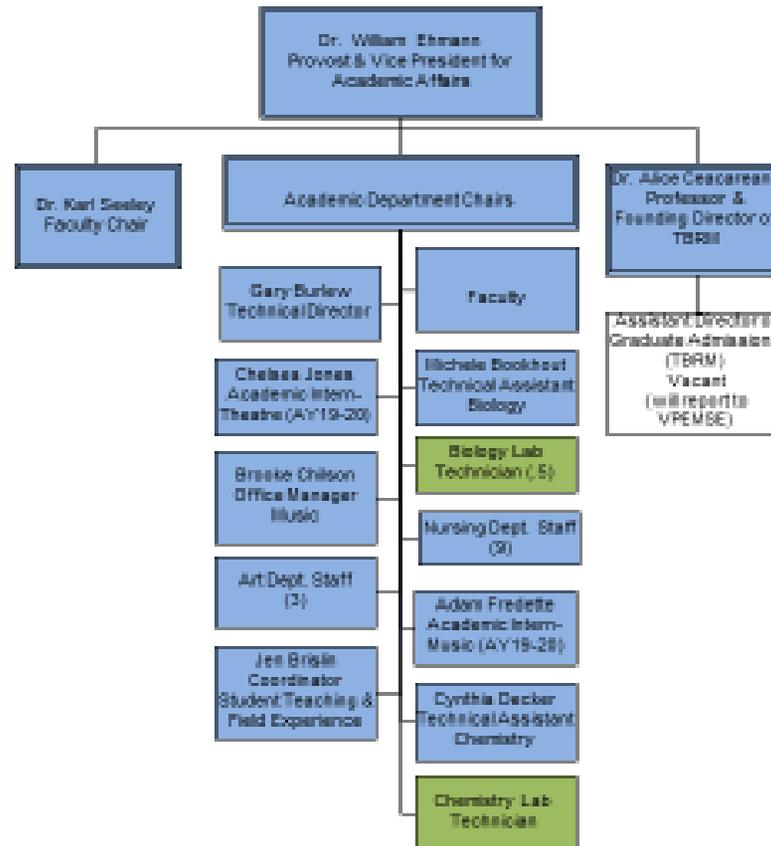
Current vacant positions







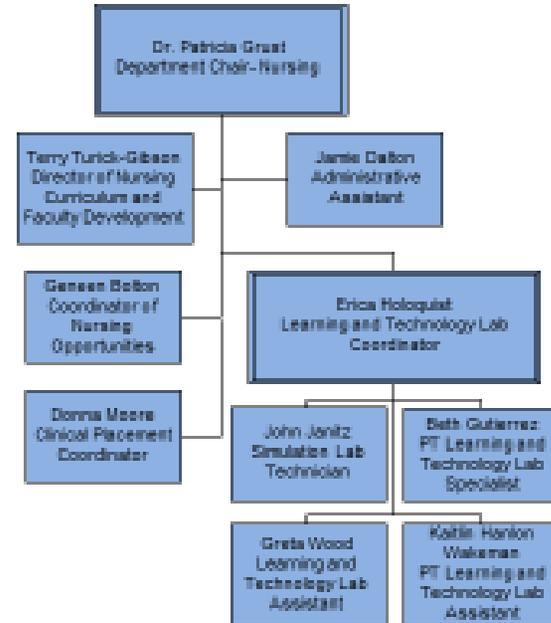
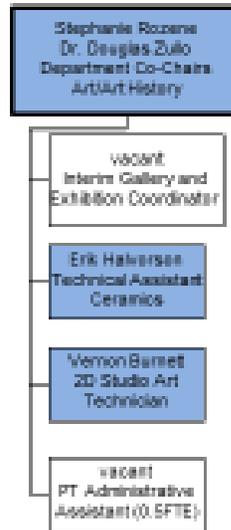
Hartwick College  
Academic Affairs  
June 22, 2020



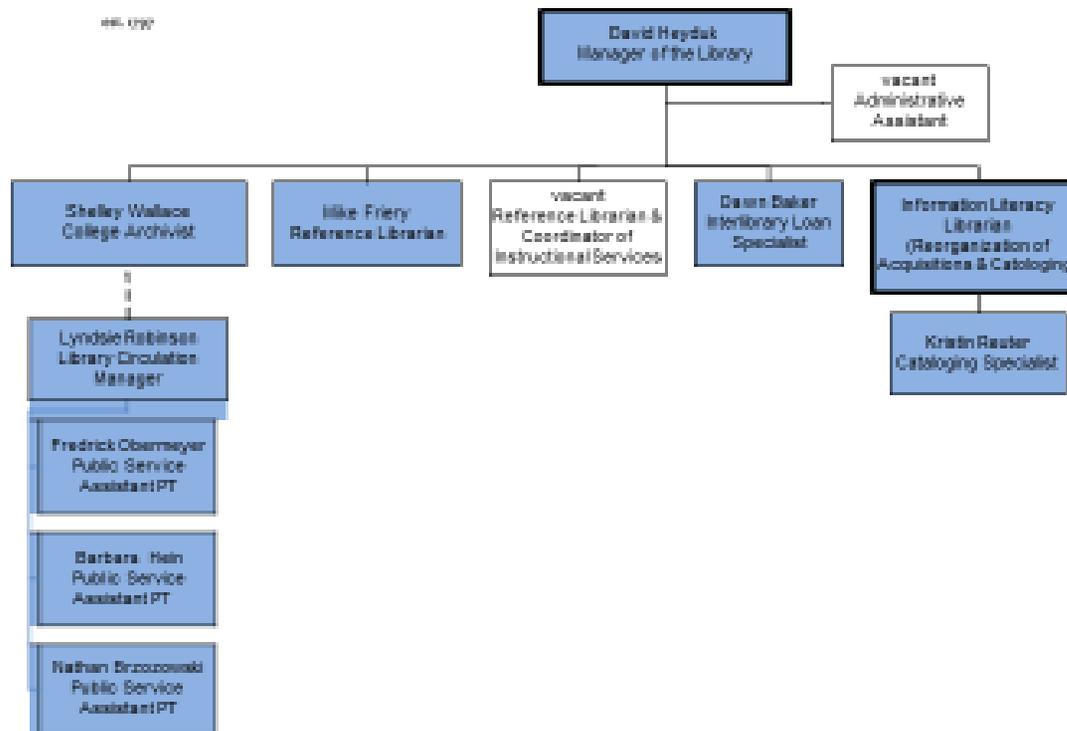
Hartwick College  
Academic Affairs-  
Academics  
June 22, 2020



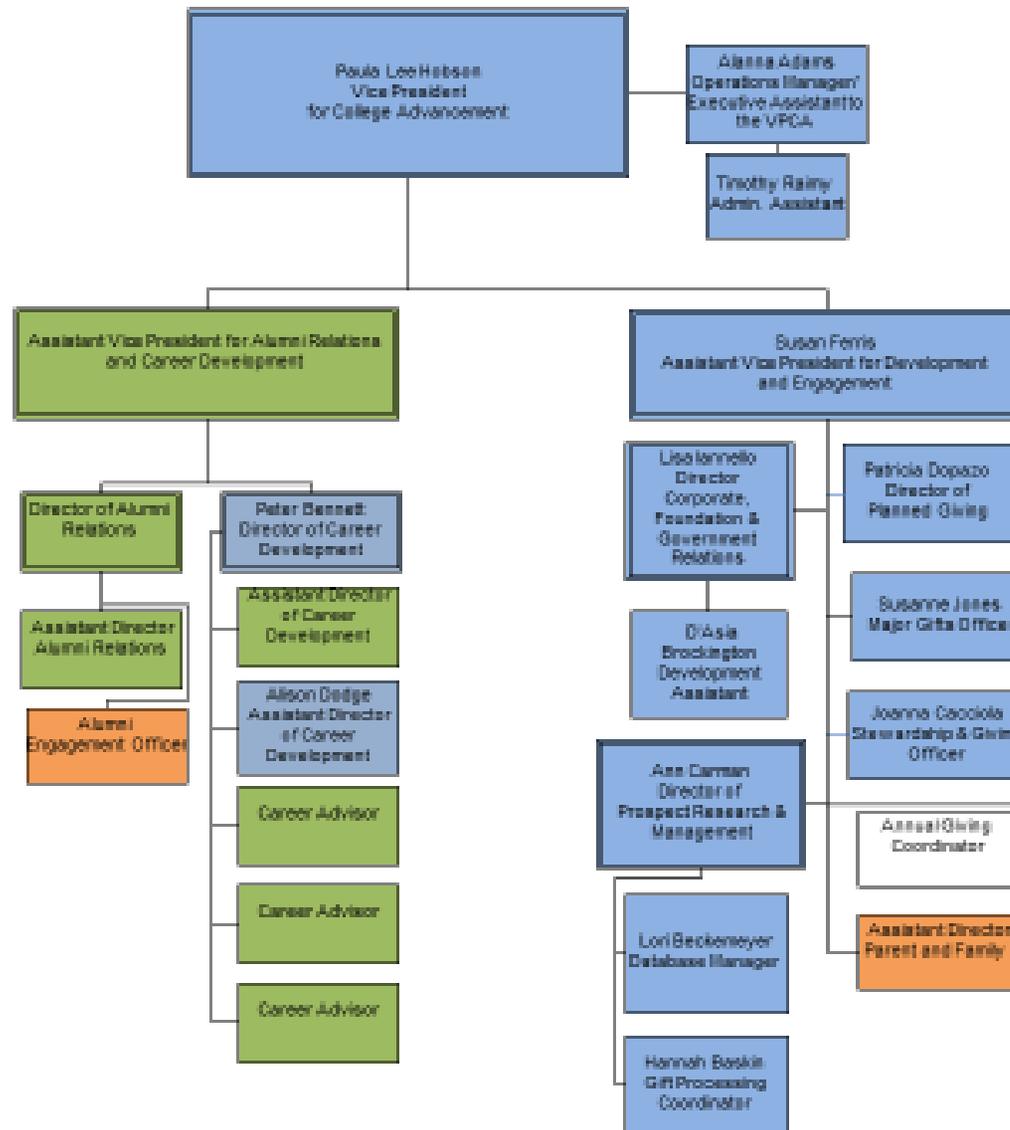
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|--|--|
| Carla Kinser<br>Executive Assistant to<br>Provost and VP Academic<br>Affairs   | Faculty<br>Department Chairs<br>(as supervisors)                             |
| Heather Babbitt<br>Administrative Assistant<br>Johnston Science Ctr            | vacant<br>Administrative Assistant<br>Colisano Hall                          |
| Heather Conroy<br>PT Administrative Assistant<br>Clark Hall                    | Administrative Assistant for<br>Academic Affairs                             |
| vacant<br>Faculty Secretary<br>Anthropology<br>Secretary Yager Hall<br>Library | Jennifer Smith<br>Coordinator of Student<br>Teaching and Field<br>Experience |
| Brooke Chilcote<br>Office Manager<br>Music Department                          | Jamie Dalton<br>Administrative Assistant<br>Nursing Department               |



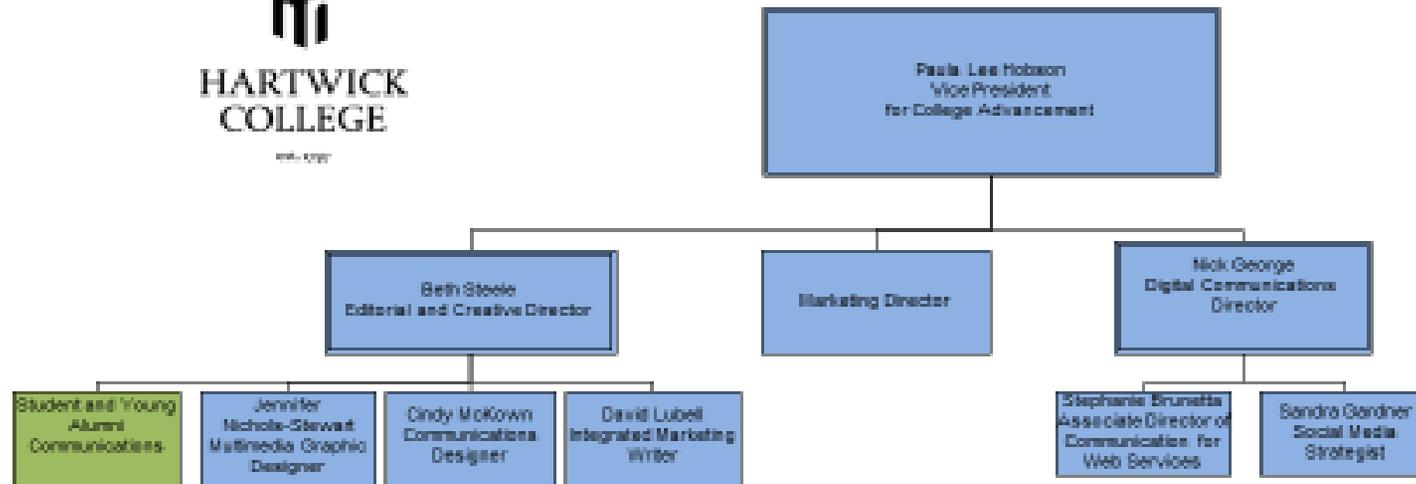
Hartwick College  
Academic Affairs  
Administrative Assistants, Art  
Department, Nursing Department  
June 22, 2020



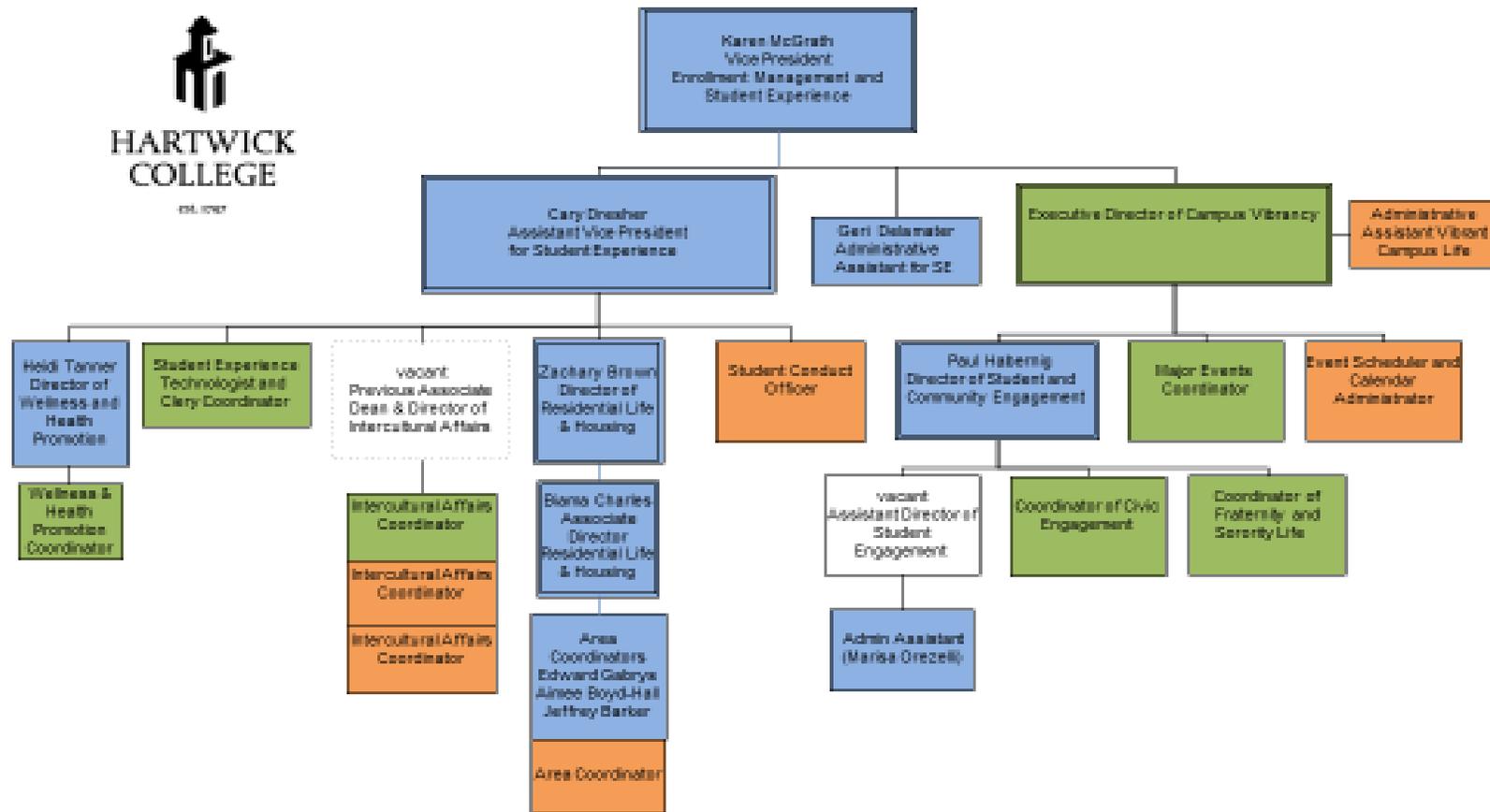
Hartwick College  
Academic Affairs  
Library  
June 22, 2020



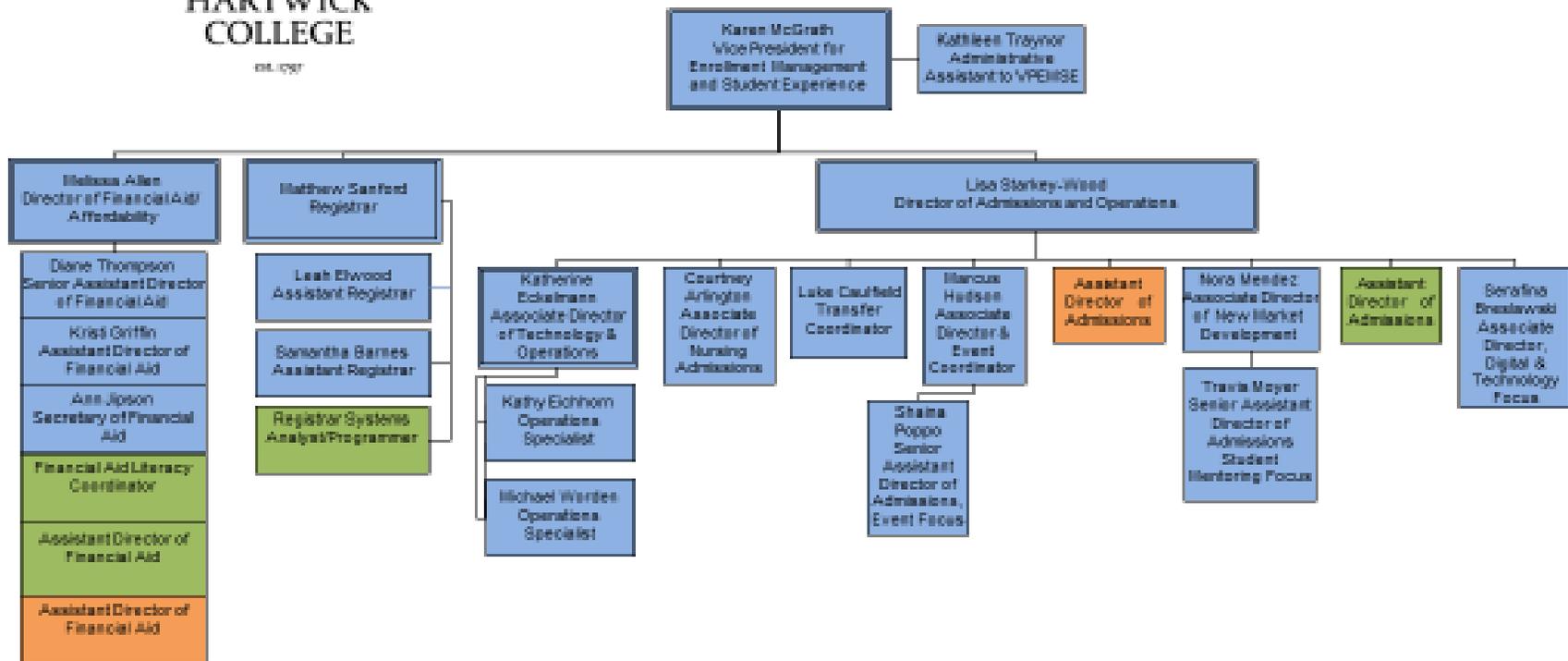
Hartwick College  
College Advancement  
June 22, 2020



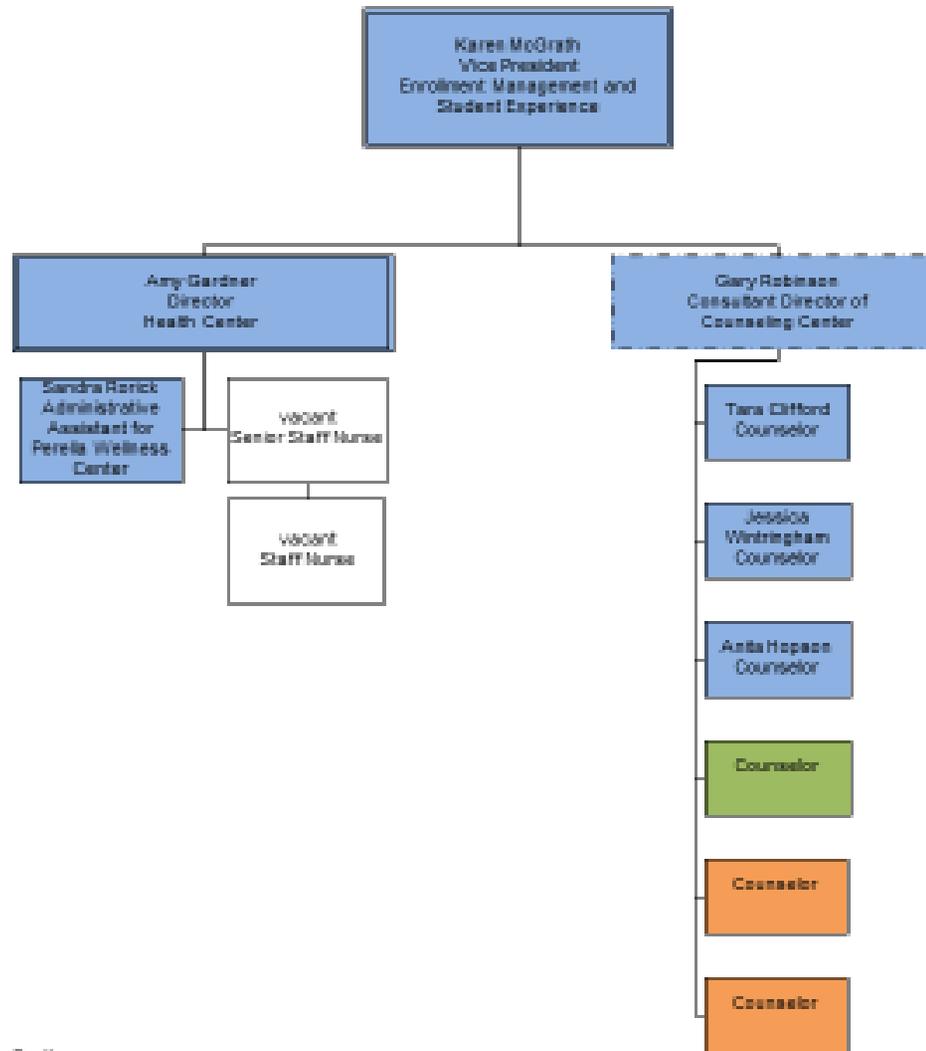
Hartwick College  
College Advancement- Marketing  
June 22, 2020



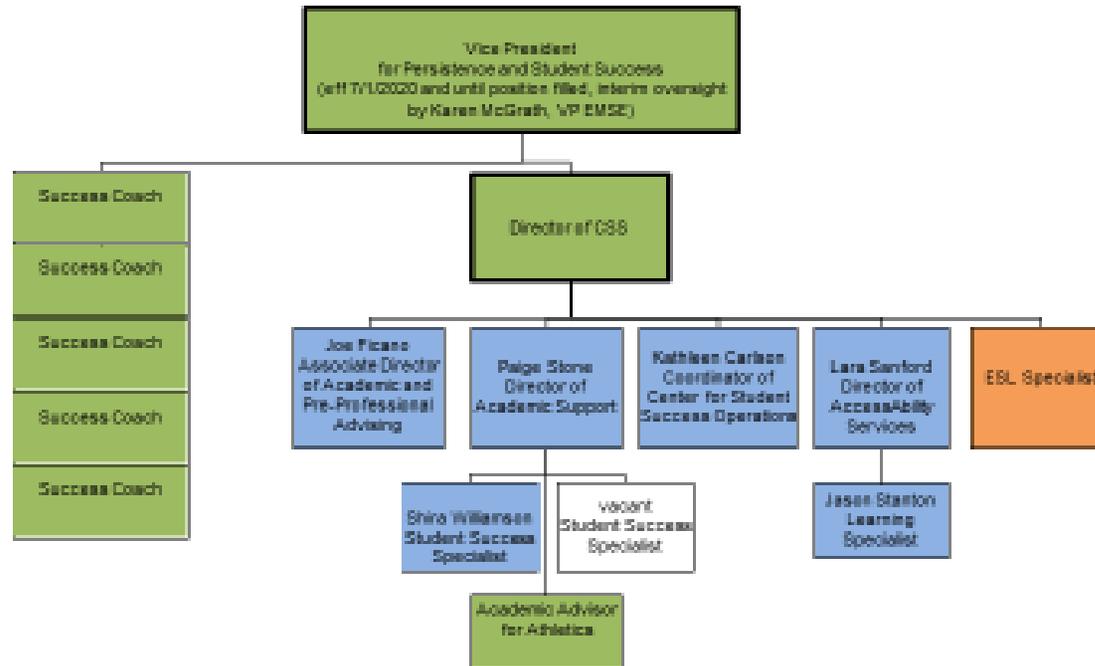
Hartwick College  
Enrollment Management and Student Experience-  
Student Experience  
June 22, 2020



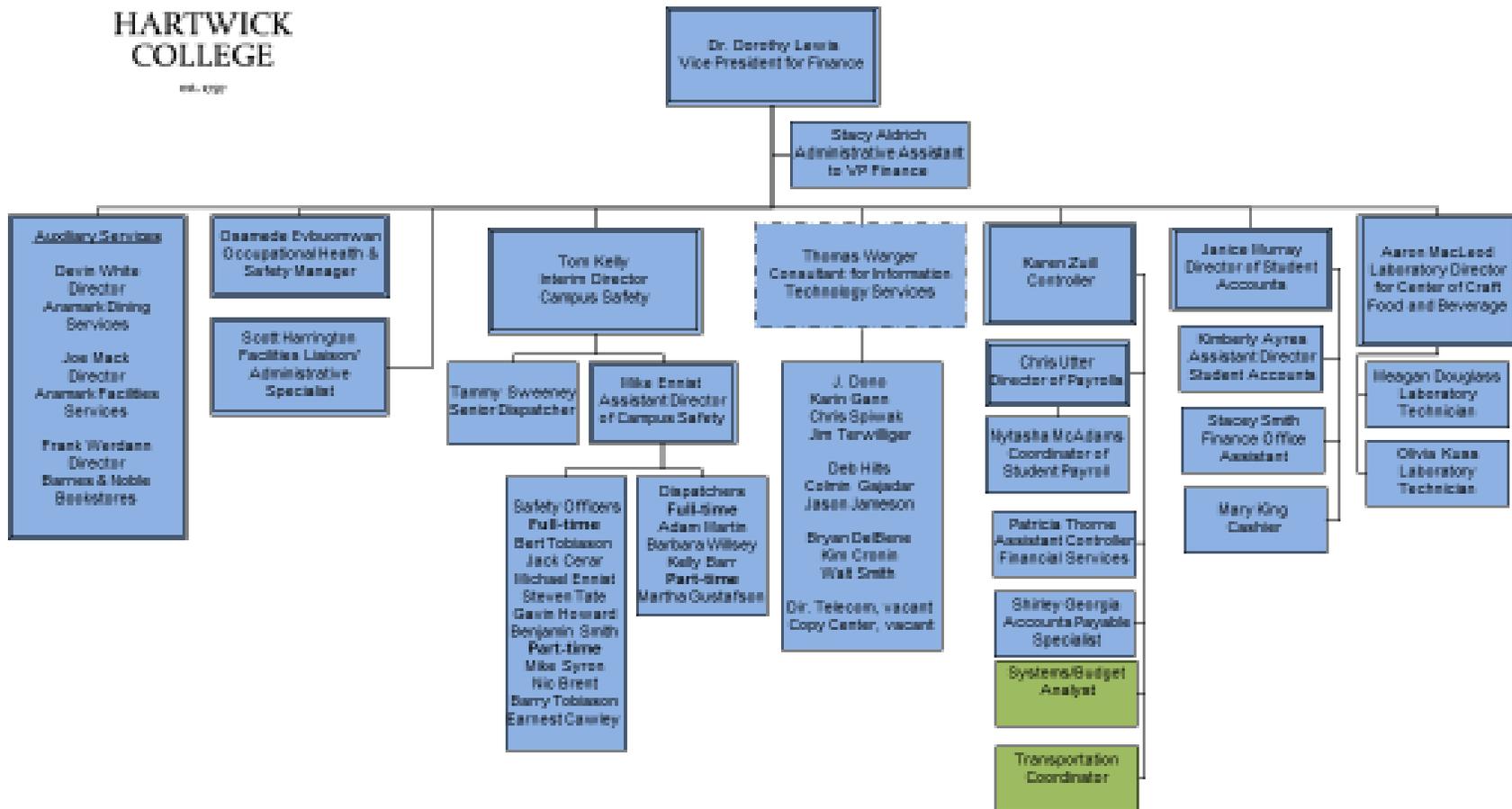
Hartwick College  
Enrollment Management and Student Experience-  
Admissions, Financial Aid, Registrar  
June 22, 2020



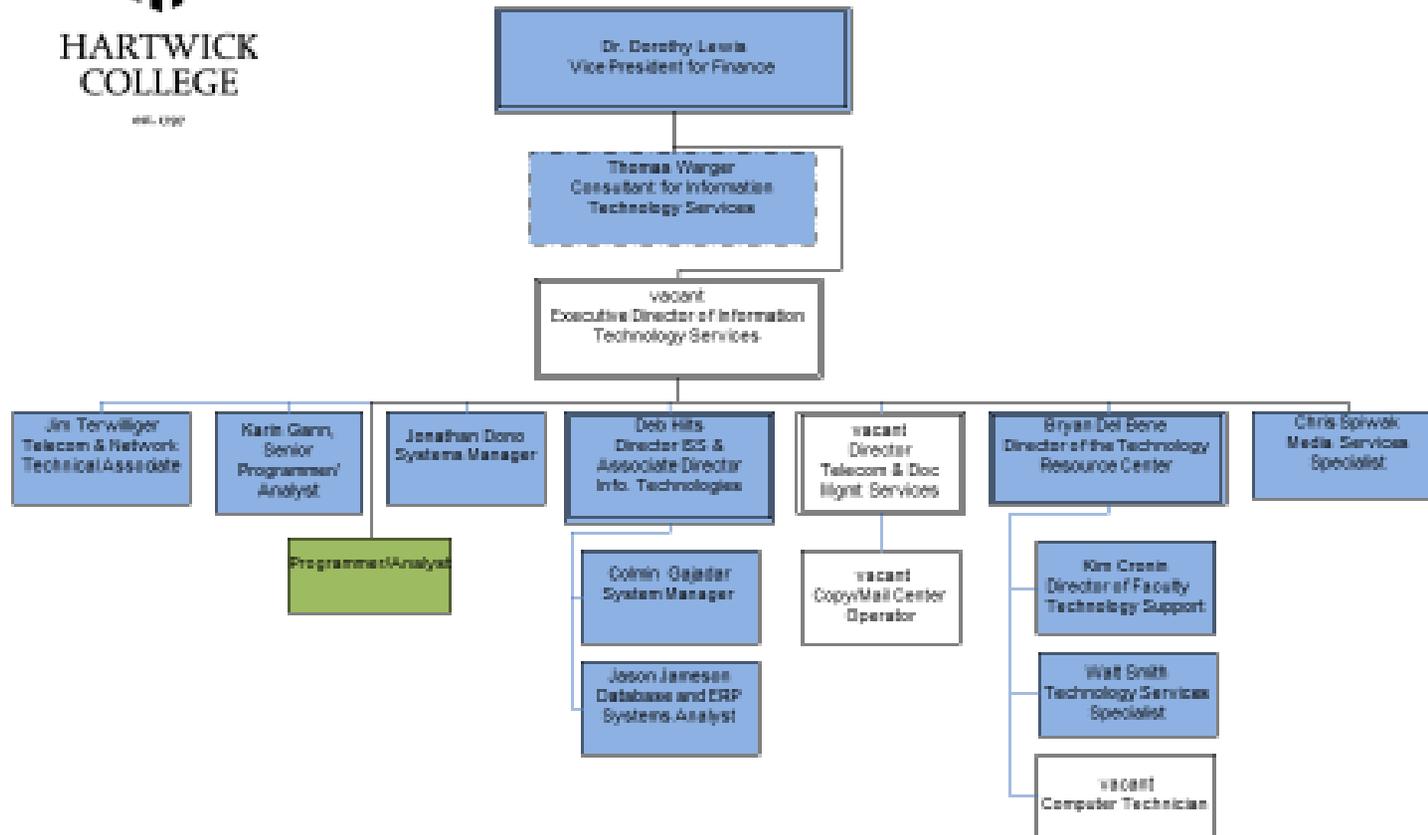
Hartwick College  
Enrollment Management and Student Experience-  
Perella Wellness Center  
June 22, 2020



Hartwick College  
Persistence and Student Success  
June 22, 2020



Hartwick College  
Finance  
June 22, 2020

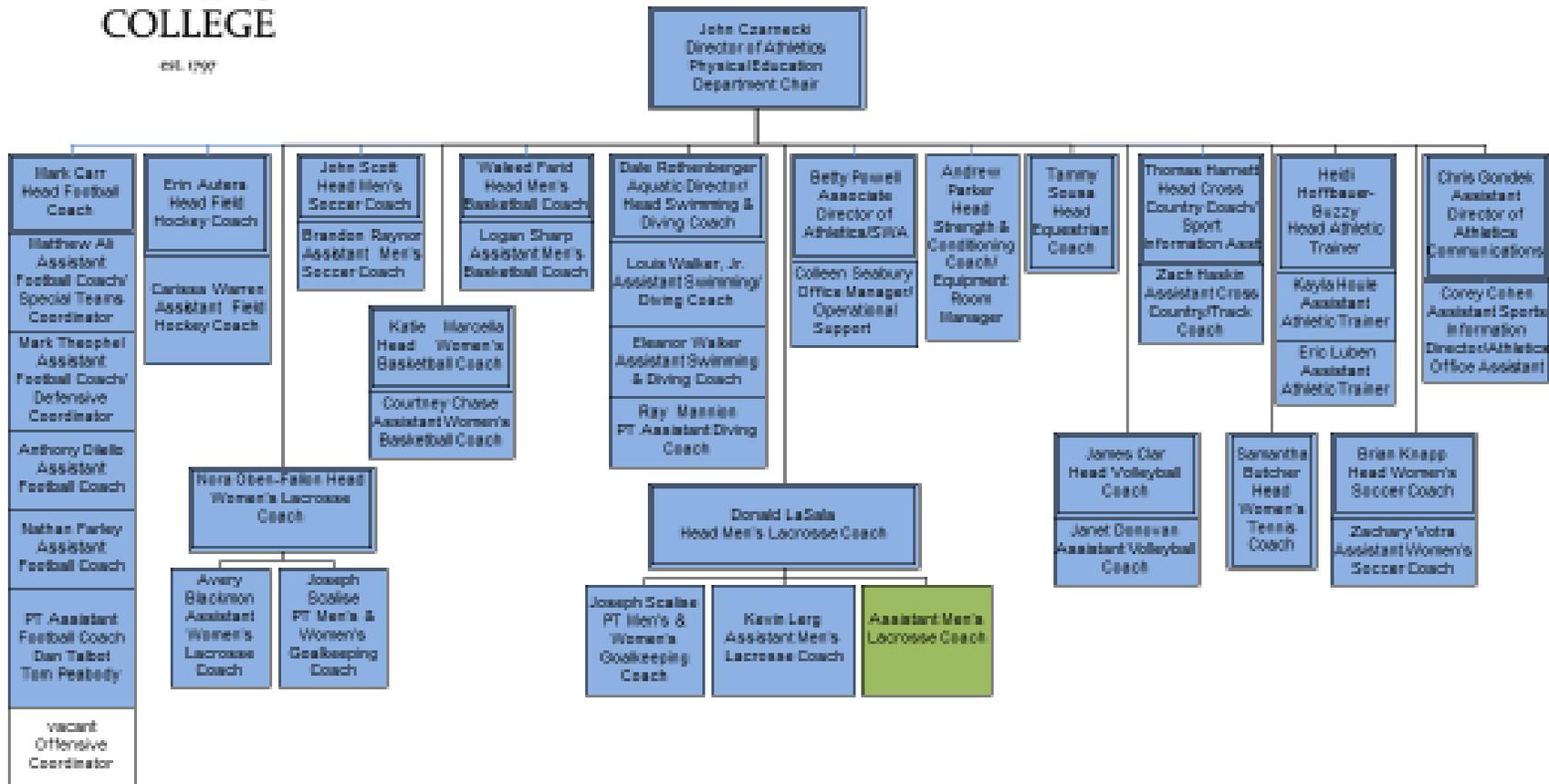


Hartwick College  
Finance  
Information Technologies  
June 22, 2020



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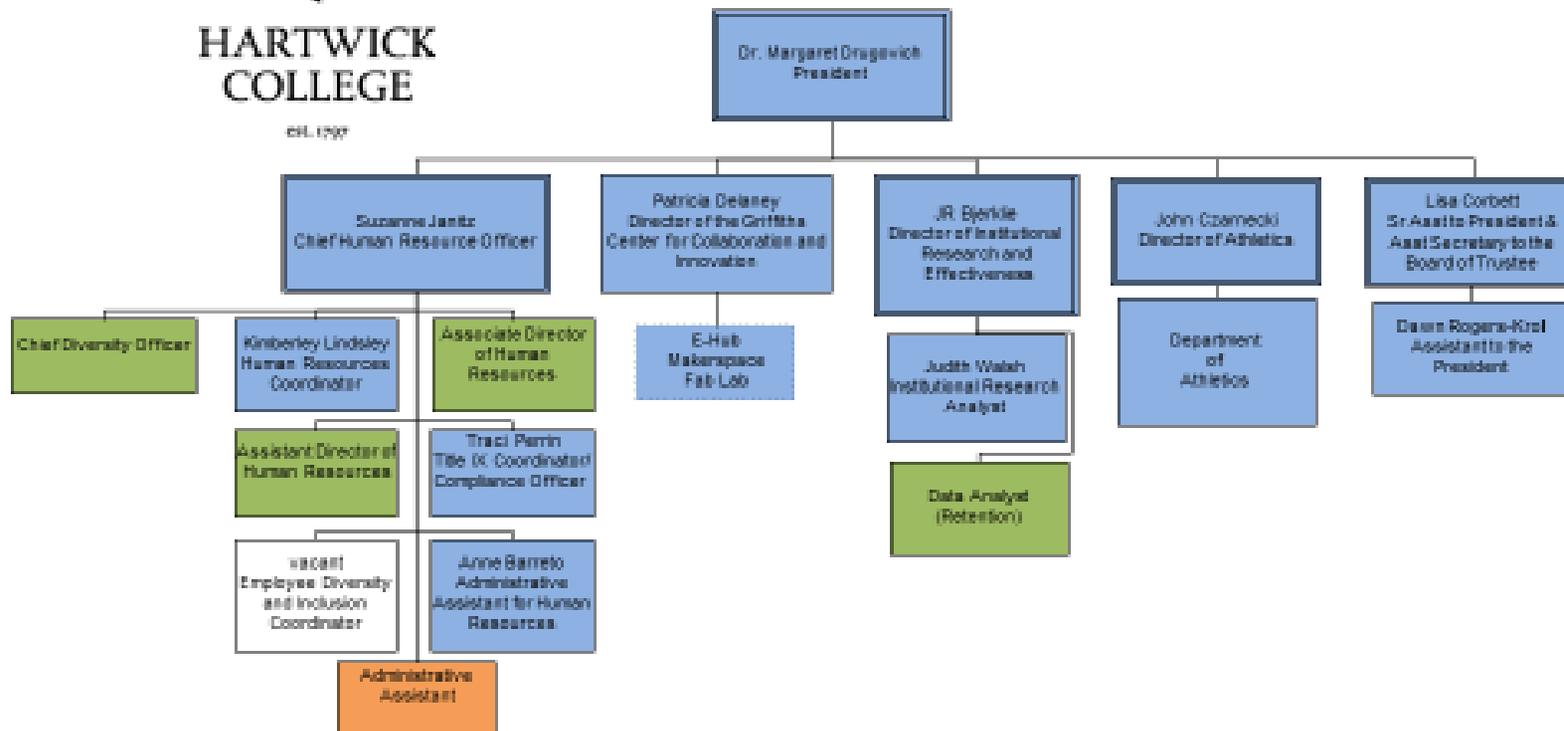


Hartwick College  
President's Office-  
Athletics  
June 22, 2020



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Hartwick College  
President's Office, Athletics,  
Human Resources and Institutional Research  
June 22, 2020

# Section 2: Academic Affairs



HARTWICK  
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## Hartwick Academic Affairs

| Academic Year  | 2015-2016                         | 2016-17         | 2017-18             | 2018-19             | 2019-20         | 2020-21                         |
|--|-----------------------------------|-----------------|---------------------|---------------------|-----------------|---------------------------------|
| <b><u>Academic Programs</u></b>                                  |                                   |                 |                     |                     |                 |                                 |
| # Majors   | 34                                | 35              | 35                  | 35                  | 35              | 35                              |
| # Minors   | 40                                | 45              | 45                  | 45                  | 45              | 45                              |
| # Individual Student Programs                                    | 7                                 | 6               | 5                   | 0                   | 0               | 0                               |
| # Unique Courses Offered   | 516                               | 532             | 486                 | 463                 | 493             | 453                             |
| # Sections Offered   | 757                               | 834             | 691                 | 785                 | 804             | 778                             |
| # 3-year Program Participants                                    | 107                               | 94              | 98                  | 99                  |                 |                                 |
| <b><u>Experiential Learning</u></b>                              |                                   |                 |                     |                     |                 |                                 |
| # J-Term Participants  | 209                               | 122             | 136                 | 133                 | 134             | na                              |
| J-Term Participants (% of all Students)                          | 15.0%                             | 8.9%            | 11.3%               | 11.1%               | 11.2%           | na                              |
| # Study Abroad Participants (Including J-term)                   | 248                               | 151             | 153                 | 160                 | 155             | na                              |
| Study Abroad Participants - Including J-term (% of all Students) | 17.8%                             | 10.9%           | 12.7%               | 13.3%               | 13.0%           | na                              |
| # Internship Participants  | 213                               | 137             | 128                 | 110                 | 45              | 13                              |
| Internship Participants (% of all Students)                      | 15.3%                             | 9.9%            | 10.6%               | 9.1%                | 3.7%            | 1.1%                            |
| # Community-based Service Participants                           | 577                               | 482             | 328                 | 390                 |                 |                                 |
| Community Service Participants (% of all Students)               | 41.5%                             | 34.8%           | 27.3%               | 32.4%               | na              | na                              |
| # Students Participating in Scholars Showcase                    | 238                               | 338             | 204                 | 212                 | canceled        |                                 |
| # Career Service Advising Appointments                           | 1260                              | 935             | 618                 | 624                 | 526             | 167                             |
| <b><u>Academic Affairs Spending</u></b>                          |                                   |                 |                     |                     |                 |                                 |
| \$ of all Academic Affairs Spending                              | \$20,117,813                      | \$ 16,995,364   | \$15,630,424        | \$15,382,957        |                 |                                 |
| \$ of Instruction Spending                                       | \$14,838,550                      | \$ 14,160,898   | \$12,862,850        | \$12,592,076        |                 |                                 |
| Instruction as % of Academic Affairs Spending                    | 73.8%                             | 83.3%           | 82.3%               | 81.9%               |                 |                                 |
| <b><u>Popular Majors - Top Five by % of Graduates</u></b>        |                                   |                 |                     |                     |                 |                                 |
| Total Graduates  | 312                               | 392             | 274                 | 225                 | 233             | 186                             |
| #1 Major   | Business (19%)                    | Business (20%)  | Business (19%)      | Business (20%)      | Nursing (24%)   | Nursing (19%)                   |
| #2 Major   | Nursing (14%)                     | Nursing (18%)   | Nursing (18%)       | Nursing (16%)       | Business (15%)  | Business (12%)                  |
| #3 Major   | Biology (14%)                     | Biology (10%)   | Sociology (15%)     | Biology (10%)       | Biology (9%)    | Psychology (7%)                 |
| #4 Major   | Political Sci./<br>Sociology (8%) | Sociology (9%)  | Biology (12%)       | Sociology (8%)      | Psychology (7%) | Public Health (7%)              |
| #5 Major   | English<br>(6%)                   | Psychology (8%) | Political Sci. (8%) | Political Sci. (7%) | Sociology (6%)  | Biology /Sociology<br>(6% each) |

## Hartwick Academic Affairs

| Academic Year   | 2015-2016 | 2016-17 | 2017-18 | 2018-19 | 2019-20 | 2020-21 |
|---|-----------|---------|---------|---------|---------|---------|
| <b><u>Faculty Teaching Load</u></b>   |           |         |         |         |         |         |
| <b>Student to Faculty Ratio (by FTE)</b>  | 10.4      | 10.6    | 10.8    | 11.2    | 10.7    | 11.4    |
| <b>Number of Courses Taught per Full-time Faculty</b>                                     | 6.2       | 6.3     | 6.5     | 6.1     | 6.2     | 6.0     |
| <b>Number of Credits Taught per Full-time Faculty</b>                                     | 20.0      | 19.4    | 20.0    | 18.5    | 17.7    | 16.9    |
| <b>FTE Students Taught by Full-time Faculty</b>   | 1141      | 1061    | 1008    | 1001    | 1067    | 967     |
| <b>% FTE Students Taught by Full-time Faculty</b>   | 76.2%     | 77.6%   | 76.7%   | 76.8%   | 70.7%   |         |
| <b>% Sections Taught by Full-time Faculty</b>   | 77.4%     | 72.5%   | 72.0%   | 69.6%   | 66.4%   | 64.9%   |
| <b>% Faculty Load Taught by Full-time Faculty</b>   | 76.8%     | 75.2%   | 74.9%   | 76.1%   | 75.6%   | 72.4%   |
| <b>Average Number of Credits per Year (Students)</b>                                      | 28.7      | 29.0    | 28.7    | 29.3    | 27.3    | 28.0    |
| <b>Proportion of First Year Students with One Adjunct Professor</b>                       | 89.0%     | 83.6%   | 74.6%   | 77.4%   | 83.0%   | 73.0%   |
| <b>Proportion of First Year Students with Two or More Adjunct Professors</b>              | 46.0%     | 43.2%   | 18.5%   | 32.2%   | 40.7%   | 40.4%   |
| <b><u>Faculty Information</u></b>   |           |         |         |         |         |         |
| <b># New Faculty Hires in Tenure-track Lines</b>  | 7         | 8       | 8       | 10      | 5       | 4       |
| <b># Full-time Faculty Lines</b>  | 109       | 111     | 113     | 103     | 103     | 103     |
| <b># Tenure Approvals</b>   | 0         | 2       | 0       | 2       | 2       | 2       |
| <b>Promotions: Asst. Professor to Assoc. Professor</b>                                    | 0         | 2       | 0       | 2       | 2       | 2       |
| <b>Promotions: Associate Professor to Full Professor</b>                                  | 3         | 5       | 3       | 2       | 4       | 2       |
| <b>% of all Full-time Faculty with Tenure</b>   | 67.0%     | 65.9%   | 57.2%   | 58.4%   | 54.5%   | 50.5%   |
| <b>% of FT lines that are tenure-track</b>  | 86.2%     | 84.7%   | 85.4%   | 87.1%   | 81.3%   | 83.3%   |
| <b>Average Number Years of Hartwick College Service Prior to Tenure Decision Approval</b> | n/a       | 5.5     | n/a     | 6.5     | 6.5     | 5.5     |
| <b><u>Library Information</u></b>   |           |         |         |         |         |         |
| <b># Library Volumes</b>  | 337,994   | 338,162 | 338,174 | 266,123 | 209,301 | 209,405 |
| <b># FTE Library Staff</b>  | 9.4       | 7.1     | 7.7     | 7.7     | 7.7     | 7.2     |
| <b><u>Faculty Achievement</u></b>   |           |         |         |         |         |         |
| <b># Publications in Peer-reviewed Journals</b>   | 23        | N/A     | N/A     | N/A     | N/A     | N/A     |
| <b># Conference Presentations</b>   | 96        | N/A     | N/A     | N/A     | N/A     | N/A     |
| <b># Books</b>  | 3         | N/A     | N/A     | N/A     | N/A     | N/A     |

## Hartwick Academic Affairs

| Academic Year   | 2015-2016  | 2016-17               | 2017-18              | 2018-19           | 2019-20           | 2020-21     |
|---|------------|-----------------------|----------------------|-------------------|-------------------|-------------|
| <b><u>Three-Year Degree Program</u></b>                               |            |                       |                      |                   |                   |             |
| <b>Total Enrollment Headcount</b>                                     | 107        | 94                    | 98                   | 99                | 99                | 99          |
| # First Year Student  | 33         | 31                    | 40                   | 30                | 30                | 30          |
| # Returning Student Enrollment  | 74         | 63                    | 58                   | 69                | 69                | 69          |
| # 3YD Graduates   | 24         | 26                    | 23                   | 25                | 25                | 25          |
| <b>Average High School GPA</b>  |            |                       |                      |                   |                   |             |
| 3YD First Year Students   | 91.2       | 90.6                  | 91.1                 | 91.0              | 91.6              | 91.5        |
| non-3YD First Year Students   | 87.4       | 86.2                  | 86.4                 | 86.6              | 87.0              | 86.4        |
| <b>First-to-Second Year Retention</b>                                 | 80.6%      | 81.5%                 | 86.7%                | 76.0%             | 86.3%             | 78.0%       |
| <b>Average College GPA by the End of First Semester</b>               | 3.25       | 3.24                  | 3.18                 | 3.35              | 3.21              | 3.31        |
| <b>% Students with 40 credits Completed by the End of First Year</b>  | 90.9%      | 80.6%                 | 82.5%                | 62.5%             |                   | 60.7%       |
| <b>% Students with 80 Credits Completed by the End of Second Year</b> | 90.6%      | 95.5%                 | 91.7%                | 87.1%             |                   | 78.1%       |
| <b>Top Five Majors</b>  |            |                       |                      |                   |                   |             |
| <b>#1 Major</b>   | Nursing    | Nursing               | Nursing              | Nursing           | Nursing           | Nursing     |
| <b>#2 Major</b>   | Biology    | Biology/ Business     | Political Sci        | Political Sci     | Political Sci     | Business    |
| <b>#3 Major</b>   | Business   | Political Sci         | Biology              | Biology           | Biology           | Criminology |
| <b>#4 Major</b>   | Psychology | Psychology            | English              | Psychology        | Psychology        | Psychology  |
| <b>#5 Major</b>   | 5 tied     | History/ Computer Sci | Psychology/ Business | Business/ English | Business/ English | Biology     |

## Hartwick Assessment Measures

|  | Academic Year |             |            |            |           |           |
|--|---------------|-------------|------------|------------|-----------|-----------|
|  | 2015-16       | 2016-17     | 2017-18    | 2018-19    | 2019-2020 | 2020-2021 |
| <b># (%) of Academic Departments (of 23) with Assessment Plans on File</b>   | 23 (100%)     | 23 (100%)   | 23 (100%)  | 23 (100%)  | 23 (100%) | 23 (100%) |
| <b># (%) of Departments with Clearly Stated Student Learning Outcomes</b>  | 23 (100%)     | 23 (100%)   | 23 (100%)  | 23 (100%)  | 23 (100%) | 23 (100%) |
| <b># (%) of Academic Departments who Submitted Annual Assessment Reports</b>   | 22 (96%)      | 22 (96%)    | 19 (83%)   | 19 (83%)   | 19 (83%)  | 14 (61%)  |
| <b># (%) of Academic Departments that Included Review of Data or Analysis in their Report</b>  | 22 (95.65%)   | 22 (95.65%) | 19 (83%)   | 19 (83%)   | 19 (83%)  | 14 (61%)  |
| <b># (%) of Academic Departments Reporting on the "Feedback" Loop (using assessment results to modify program or other assessment processes)</b> | 21 (95.65%)   | 21 (91.30%) | 19 (83%)   | 19 (83%)   | 19 (83%)  | 14 (61%)  |
| <b># (%) of Academic Departments that Included Identified Changes to Improve Student Learning as a Result of Assessment Activities</b>           | 20 (91.30%)   | 14 (60.87%) | 17 (73.9%) | 17 (73.9%) | NA        | NA        |
| <b># (%) of Academic Departments that Included Identified Changes to Improve Assessment Process as a Result of Assessment Activities</b>         | 8 (35.78%)    | 13 (56.52%) | 16 (69.6%) | 16 (69.6%) | NA        | NA        |

Notes: na - all departments are implementing changes to improve student learning and the assessment process as part of Flightpath.

## Class of 2021 Graduate Outcomes

Using in-person requests, an email campaign, and personal follow-up by career services, this year the survey yielded a 57% response rate between May and September 2021

### Of the repondents:

- 56% are working at a full or part time job.
- Of those employed, 85% are employed by an organization; others are employed freelance, are self-employed, or are engaged in military service.
- **The median reported income is \$56,000**
- 26% are pursuing additional education.

## Class of 2020 Graduate Outcomes

Using in-person requests, an email campaign, and personal follow-up by career services, this year the survey yielded a 43% response rate between May and September 2020

### Of the repondents:

- 49% are working at a full or part time job.
  
- Of those employed, 98% are employed by an organization.
  
- **The median reported income is \$50,000**
  
- 21% are pursuing additional education.



## Class of 2019 Graduate Outcomes

Using in-person requests, an email campaign and personal follow-up by Career Services, this year: the survey yielded an 94% response rate between May and September 2019.

Of the respondents:

- 67% are working at a full or part-time job.
- Of those employed, 64% are employed by an organization; 6% are employed in an internship. Others are either employed freelance, are self-employed, or are engaged in military service.
- **The median reported income is \$45,000.**
- 12% are enrolled in additional education. Of those example degrees being pursued include Medical Doctor, Doctor of Philosophy, Juris Doctor, Master of Business Administration and Master of Education degrees. Most common graduate degrees are in Education, Law and Chemistry.
- Top industries: Health Services; Education; hospitality and business.
- Key Geographic Locations: 81% are working in the Northeast; 57% are working in the West.
- When searching for a post-graduation occupation, 58% searched near their hometown.
- Engagement: While at Hartwick, 57% report having completed an internship; 21% reported having completed service learning; 37% studied abroad.
- Satisfaction: 80% of respondents are doing something now that is related (very or somewhat) to his or her major. 83% are somewhat or very satisfied with their current occupation.]



## Class of 2018 Graduate Outcomes

Using in-person requests, an email campaign and personal follow-up by Career Services, this year: the survey yielded an 95% response rate between May and October 2018.

### Of the respondents:

- 63% are working at a full or part-time job.
- Of those employed, 37% are employed by an organization; 2% are employed in an internship. Others are either employed freelance, are self-employed, or are engaged in military service.
- **The median reported income is \$40,000.**
- 14% are enrolled in additional education. Of those example degrees being pursued include Medical Doctor, Doctor of Philosophy, Juris Doctor, Master of Business Administration and Master of Education degrees. Most common graduate degrees are in Law and the Physical Sciences.
- Top industries: Health Services; Education; Retail; Social Services; Accounting and Marketing.
- Key Geographic Locations: 71% are working in the Northeast; 48% are working in the South.
- When searching for a post-graduation occupation, 60% searched near their hometown.
- Engagement: While at Hartwick, 53% report having completed an internship; 28% reported having completed service learning; 26% studied abroad.
- Satisfaction: 71% of respondents are doing something now that is related (very or somewhat) to his or her major. 73% are somewhat or very satisfied with their current occupation.



## Class of 2017 Graduate Outcomes

Using in-person requests, an email campaign and personal follow-up by Career Services, this year: the survey yielded an 84% response rate between May and October 2017.

Of the respondents:

- 63% are working at a full or part-time job.
- Of those employed, 70% are employed by an organization; 4% are employed in an internship. Others are either employed freelance, are self-employed, or are engaged in military service.
- **The median reported income is \$40,000.**
- 18% are enrolled in additional education. Of those example degrees being pursued include Medical Doctor, Doctor of Philosophy, Juris Doctor, Master of Business Administration and Master of Education degrees. Most common graduate degrees are in Education, Law and Chemistry.
- Top industries: 24% are employed in Health Services; 9% are employed in Education; and 4% are employed in hospitality.
- Key Geographic Locations: 83% are working in the Northeast; 52% are working in the West.
- When searching for a post-graduation occupation, 61% searched near their hometown.
- Engagement: While at Hartwick, 59% report having completed an internship; 30% reported having completed service learning; 41% studied abroad.
- Satisfaction: 74% of respondents are doing something now that is related (very or somewhat) to his or her major. 75% are somewhat or very satisfied with their current occupation.

# Section 3: Enrollment Management & Student Experience



HARTWICK  
COLLEGE

est. 1797

## Hartwick Student Enrollment

| Academic Year:<br>Fall:                                  | 2016-17<br>2016 | 2017-18<br>2017 | 2018-19<br>2018 | 2019-20<br>2019 | 2020-2021<br>2020 | 2021-2022<br>2021 |
|--|-----------------|-----------------|-----------------|-----------------|-------------------|-------------------|
| <b><u>Admission</u></b>                                  |                 |                 |                 |                 |                   |                   |
| <b># New First Year Total</b> (Including Int'l Students) | 402             | 351             | 407             | 376             | 389               | 360               |
| <b># New Transfers Total</b>                             | 36              | 39              | 34              | 41              | 28                | 35                |
| <b># New International Total</b>                         | 12              | 7               | 10              | 6               | 7                 | 11                |
| <b># First Year Applications Total</b>                   | 3,505           | 3,249           | 4,443           | 4,731           | 4,107             | 3,934             |
| <b>% Admit of Actionable First Year Applications</b>     | 90.5%           | 91.2%           | 90.0%           | 88.5%           | 93.0%             | 95.4%             |
| <b>% Admit of all First Year Applications</b>            | 84.2%           | 84.1%           | 79.9%           | 76.7%           | 82.4%             | 82.9%             |
| <b>% Yield</b> (admit to enroll)                         | 14.0%           | 12.8%           | 11.4%           | 10.4%           | 11.5%             | 11.0%             |
| <b><u>% New First Year by Location</u></b>               |                 |                 |                 |                 |                   |                   |
| NYS  | 76.7%           | 76.3%           | 72.4%           | 71.0%           | 77.4%             | 68.3%             |
| CT, MA, NH, RI, ME, VT                                   | 9.5%            | 7.9%            | 9.1%            | 9.8%            | 11.1%             | 8.9%              |
| PA   | 1%              | 2.8%            | 3.4%            | 4.2%            | 2.8%              | 4.4%              |
| NJ   | 3.2%            | 4.8%            | 4.8%            | 4.2%            | 2.3%              | 4.7%              |
| Other US   | 6.8%            | 6.6%            | 7.8%            | 9.3%            | 9.5%              | 10.8%             |
| Outside of US  | 2.9%            | 1.7%            | 2.4%            | 1.5%            | 1.8%              | 2.8%              |
| <b><u>Retention Rates</u></b>                            |                 |                 |                 |                 |                   |                   |
| <b>First to Second Year Retention</b>                    | 70.4%           | 69.2%           | 74.0%           | 74.0%           | 74.5%             | 62.7%             |
| <b>Second to Third Year Retention</b>                    | 84.0%           | 79.9%           | 76.5%           | 74.9%           | 82.4%             | 80.0%             |
| <b>Third to Fourth Year Retention</b> (4yr-degree Only)  | 82.8%           | 87.0%           | 98.0%           | 84.5%           | 81.7%             | 88.3%             |
| <b><u>Graduation Rates</u></b> (Entering Fall Cohort)    |                 |                 |                 |                 |                   |                   |
| <b>4-year Graduation Rate</b>                            | 2010            | 2011            | 2012            | 2013            | 2014              | 2015              |
|  | 53.9%           | 50.7%           | 53.6%           | 59.8%           | 54.2%             | 53.4%             |
| <b>5-year Graduation Rate</b>                            | 59.7%           | 54.8%           | 58.3%           | 64.2%           | 57.3%             | 55.1%             |
| <b>6-year Graduation Rate</b>                            | 60.9%           | 55.6%           | 59.2%           | 65.9%           | 58.0%             | 55.7%             |
| <b><u>Enrollment by Semester</u></b>                     |                 |                 |                 |                 |                   |                   |
| Total Fall Enrollment Headcount                          | 1,396           | 1,201           | 1,176           | 1,193           | 1,203             | 1,164             |
| Total Spring Enrollment Headcount                        | 1,305           | 1,090           | 1,050           | 1,107           | 1,080             |                   |
| <b>Total Unduplicated Enrollment Headcount</b>           | <b>1,435</b>    | <b>1,277</b>    | <b>1,238</b>    | <b>1,191</b>    | <b>1,228</b>      |                   |

## Hartwick Student Enrollment

| Academic Year:<br>Fall:   | 2016-17<br>2016  | 2017-18<br>2017  | 2018-19<br>2018   | 2019-20<br>2019  | 2020-2021<br>2020  | 2021-2022<br>2021  |
|---|--|--|---|--|--|--|
| <b><u>Fall Enrollment by Class</u></b>  |  |  |   |  |  |  |
| Freshman  | 437  | 411  | 483   | 472  | 461  | 431  |
| Sophomore   | 267  | 272  | 246   | 274  | 307  | 248  |
| Junior  | 292  | 238  | 223   | 214  | 230  | 239  |
| Senior  | 386  | 273  | 213   | 221  | 200  | 240  |
| NonDegree   | 14   | 7  | 11  | 12   | 4  | 5  |
| <b><u>Fall Enrollment by Academic Load (exc. NonDegree)</u></b>   |  |  |   |  |  |  |
| Part Time   | 52   | 28   | 29  | 24   | 13   | 24   |
| Full Time   | 1,344  | 1,173  | 1,147   | 1,169  | 1,185  | 1,135  |
| <b>% New First Year with Declared Nursing Major</b>   | 21.5%  | 20.2%  | 11.6%   | 17.2%  | 17.7%  | 18.6%  |
| <b>% New First Year - White (exc. "Unknown")</b>  | 62.1%  | 58.4%  | 55.0%   | 56.9%  | 54.8%  | 58.3%  |
| <b>% New First Year - ALANA (exc. "Unknown")</b>  | 25.0%  | 25.0%  | 18.0%   | 28.2%  | 31.6%  | 31.1%  |
| <b><u>Top 5 Declared Majors of New First Year Students</u></b>  |  |  |   |  |  |  |
|   | Nursing<br>Undeclared<br>Business<br>Biology<br>Psychology | Nursing<br>Business<br>Undeclared<br>Biology<br>Psychology | Nursing<br>Undeclared<br>Business<br>Biology<br>Crim. Justice | Nursing<br>Business<br>Undeclared<br>Psychology<br>Biology | Nursing<br>Business<br>Undeclared<br>Psychology<br>Biology | Nursing<br>Business<br>Undeclared<br>Psychology<br>Biology |
| <b><u>Test Scores and HS GPA</u></b>  |  |  |   |  |  |  |
| <b>Average Middle 50% SAT Scores of New First Year</b><br>(of students submitting SAT scores)             | 950-1110   | 930-1100   | 1050-1190   | 1040-1190  | 1050-1180  | 1060-1200  |
| <b>% New First Year Enrollees Submitting SAT</b> (of<br>students submitting SAT scores)                   | 57.9%  | 51.0%  | 53.8%   | 50.2%  | 50.4%  | 7.8%   |
| <b>First Year to Second Year Retention of <i>Current</i></b><br><b>Students Submitting SAT Scores</b>     | 73.5%  | 68.2%  | 80.0%   | 81.4%  | 70.7%  |  |
| <b>First Year to Second Year Retention of <i>Current</i></b><br><b>Students NOT Submitting SAT Scores</b> | 66.1%  | 70.4%  | 72.8%   | 67.9%  | 57.3%  |  |

### Hartwick Student Enrollment

| Academic Year:<br>Fall:  | 2016-17<br>2016 | 2017-18<br>2017 | 2018-19<br>2018 | 2019-20<br>2019 | 2020-2021<br>2020 | 2021-2022<br>2021 |
|--|-----------------|-----------------|-----------------|-----------------|-------------------|-------------------|
| <b>Average HS GPA of New First Year</b>  | 87.3            | 86.3            | 87.2            | 87.3            | 84.7              | 87.6              |
| <b>Avg HS GPA of <i>Current</i> First Year Non-Retained Students</b>                       | 84.7            | 84.4            | 84.6            | 84.2            | 82.3              |                   |
| <b>Avg HS GPA of <i>Current</i> First Year Retained Students</b>                           | 88.2            | 87.6            | 87.2            | 88.1            | 86.6              |                   |
| <b><u>Retention Rates</u></b>  |                 |                 |                 |                 |                   |                   |
| <b>All First Year</b>  | 70.4%           | 69.2%           | 74.0%           | 74.0%           | 74.5%             | 62.7%             |
| <b>ALANA</b>   | 62.6%           | 62.5%           | 62.7%           | 62.7%           | 72.6%             | 51.2%             |
| <b>Athletes at Entry</b>   | 77.0%           | 68.7%           | 73.9%           | 73.9%           | 75.6%             | 68.2%             |
| <b>Women</b>   | 77.2%           | 72.2%           | 78.7%           | 78.7%           | 76.4%             | 67.0%             |
| <b><u>Tuition Discount</u></b>   |                 |                 |                 |                 |                   |                   |
| <b>Tuition Discount: First Year US</b>   | 61.0%           | 65.6%           | 69.3%           | 72.5%           | 73.0%             | 76.1%             |
| <b>Tuition Discount: First Year non-US</b>   | 97.0%           | 73.1%           | 70.2%           | 77.5%           | 80.3%             | 86.0%             |
| <b>Tuition Discount: All First Year Students</b>   | 62.0%           | 65.7%           | 69.3%           | 72.6%           | 73.2%             | 76.3%             |
| <b>Tuition Discount: All Fulltime Degree-seeking</b>                                       | 56.4%           | 59.6%           | 62.6%           | 65.6%           | 68.1%             | 70.2%             |
| <b><u>Financial Aid</u></b>  |                 |                 |                 |                 |                   |                   |
| Total \$ Institutional Aid to New First Year   | \$10,487,422    | \$9,990,826     | \$12,595,419    | \$12,553,463    | \$12,556,732      | \$13,635,056      |
| % New First Year who Received Institutional Aid  | 100.0%          | 100.0%          | 100.0%          | 100.0%          | 98.7%             | 99.0%             |
| % Increase From Prior Year   | 50.7%           | -4.7%           | 26.1%           | -0.33%          | 0.03%             | 8.59%             |
| Total \$ Required to Meet all Documented Need  | \$3,905,241     | \$2,562,111     | \$3,191,903     | \$2,411,484     | \$2,319,007       | \$2,143,200       |
| Average Unmet Need of <i>Current</i> First Year Students<br>Not Retained to Following Fall | \$8,841         | \$12,883        | \$8,326         | \$9,197         | \$7,474           |                   |
| Average Unmet Need of <i>Current</i> First Year Students<br>Retained to Following Fall     | \$7,481         | \$8,473         | \$7,043         | \$7,643         | \$5,063           |                   |
| Total \$ Institutional Aid to Continuing Students  | \$20,611,545    | \$18,955,025    | \$18,246,747    | \$21,378,098    | \$24,145,589      | \$26,572,237      |
| Total \$ Required to Meet all Need   | \$7,874,697     | \$6,675,403     | \$5,630,458     | \$5,303,844     | \$4,917,047       | \$6,826,244       |

### Hartwick Student Enrollment

| Academic Year:   | 2016-17     | 2017-18     | 2018-19     | 2019-20     | 2020-2021   | 2021-2022   |
|--|-------------|-------------|-------------|-------------|-------------|-------------|
| Fall:  | 2016        | 2017        | 2018        | 2019        | 2020        | 2021        |
| <b>New First Year who Applied for Aid</b>                |             |             |             |             |             |             |
| <b>Total Unmet Need for First Year Class (\$)</b>        | \$3,905,241 | \$2,562,111 | \$3,191,903 | \$2,411,484 | \$2,319,007 | \$2,143,200 |
| <b>Average Income</b>                                    | \$98,245    | \$95,438    | \$100,438   | \$104,527   | \$101,249   | \$109,963   |
| <b>Average Need</b>                                      | \$41,649    | \$5,558     | \$4,788     | \$4,446     | \$4,087     | \$5,864     |
| <b>Average Unmet Need</b>                                | \$10,612    | \$7,883     | \$8,650     | \$7,010     | \$6,302     | \$5,953     |
| <b>Average Unmet Need</b> (All Full-time Degree-seeking) | \$8,565     | \$8,316     | \$8,143     | \$7,113     | \$6,027     | \$5,463     |
| <b><u>Cohort Default Rates on Student Loans</u></b>      | 16.8%       | 23.1%       | 13.6%       | NA          | NA          | NA          |

The retention rate is the percent of the fall full-time degree-seeking cohort from the prior year that re-enrolled at Hartwick as either full- or part-time in the current year.

ALANA includes African American, Hispanic/Latino, Asian American, and American/Alaska Native. Internationals are not counted for this group.

Student athletes were identified based on the NCAA 1st Day of Competition rosters.

Tuition discount rate = total institutional aid/total tuition

Unmet need = cost of attendance - all aid(not private)-EFC

## Hartwick College Net Tuition Revenue 2008 - 2020: Year-End Final For All Full-Time Degree-Seeking Students

| Academic Year | Total Tuition Revenue | Total Institutional Aid | Tuition Discount Rate | Net Tuition Revenue |
|---------------|-----------------------|-------------------------|-----------------------|---------------------|
| 2008-09       | \$44,509,514          | \$19,783,461            | 44.4%                 | \$24,726,053        |
| 2009-10       | \$46,105,980          | \$20,549,011            | 44.6%                 | \$25,556,969        |
| 2010-11       | \$50,142,230          | \$22,872,929            | 45.6%                 | \$27,269,301        |
| 2011-12       | \$51,563,185          | \$24,888,307            | 48.3%                 | \$26,674,878        |
| 2012-13       | \$53,061,445          | \$26,600,742            | 50.1%                 | \$26,460,703        |
| 2013-14       | \$58,043,170          | \$30,966,426            | 53.4%                 | \$27,076,744        |
| 2014-15       | \$58,897,702          | \$31,233,663            | 53.0%                 | \$27,664,039        |
| 2015-16       | \$55,070,405          | \$29,470,128            | 53.5%                 | \$25,600,277        |
| 2016-17       | \$55,903,977          | \$31,035,645            | 55.5%                 | \$24,868,332        |
| 2017-18       | \$50,827,108          | \$29,205,238            | 57.5%                 | \$21,621,870        |
| 2018-19       | \$51,054,294          | \$30,784,896            | 60.3%                 | \$20,269,398        |
| 2019-20       | \$54,167,445          | \$32,703,990            | 60.4%                 | \$21,463,455        |
| 2020-21       | \$54,064,209          | \$36,702,321            | 67.9%                 | \$17,361,888        |

|   |           | <b>Hartwick Student Experience</b> |             |             |             |             |             |
|---|-----------|------------------------------------|-------------|-------------|-------------|-------------|-------------|
| Academic Year   |           | 2015-2016                          | 2016-2017   | 2017-2018   | 2018-2019   | 2019-2020   | 2020-2021   |
| Fiscal Year ending:   |           | 6/30/2016                          | 6/30/2017   | 6/30/2018   | 6/30/2019   | 6/30/2020   | 6/30/2021   |
| <b><u>Staffing</u></b>  |           |                                    |             |             |             |             |             |
| # Residence Life Staff (professional staff)                                   |           | 6                                  | 6           | 6           | 6           | 4           | 5           |
|   | Full-time | 5                                  | 5           | 5           | 5           | 4           | 5           |
|   | Part-time | 1                                  | 1           | 1           | 1           | 0           | 0           |
| # Residence Life Staff (Paraprofessional)                                     |           | 36                                 | 36          | 33          | 33          | 42          | 36          |
| # Challenge Education Staff   |           |                                    | 1           | 0.5         | 0.5         | 0.5         | 0.5         |
| # Challenge Education (Paraprofessional)                                      |           |                                    | 15          | 10          | 8           | 10          | NA          |
|   | Full-time |                                    | 2           | 0           | 0           | 0           | NA          |
|   | Part-time |                                    | 0           | 0           | 9           | 10          | NA          |
| # Safety Staff (including Dispatch)   |           | 13                                 | 16          | 16          | 16          | 18          | 20          |
|   | Full-time | 12                                 | 13          | 13          | 13          | 12          | 14          |
|   | Part-time | 1                                  | 3           | 3           | 3           | 6           | 6           |
| # Direct Programming Staff (Full Time)  |           | 4                                  | 5           | 5           | 5           | 5           | 5           |
| <b><u>Operating Budget</u></b>  |           |                                    |             |             |             |             |             |
| Operating Budget for Student Experience                                       |           | \$5,897,355                        | \$7,143,896 | \$3,549,641 | \$4,591,318 | \$5,731,670 | \$5,348,169 |
| Student Activities Budget as a % of Total Student Experience Operating Budget |           | 11.6%                              | 9.0%        | 17.8%       | 13.8%       | 15.2%       | 13.7%       |
| <b><u>General Information</u></b>   |           |                                    |             |             |             |             |             |
| # Campus Programs   |           | 501                                | 726         | 926         | 999         | 842         | 866         |
| # Alcohol Violations  |           | 42                                 | 63          | 96          | 85          | 122         | 62          |
| # Drug Violations   |           | 35                                 | 43          | 55          | 42          | 60          | 38          |
| # Suspensions Based Upon SE Infractions                                       |           | 2                                  | 6           | 6           | 6           | 5           | 4           |
| # Expulsions Based Upon SE Infractions  |           | 1                                  | 2           | 2           | 0           | 0           | 0           |
| # Campus Beds   |           | 1,201                              | 1,134       | 1,135       | 1,276       | 1,125       | 1,125       |
| % Occupancy at Opening  |           | 89.3%                              | 90.8%       | 82.8%       | 79.0%       | 68.0%       | 88.0%       |
| # Residence Hall Programs   |           | 481                                | 334         | 498         | 239         | 331         | 184         |

NOTE: Student Experience staff and structure were completely reorganized in AY 2019-2020

| <b>3YD Statistics for First Year Students Enrolled in Fall 2021, as of Fall Census</b>                                |                               |                                     |                                     |
|---|-------------------------------|-------------------------------------|-------------------------------------|
|   | <b>3YD</b>                    | <b>non-3YD FRFT</b>                 | <b>All FRFT FY</b>                  |
| <b>N</b>  | 98                            | 1061                                | 1159                                |
| <b>% of total FRFT class</b>  | 7.5%                          | 92.5%                               |                                     |
| <b>Gender</b>   |                               |                                     |                                     |
| Male  | 21.4%                         | 44.0%                               | 42.1%                               |
| Female  | 78.6%                         | 56.0%                               | 57.9%                               |
| <b>State</b>  |                               |                                     |                                     |
| NY  | 73.5%                         | 72.4%                               | 72.5%                               |
| non-NY domestic   | 21.4%                         | 25.4%                               | 25.1%                               |
| international   | 5.1%                          | 2.2%                                | 2.4%                                |
| # states represented  | 11                            | 35                                  | 35                                  |
| <b>Race</b>   |                               |                                     |                                     |
| White   | 52.0%                         | 60.2%                               | 59.5%                               |
| ALANA   | 28.6%                         | 25.1%                               | 25.4%                               |
| Unknown or international  | 19.4%                         | 14.7%                               | 15.1%                               |
| <b>% First generation</b>   | 23.5%                         | 26.6%                               | 26.3%                               |
| <b>% filed FAFSA</b>  | 93.9%                         | 93.5%                               | 93.5%                               |
| <b>% Pell</b>   | 37.8%                         | 34.4%                               | 34.7%                               |
| <b>Avg EFC</b>  | \$17,832                      | \$18,184                            | \$18,154                            |
| <b>Avg documented need</b>  | \$42,387                      | \$38,180                            | \$38,535                            |
| <b>Avg unmet need</b>   | \$5,332                       | \$5,936                             | \$5,885                             |
| <b>Avg institutional aid</b>  | \$37,384                      | \$34,410                            | \$34,661                            |
| <b>% from public high school - FRFT only</b>  |                               |                                     |                                     |
| <b><u>Academic Profile</u></b>  |                               |                                     |                                     |
| <b>Avg HS GPA</b>   | 92.6                          | 87.2                                | 87.6                                |
| <b>Avg SAT (for all)</b>  | 1295                          | 1101                                | 1113                                |
| <b># Academic Programs Represented</b>  | 19                            | 36                                  | 36                                  |
| <b>Top Three Most Popular Programs - Declared as of FA19 Census (Count reflects students with one or more majors)</b> | Nursing, Psychology, Business | Nursing, Business, Criminal Justice | Nursing, Business, Criminal Justice |
| <b>Fall-fall retention (returning to Fall 2020)</b>   | 78.0%                         | 71.9%                               | 72.4%                               |

| <b>3YD Statistics for First Year Students Enrolled in Fall 2021, as of Fall Census</b>                                |                              |                                     |  |
|---|------------------------------|-------------------------------------|--|
|   | <b>3YD</b>                   | <b>non-3YD FRFT</b>                 | <b>All FRFT FY</b>                             |
| <b>N</b>  | 31                           | 358                                 | 389  |
| <b>% of total FRFT class</b>  | 8.0%                         | 92.0%                               |  |
| <b>Gender</b>   |                              |                                     |  |
| Male  | 24.8%                        | 44.1%                               | 42.4%  |
| Female  | 75.2%                        | 55.9%                               | 57.6%  |
| <b>State</b>  |                              |                                     |  |
| NY  | 83.9%                        | 76.8%                               | 77.4%  |
| non-NY domestic   | 16.1%                        | 21.2%                               | 20.8%  |
| international   | 0.0%                         | 2.0%                                | 1.8%   |
| # states represented  | 6                            | 20                                  | 20   |
| <b>Race</b>   |                              |                                     |  |
| White   | 51.6%                        | 55.0%                               | 54.8%  |
| ALANA   | 35.5%                        | 31.3%                               | 31.6%  |
| Unknown or international  | 12.9%                        | 13.7%                               | 13.6%  |
| <b>% First generation</b>   | 29.0%                        | 35.2%                               | 34.7%  |
| <b>% filed FAFSA</b>  | 89.5%                        | 93.3%                               | 92.9%  |
| <b>% Pell</b>   | 39.0%                        | 39.4%                               | 39.4%  |
| <b>Avg EFC</b>  | \$13,962                     | \$17,503                            | \$17,194                                       |
| <b>Avg documented need</b>  | \$39,782                     | \$35,737                            | \$36,091                                       |
| <b>Avg unmet need</b>   | \$6,025                      | \$6,020                             | \$6,020  |
| <b>Avg institutional aid</b>  | \$33,469                     | \$30,253                            | \$30,534                                       |
| <b>% from public high school - FRFT only</b>  |                              |                                     |  |
| <b><u>Academic Profile</u></b>  |                              |                                     |  |
| <b>Avg HS GPA</b>   | 91.7                         | 85.9                                | 86.4   |
| <b>Avg SAT (for all)</b>  | 1145                         | 1119                                | 1122   |
| <b># Academic Programs Represented</b>  | 24                           | 37                                  | 37   |
| <b>Top Three Most Popular Programs - Declared as of FA19 Census (Count reflects students with one or more majors)</b> | Nursing, Psychology, Biology | Nursing, Business, Criminal Justice | Nursing, Business, Criminal Justice/Psychology |
| <b>Fall-fall retention (returning to Fall 2020)</b>   | 87.0%                        | 73.7%                               | 74.5%  |

| <b>3YD Statistics for First Year Students Enrolled in Fall 2021, as of Fall Census</b>                                |                                  |                            |                            |
|---|----------------------------------|----------------------------|----------------------------|
|   | <b>3YD</b>                       | <b>non-3YD FRFT</b>        | <b>All FRFT FY</b>         |
| <b>N</b>  | 21                               | 355                        | 376                        |
| <b>% of total FRFT class</b>  | 5.6%                             | 94.4%                      |                            |
| <b>Gender</b>   |                                  |                            |                            |
| Male  | 68.0%                            | 56.7%                      | 57.4%                      |
| Female  | 32.0%                            | 43.3%                      | 42.6%                      |
| <b>State</b>  |                                  |                            |                            |
| NY  | 60.0%                            | 71.2%                      | 70.5%                      |
| non-NY domestic   | 32.0%                            | 27.6%                      | 27.9%                      |
| international   | 8.0%                             | 1.1%                       | 1.6%                       |
| # states represented  | 8                                | 24                         | 25                         |
| <b>Race</b>   |                                  |                            |                            |
| White   | 40.0%                            | 27.4%                      | 28.2%                      |
| ALANA   | 48.0%                            | 57.5%                      | 56.9%                      |
| Unknown or international  | 12.0%                            | 15.1%                      | 14.9%                      |
| <b>% First generation</b>   | 32.0%                            | 23.6%                      | 24.2%                      |
| <b>% filed FAFSA</b>  | 100.0%                           | 92.6%                      | 93.1%                      |
| <b>% Pell</b>   | 47.8%                            | 42.0%                      | 42.3%                      |
| <b>Avg EFC</b>  | \$14,495                         | \$26,614                   | \$25,817                   |
| <b>Avg documented need</b>  | \$47,043                         | \$44,009                   | \$44,185                   |
| <b>Avg unmet need</b>   | \$5,376                          | \$6,612                    | \$6,535                    |
| <b>Avg institutional aid</b>  | \$36,043                         | \$34,466                   | \$34,563                   |
| <b>% from public high school - FRFT only</b>  |                                  |                            |                            |
| <b><u>Academic Profile</u></b>  |                                  |                            |                            |
| <b>Avg HS GPA</b>   | 91.7                             | 87.0                       | 87.3                       |
| <b>Avg SAT (for all)</b>  | 1010                             | 1055                       | 1053                       |
| <b># Academic Programs Represented</b>  | 13                               | 30                         | 31                         |
| <b>Top Three Most Popular Programs - Declared as of FA19 Census (Count reflects students with one or more majors)</b> | Nursing, Business, 4 tied with 2 | Nursing, Biology, Business | Nursing, Biology, Business |
| <b>Fall-fall retention (returning to Fall 2020)</b>   | 86.3%                            | 76.7%                      | 77.4%                      |

| <b>3YD Statistics for First Year Students Enrolled in Fall 2018, as of Fall Census</b> |                                 |                               |                               |
|--|---------------------------------|-------------------------------|-------------------------------|
|  | <b>3YD</b>                      | <b>non-3YD FRFT</b>           | <b>All FRFT FY</b>            |
| <b>N</b>   | 29                              | 378                           | 407                           |
| <b>% of total FRFT class</b>   | 7.1%                            | 92.9%                         |                               |
| <b>Gender</b>  |                                 |                               |                               |
| Male   | 10.3%                           | 43.7%                         | 41.3%                         |
| Female   | 89.7%                           | 56.3%                         | 58.7%                         |
| <b>State</b>   |                                 |                               |                               |
| NY   | 62.1%                           | 73.3%                         | 72.5%                         |
| non-NY domestic  | 34.5%                           | 24.3%                         | 25.1%                         |
| international  | 3.4%                            | 2.4%                          | 2.5%                          |
| # states represented   | 9                               | 23                            | 24                            |
| <b>Race</b>  |                                 |                               |                               |
| White  | 65.5%                           | 61.1%                         | 61.4%                         |
| ALANA  | 10.3%                           | 16.9%                         | 16.5%                         |
| Unknown or international   | 24.1%                           | 22.0%                         | 22.1%                         |
| <b>% First generation</b>  | 17.2%                           | 17.2%                         | 17.2%                         |
| <b>% filed FAFSA</b>   | 92.0%                           | 93.2%                         | 92.9%                         |
| <b>% Pell</b>  | 52.0%                           | 43.6%                         | 44.2%                         |
| <b>Avg EFC</b>   | \$7,936                         | \$17,457                      | \$16,878                      |
| <b>Avg documented need</b>   | \$52,163                        | \$44,940                      | \$45,616                      |
| <b>Avg unmet need</b>  | \$7,732                         | \$8,039                       | \$8,019                       |
| <b>Avg institutional aid</b>   | \$34,186                        | \$31,881                      | \$32,022                      |
| <b>% from public high school - FRFT only</b>   |                                 |                               |                               |
| <b><u>Academic Profile</u></b>   |                                 |                               |                               |
| <b>Avg HS GPA</b>  | 93.1                            | 86.8                          | 87.3                          |
| <b>Avg SAT (for all)</b>   | 1148                            | 1044                          | 1054                          |
| <b># Academic Programs Represented</b>   | 11                              | 30                            | 31                            |
| <b>Top Three Most Popular Programs - Declared as of FA18</b>                           |                                 |                               |                               |
| <b>Census (Count reflects students with one or more majors)</b>                        | Nursing, Biology,<br>Psychology | Nursing, Business,<br>Biology | Nursing, Business,<br>Biology |
| <b>Fall-fall retention (returning to Fall 2019)</b>                                    | 79.3%                           | 73.5%                         | 74.0%                         |

| <b>3YD Statistics for First Year Students Enrolled in Fall 2017, as of Fall Census</b>                                |  |                            |                            |
|---|--|----------------------------|----------------------------|
|   | <b>3YD</b>   | <b>non-3YD FRFT</b>        | <b>All FRFT FY</b>         |
| <b>N</b>  | 30   | 321                        | 351                        |
| <b>% of total FRFT class</b>  | 8.6%   | 91.5%                      |                            |
| <b>Gender</b>   |  |                            |                            |
| Male  | 33.3%  | 45.8%                      | 44.7%                      |
| Female  | 66.7%  | 54.2%                      | 55.3%                      |
| <b>State</b>  |  |                            |                            |
| NY  | 80.0%  | 76.0%                      | 76.4%                      |
| non-NY domestic   | 20.0%  | 22.1%                      | 21.9%                      |
| international   | 0.0%   | 1.9%                       | 1.7%                       |
| # states represented  | 7  | 19                         | 20                         |
| <b>Race</b>   |  |                            |                            |
| White   | 50.0%  | 59.2%                      | 58.4%                      |
| ALANA   | 16.7%  | 25.9%                      | 25.1%                      |
| Unknown or international  | 33.3%  | 15.0%                      | 16.5%                      |
| <b>% First generation</b>   | 6.7%   | 18.1%                      | 17.1%                      |
| <b>% filed FAFSA</b>  | 90.0%  | 94.6%                      | 94.2%                      |
| <b>% Pell</b>   | 53.3%  | 46.7%                      | 47.3%                      |
| <b>Avg EFC</b>  | \$11,145   | \$15,031                   | \$14,709                   |
| <b>Avg documented need</b>  | \$47,195   | \$44,304                   | \$44,544                   |
| <b>Avg unmet need</b>   | \$9,437  | \$8,752                    | \$8,811                    |
| <b>Avg institutional aid</b>  | \$29,933   | \$28,863                   | \$28,956                   |
| <b>% from public high school - FRFT only</b>  |  |                            |                            |
| <b><u>Academic Profile</u></b>  |  |                            |                            |
| <b>Avg HS GPA</b>   | 91.1   | 85.7                       | 86.1                       |
| <b>Avg SAT (for all)</b>  | 1043   | 1002                       | 1006                       |
| <b># Academic Programs Represented</b>  | 13   | 26                         | 26                         |
| <b>Top Three Most Popular Programs - Declared as of FA17 Census (Count reflects students with one or more majors)</b> | Nursing, English, Political Science & Psychology (tie) | Nursing, Business, Biology | Nursing, Business, Biology |
| <b>Fall-fall retention (returning to Fall 2018)</b>   | 83.9%  | 67.8%                      | 69.2%                      |

# Section 4: Institutional Research, Benchmarking, Retention Rates, Graduation Rates



HARTWICK  
COLLEGE

est. 1797

## Benchmarking Comparisons against Hartwick Peers and Aspirational Group

### 1. Ratings from the College-Search Surveys

| Benchmark             | 2021-22 data release year |        |                    |            | 2020-21 data release year |            |                    |          | 2019-20 data release year |            |                    |            |
|-----------------------|---------------------------|--------|--------------------|------------|---------------------------|------------|--------------------|----------|---------------------------|------------|--------------------|------------|
|                       | USNews                    | Forbes | Washington Monthly | THE/ WSJ   | USNews                    | Forbes     | Washington Monthly | THE/ WSJ | USNews                    | Forbes     | Washington Monthly | THE/ WSJ   |
| <b>HARTWICK</b>       | <b>146</b>                |        | <b>125</b>         | <b>359</b> | <b>146</b>                | <b>579</b> | <b>83</b>          |          | <b>160</b>                | <b>579</b> | <b>130</b>         | <b>360</b> |
| Alfred University     | unranked                  |        | unranked           | >500       | unranked                  | 580        | 102                |          | unranked                  | 580        | 36 (M)             | 501-600    |
| Elmira                | 6 *                       |        | unranked           | na         | 6 *                       | 626        | unranked           |          | 6 *                       | 626        | 17 (B)             | unranked   |
| Hobart & WilliamSmith | 75LA/ 67#                 |        | 55                 | 160        | 75LA/ 67#                 | 190        | 44                 |          | 72 #                      | 190        | 46                 | 143        |
| Ithaca                | 10 (reg)                  |        | unranked           | 231        | 10 (reg)                  | 243        | 101                |          | unranked +                | 243        | 183 °              | 234        |
| Juniata               | 75                        |        | 73                 | na         | 75                        | 269        | 36                 |          | 82 # +                    | 269        | 72                 | unranked   |
| Lycoming              | 124/ !                    |        | 61                 | 297        | 124/ !                    | 554        | 77                 |          | 117 +                     | 554        | 100                | 351        |
| Moravian              | 141 / !                   |        | 104                | 315        | 141 / !                   | 440        | 141                |          | 136 +                     | 440        | 77                 | 285        |
| Susquehanna           | 117 +                     |        | 52                 | 207        | 117 +                     | 453        | 81                 |          | 117 +                     | 453        | 63                 | 208        |
| Ursinus               | 85LA/ 77#                 |        | 95                 | 175        | 85LA/ 77#                 | 296        | 136                |          | 82 # +                    | 296        | 76                 | 172        |
| Wittenberg            | 155                       |        | 107                |            | 155                       | 470        | 110                |          | 160                       | 470        | 115                | 389        |

#### Aspirational

|              |            |  |    |     |            |     |          |  |        |     |    |     |
|--------------|------------|--|----|-----|------------|-----|----------|--|--------|-----|----|-----|
| Allegheny    | 82 # +     |  | 34 | 164 | 82 # +     | 351 | 26       |  | 82 # + | 351 | 39 | 160 |
| Dickinson    | 50LA/44#   |  | 28 | 99  | 50LA/44#   | 120 | 28       |  | 46 #   | 120 | 49 | 100 |
| Gettysburg   | 54         |  | 50 | 122 | 54         | 138 | 29       |  | 53 #   | 138 | 54 | 101 |
| Hamilton     | 13LA/ 15#  |  | 16 | 58  | 13LA/ 15#  | 59  | 22       |  | 14 #   | 59  | 19 | 59  |
| Muhlenberg   | 67         |  | 79 | 166 | 67         | 470 | 73       |  | 72 #   | 470 | 78 | 167 |
| Skidmore     | 38 LA/ 48# |  | 70 | 102 | 38 LA/ 48# | 101 | 62       |  | 39 #   | 101 | 83 | 93  |
| St. Lawrence | 57LA/ 71#  |  | 99 | 192 | 57LA/ 71#  | 158 | unranked |  | 58 # + | 158 | 79 | 187 |
| Union        | 50LA /75#  |  | 38 | 134 | 50LA /75#  | 104 | 60       |  | 45 #   | 104 | 41 | 115 |

\* regional university

\*\* regional college

° Northeast colleges

£ economic diversity

I most innovative

HS counselor rating

T best UG teaching

¥ study abroad

§ UG research

w writing in the disciplines

# Best Value

+' A+ Schools for B Students

% least debt

| 2018-19 data release year |        |                    |          | 2017-18 data release year |        |                    |          | 2016-17 data release year |        |                    |          |
|---------------------------|--------|--------------------|----------|---------------------------|--------|--------------------|----------|---------------------------|--------|--------------------|----------|
| USNews                    | Forbes | Washington Monthly | THE/ WSJ | USNews                    | Forbes | Washington Monthly | THE/ WSJ | USNews                    | Forbes | Washington Monthly | THE/ WSJ |
| unranked                  | 541    | 129                | 380      | 165 \$                    | 509    | 198                | 360      | 159                       | 501    | 192                | 342      |
| 62 *                      | 562    | 35 (M)             | 501-600  | 48*                       | 547    | 63                 | 500      | 159                       | 498    | 74                 | 467      |
| unranked                  | 595    | 189                | 498      | 165                       | 562    | 166                | 601-800  | 174                       | 511    | 183                | 501-600  |
| 68                        | 173    | 42                 | 132      | 65 +                      | 172    | 57                 | 140      | 65 +                      | 126    | 84                 | 147      |
| 9 *                       | 214    | 89 (M)             | 240      | 8*# +                     | 237    | 100 M              | 211      | 6 * +                     | 239    | 107                | 212      |
| 86                        | 279    | 87                 | 200      | 106 +                     | 277    | 99                 | 209      | 108 +                     | 172    | 69                 | 237      |
| 131                       | 549    | 134                | 309      | 147                       | 532    | 101                | 417      | 154                       | 479    | 137                | 444      |
| 155                       | 460    | 77                 | 282      | 165                       | 459    | 50                 | 283      | 159                       | 466    | 76                 | 279      |
| 135                       | 391    | 36                 | 189      | 141 +                     | 306    | 27                 | 172      | 132 +                     | 318    | 54                 | 180      |
| 90                        | 293    | 89                 | 177      | 93 + \$                   | 252    | 78                 | 191      | 95 +                      | 175    | 56                 | 185      |
| 168                       | 435    | 154                | 446      | 158 +                     | 340    | 130                | 396      | 154 +                     | 246    | 119                | 355      |
| 76                        | 306    | 25                 | 134      | 82 + \$ I                 | 304    | 68                 | 128      | 77 +                      | 285    | 30                 | 131      |
| 51                        | 118    | 57                 | 116      | 51 ¥                      | 118    | 75                 | 113      | 41                        | 80     | 73                 | 112      |
| 49                        | 130    | 80                 | 100      | 46                        | 138    | 87                 | 110      | 51                        | 121    | 93                 | 123      |
| 16                        | 60     | 12                 | 67       | 18 # % w £<br>I T         | 65     | 21                 | 61       | 12 # ^ &                  | 50     | 29                 | 64       |
| 81                        | 174    | 90                 | 195      | 71 +                      | 164    | 119                | 202      | 65 +                      | 128    | 111                | 163      |
| 41                        | 102    | 109                | 120      | 41 +                      | 94     | 159                | 143      | 38 + &                    | 85     | 139                | 151      |
| 56                        | 157    | 117                | 173      | 58 +                      | 179    | 153                | 160      | 53 +                      | 153    | 177                | 176      |
| 39                        | 101    | 53                 | 93       | 36                        | 111    | 36                 | 92       | 38                        | 71     | 48                 | 94       |

Comparing Rankings:

Each agent has its own method to determine rankings and college characteristics may not be considered equally

Each ranking uses it's own population:

US News - Liberal Arts Colleges unless otherwise noted (released September)

Forbes - overall rankings (released early August)

Washington Monthly - Liberal Arts Colleges unless otherwise noted (released end of August)

Times Higher Ed/Wall Street Journal - Liberal Arts Colleges unless otherwise noted (released August)

## Benchmarking Comparisons against Hartwick Peers and Aspirational Group

### 5. Academic Affairs

*(Dollar values are not adjusted for inflation.)*

#### Comparison Group I:

#### Peers

2019-20

| Institution                   | Student to Faculty Ratio | Total Faculty FTE | Professor Average Salary | Associate Professor Average Salary | Assistant Professor Average Salary | All Faculty Average Salary | Instructional Expense per Student FTE (FY2019) |
|-------------------------------|--------------------------|-------------------|--------------------------|------------------------------------|------------------------------------|----------------------------|--|
| Alfred University             | 10                       | 162               | \$69,750                 | \$58,354                           | \$53,320                           | \$59,468                   | \$9,745  |
| Elmira                        | 10                       | 75                | \$58,442                 | \$51,309                           | \$46,791                           | \$49,368                   | \$10,427                                       |
| Hobart & WilliamSmith         | 10                       | 203               | \$97,820                 | \$75,159                           | \$64,359                           | \$76,837                   | \$16,518                                       |
| Ithaca                        | 10                       | 555               | \$102,829                | \$85,761                           | \$69,100                           | \$82,590                   | \$12,992                                       |
| Juniata                       | 11                       | 115               | \$86,048                 | \$71,679                           | \$63,130                           | \$76,563                   | \$12,315                                       |
| Lycoming                      | 12                       | 94                | \$88,765                 | \$74,506                           | \$61,996                           | \$69,685                   | \$11,102                                       |
| Moravian                      | 9                        | 234               | \$80,782                 | \$73,963                           | \$64,166                           | \$70,069                   | \$12,394                                       |
| Susquehanna                   | 13                       | 170               | \$83,657                 | \$73,849                           | \$68,802                           | \$72,647                   | \$11,097                                       |
| Ursinus                       | 10                       | 140               | \$101,131                | \$83,469                           | \$73,182                           | \$80,972                   | \$13,817                                       |
| Wittenberg University         | 12                       | 123               | \$75,023                 | \$63,538                           | \$58,397                           | \$66,300                   | \$9,907  |
| Hartwick College              | 9                        | 127               | \$82,799                 | \$71,509                           | \$62,716                           | \$71,528                   | \$14,133                                       |
| <b>Mean of Peers</b>          | 12                       | 187               | \$84,425                 | \$71,159                           | \$62,324                           | \$70,450                   | \$12,031                                       |
| <b>Max of Peers</b>           | 16                       | 555               | \$102,829                | \$85,761                           | \$73,182                           | \$82,590                   | \$16,518                                       |
| <b>Median of Peers</b>        | 12                       | 151               | \$84,853                 | \$73,906                           | \$63,648                           | \$71,358                   | \$11,709                                       |
| <b>Min of Peers</b>           | 10                       | 75                | \$58,442                 | \$51,309                           | \$46,791                           | \$49,368                   | \$9,745  |
| <b>Institutions Reporting</b> | 10                       | 10                | 10                       | 10                                 | 10                                 | 10                         | 10   |
| <b>Total Institutions</b>     | 10                       | 10                | 10                       | 10                                 | 10                                 | 10                         | 10   |

**Comparison Group I:****Peers****2018-19**

| <b>Institution</b>               | <b>Student to Faculty Ratio</b> | <b>Total Faculty FTE</b> | <b>Professor Average Salary</b> | <b>Associate Professor Average Salary</b> | <b>Assistant Professor Average Salary</b> | <b>All Faculty Average Salary</b> | <b>Instructional Expense per Student FTE (FY2018)</b> |
|----------------------------------|---------------------------------|--------------------------|---------------------------------|---|---|-----------------------------------|---|
| <b>Alfred University</b>         | 11                              | 163                      | \$71,069                        | \$56,434                                  | \$54,632                                  | \$60,132                          | \$11,299  |
| <b>Elmira</b>                    | 11                              | 83                       | \$59,568                        | \$54,542                                  | \$49,985                                  | \$50,134                          | \$10,818  |
| <b>Hobart &amp; WilliamSmith</b> | 10                              | 224                      | \$111,632                       | \$82,094                                  | \$70,348                                  | \$83,646                          | \$16,180  |
| <b>Ithaca</b>                    | 10                              | 595                      | \$105,001                       | \$85,328                                  | \$69,798                                  | \$82,132                          | \$13,745  |
| <b>Juniata</b>                   | 11                              | 136                      | \$83,664                        | \$72,029                                  | \$59,511                                  | \$74,314                          | \$13,226  |
| <b>Lycoming</b>                  | 12                              | 97                       | \$90,037                        | \$74,867                                  | \$61,409                                  | \$69,767                          | \$11,826  |
| <b>Moravian</b>                  | 11                              | 212                      | \$85,317                        | \$74,477                                  | \$64,991                                  | \$71,455                          | \$13,199  |
| <b>Susquehanna</b>               | 12                              | 183                      | \$85,842                        | \$76,219                                  | \$68,792                                  | \$74,057                          | \$11,181  |
| <b>Ursinus</b>                   | 10                              | 135                      | \$102,497                       | \$83,976                                  | \$72,510                                  | \$81,567                          | \$13,932  |
| <b>Wittenberg University</b>     | 13                              | 142                      | \$74,849                        | \$63,551                                  | \$58,157                                  | \$65,851                          | \$10,044  |
| <b>Hartwick College</b>          | 10                              | 119                      | \$84,046                        | \$67,174                                  | \$63,738                                  | \$72,186                          | \$13,948  |
| <b>Mean of Peers</b>             | 11                              | 197                      | \$86,948                        | \$72,352                                  | \$63,013                                  | \$71,306                          | \$12,545  |
| <b>Max of Peers</b>              | 13                              | 595                      | \$111,632                       | \$85,328                                  | \$72,510                                  | \$83,646                          | \$16,180  |
| <b>Median of Peers</b>           | 11                              | 153                      | \$85,580                        | \$74,672                                  | \$63,200                                  | \$72,756                          | \$12,513  |
| <b>Min of Peers</b>              | 10                              | 83                       | \$59,568                        | \$54,542                                  | \$49,985                                  | \$50,134                          | \$10,044  |
| <b>Institutions Reporting</b>    | 10                              | 10                       | 10                              | 10  | 10  | 10                                | 10  |
| <b>Total Institutions</b>        | 10                              | 10                       | 10                              | 10  | 10  | 10                                | 10  |

**Comparison Group I:****Peers****2017-18**

| <b>Institution</b>               | <b>Student to Faculty Ratio</b> | <b>Total Faculty FTE</b> | <b>Professor Average Salary</b> | <b>Associate Professor Average Salary</b> | <b>Assistant Professor Average Salary</b> | <b>All Faculty Average Salary</b> | <b>Instructional Expense per Student FTE (FY2017)</b> |
|----------------------------------|---------------------------------|--------------------------|---------------------------------|---|---|-----------------------------------|---|
| <b>Alfred University</b>         | 10                              | 158                      | \$68,551                        | \$55,438                                  | \$53,471                                  | \$58,455                          | \$10,801  |
| <b>Elmira</b>                    | 10                              | 80                       | \$60,762                        | \$53,825                                  | \$49,694                                  | \$50,172                          | \$10,427  |
| <b>Hobart &amp; WilliamSmith</b> | 10                              | 234                      | \$116,843                       | \$82,698                                  | \$67,899                                  | \$85,522                          | \$16,518  |
| <b>Ithaca</b>                    | 10                              | 591                      | \$104,469                       | \$84,336                                  | \$68,432                                  | \$80,836                          | \$12,992  |
| <b>Juniata</b>                   | 12                              | 129                      | \$85,584                        | \$68,566                                  | \$60,258                                  | \$72,822                          | \$12,315  |
| <b>Lycoming</b>                  | 12                              | 99                       | \$90,356                        | \$72,295                                  | \$60,506                                  | \$69,126                          | \$11,102  |
| <b>Moravian</b>                  | 11                              | 191                      | \$87,612                        | \$73,865                                  | \$65,633                                  | \$72,151                          | \$12,394  |
| <b>Susquehanna</b>               | 13                              | 172                      | \$86,074                        | \$73,867                                  | \$67,739                                  | \$72,938                          | \$11,097  |
| <b>Ursinus</b>                   | 11                              | 135                      | \$100,000                       | \$82,303                                  | \$71,129                                  | \$80,035                          | \$13,817  |
| <b>Wittenberg University</b>     | 13                              | 136                      | \$73,903                        | \$62,430                                  | \$56,960                                  | \$64,880                          | \$9,907   |
| <b>Hartwick College</b>          | 10                              | 129                      | \$83,444                        | \$66,329                                  | \$61,583                                  | \$70,772                          | \$12,260  |
| <b>Mean of Peers</b>             | 11                              | 193                      | \$87,415                        | \$70,962                                  | \$62,172                                  | \$70,694                          | \$12,137  |
| <b>Max of Peers</b>              | 13                              | 591                      | \$116,843                       | \$84,336                                  | \$71,129                                  | \$85,522                          | \$16,518  |
| <b>Median of Peers</b>           | 11                              | 147                      | \$86,843                        | \$73,080                                  | \$63,070                                  | \$72,487                          | \$11,709  |
| <b>Min of Peers</b>              | 10                              | 80                       | \$60,762                        | \$53,825                                  | \$49,694                                  | \$50,172                          | \$9,907   |
| <b>Institutions Reporting</b>    | 10                              | 10                       | 10                              | 10  | 10  | 10                                | 10  |
| <b>Total Institutions</b>        | 10                              | 10                       | 10                              | 10  | 10  | 10                                | 10  |

**Comparison Group I:****Peers****2016-17**

| <b>Institution</b>               | <b>Student to Faculty Ratio</b> | <b>Total Faculty FTE</b> | <b>Professor Average Salary</b> | <b>Associate Professor Average Salary</b> | <b>Assistant Professor Average Salary</b> | <b>All Faculty Average Salary</b> | <b>Instructional Expense per Student FTE (FY2016)</b> |
|----------------------------------|---------------------------------|--------------------------|---------------------------------|---|---|-----------------------------------|---|
| <b>Alfred University</b>         | 13                              | 161                      | \$68,702                        | \$53,826                                  | \$52,703                                  | \$57,341                          | \$11,156  |
| <b>Elmira</b>                    | 11                              | 99                       | \$75,072                        | \$59,205                                  | \$53,827                                  | \$55,352                          | \$9,551   |
| <b>Hobart &amp; WilliamSmith</b> | 10                              | 213                      | \$117,583                       | \$84,069                                  | \$70,053                                  | \$87,008                          | \$15,924  |
| <b>Ithaca</b>                    | 10                              | 597                      | \$103,713                       | \$80,804                                  | \$67,955                                  | \$78,604                          | \$12,768  |
| <b>Juniata</b>                   | 13                              | 131                      | \$87,463                        | \$69,420                                  | \$61,190                                  | \$75,412                          | \$12,485  |
| <b>Lycoming</b>                  | 12                              | 100                      | \$88,260                        | \$72,103                                  | \$59,857                                  | \$66,927                          | \$10,475  |
| <b>Moravian</b>                  | 12                              | 204                      | \$84,102                        | \$71,127                                  | \$62,568                                  | \$69,093                          | \$11,788  |
| <b>Susquehanna</b>               | 12                              | 163                      | \$90,924                        | \$73,291                                  | \$65,409                                  | \$71,901                          | \$10,446  |
| <b>Ursinus</b>                   | 11                              | 137                      | \$97,753                        | \$79,171                                  | \$69,725                                  | \$78,759                          | \$12,925  |
| <b>Wittenberg University</b>     | 14                              | 135                      | \$72,508                        | \$60,645                                  | \$54,966                                  | \$63,862                          | \$9,701   |
| <b>Hartwick College</b>          | 10                              | 135                      | \$87,639                        | \$67,795                                  | \$59,282                                  | \$73,430                          | \$12,681  |
| <b>Mean of Peers</b>             | 12                              | 194                      | \$88,608                        | \$70,366                                  | \$61,825                                  | \$70,426                          | \$11,722  |
| <b>Max of Peers</b>              | 14                              | 597                      | \$117,583                       | \$84,069                                  | \$70,053                                  | \$87,008                          | \$15,924  |
| <b>Median of Peers</b>           | 12                              | 149                      | \$87,862                        | \$71,615                                  | \$61,879                                  | \$70,497                          | \$11,472  |
| <b>Min of Peers</b>              | 10                              | 99                       | \$68,702                        | \$53,826                                  | \$52,703                                  | \$55,352                          | \$9,551   |
| <b>Institutions Reporting</b>    | 10                              | 10                       | 10                              | 10  | 10  | 10                                | 10  |
| <b>Total Institutions</b>        | 10                              | 10                       | 10                              | 10  | 10  | 10                                | 10  |

**Comparison Group I:****Peers****2015-16**

| <b>Institution</b>               | <b>Student to Faculty Ratio</b> | <b>Total Faculty FTE</b> | <b>Professor Average Salary</b> | <b>Associate Professor Average Salary</b> | <b>Assistant Professor Average Salary</b> | <b>All Faculty Average Salary</b> | <b>Instructional Expense per Student FTE (FY2016)</b> |
|----------------------------------|---------------------------------|--------------------------|---------------------------------|---|---|-----------------------------------|---|
| <b>Alfred University</b>         | 13                              | 162                      | \$68,994                        | \$53,478                                  | \$51,363                                  | \$58,275                          | \$10,992  |
| <b>Elmira</b>                    | 12                              | 112                      | \$78,705                        | \$51,759                                  | \$50,742                                  | \$52,011                          | \$9,077   |
| <b>Hobart &amp; WilliamSmith</b> | 10                              | 214                      | \$116,649                       | \$84,375                                  | \$68,895                                  | \$86,238                          | \$15,171  |
| <b>Ithaca</b>                    | 11                              | 588                      | \$101,331                       | \$80,325                                  | \$66,753                                  | \$77,607                          | \$12,932  |
| <b>Juniata</b>                   | 13                              | 125                      | \$84,753                        | \$67,401                                  | \$60,255                                  | \$73,935                          | \$11,555  |
| <b>Lycoming</b>                  | 13                              | 96                       | \$86,679                        | \$70,686                                  | \$57,996                                  | \$67,419                          | \$9,108   |
| <b>Moravian</b>                  | 12                              | 177                      | \$81,387                        | \$69,345                                  | \$60,840                                  | \$66,771                          | \$11,460  |
| <b>Susquehanna</b>               | 12                              | 163                      | \$93,006                        | \$72,576                                  | \$64,278                                  | \$71,856                          | \$11,158  |
| <b>Ursinus</b>                   | 12                              | 136                      | \$97,686                        | \$77,841                                  | \$68,211                                  | \$78,498                          | \$13,013  |
| <b>Wittenberg University</b>     | 13                              | 141                      | \$72,693                        | \$58,563                                  | \$53,154                                  | \$62,478                          | \$9,894   |
| <b>Hartwick College</b>          | 11                              | 135                      | \$87,741                        | \$63,432                                  | \$59,157                                  | \$72,810                          | \$11,582  |
| <b>Mean of Peers</b>             | 12                              | 191                      | \$88,188                        | \$68,635                                  | \$60,249                                  | \$69,509                          | \$11,436  |
| <b>Max of Peers</b>              | 13                              | 588                      | \$116,649                       | \$84,375                                  | \$68,895                                  | \$86,238                          | \$15,171  |
| <b>Median of Peers</b>           | 12                              | 152                      | \$85,716                        | \$70,016                                  | \$60,548                                  | \$69,638                          | \$11,309  |
| <b>Min of Peers</b>              | 10                              | 96                       | \$68,994                        | \$51,759                                  | \$50,742                                  | \$52,011                          | \$9,077   |
| <b>Institutions Reporting</b>    | 10                              | 10                       | 10                              | 10  | 10  | 10                                | 10  |
| <b>Total Institutions</b>        | 10                              | 10                       | 10                              | 10  | 10  | 10                                | 10  |

**Comparison Group II: Aspirational****2019-20**

| Institution      | Student to Faculty Ratio | Total Faculty FTE | Professor Average Salary | Associate Professor Average Salary | Assistant Professor Average Salary | All Faculty Average Salary | Instructional Expense per Student FTE (FY2019) |
|------------------|--------------------------|-------------------|--------------------------|------------------------------------|------------------------------------|----------------------------|--|
| Allegheny        | 10                       | 164               | \$84,188                 | \$72,104                           | \$64,948                           | \$71,584                   | \$14,021                                       |
| Dickinson        | 9                        | 244               | \$107,865                | \$84,890                           | \$73,498                           | \$86,384                   | \$18,117                                       |
| Gettysburg       | 9                        | 256               | \$108,889                | \$89,591                           | \$72,791                           | \$88,705                   | \$17,067                                       |
| Hamilton         | 9                        | 216               | \$136,448                | \$105,342                          | \$84,200                           | \$104,191                  | \$29,438                                       |
| Muhlenberg       | 9                        | 229               | \$101,607                | \$81,264                           | \$71,420                           | \$82,340                   | \$17,606                                       |
| Skidmore         | 8                        | 322               | \$125,649                | \$99,276                           | \$73,480                           | \$91,093                   | \$22,608                                       |
| St. Lawrence     | 11                       | 205               | \$117,945                | \$93,416                           | \$71,217                           | \$91,859                   | \$17,530                                       |
| Union            | 10                       | 225               | \$131,081                | \$99,403                           | \$78,326                           | \$101,220                  | \$23,786                                       |
| Hartwick College | 9                        | 123               | \$82,799                 | \$71,509                           | \$62,716                           | \$71,528                   | \$14,133                                       |

|                        |    |     |           |           |          |           |          |
|------------------------|----|-----|-----------|-----------|----------|-----------|----------|
| Mean of Peers          | 9  | 233 | \$114,209 | \$90,661  | \$73,735 | \$89,672  | \$20,022 |
| Max of Peers           | 11 | 322 | \$136,448 | \$105,342 | \$84,200 | \$104,191 | \$29,438 |
| Median of Peers        | 9  | 227 | \$113,417 | \$91,504  | \$73,136 | \$89,899  | \$17,862 |
| Min of Peers           | 8  | 164 | \$84,188  | \$72,104  | \$64,948 | \$71,584  | \$14,021 |
| Institutions Reporting | 8  | 8   | 8         | 8         | 8        | 8         | 8        |
| Total Institutions     | 8  | 8   | 8         | 8         | 8        | 8         | 8        |

**Comparison Group II: Aspirational****2018-19**

| <b>Institution</b>            | <b>Student to Faculty Ratio</b> | <b>Total Faculty FTE</b> | <b>Professor Average Salary</b> | <b>Associate Professor Average Salary</b> | <b>Assistant Professor Average Salary</b> | <b>All Faculty Average Salary</b> | <b>Instructional Expense per Student FTE (FY2018)</b> |
|-------------------------------|---------------------------------|--------------------------|---------------------------------|---|---|-----------------------------------|---|
| <b>Allegheny</b>              | 10                              | ?                        | \$91,497                        | \$72,870                                  | \$65,009                                  | \$73,174                          | \$17,621  |
| <b>Dickinson</b>              | 9                               | 255                      | \$110,028                       | \$86,823                                  | \$71,317                                  | \$85,901                          | \$18,739  |
| <b>Gettysburg</b>             | 9                               | 257                      | \$108,864                       | \$89,794                                  | \$72,795                                  | \$88,220                          | \$17,397  |
| <b>Hamilton</b>               | 9                               | ?                        | \$139,090                       | \$107,021                                 | \$83,597                                  | \$106,233                         | \$32,474  |
| <b>Muhlenberg</b>             | 10                              | 236                      | \$100,513                       | \$79,477                                  | \$69,194                                  | \$79,835                          | \$16,931  |
| <b>Skidmore</b>               | 8                               | 320                      | \$127,387                       | \$98,549                                  | \$74,976                                  | \$91,050                          | \$21,528  |
| <b>St. Lawrence</b>           | 11                              | 213                      | \$116,913                       | \$92,725                                  | \$69,176                                  | \$89,525                          | \$18,387  |
| <b>Union</b>                  | 10                              | 219                      | \$133,349                       | \$100,634                                 | \$79,379                                  | \$103,938                         | \$23,499  |
| <b>Hartwick College</b>       | 10                              | 119                      | \$84,046                        | \$67,174                                  | \$63,738                                  | \$72,186                          | \$13,948  |
| <b>Mean of Peers</b>          | 10                              | 250                      | \$115,955                       | \$90,987                                  | \$73,180                                  | \$89,735                          | \$20,822  |
| <b>Max of Peers</b>           | 11                              | 320                      | \$139,090                       | \$107,021                                 | \$83,597                                  | \$106,233                         | \$32,474  |
| <b>Median of Peers</b>        | 9.5                             | 246                      | \$113,471                       | \$91,260                                  | \$72,056                                  | \$88,873                          | \$18,563  |
| <b>Min of Peers</b>           | 8                               | 213                      | \$91,497                        | \$72,870                                  | \$65,009                                  | \$73,174                          | \$16,931  |
| <b>Institutions Reporting</b> | 8                               | 8                        | 8                               | 8   | 8   | 8                                 | 8   |
| <b>Total Institutions</b>     | 8                               | 8                        | 8                               | 8   | 8   | 8                                 | 8   |

**Comparison Group II: Aspirational****2017-18**

| <b>Institution</b>            | <b>Student to Faculty Ratio</b> | <b>Total Faculty FTE</b> | <b>Professor Average Salary</b> | <b>Associate Professor Average Salary</b> | <b>Assistant Professor Average Salary</b> | <b>All Faculty Average Salary</b> | <b>Instructional Expense per Student FTE (FY2017)</b> |
|-------------------------------|---------------------------------|--------------------------|---------------------------------|---|---|-----------------------------------|---|
| <b>Allegheny</b>              | 10                              | 179                      | \$89,362                        | \$74,125                                  | \$60,822                                  | \$71,046                          | \$15,278  |
| <b>Dickinson</b>              | 9                               | 261                      | \$106,837                       | \$84,870                                  | \$71,527                                  | \$84,045                          | \$20,163  |
| <b>Gettysburg</b>             | 9                               | 259                      | \$109,181                       | \$88,493                                  | \$71,183                                  | \$86,773                          | \$17,050  |
| <b>Hamilton</b>               | 9                               | 209                      | \$145,090                       | \$117,118                                 | \$81,406                                  | \$111,529                         | \$30,747  |
| <b>Muhlenberg</b>             | 10                              | 233                      | \$103,450                       | \$81,029                                  | \$69,882                                  | \$80,958                          | \$16,126  |
| <b>Skidmore</b>               | 8                               | 313                      | \$121,623                       | \$96,350                                  | \$75,326                                  | \$89,127                          | \$21,612  |
| <b>St. Lawrence</b>           | 11                              | 216                      | \$112,930                       | \$90,808                                  | \$67,254                                  | \$85,532                          | \$17,844  |
| <b>Union</b>                  | 10                              | 226                      | \$134,676                       | \$98,171                                  | \$77,603                                  | \$105,795                         | \$22,626  |
| <b>Hartwick College</b>       | 10                              | 129                      | \$83,444                        | \$66,329                                  | \$61,583                                  | \$70,772                          | \$14,646  |
| <b>Mean of Peers</b>          | 10                              | 237                      | \$115,394                       | \$91,371                                  | \$71,875                                  | \$89,351                          | \$20,181  |
| <b>Max of Peers</b>           | 11                              | 313                      | \$145,090                       | \$117,118                                 | \$81,406                                  | \$111,529                         | \$30,747  |
| <b>Median of Peers</b>        | 9.5                             | 230                      | \$111,056                       | \$89,651                                  | \$71,355                                  | \$86,153                          | \$19,003  |
| <b>Min of Peers</b>           | 8                               | 179                      | \$89,362                        | \$74,125                                  | \$60,822                                  | \$71,046                          | \$15,278  |
| <b>Institutions Reporting</b> | 8                               | 8                        | 8                               | 8   | 8   | 8                                 | 8   |
| <b>Total Institutions</b>     | 8                               | 8                        | 8                               | 8   | 8   | 8                                 | 8   |

**Comparison Group II: Aspirational****2016-17**

| <b>Institution</b>            | <b>Student to Faculty Ratio</b> | <b>Total Faculty FTE</b> | <b>Professor Average Salary</b> | <b>Associate Professor Average Salary</b> | <b>Assistant Professor Average Salary</b> | <b>All Faculty Average Salary</b> | <b>Instructional Expense per Student FTE (FY2016)</b> |
|-------------------------------|---------------------------------|--------------------------|---------------------------------|---|---|-----------------------------------|---|
| <b>Allegheny</b>              | 10                              | 185                      | \$97,232                        | \$71,537                                  | \$61,336                                  | \$74,310                          | \$14,388  |
| <b>Dickinson</b>              | 9                               | 258                      | \$109,310                       | \$84,380                                  | \$68,139                                  | \$82,554                          | \$17,766  |
| <b>Gettysburg</b>             | 9                               | 250                      | \$111,091                       | \$87,553                                  | \$70,999                                  | \$86,914                          | \$18,003  |
| <b>Hamilton</b>               | 9                               | 206                      | \$130,026                       | \$99,612                                  | \$77,809                                  | \$100,676                         | \$31,007  |
| <b>Muhlenberg</b>             | 11                              | 234                      | \$98,858                        | \$79,286                                  | \$66,403                                  | \$78,379                          | \$15,787  |
| <b>Skidmore</b>               | 8                               | 303                      | \$115,731                       | \$94,843                                  | \$70,367                                  | \$85,863                          | \$21,035  |
| <b>St. Lawrence</b>           | 11                              | 216                      | \$110,728                       | \$87,084                                  | \$64,569                                  | \$83,842                          | \$17,390  |
| <b>Union</b>                  | 10                              | 227                      | \$127,358                       | \$93,075                                  | \$72,622                                  | \$99,781                          | \$23,015  |
| <b>Hartwick College</b>       | 10                              | 135                      | \$87,639                        | \$67,795                                  | \$59,282                                  | \$73,430                          | \$12,681  |
| <b>Mean of Peers</b>          | 10                              | 235                      | \$112,542                       | \$87,171                                  | \$69,031                                  | \$86,540                          | \$19,799  |
| <b>Max of Peers</b>           | 11                              | 303                      | \$130,026                       | \$99,612                                  | \$77,809                                  | \$100,676                         | \$31,007  |
| <b>Median of Peers</b>        | 9.5                             | 231                      | \$110,910                       | \$87,319                                  | \$69,253                                  | \$84,853                          | \$17,885  |
| <b>Min of Peers</b>           | 8                               | 185                      | \$97,232                        | \$71,537                                  | \$61,336                                  | \$74,310                          | \$14,388  |
| <b>Institutions Reporting</b> | 8                               | 8                        | 8                               | 8   | 8   | 8                                 | 8   |
| <b>Total Institutions</b>     | 8                               | 8                        | 8                               | 8   | 8   | 8                                 | 8   |

**Comparison Group II: Aspirational****2015-16**

| <b>Institution</b>            | <b>Student to Faculty Ratio</b> | <b>Total Faculty FTE</b> | <b>Professor Average Salary</b> | <b>Associate Professor Average Salary</b> | <b>Assistant Professor Average Salary</b> | <b>All Faculty Average Salary</b> | <b>Instructional Expense per Student FTE (FY2016)</b> |
|-------------------------------|---------------------------------|--------------------------|---------------------------------|---|---|-----------------------------------|---|
| <b>Allegheny</b>              | 10                              | 192                      | \$99,738                        | \$72,693                                  | \$61,731                                  | \$73,665                          | \$13,830  |
| <b>Dickinson</b>              | 10                              | 250                      | \$111,825                       | \$85,419                                  | \$66,915                                  | \$82,728                          | \$17,661  |
| <b>Gettysburg</b>             | 10                              | 251                      | \$113,040                       | \$86,337                                  | \$701,398                                 | \$85,596                          | \$17,703  |
| <b>Hamilton</b>               | 9                               | 218                      | \$134,271                       | \$99,675                                  | \$79,371                                  | \$104,076                         | \$32,385  |
| <b>Muhlenberg</b>             | 11                              | 223                      | \$98,289                        | \$78,642                                  | \$62,514                                  | \$77,175                          | \$15,136  |
| <b>Skidmore</b>               | 8                               | 298                      | \$113,283                       | \$93,825                                  | \$66,717                                  | \$82,962                          | \$20,743  |
| <b>St. Lawrence</b>           | 11                              | 211                      | \$105,624                       | \$82,593                                  | \$63,369                                  | \$80,253                          | \$17,758  |
| <b>Union</b>                  | 10                              | 229                      | \$112,716                       | \$83,349                                  | \$63,945                                  | \$87,363                          | \$21,398  |
| <b>Hartwick College</b>       | 11                              | 135                      | \$87,741                        | \$63,432                                  | \$59,157                                  | \$72,810                          | \$11,582  |
|                               |                                 |                          |                                 |   |   |                                   |   |
| <b>Mean of Peers</b>          | 10                              | 234                      | \$111,098                       | \$85,317                                  | \$145,745                                 | \$84,227                          | \$19,577  |
| <b>Max of Peers</b>           | 11                              | 298                      | \$134,271                       | \$99,675                                  | \$701,398                                 | \$104,076                         | \$32,385  |
| <b>Median of Peers</b>        | 10                              | 226                      | \$112,271                       | \$84,384                                  | \$65,331                                  | \$82,845                          | \$17,731  |
| <b>Min of Peers</b>           | 8                               | 192                      | \$98,289                        | \$72,693                                  | \$61,731                                  | \$73,665                          | \$13,830  |
| <b>Institutions Reporting</b> | 8                               | 8                        | 8                               | 8   | 8   | 8                                 | 8   |
| <b>Total Institutions</b>     | 8                               | 8                        | 8                               | 8   | 8   | 8                                 | 8   |

## Benchmarking Comparisons against Hartwick Peers and Aspirational Group

### 4. Finance

Comparison Group I: Peers

| Institution                      | Tuition<br>2019-20 | Endowment<br>Market<br>Value from<br>NACUBO<br>(FY2020) | FY2020                 |                                  |                                    |                                 |                   |                             |                               |
|----------------------------------|--------------------|---|------------------------|----------------------------------|------------------------------------|---------------------------------|-------------------|-----------------------------|-------------------------------|
|                                  |                    |   | Net<br>Income<br>Ratio | Return on<br>Net Assets<br>Ratio | Net Tuition<br>Dependency<br>Ratio | Financial<br>Viability<br>Ratio | Leverage<br>Ratio | Primary<br>Reserve<br>Ratio | Secondary<br>Reserve<br>Ratio |
| <b>Alfred University</b>         | 33,760             | 136,777   | 0.00                   | 0.00                             | 0.33                               | 0.00                            | 2.93              | 2.05                        | 1.87                          |
| <b>Elmira</b>                    | 34,578             | na  | -0.36                  | -0.04                            | 0.52                               | 6.34                            | 3.82              | 2.31                        | 0.96                          |
| <b>Hobart &amp; WilliamSmith</b> | 57,400             | 224,866   | -0.05                  | 0.00                             | 0.61                               | 2.18                            | 1.44              | 1.29                        | 1.88                          |
| <b>Ithaca</b>                    | 46,610             | 337,239   | -0.07                  | -0.03                            | 0.64                               | 3.73                            | 2.44              | 2.35                        | 0.60                          |
| <b>Juniata</b>                   | 48,350             | 114,778   | -0.05                  | -0.02                            | 0.52                               | 0.65                            | 0.48              | 0.82                        | 2.06                          |
| <b>Lycoming</b>                  | 41,984             | na  | -0.30                  | -0.04                            | 0.35                               | 3.94                            | 2.92              | 3.88                        | 1.56                          |
| <b>Moravian</b>                  | 45,321             | na  | -0.01                  | 0.00                             | 0.66                               | 0.93                            | 0.78              | 1.27                        | 1.57                          |
| <b>Susquehanna</b>               | 50,500             | 171,165   | -0.10                  | -0.03                            | 0.58                               | 2.53                            | 1.93              | 1.83                        | 1.76                          |
| <b>Ursinus</b>                   | 55,210             | 127,480   | -0.24                  | -0.06                            | 0.54                               | 1.69                            | 1.34              | 1.65                        | 1.89                          |
| <b>Wittenberg University</b>     | 40,630             | na  | -0.23                  | -0.05                            | 0.49                               | 0.44                            | 0.37              | 0.64                        | 2.58                          |
| <b>Hartwick</b>                  | 47,370             | na  | -0.35                  | -0.15                            | 0.70                               | 0.14                            | 0.10              | 0.12                        | 1.64                          |
| <b>Mean of Peers</b>             | 45,434             | 185,384   | -0.14                  | -0.03                            | 0.52                               | 2.24                            | 1.84              | 1.81                        | 1.67                          |
| <b>Max of Peers</b>              | 57,400             | 337,239   | 0.00                   | 0.00                             | 0.66                               | 6.34                            | 3.82              | 3.88                        | 2.58                          |
| <b>Median of Peers</b>           | 45,966             | 153,971   | -0.09                  | -0.03                            | 0.53                               | 1.94                            | 1.68              | 1.74                        | 1.81                          |
| <b>Min of Peers</b>              | 33,760             | 114,778   | -0.36                  | -0.15                            | 0.33                               | 0.00                            | 0.10              | 0.12                        | 0.60                          |
| <b>Institutions Reporting</b>    | 10                 | 10  | 10                     | 10                               | 10                                 | 10                              | 10                | 10                          | 10                            |
| <b>Total Institutions</b>        | 10                 | 10  | 10                     | 10                               | 10                                 | 10                              | 10                | 10                          | 10                            |

| Institution                      | Tuition<br>2018-19 | Endowment<br>Market<br>Value from<br>NACUBO<br>(FY2019) | FY2019                 |                                  |                                    |                                 |                   |                             |                               |
|----------------------------------|--------------------|---|------------------------|----------------------------------|------------------------------------|---------------------------------|-------------------|-----------------------------|-------------------------------|
|                                  |                    |   | Net<br>Income<br>Ratio | Return on<br>Net Assets<br>Ratio | Net Tuition<br>Dependency<br>Ratio | Financial<br>Viability<br>Ratio | Leverage<br>Ratio | Primary<br>Reserve<br>Ratio | Secondary<br>Reserve<br>Ratio |
| <b>Alfred University</b>         | 28,198             | 137,928,000   | 0.09                   | 0.01                             | 0.31                               | 0.00                            | 2.97              | 2.05                        | 1.88                          |
| <b>Elmira</b>                    | 41,900             | 41,099,256  | -0.19                  | 0.34                             | 0.54                               | 0.00                            | 3.22              | 2.15                        | 1.19                          |
| <b>Hobart &amp; WilliamSmith</b> | 54,060             | 229,107,000   | -0.04                  | -0.01                            | 0.57                               | 1.96                            | 1.40              | 1.21                        | 1.88                          |
| <b>Ithaca</b>                    | 43,978             | 347,335,000   | 0.09                   | 0.04                             | 0.55                               | 3.73                            | 2.57              | 2.44                        | 0.55                          |
| <b>Juniata</b>                   | 44,772             | 120,223,000   | -0.16                  | -0.05                            | 0.50                               | 0.71                            | 0.55              | 0.91                        | 1.80                          |
| <b>Lycoming</b>                  | 39,360             | 39,360,000  | 0.00                   | 0.00                             | 0.34                               | 4.06                            | 2.95              | 4.08                        | 1.65                          |
| <b>Moravian</b>                  | 41,905             | 43,636,000  | -0.04                  | -0.02                            | 0.68                               | 0.90                            | 0.77              | 1.27                        | 1.47                          |
| <b>Susquehanna</b>               | 46,690             | 173,197,000   | 0.01                   | 0.00                             | 0.56                               | 2.50                            | 1.97              | 1.90                        | 1.71                          |
| <b>Ursinus</b>                   | 52,050             | 131,213,000   | -0.10                  | -0.02                            | 0.50                               | 1.73                            | 1.39              | 1.71                        | 2.04                          |
| <b>Wittenberg University</b>     | 38,680             | 119,422,000   | 0.01                   | 0.01                             | 0.53                               | 0.39                            | 0.32              | 0.62                        | 2.67                          |
| <b>Hartwick</b>                  | 44,650             | 76,792,000  | -0.11                  | -0.05                            | 0.69                               | 0.36                            | 0.27              | 0.31                        | 1.75                          |
| <b>Mean of Peers</b>             | 43,159             | 132,664,751   | -0.03                  | 0.03                             | 0.51                               | 1.60                            | 1.81              | 1.83                        | 1.68                          |
| <b>Max of Peers</b>              | 54,060             | 347,335,000   | 0.09                   | 0.34                             | 0.68                               | 4.06                            | 3.22              | 4.08                        | 2.67                          |
| <b>Median of Peers</b>           | 42,942             | 125,718,000   | -0.02                  | 0.00                             | 0.54                               | 1.31                            | 1.69              | 1.81                        | 1.75                          |
| <b>Min of Peers</b>              | 28,198             | 39,360,000  | -0.19                  | -0.05                            | 0.31                               | 0.00                            | 0.27              | 0.31                        | 0.55                          |
| <b>Institutions Reporting</b>    | 10                 | 10  | 10                     | 10                               | 10                                 | 10                              | 10                | 10                          | 10                            |
| <b>Total Institutions</b>        | 10                 | 10  | 10                     | 10                               | 10                                 | 10                              | 10                | 10                          | 10                            |

| Institution                      | Tuition<br>2017-18 | Endowment<br>Market<br>Value from<br>NACUBO<br>(FY2018) | FY2018                 |                                  |                                    |                                 |                   |                             |                               |
|----------------------------------|--------------------|---|------------------------|----------------------------------|------------------------------------|---------------------------------|-------------------|-----------------------------|-------------------------------|
|                                  |                    |   | Net<br>Income<br>Ratio | Return on<br>Net Assets<br>Ratio | Net Tuition<br>Dependency<br>Ratio | Financial<br>Viability<br>Ratio | Leverage<br>Ratio | Primary<br>Reserve<br>Ratio | Secondary<br>Reserve<br>Ratio |
| <b>Alfred University</b>         | 27,124             | 129,318,000   | 0.17                   | 0.07                             | 0.30                               | 19.17                           | 3.32              | 2.13                        | 1.84                          |
| <b>Elmira</b>                    | 41,900             | 41,129,256  | -0.18                  | -0.05                            | 0.58                               | 0.68                            | 0.48              | 0.94                        | 1.06                          |
| <b>Hobart &amp; WilliamSmith</b> | 52,345             | 230,065,000   | 0.12                   | 0.04                             | 0.60                               | 1.96                            | 1.38              | 1.26                        | 1.84                          |
| <b>Ithaca</b>                    | 42,884             | 316,025,000   | 0.08                   | 0.03                             | 0.61                               | 3.08                            | 2.16              | 2.14                        | 0.72                          |
| <b>Juniata</b>                   | 43,050             | 123,067,000   | 0.09                   | 0.04                             | 0.51                               | 0.74                            | 0.56              | 0.93                        | 1.98                          |
| <b>Lycoming</b>                  | 37,888             | 207,600,000   | 0.14                   | 0.03                             | 0.35                               | 4.17                            | 3.30              | 4.35                        | 1.37                          |
| <b>Moravian</b>                  | 40,293             | 116,000,000   | 0.05                   | 0.02                             | 0.67                               | 1.00                            | 0.85              | 1.35                        | 1.57                          |
| <b>Susquehanna</b>               | 44,890             | 167,878,000   | 0.05                   | 0.01                             | 0.58                               | 2.39                            | 1.90              | 1.91                        | 1.76                          |
| <b>Ursinus</b>                   | 50,360             | 144,942,166   | 0.00                   | 0.00                             | 0.51                               | 1.77                            | 1.33              | 1.74                        | 2.17                          |
| <b>Wittenberg University</b>     | 37,930             | 106,595,000   | 0.27                   | 0.12                             | 0.41                               | 0.56                            | 0.38              | 0.51                        | 2.75                          |
| <b>Hartwick</b>                  | 43,312             | 77,304,468  | -0.03                  | -0.01                            | 0.67                               | 0.56                            | 0.44              | 0.50                        | 1.71                          |
| <b>Mean of Peers</b>             | 41,998             | 166,385,282   | 0.08                   | 0.03                             | 0.51                               | 3.55                            | 1.57              | 1.72                        | 1.71                          |
| <b>Max of Peers</b>              | 52,345             | 316,025,000   | 0.27                   | 0.12                             | 0.67                               | 19.17                           | 3.32              | 4.35                        | 2.75                          |
| <b>Median of Peers</b>           | 42,392             | 148,598,000   | 0.08                   | 0.03                             | 0.55                               | 1.86                            | 1.36              | 1.54                        | 1.80                          |
| <b>Min of Peers</b>              | 27,124             | 41,129,256  | -0.18                  | -0.05                            | 0.30                               | 0.56                            | 0.38              | 0.50                        | 0.72                          |
| <b>Institutions Reporting</b>    | 10                 | 10  | 10                     | 10                               | 10                                 | 10                              | 10                | 10                          | 10                            |
| <b>Total Institutions</b>        | 10                 | 10  | 10                     | 10                               | 10                                 | 10                              | 10                | 10                          | 10                            |

| Institution                      | Tuition<br>2016-17 | Endowment<br>Market<br>Value from<br>NACUBO<br>(FY2017) | FY2017                 |                                  |                                    |                                 |                   |                             |                               |
|----------------------------------|--------------------|---|------------------------|----------------------------------|------------------------------------|---------------------------------|-------------------|-----------------------------|-------------------------------|
|                                  |                    |   | Net<br>Income<br>Ratio | Return on<br>Net Assets<br>Ratio | Net Tuition<br>Dependency<br>Ratio | Financial<br>Viability<br>Ratio | Leverage<br>Ratio | Primary<br>Reserve<br>Ratio | Secondary<br>Reserve<br>Ratio |
| <b>Alfred University</b>         | 26,108             | 118,619,000   | <b>0.25</b>            | <b>0.12</b>                      | <b>-1.41</b>                       | 6.17                            | 2.77              | 1.94                        | 1.69                          |
| <b>Elmira</b>                    | 41,900             | 41,362,910  | 0.07                   | -0.10                            | -1.02                              | 2.19                            | 0.51              | 0.77                        | 1.03                          |
| <b>Hobart &amp; WilliamSmith</b> | 50,432             | 211,825,000   | 0.28                   | 0.13                             | -0.79                              | 4.41                            | 1.36              | 1.18                        | 1.77                          |
| <b>Ithaca</b>                    | 41,776             | 300,716,000   | 0.21                   | 0.14                             | -0.81                              | 3.70                            | 1.96              | 1.93                        | 0.73                          |
| <b>Juniata</b>                   | 41,390             | 119,798,000   | 0.15                   | 0.15                             | -1.28                              | 2.86                            | 0.57              | 0.81                        | 1.82                          |
| <b>Lycoming</b>                  | 36,432             | 200,823,000   | 0.44                   | 0.12                             | -1.00                              | 5.22                            | 3.17              | 3.86                        | 1.27                          |
| <b>Moravian</b>                  | 38,556             | 111,317,447   | 0.14                   | 0.15                             | -0.78                              | 3.02                            | 0.89              | 1.27                        | 1.61                          |
| <b>Susquehanna</b>               | 43,160             | 159,398,000   | 0.23                   | 0.13                             | -1.30                              | 4.73                            | 1.84              | 1.66                        | 1.71                          |
| <b>Ursinus</b>                   | 49,370             | 130,276,000   | 0.21                   | 0.13                             | -1.50                              | 4.15                            | 1.40              | 1.74                        | 2.17                          |
| <b>Wittenberg University</b>     | 37,230             | 106,595,000   | 0.15                   | 0.14                             | -1.45                              | 3.48                            | 0.21              | 0.25                        | 2.64                          |
| <b>Hartwick</b>                  | 42,050             | 74,348,341  | 0.12                   | 0.15                             | -0.86                              | 3.04                            | 0.59              | 0.62                        | 1.54                          |
| <b>Mean of Peers</b>             | 40,764             | 150,073,036   | 0.21                   | 0.11                             | -1.13                              | 3.99                            | 1.47              | 1.54                        | 1.64                          |
| <b>Max of Peers</b>              | 50,432             | 300,716,000   | 0.44                   | 0.15                             | -0.78                              | 6.17                            | 3.17              | 3.86                        | 2.64                          |
| <b>Median of Peers</b>           | 41,583             | 125,037,000   | 0.21                   | 0.13                             | -1.15                              | 3.93                            | 1.38              | 1.47                        | 1.70                          |
| <b>Min of Peers</b>              | 26,108             | 41,362,910  | 0.07                   | -0.10                            | -1.50                              | 2.19                            | 0.21              | 0.25                        | 0.73                          |
| <b>Institutions Reporting</b>    | 10                 | 10  | 10                     | 10                               | 10                                 | 10                              | 10                | 10                          | 10                            |
| <b>Total Institutions</b>        | 10                 | 10  | 10                     | 10                               | 10                                 | 10                              | 10                | 10                          | 10                            |

| Institution                      | Tuition<br>2015-16 | Endowment<br>Market<br>Value from<br>NACUBO<br>(FY2016) | FY2016                 |                                  |                                    |                                 |                   |                             |                               |
|----------------------------------|--------------------|---|------------------------|----------------------------------|------------------------------------|---------------------------------|-------------------|-----------------------------|-------------------------------|
|                                  |                    |   | Net<br>Income<br>Ratio | Return on<br>Net Assets<br>Ratio | Net Tuition<br>Dependency<br>Ratio | Financial<br>Viability<br>Ratio | Leverage<br>Ratio | Primary<br>Reserve<br>Ratio | Secondary<br>Reserve<br>Ratio |
| <b>Alfred University</b>         | 25,291             | 105,846,000   | 0.27                   | 0.10                             | -0.12                              | 4.38                            | 2.45              | 1.95                        | 1.54                          |
| <b>Elmira</b>                    | 38,300             | 37,962,109  | -0.32                  | -0.17                            | -0.09                              | 1.05                            | 0.48              | 0.75                        | 0.88                          |
| <b>Hobart &amp; WilliamSmith</b> | 48,586             | 185,780,000   | -0.16                  | -0.06                            | 0.18                               | 3.03                            | 1.16              | 1.02                        | 1.64                          |
| <b>Ithaca</b>                    | 40,658             | 267,389,000   | 0.04                   | 0.02                             | 0.15                               | 2.40                            | 1.74              | 1.83                        | 0.70                          |
| <b>Juniata</b>                   | 39,840             | 110,955,000   | -0.14                  | -0.05                            | -0.08                              | 1.77                            | 0.56              | 0.83                        | 1.79                          |
| <b>Lycoming</b>                  | 35,200             | 183,383,000   | -0.31                  | -0.05                            | -0.39                              | 3.86                            | 2.90              | 3.66                        | 1.22                          |
| <b>Moravian</b>                  | 37,251             | 102,415,000   | 0.16                   | 0.06                             | 0.14                               | 1.88                            | 0.85              | 1.41                        | 1.70                          |
| <b>Susquehanna</b>               | 41,500             | 141,624,000   | -0.09                  | -0.02                            | -0.12                              | 3.35                            | 1.76              | 1.75                        | 1.59                          |
| <b>Ursinus</b>                   | 47,500             | 123,307,000   | 0.08                   | 0.02                             | -0.20                              | 3.96                            | 2.07              | 1.98                        | 1.81                          |
| <b>Wittenberg University</b>     | 37,230             | 98,716,000  | 0.36                   | 0.16                             | -0.17                              | 2.89                            | 0.24              | 0.23                        | 2.52                          |
| <b>Hartwick</b>                  | 40,630             | 67,472,000  | -0.15                  | -0.06                            | 0.71                               | 1.91                            | 0.59              | 0.63                        | 1.41                          |
| <b>Mean of Peers</b>             | 39,136             | 129,531,737   | -0.01                  | 0.00                             | -0.07                              | 2.86                            | 1.42              | 1.54                        | 1.54                          |
| <b>Max of Peers</b>              | 48,586             | 267,389,000   | 0.36                   | 0.16                             | 0.18                               | 4.38                            | 2.90              | 3.66                        | 2.52                          |
| <b>Median of Peers</b>           | 39,070             | 117,131,000   | -0.03                  | 0.00                             | -0.11                              | 2.96                            | 1.45              | 1.58                        | 1.62                          |
| <b>Min of Peers</b>              | 25,291             | 37,962,109  | -0.32                  | -0.17                            | -0.39                              | 1.05                            | 0.24              | 0.23                        | 0.70                          |
| <b>Institutions Reporting</b>    | 10                 | 10  | 10                     | 10                               | 10                                 | 10                              | 10                | 10                          | 10                            |
| <b>Total Institutions</b>        | 10                 | 10  | 10                     | 10                               | 10                                 | 10                              | 10                | 10                          | 10                            |

**Comparison Group II: Aspirational**

| Institution                   | Tuition 2019-20 | Endowment Market Value from NACUBO (FY2020) | FY2020           |                            |                              |                           |                |                       |                         |
|-------------------------------|-----------------|---|------------------|----------------------------|------------------------------|---------------------------|----------------|-----------------------|-------------------------|
|                               |                 |   | Net Income Ratio | Return on Net Assets Ratio | Net Tuition Dependency Ratio | Financial Viability Ratio | Leverage Ratio | Primary Reserve Ratio | Secondary Reserve Ratio |
| <b>Allegheny</b>              | 50,480          | 233,661                                     | 0.02             | 0.00                       | 0.37                         | 1.47                      | 1.04           | 1.19                  | 3.14                    |
| <b>Dickinson</b>              | 55,948          | 452,877                                     | -0.10            | -0.02                      | 0.58                         | 3.05                      | 2.19           | 3.15                  | 1.65                    |
| <b>Gettysburg</b>             | 58,500          | 320,049                                     | -0.09            | -0.02                      | 0.66                         | 2.53                      | 1.62           | 1.69                  | 1.74                    |
| <b>Hamilton</b>               | 57,930          | 1,020,321                                   | 0.22             | 0.03                       | 0.60                         | 2.29                      | 1.79           | 2.40                  | 6.44                    |
| <b>Muhlenberg</b>             | 53,865          | 286,189                                     | -0.06            | -0.01                      | 0.65                         | 4.31                      | 2.83           | 2.76                  | 1.63                    |
| <b>Skidmore</b>               | 57,066          | 364,376                                     | 0.02             | 0.01                       | 0.59                         | 4.25                      | 2.06           | 2.49                  | 1.86                    |
| <b>St. Lawrence</b>           | 58,330          | na  | 0.02             | 0.01                       | 0.51                         | 1.04                      | 0.78           | 0.95                  | 2.62                    |
| <b>Union</b>                  | 58,956          | 474,538                                     | 0.25             | 0.06                       | 0.48                         | 1.52                      | 1.26           | 2.09                  | 3.39                    |
| <b>Hartwick</b>               |                 |   | -0.35            | -0.15                      | 0.70                         | 0.14                      | 0.10           | 0.12                  | 1.64                    |
| <b>Mean of Peers</b>          | 56,384          | 450,287                                     | 0.03             | 0.01                       | 0.55                         | 2.56                      | 1.69           | 2.09                  | 2.81                    |
| <b>Max of Peers</b>           | 58,956          | 1,020,321                                   | 0.25             | 0.06                       | 0.66                         | 4.31                      | 2.83           | 3.15                  | 6.44                    |
| <b>Median of Peers</b>        | 57,498          | 364,376                                     | 0.02             | 0.00                       | 0.58                         | 2.41                      | 1.70           | 2.25                  | 2.24                    |
| <b>Min of Peers</b>           | 50,480          | 233,661                                     | -0.35            | -0.15                      | 0.37                         | 0.14                      | 0.10           | 0.12                  | 1.63                    |
| <b>Institutions Reporting</b> | 8               | 8   | 8                | 8                          | 8                            | 8                         | 8              | 8                     | 8                       |
| <b>Total Institutions</b>     | 8               | 8   | 8                | 8                          | 8                            | 8                         | 8              | 8                     | 8                       |

| Institution                   | Tuition<br>2018-19 | Endowment<br>Market<br>Value from<br>NACUBO<br>(FY2019) | FY2019                 |                                  |                                    |                                 |                   |                             |                               |
|-------------------------------|--------------------|---|------------------------|----------------------------------|------------------------------------|---------------------------------|-------------------|-----------------------------|-------------------------------|
|                               |                    |   | Net<br>Income<br>Ratio | Return on<br>Net Assets<br>Ratio | Net Tuition<br>Dependency<br>Ratio | Financial<br>Viability<br>Ratio | Leverage<br>Ratio | Primary<br>Reserve<br>Ratio | Secondary<br>Reserve<br>Ratio |
| <b>Allegheny</b>              | 47,040             | 230,452,902   | 0.16                   | 0.04                             | 0.33                               | 1.50                            | 1.02              | 1.24                        | 3.10                          |
| <b>Dickinson</b>              | 54,186             | 455,442,348   | 0.12                   | 0.03                             | 0.58                               | 2.98                            | 2.29              | 3.17                        | 1.65                          |
| <b>Gettysburg</b>             | 54,480             | 330,713,896   | -0.01                  | 0.00                             | 0.58                               | 2.53                            | 1.76              | 1.77                        | 1.70                          |
| <b>Hamilton</b>               | 54,080             | 969,362,000   | 0.08                   | 0.01                             | 0.59                               | 2.01                            | 1.62              | 2.33                        | 6.28                          |
| <b>Muhlenberg</b>             | 51,860             | 288,973,791   | 0.05                   | 0.01                             | 0.65                               | 4.29                            | 2.94              | 2.85                        | 1.59                          |
| <b>Skidmore</b>               | 53,258             | 384,279,943   | 0.05                   | 0.02                             | 0.58                               | 4.02                            | 1.95              | 2.44                        | 1.77                          |
| <b>St. Lawrence</b>           | 54,454             | 315,660,579   | 0.12                   | 0.04                             | 0.45                               | 0.99                            | 0.74              | 0.91                        | 2.57                          |
| <b>Union</b>                  | 54,819             | 466,371,964   | 0.12                   | 0.03                             | 0.58                               | 1.45                            | 1.18              | 2.03                        | 3.08                          |
| <b>Hartwick</b>               | 44,650             | 76,792,235  | -0.11                  | -0.05                            | 0.69                               | 0.36                            | 0.27              | 0.31                        | 1.75                          |
| <b>Mean of Peers</b>          | 53,022             | 430,157,178   | 0.09                   | 0.02                             | 0.54                               | 2.47                            | 1.69              | 2.09                        | 2.72                          |
| <b>Max of Peers</b>           | 54,819             | 969,362,000   | 0.16                   | 0.04                             | 0.65                               | 4.29                            | 2.94              | 3.17                        | 6.28                          |
| <b>Median of Peers</b>        | 54,133             | 357,496,920   | 0.10                   | 0.02                             | 0.58                               | 2.27                            | 1.69              | 2.18                        | 2.17                          |
| <b>Min of Peers</b>           | 47,040             | 230,452,902   | -0.11                  | -0.05                            | 0.33                               | 0.36                            | 0.27              | 0.31                        | 1.59                          |
| <b>Institutions Reporting</b> | 8                  | 8   | 8                      | 8                                | 8                                  | 8                               | 8                 | 8                           | 8                             |
| <b>Total Institutions</b>     | 8                  | 8   | 8                      | 8                                | 8                                  | 8                               | 8                 | 8                           | 8                             |

| Institution                   | Tuition<br>2017-18 | Endowment<br>Market<br>Value from<br>NACUBO<br>(FY2018) | FY2018                 |                                  |                                    |                                 |                   |                             |                               |
|-------------------------------|--------------------|---|------------------------|----------------------------------|------------------------------------|---------------------------------|-------------------|-----------------------------|-------------------------------|
|                               |                    |   | Net<br>Income<br>Ratio | Return on<br>Net Assets<br>Ratio | Net Tuition<br>Dependency<br>Ratio | Financial<br>Viability<br>Ratio | Leverage<br>Ratio | Primary<br>Reserve<br>Ratio | Secondary<br>Reserve<br>Ratio |
| <b>Allegheny</b>              | 45,470             | 220,836,000   | 0.08                   | 0.02                             | 0.38                               | 1.59                            | 1.07              | 1.31                        | 2.56                          |
| <b>Dickinson</b>              | 52,480             | 437,527,000   | 0.16                   | 0.05                             | 0.55                               | 2.94                            | 2.27              | 3.23                        | 1.40                          |
| <b>Gettysburg</b>             | 52,640             | 324,007,000   | 0.17                   | 0.06                             | 0.57                               | 2.33                            | 1.54              | 1.70                        | 1.84                          |
| <b>Hamilton</b>               | 52,250             | 964,170,000   | 0.29                   | 0.05                             | 0.56                               | 1.70                            | 1.39              | 2.22                        | 6.47                          |
| <b>Muhlenberg</b>             | 50,095             | 285,350,000   | 0.10                   | 0.04                             | 0.65                               | 4.16                            | 2.93              | 2.85                        | 1.57                          |
| <b>Skidmore</b>               | 51,456             | 376,010,000   | 0.18                   | 0.07                             | 0.57                               | 0.00                            | 1.94              | 2.42                        | 1.76                          |
| <b>St. Lawrence</b>           | 52,610             | 305,689,000   | 0.13                   | 0.04                             | 0.46                               | 0.92                            | 0.71              | 0.86                        | 2.47                          |
| <b>Union</b>                  | 53,019             | 452,304,000   | 0.24                   | 0.07                             | 0.54                               | 1.37                            | 1.10              | 1.95                        | 3.02                          |
| <b>Hartwick</b>               | 43,312             | 77,304,468  |                        |                                  |                                    |                                 |                   |                             |                               |
| <b>Mean of Peers</b>          | 51,253             | 420,736,625   | 0.17                   | 0.05                             | 0.54                               | 1.88                            | 1.62              | 2.07                        | 2.64                          |
| <b>Max of Peers</b>           | 53,019             | 964,170,000   | 0.29                   | 0.07                             | 0.65                               | 4.16                            | 2.93              | 3.23                        | 6.47                          |
| <b>Median of Peers</b>        | 52,365             | 350,008,500   | 0.17                   | 0.05                             | 0.56                               | 1.64                            | 1.47              | 2.08                        | 2.16                          |
| <b>Min of Peers</b>           | 45,470             | 220,836,000   | 0.08                   | 0.02                             | 0.38                               | 0.00                            | 0.71              | 0.86                        | 1.40                          |
| <b>Institutions Reporting</b> | 8                  | 8   | 8                      | 8                                | 8                                  | 8                               | 8                 | 8                           | 8                             |
| <b>Total Institutions</b>     | 8                  | 8   | 8                      | 8                                | 8                                  | 8                               | 8                 | 8                           | 8                             |

| Institution                   | Tuition<br>2016-17 | Endowment<br>Market<br>Value from<br>NACUBO<br>(FY2017) | FY2017                 |                                  |                                    |                                 |                   |                             |                               |
|-------------------------------|--------------------|---|------------------------|----------------------------------|------------------------------------|---------------------------------|-------------------|-----------------------------|-------------------------------|
|                               |                    |   | Net<br>Income<br>Ratio | Return on<br>Net Assets<br>Ratio | Net Tuition<br>Dependency<br>Ratio | Financial<br>Viability<br>Ratio | Leverage<br>Ratio | Primary<br>Reserve<br>Ratio | Secondary<br>Reserve<br>Ratio |
| <b>Allegheny</b>              | 43,750             | 204,513,000   | 0.27                   | 0.12                             | -1.36                              | 5.19                            | 1.42              | 1.29                        | 2.52                          |
| <b>Dickinson</b>              | 50,730             | 412,810,000   | 0.32                   | 0.13                             | -0.69                              | 4.28                            | 2.15              | 2.66                        | 1.40                          |
| <b>Gettysburg</b>             | 50,860             | 308,021,000   | 0.31                   | 0.13                             | -0.63                              | 4.03                            | 1.42              | 1.55                        | 1.77                          |
| <b>Hamilton</b>               | 50,730             | 905,759,000   | 0.84                   | 0.13                             | -0.62                              | 5.05                            | 0.97              | 1.91                        | 6.11                          |
| <b>Muhlenberg</b>             | 47,825             | 272,865,000   | 0.33                   | 0.12                             | -0.68                              | 5.28                            | 2.74              | 2.64                        | 1.47                          |
| <b>Skidmore</b>               | 49,716             | 367,158,000   | 0.31                   | 0.13                             | -0.46                              | 5.03                            | 2.20              | 2.03                        | 1.69                          |
| <b>St. Lawrence</b>           | 50,830             | 295,884,000   | 0.35                   | 0.14                             | -1.09                              | 3.87                            | 0.74              | 0.83                        | 2.40                          |
| <b>Union</b>                  | 51,225             | 423,404,000   | 0.48                   | 0.14                             | -0.68                              | 3.83                            | 1.03              | 1.62                        | 2.81                          |
| <b>Hartwick</b>               | 42,050             | 74,348,341  | 0.12                   | 0.15                             | -0.86                              | 3.04                            | 0.59              | 0.62                        | 1.54                          |
| <b>Mean of Peers</b>          | 49,458             | 398,801,750   | 0.40                   | 0.13                             | -0.78                              | 4.57                            | 1.58              | 1.82                        | 2.52                          |
| <b>Max of Peers</b>           | 51,225             | 905,759,000   | 0.84                   | 0.14                             | -0.46                              | 5.28                            | 2.74              | 2.66                        | 6.11                          |
| <b>Median of Peers</b>        | 50,730             | 337,589,500   | 0.33                   | 0.13                             | -0.68                              | 4.66                            | 1.42              | 1.77                        | 2.09                          |
| <b>Min of Peers</b>           | 43,750             | 204,513,000   | 0.27                   | 0.12                             | -1.36                              | 3.83                            | 0.74              | 0.83                        | 1.40                          |
| <b>Institutions Reporting</b> | 8                  | 8   | 8                      | 8                                | 8                                  | 8                               | 8                 | 8                           | 8                             |
| <b>Total Institutions</b>     | 8                  | 8   | 8                      | 8                                | 8                                  | 8                               | 8                 | 8                           | 8                             |

| Institution                   | Tuition<br>2015-16 | Endowment<br>Market<br>Value from<br>NACUBO<br>(FY2016) | FY2016                 |                                  |                                    |                                 |                   |                             |                               |
|-------------------------------|--------------------|---|------------------------|----------------------------------|------------------------------------|---------------------------------|-------------------|-----------------------------|-------------------------------|
|                               |                    |   | Net<br>Income<br>Ratio | Return on<br>Net Assets<br>Ratio | Net Tuition<br>Dependency<br>Ratio | Financial<br>Viability<br>Ratio | Leverage<br>Ratio | Primary<br>Reserve<br>Ratio | Secondary<br>Reserve<br>Ratio |
| <b>Allegheny</b>              | 41,970             | 181,636,000   | -0.05                  | -0.02                            | -0.09                              | 3.71                            | 1.29              | 1.22                        | 2.29                          |
| <b>Dickinson</b>              | 49,014             | 381,020,000   | -0.22                  | -0.05                            | 0.25                               | 3.45                            | 2.28              | 2.53                        | 1.30                          |
| <b>Gettysburg</b>             | 49,140             | 276,783,000   | -0.03                  | -0.01                            | 0.23                               | 3.11                            | 1.46              | 1.39                        | 1.57                          |
| <b>Hamilton</b>               | 49,010             | 817,210,000   | -0.34                  | -0.05                            | 0.25                               | 3.65                            | 0.89              | 1.81                        | 5.62                          |
| <b>Muhlenberg</b>             | 45,590             | 246,967,000   | -0.08                  | -0.02                            | 0.26                               | 3.78                            | 2.39              | 2.49                        | 1.44                          |
| <b>Skidmore</b>               | 48,024             | 326,934,000   | 0.15                   | 0.04                             | 0.32                               | 3.68                            | 2.01              | 1.92                        | 1.61                          |
| <b>St. Lawrence</b>           | 49,060             | 267,593,000   | 0.05                   | 0.02                             | 0.00                               | 2.49                            | 0.71              | 0.84                        | 2.08                          |
| <b>Union</b>                  | 49,542             | 385,195,000   | -0.21                  | -0.05                            | 0.23                               | 3.33                            | 1.24              | 1.51                        | 2.53                          |
| <b>Hartwick</b>               | 40,630             | 67,472,000  | -0.15                  | -0.06                            | 0.71                               | 1.91                            | 0.59              | 0.63                        | 1.41                          |
| <b>Mean of Peers</b>          | 47,669             | 360,417,250   | -0.09                  | -0.02                            | 0.18                               | 3.40                            | 1.53              | 1.71                        | 2.31                          |
| <b>Max of Peers</b>           | 49,542             | 817,210,000   | 0.15                   | 0.04                             | 0.32                               | 3.78                            | 2.39              | 2.53                        | 5.62                          |
| <b>Median of Peers</b>        | 49,012             | 301,858,500   | -0.07                  | -0.02                            | 0.24                               | 3.55                            | 1.38              | 1.66                        | 1.85                          |
| <b>Min of Peers</b>           | 41,970             | 181,636,000   | -0.34                  | -0.05                            | -0.09                              | 2.49                            | 0.71              | 0.84                        | 1.30                          |
| <b>Institutions Reporting</b> | 8                  | 8   | 8                      | 8                                | 8                                  | 8                               | 8                 | 8                           | 8                             |
| <b>Total Institutions</b>     | 8                  | 8   | 8                      | 8                                | 8                                  | 8                               | 8                 | 8                           | 8                             |

## Benchmarking Comparisons against Hartwick Peers and Aspirational Group

### 2. Admission and Financial Aid

#### Comparison Group I: Peers

| Institution                   | Accept Rate<br>(Admits/<br>Applicants)<br>20-21 | Yield Rate<br>(Enrolls/Admits)<br>20-21 | SAT Mid-50%<br>20-21 | % FY UG<br>students<br>receiving any<br>financial aid<br>20-21 | Average<br>institutional<br>aid received<br>(FR-FT)<br>20-21 | Tuition<br>Discount<br>Rate<br>20-21 |
|-------------------------------|---|---|----------------------|--|--|--------------------------------------|
| Alfred University             | 64.1%   | 13.2%                                   | 970 - 1200           |  |  |                                      |
| Elmira                        | 83.1%   | 11.6%                                   | 890 - 1302           |  |  |                                      |
| Hobart & WilliamSmith         | 61.8%   | 16.1%                                   | 1180 - 1340          |  |  |                                      |
| Ithaca                        | 75.7%   | 10.2%                                   | na                   |  |  |                                      |
| Juniata                       | 67.5%   | 17.7%                                   | na                   |  |  |                                      |
| Lycoming                      | 65.5%   | 17.5%                                   | 1010 - 1210          |  |  |                                      |
| Moravian                      | 80.1%   | 22.9%                                   | na                   |  |  |                                      |
| Susquehanna                   | 73.0%   | 14.3%                                   | na                   |  |  |                                      |
| Ursinus                       | 80.4%   | 14.2%                                   | 1150 - 1330          |  |  |                                      |
| Wittenberg University         | 97.4%   | 14.0%                                   | na                   |  |  |                                      |
| Hartwick                      | 93.1%   | 11.6%                                   | 1020 - 1180          |  |  |                                      |
| <b>Mean of Peers</b>          | 76.5%   | 14.8%                                   | na                   | #DIV/0!  | #DIV/0!  | #DIV/0!                              |
| <b>Max of Peers</b>           | 97.4%   | 22.9%                                   | na                   | 0.0%   | \$0  | 0.0%                                 |
| <b>Median of Peers</b>        | 75.7%   | 14.2%                                   | na                   | #NUM!  | #NUM!  | #NUM!                                |
| <b>Min of Peers</b>           | 61.8%   | 10.2%                                   | na                   | 0.0%   | \$0  | 0.0%                                 |
| <b>Institutions Reporting</b> | 10  | 10                                      | 5                    | 10   | 0  | 0                                    |
| <b>Total Institutions</b>     | 10  | 10                                      | 10                   | 10   | 10   | 10                                   |

**Comparison Group I: Peers**

| <b>Institution</b>               | <b>Accept Rate<br/>(Admits/<br/>Applicants)<br/>19-20</b> | <b>Yield Rate<br/>(Enrolls/Admits)<br/>19-20</b> | <b>SAT Mid-50%<br/>19-20</b> | <b>% FY UG<br/>students<br/>receiving any<br/>financial aid<br/>19-20</b> | <b>Average<br/>institutional<br/>aid received<br/>(FR-FT)<br/>19-20</b> | <b>Tuition<br/>Discount<br/>Rate<br/>19-20</b> |
|----------------------------------|---|--|------------------------------|---|---|--|
| <b>Alfred University</b>         | 62.5%   | 16.4%  | 940 - 1180                   | 88.3%   | \$22,306  | 50.4%  |
| <b>Elmira</b>                    | 80.1%   | 14.7%  | 1020 - 1220                  | 95.1%   | \$24,589  | 55.3%  |
| <b>Hobart &amp; WilliamSmith</b> | 66.1%   | 20.3%  | 1180 - 1365                  | 97.4%   | \$35,550  | 51.3%  |
| <b>Ithaca</b>                    | 72.8%   | 14.6%  | na                           | 93.9%   | \$28,040  | 50.2%  |
| <b>Juniata</b>                   | 70.8%   | 24.0%  | na                           | 100.0%  | \$27,231  | 62.3%  |
| <b>Lycoming</b>                  | 62.3%   | 17.0%  | 1040 - 1220                  | 99.6%   | \$36,211  | 75.0%  |
| <b>Moravian</b>                  | 75.2%   | 26.8%  | na                           | 90.1%   | \$25,801  | 44.0%  |
| <b>Susquehanna</b>               | 72.0%   | 15.0%  | na                           | 98.3%   | \$35,743  | 63.3%  |
| <b>Ursinus</b>                   | 79.1%   | 15.4%  | 1150 - 1350                  | 97.5%   | \$36,269  | 63.9%  |
| <b>Wittenberg University</b>     | 91.3%   | 15.8%  | 1025 - 1200                  | 95.8%   | \$28,267  | 64.0%  |
| <b>Hartwick</b>                  | 80.2%   | 10.4%  | 1030 - 1210                  | 99.0%   | \$35,482  | 62.7%  |
| <b>Mean of Peers</b>             | 73.8%   | 17.3%  | na                           | 95.9%   | \$30,499  | 58.4%  |
| <b>Max of Peers</b>              | 91.3%   | 26.8%  | na                           | 100.0%  | \$36,269  | 75.0%  |
| <b>Median of Peers</b>           | 72.8%   | 15.8%  | na                           | 97.4%   | \$28,267  | 62.3%  |
| <b>Min of Peers</b>              | 62.3%   | 10.4%  | na                           | 88.3%   | \$22,306  | 44.0%  |
| <b>Institutions Reporting</b>    | 10  | 10   | 6                            | 10  | 0   | 0  |
| <b>Total Institutions</b>        | 10  | 10   | 10                           | 10  | 10  | 10   |

**Comparison Group I: Peers**

| <b>Institution</b>               | <b>Accept Rate<br/>(Admits/<br/>Applicants)<br/>18-19</b> | <b>Yield Rate<br/>(Enrolls/Admits)<br/>18-19</b> | <b>SAT Mid-50%<br/>18-19</b> | <b>% FY UG<br/>students<br/>receiving any<br/>financial aid<br/>18-19</b> | <b>Average<br/>institutional<br/>aid received<br/>(FR-FT)<br/>18-19</b> | <b>Tuition<br/>Discount<br/>Rate<br/>18-19</b> |
|----------------------------------|---|--|------------------------------|---|---|--|
| <b>Alfred University</b>         | 62.7%   | 16.2%  | 970 - 1200                   | 90.8%   | \$21,832  | 49.7%  |
| <b>Elmira</b>                    | 84.5%   | 11.6%  | na                           | 93.4%   | \$29,759  | 63.2%  |
| <b>Hobart &amp; WilliamSmith</b> | 57.2%   | 24.0%  | 1150 - 1340                  | 93.1%   | \$33,471  | 54.5%  |
| <b>Ithaca</b>                    | 68.5%   | 15.9%  | na                           | 93.2%   | \$26,936  | 48.4%  |
| <b>Juniata</b>                   | 70.2%   | 20.5%  | na                           | 100.0%  | \$27,242  | 56.1%  |
| <b>Lycoming</b>                  | 65.6%   | 20.2%  | 1010 - 1198                  | 99.2%   | \$33,516  | 67.9%  |
| <b>Moravian</b>                  | 72.8%   | 25.2%  | 1050 - 1200                  | 86.1%   | \$25,910  | 42.3%  |
| <b>Susquehanna</b>               | 72.4%   | 15.0%  | na                           | 96.0%   | \$33,436  | 57.9%  |
| <b>Ursinus</b>                   | 70.9%   | 15.9%  | 1140 - 1320                  | 97.6%   | \$35,006  | 59.3%  |
| <b>Wittenberg University</b>     | 73.7%   | 8.9%   | na                           | 95.8%   | \$26,684  | 62.7%  |
| <b>Hartwick</b>                  | 83.3%   | 11.7%  | 1070 - 1190                  | 98.1%   | \$32,925  | 56.3%  |
| <b>Mean of Peers</b>             | 71.1%   | 16.8%  | na                           | 94.9%   | \$29,702  | 56.2%  |
| <b>Max of Peers</b>              | 84.5%   | 25.2%  | na                           | 100.0%  | \$35,006  | 67.9%  |
| <b>Median of Peers</b>           | 70.9%   | 15.9%  | na                           | 95.8%   | \$29,759  | 56.3%  |
| <b>Min of Peers</b>              | 57.2%   | 8.9%   | na                           | 86.1%   | \$21,832  | 42.3%  |
| <b>Institutions Reporting</b>    | 10  | 10   | 5                            | 10  | 0   | 0  |
| <b>Total Institutions</b>        | 10  | 10   | 10                           | 10  | 10  | 10   |

**Comparison Group I: Peers**

| <b>Institution</b>               | <b>Accept Rate<br/>(Admits/<br/>Applicants)<br/>17-18</b> | <b>Yield Rate<br/>(Enrolls/Admits)<br/>17-18</b> | <b>SAT Mid-50%<br/>17-18</b> | <b>% FY UG<br/>students<br/>receiving any<br/>financial aid<br/>17-18</b> | <b>Average<br/>institutional<br/>aid received<br/>(FR-FT)<br/>17-18</b> | <b>Tuition<br/>Discount<br/>Rate<br/>17-18</b> |
|----------------------------------|---|--|------------------------------|---|---|--|
| <b>Alfred University</b>         | 62.7%   | 18.7%  | 990 - 1210                   | 90.8%   | \$20,509  | 48.7%  |
| <b>Elmira</b>                    | 85.1%   | 10.9%  | na                           | 91.9%   | \$28,465  | 63.9%  |
| <b>Hobart &amp; WilliamSmith</b> | 63.9%   | 22.5%  | 1150 - 1330                  | 92.3%   | \$30,623  | 48.7%  |
| <b>Ithaca</b>                    | 70.5%   | 16.3%  | na                           | 92.4%   | \$25,703  | 44.9%  |
| <b>Juniata</b>                   | 70.8%   | 21.0%  | na                           | 100.0%  | \$25,781  | 54.0%  |
| <b>Lycoming</b>                  | 64.0%   | 22.9%  | 988 - 1200                   | 98.9%   | \$30,921  | 65.5%  |
| <b>Moravian</b>                  | 76.0%   | 20.5%  | 1010 - 1210                  | 88.4%   | \$22,925  | 41.3%  |
| <b>Susquehanna</b>               | 69.5%   | 15.4%  | na                           | 96.1%   | \$31,261  | 53.3%  |
| <b>Ursinus</b>                   | 78.2%   | 14.7%  | 1110 - 1310                  | 97.9%   | \$33,648  | 58.7%  |
| <b>Wittenberg University</b>     | 72.2%   | 10.3%  | na                           | 97.4%   | \$25,157  | 62.2%  |
| <b>Hartwick</b>                  | 88.6%   | 13.1%  | 920 - 1100                   | 97.1%   | \$30,368  | 52.7%  |
| <b>Mean of Peers</b>             | 72.9%   | 16.9%  | na                           | 94.8%   | \$27,760  | 54.0%  |
| <b>Max of Peers</b>              | 88.6%   | 22.9%  | na                           | 100.0%  | \$33,648  | 65.5%  |
| <b>Median of Peers</b>           | 70.8%   | 16.3%  | na                           | 96.1%   | \$28,465  | 53.3%  |
| <b>Min of Peers</b>              | 62.7%   | 10.3%  | na                           | 88.4%   | \$20,509  | 41.3%  |
| <b>Institutions Reporting</b>    | 10  | 10   | 5                            | 10  | 0   | 0  |
| <b>Total Institutions</b>        | 10  | 10   | 10                           | 10  | 10  | 10   |

**Comparison Group I: Peers**

| <b>Institution</b>               | <b>Accept Rate<br/>(Admits/<br/>Applicants)<br/>16-17</b> | <b>Yield Rate<br/>(Enrolls/Admits)<br/>16-17</b> | <b>SAT Mid-50%<br/>16-17</b> | <b>% FY UG<br/>students<br/>receiving any<br/>financial aid<br/>16-17</b> | <b>Average<br/>institutional<br/>aid received<br/>(FR-FT)<br/>16-17</b> | <b>Tuition<br/>Discount<br/>Rate<br/>16-17</b> |
|----------------------------------|---|--|------------------------------|---|---|--|
| <b>Alfred University</b>         | 62.8%   | 17.0%  | 910 - 1140                   | 93.8%   | \$18,609  | 48.3%  |
| <b>Elmira</b>                    | 82.2%   | 12.1%  | na                           | 92.4%   | \$26,259  | 65.9%  |
| <b>Hobart &amp; WilliamSmith</b> | 58.0%   | 21.8%  | 1160 - 1350                  | 88.6%   | \$27,807  | 42.1%  |
| <b>Ithaca</b>                    | 69.9%   | 16.3%  | na                           | 91.1%   | \$24,170  | 41.8%  |
| <b>Juniata</b>                   | 74.6%   | 22.1%  | na                           | 100.0%  | \$24,386  | 51.7%  |
| <b>Lycoming</b>                  | 69.6%   | 26.3%  | 940 - 1120                   | 99.4%   | \$29,285  | 63.7%  |
| <b>Moravian</b>                  | 77.4%   | 24.2%  | 900 - 1120                   | 94.2%   | \$21,954  | 38.9%  |
| <b>Susquehanna</b>               | 67.7%   | 14.2%  | na                           | 99.6%   | \$29,222  | 48.3%  |
| <b>Ursinus</b>                   | 82.4%   | 18.6%  | na                           | 98.8%   | \$31,278  | 56.9%  |
| <b>Wittenberg University</b>     | 78.3%   | 10.2%  | na                           | 94.7%   | \$24,710  | 61.7%  |
| <b>Hartwick</b>                  | 86.5%   | 14.0%  | 900 - 1090                   | 97.0%   | \$29,832  | 52.6%  |
| <b>Mean of Peers</b>             | 73.6%   | 17.9%  | na                           | 95.4%   | \$26,137  | 52.0%  |
| <b>Max of Peers</b>              | 86.5%   | 26.3%  | na                           | 100.0%  | \$31,278  | 65.9%  |
| <b>Median of Peers</b>           | 74.6%   | 17.0%  | na                           | 94.7%   | \$26,259  | 51.7%  |
| <b>Min of Peers</b>              | 58.0%   | 10.2%  | na                           | 88.6%   | \$18,609  | 38.9%  |
| <b>Institutions Reporting</b>    | 10  | 10   | 4                            | 10  | 10  | 10   |
| <b>Total Institutions</b>        | 10  | 10   | 10                           | 10  | 10  | 10   |

## Benchmarking Comparisons against Hartwick Peers and Aspirational Group

### Comparison Group II: Aspirational

| Institution  | Accept Rate<br>(Admits/<br>Applicants)<br>20-21 | Yield Rate<br>(Enrolls/Admits)<br>20-21 | SAT Mid-50%<br>20-21 | % FY UG<br>students<br>receiving any<br>financial aid<br>20-21 | Average<br>institutional<br>aid received<br>(FR-FT)<br>20-21 | Tuition<br>Discount<br>Rate<br>20-21 |
|--------------|---|---|----------------------|--|--|--------------------------------------|
| Allegheny    | 73.2%   | 12.5%                                   | 1140 - 1350          |  |  |                                      |
| Dickinson    | 51.6%   | 17.7%                                   | na                   |  |  |                                      |
| Gettysburg   | 48.2%   | 20.5%                                   | na                   |  |  |                                      |
| Hamilton     | 18.4%   | 32.0%                                   | 1380 - 1510          |  |  |                                      |
| Muhlenberg   | 62.2%   | 18.3%                                   | 1170 - 1350          |  |  |                                      |
| Skidmore     | 32.2%   | 21.4%                                   | 1220 - 1403          |  |  |                                      |
| St. Lawrence | 47.3%   | 20.3%                                   | 1180 - 1360          |  |  |                                      |
| Union        | 41.3%   | 14.8%                                   | 1210 - 1400          |  |  |                                      |
| Hartwick     | 93.1%   | 11.6%                                   | 1020 - 1180          |  |  |                                      |

|                        |       |       |    |         |         |         |
|------------------------|-------|-------|----|---------|---------|---------|
| Mean of Peers          | 51.9% | 18.8% | na | #DIV/0! | #DIV/0! | #DIV/0! |
| Max of Peers           | 93.1% | 32.0% | na | 0.0%    | \$0     | 0.0%    |
| Median of Peers        | 48.2% | 18.3% | na | #NUM!   | #NUM!   | #NUM!   |
| Min of Peers           | 18.4% | 11.6% | na | 0.0%    | \$0     | 0.0%    |
| Institutions Reporting | 8     | 8     | 6  | 8       | 0       | 0       |
| Total Institutions     | 8     | 8     | 8  | 8       | 8       | 8       |

**Comparison Group II:****Aspirational**

| <b>Institution</b>  | <b>Accept Rate<br/>(Admits/<br/>Applicants)<br/>19-20</b> | <b>Yield Rate<br/>(Enrolls/Admits)<br/>19-20</b> | <b>SAT Mid-50%<br/>19-20</b> | <b>% FY UG<br/>students<br/>receiving any<br/>financial aid<br/>19-20</b> | <b>Average<br/>institutional<br/>aid received<br/>(FR-FT)<br/>19-20</b> | <b>Tuition<br/>Discount<br/>Rate<br/>19-20</b> |
|---------------------|---|--|------------------------------|---|---|--|
| <b>Allegheny</b>    | 62.2%   | 15.4%  | 1170 - 1360                  | 99.5%   | \$37,391  | 66.1%  |
| <b>Dickinson</b>    | 40.1%   | 17.6%  | na                           | 79.7%   | \$37,996  | 48.8%  |
| <b>Gettysburg</b>   | 48.0%   | 24.0%  | na                           | 95.5%   | \$35,431  | 47.4%  |
| <b>Hamilton</b>     | 16.4%   | 34.6%  | 1370 - 1520                  | 56.0%   | \$44,337  | 40.1%  |
| <b>Muhlenberg</b>   | 66.2%   | 19.2%  | 1150 - 1340                  | 85.2%   | \$32,069  | 48.8%  |
| <b>Skidmore</b>     | 30.0%   | 22.0%  | 1220 - 1400                  | 51.5%   | \$46,581  | 36.2%  |
| <b>St. Lawrence</b> | 42.4%   | 20.4%  | 1180 - 1350                  | 97.5%   | \$37,624  | 58.9%  |
| <b>Union</b>        | 42.9%   | 21.1%  | 1220 - 1420                  | 82.0%   | \$31,100  | 41.2%  |
| <b>Hartwick</b>     | 80.2%   | 10.4%  | 1030 - 1210                  | 99.0%   | \$35,482  | 62.7%  |

|                               |       |       |    |       |          |       |
|-------------------------------|-------|-------|----|-------|----------|-------|
| <b>Mean of Peers</b>          | 47.6% | 20.5% | na | 82.9% | \$37,557 | 50.0% |
| <b>Max of Peers</b>           | 80.2% | 34.6% | na | 99.5% | \$46,581 | 66.1% |
| <b>Median of Peers</b>        | 42.9% | 20.4% | na | 85.2% | \$37,391 | 48.8% |
| <b>Min of Peers</b>           | 16.4% | 10.4% | na | 51.5% | \$31,100 | 36.2% |
| <b>Institutions Reporting</b> | 8     | 8     | 6  | 8     | 0        | 0     |
| <b>Total Institutions</b>     | 8     | 8     | 8  | 8     | 8        | 8     |

**Comparison Group II:****Aspirational**

| <b>Institution</b>  | <b>Accept Rate<br/>(Admits/<br/>Applicants)<br/>18-19</b> | <b>Yield Rate<br/>(Enrolls/Admits)<br/>18-19</b> | <b>SAT Mid-50%<br/>18-19</b> | <b>% FY UG<br/>students<br/>receiving any<br/>financial aid<br/>18-19</b> | <b>Average<br/>institutional<br/>aid received<br/>(FR-FT)<br/>18-19</b> | <b>Tuition<br/>Discount<br/>Rate<br/>18-19</b> |
|---------------------|---|--|------------------------------|---|---|--|
| <b>Allegheny</b>    | 63.6%   | 13.6%  | 1120 - 1340                  | 99.1%   | \$35,451  | 62.7%  |
| <b>Dickinson</b>    | 49.1%   | 20.7%  | na                           | 77.3%   | \$36,112  | 48.4%  |
| <b>Gettysburg</b>   | 45.4%   | 26.3%  | na                           | 90.2%   | \$32,943  | 42.9%  |
| <b>Hamilton</b>     | 21.3%   | 36.2%  | 1350 - 1510                  | 56.9%   | \$41,305  | 39.9%  |
| <b>Muhlenberg</b>   | 61.8%   | 21.4%  | 1170 - 1360                  | 88.2%   | \$27,957  | 42.7%  |
| <b>Skidmore</b>     | 26.9%   | 23.3%  | 1223 - 1400                  | 45.6%   | \$46,408  | 31.3%  |
| <b>St. Lawrence</b> | 46.1%   | 21.5%  | 1190 - 1355                  | 98.1%   | \$34,882  | 56.1%  |
| <b>Union</b>        | 38.7%   | 22.0%  | na                           | 80.3%   | \$30,316  | 41.1%  |
| <b>Hartwick</b>     | 83.3%   | 11.7%  | 1070 - 1190                  | 98.1%   | \$32,925  | 56.3%  |

|                               |       |       |    |       |          |       |
|-------------------------------|-------|-------|----|-------|----------|-------|
| <b>Mean of Peers</b>          | 48.5% | 21.9% | na | 81.5% | \$35,367 | 46.8% |
| <b>Max of Peers</b>           | 83.3% | 36.2% | na | 99.1% | \$46,408 | 62.7% |
| <b>Median of Peers</b>        | 46.1% | 21.5% | na | 88.2% | \$34,882 | 42.9% |
| <b>Min of Peers</b>           | 21.3% | 11.7% | na | 45.6% | \$27,957 | 31.3% |
| <b>Institutions Reporting</b> | 8     | 8     | 5  | 8     | 0        | 0     |
| <b>Total Institutions</b>     | 8     | 8     | 8  | 8     | 8        | 8     |

**Comparison Group II:****Aspirational**

| <b>Institution</b>  | <b>Accept Rate<br/>(Admits/<br/>Applicants)<br/>17-18</b> | <b>Yield Rate<br/>(Enrolls/Admits)<br/>17-18</b> | <b>SAT Mid-50%<br/>17-18</b> | <b>% FY UG<br/>students<br/>receiving any<br/>financial aid<br/>17-18</b> | <b>Average<br/>institutional<br/>aid received<br/>(FR-FT)<br/>17-18</b> | <b>Tuition<br/>Discount<br/>Rate<br/>17-18</b> |
|---------------------|---|--|------------------------------|---|---|--|
| <b>Allegheny</b>    | 67.9%   | 13.9%  | 1140 - 1320                  | 99.1%   | \$32,618  | 57.2%  |
| <b>Dickinson</b>    | 48.7%   | 21.0%  | na                           | 73.5%   | \$34,007  | 41.6%  |
| <b>Gettysburg</b>   | 45.8%   | 24.6%  | na                           | 86.8%   | \$31,075  | 38.4%  |
| <b>Hamilton</b>     | 24.2%   | 34.9%  | 1360 - 1510                  | 55.2%   | \$41,283  | 41.8%  |
| <b>Muhlenberg</b>   | 48.4%   | 25.2%  | 1140 - 1340                  | 83.9%   | \$26,958  | 39.2%  |
| <b>Skidmore</b>     | 24.5%   | 26.8%  | 1205 - 1400                  | 45.9%   | \$43,986  | 30.8%  |
| <b>St. Lawrence</b> | 48.3%   | 24.6%  | 1205 - 1365                  | 97.6%   | \$33,803  | 53.5%  |
| <b>Union</b>        | 37.4%   | 22.8%  | na                           | 78.1%   | \$28,765  | 39.6%  |
| <b>Hartwick</b>     | 88.6%   | 13.1%  | 920 - 1100                   | 97.1%   | \$30,368  | 52.7%  |

|                               |       |       |    |       |          |       |
|-------------------------------|-------|-------|----|-------|----------|-------|
| <b>Mean of Peers</b>          | 48.2% | 23.0% | na | 79.7% | \$33,651 | 43.9% |
| <b>Max of Peers</b>           | 88.6% | 34.9% | na | 99.1% | \$43,986 | 57.2% |
| <b>Median of Peers</b>        | 48.3% | 24.6% | na | 83.9% | \$32,618 | 41.6% |
| <b>Min of Peers</b>           | 24.2% | 13.1% | na | 45.9% | \$26,958 | 30.8% |
| <b>Institutions Reporting</b> | 8     | 8     | 5  | 8     | 0        | 0     |
| <b>Total Institutions</b>     | 8     | 8     | 8  | 8     | 8        | 8     |

**Comparison Group II:****Aspirational**

| <b>Institution</b>  | <b>Accept Rate<br/>(Admits/<br/>Applicants)<br/>16-17</b> | <b>Yield Rate<br/>(Enrolls/Admits)<br/>16-17</b> | <b>SAT Mid-50%<br/>16-17</b> | <b>% FY UG<br/>students<br/>receiving any<br/>financial aid<br/>16-17</b> | <b>Average<br/>institutional<br/>aid received<br/>(FR-FT)<br/>16-17</b> | <b>Tuition<br/>Discount<br/>Rate<br/>16-17</b> |
|---------------------|---|--|------------------------------|---|---|--|
| <b>Allegheny</b>    | 67.8%   | 17.3%  | na                           | 99.0%   | \$29,798  | 52.1%  |
| <b>Dickinson</b>    | 43.2%   | 22.9%  | na                           | 72.5%   | \$32,240  | 38.8%  |
| <b>Gettysburg</b>   | 42.6%   | 24.0%  | na                           | 82.3%   | \$29,420  | 33.5%  |
| <b>Hamilton</b>     | 26.1%   | 34.6%  | 1300 - 1480                  | 53.0%   | \$39,461  | 38.7%  |
| <b>Muhlenberg</b>   | 48.3%   | 25.3%  | 1130 - 1320                  | 82.4%   | \$24,052  | 36.3%  |
| <b>Skidmore</b>     | 29.1%   | 26.7%  | 1120 - 1330                  | 44.7%   | \$41,794  | 28.5%  |
| <b>St. Lawrence</b> | 42.9%   | 22.4%  | na                           | 95.8%   | \$31,726  | 49.9%  |
| <b>Union</b>        | 36.9%   | 22.8%  | na                           | 77.3%   | \$27,922  | 37.8%  |
| <b>Hartwick</b>     | 86.5%   | 14.0%  | 900 - 1090                   | 97.0%   | \$29,832  | 52.6%  |

|                               |       |       |    |       |          |       |
|-------------------------------|-------|-------|----|-------|----------|-------|
| <b>Mean of Peers</b>          | 47.0% | 23.3% | na | 78.2% | \$31,805 | 40.9% |
| <b>Max of Peers</b>           | 86.5% | 34.6% | na | 99.0% | \$41,794 | 52.6% |
| <b>Median of Peers</b>        | 42.9% | 22.9% | na | 82.3% | \$29,832 | 38.7% |
| <b>Min of Peers</b>           | 26.1% | 14.0% | na | 44.7% | \$24,052 | 28.5% |
| <b>Institutions Reporting</b> | 8     | 8     | 3  | 8     | 8        | 8     |
| <b>Total Institutions</b>     | 8     | 8     | 8  | 8     | 8        | 8     |

## Benchmarking Comparisons against Hartwick Peers and Aspirational Group

### 6. Fundraising

#### Comparison Group I: Peers

| Institution            | FY2019: 7/1/18 to 6/30/19 |                     |                        | FY2018: 7/1/17 to 6/30/18 |                     |                        | FY2017: 7/1/16 to 6/30/17 |                     |                        |
|------------------------|---------------------------|---------------------|------------------------|---------------------------|---------------------|------------------------|---------------------------|---------------------|------------------------|
|                        | Fundraising Expenses      | Fundraising Revenue | Cost per Dollar Raised | Fundraising Expenses      | Fundraising Revenue | Cost per Dollar Raised | Fundraising Expenses      | Fundraising Revenue | Cost per Dollar Raised |
| Alfred University      | \$ 1,561,192              | \$ 32,786,449       | \$0.05                 | \$ 1,599,031              | \$ 32,945,250       | \$0.05                 | \$ 1,824,694              | \$ 31,658,513       | \$0.06                 |
| Elmira                 | \$ 995,524                | \$ 3,970,884        | \$0.25                 | na                        | \$ 3,260,224        | na                     | na                        | \$ 2,370,937        | na                     |
| Hobart & WilliamSmith  | \$ 4,527,746              | \$ 17,065,242       | \$0.27                 | \$ 4,460,641              | \$ 14,373,658       | \$0.31                 | \$ 3,904,644              | \$ 17,503,706       | \$0.22                 |
| Ithaca                 | \$ 44,445,719             | \$ 37,061,756       | \$1.20                 | \$ 4,873,686              | \$ 15,991,270       | \$0.30                 | \$ 3,426,067              | \$ 13,413,345       | \$0.26                 |
| Juniata                | \$ 2,133,643              | \$ 8,960,245        | \$0.24                 | \$ 293,317                | \$ 9,416,051        | \$0.03                 | \$ 273,534                | \$ 9,151,018        | \$0.03                 |
| Lycoming               | \$ 1,429,705              | \$ 9,288,488        | \$0.15                 | \$ 1,580,730              | \$ 6,827,981        | \$0.23                 | \$ 1,570,730              | \$ 6,827,981        | \$0.23                 |
| Moravian               | \$ 1,447,867              | \$ 11,610,042       | \$0.12                 | \$ 1,735,156              | \$ 6,317,243        | \$0.27                 | \$ 1,516,944              | \$ 6,836,399        | \$0.22                 |
| Susquehanna            | \$ 2,740,256              | \$ 8,572,468        | \$0.32                 | \$ 2,876,954              | \$ 5,229,745        | \$0.55                 | \$ 2,988,760              | \$ 14,605,253       | \$0.20                 |
| Ursinus                | \$ 2,593,953              | \$ 6,782,216        | \$0.38                 | \$ 3,529,246              | \$ 8,375,479        | \$0.42                 | \$ 3,547,606              | \$ 10,367,892       | \$0.34                 |
| Wittenberg University  | \$ 2,543,481              | \$ 10,861,782       | \$0.23                 | \$ 2,615,823              | \$ 24,290,897       | \$0.11                 | \$ 2,758,837              | \$ 12,142,606       | \$0.23                 |
| Hartwick               | \$ 1,519,054              | \$ 4,397,310        | \$0.35                 | \$ 1,544,985              | \$ 5,988,663        | \$0.26                 | \$ 1,603,161              | \$ 6,638,717        | \$0.24                 |
| Mean of Peers          | \$6,441,909               | \$14,695,957        | \$0.32                 | \$2,618,287               | \$12,702,780        | \$0.25                 | \$2,423,535               | \$12,487,765        | \$0.20                 |
| Max of Peers           | \$44,445,719              | \$37,061,756        | \$1.20                 | \$4,873,686               | \$32,945,250        | \$0.55                 | \$3,904,644               | \$31,658,513        | \$0.34                 |
| Median of Peers        | \$2,338,562               | \$10,075,135        | \$0.24                 | \$2,615,823               | \$8,895,765         | \$0.27                 | \$2,758,837               | \$11,255,249        | \$0.22                 |
| Min of Peers           | \$995,524                 | \$3,970,884         | \$0.05                 | \$293,317                 | \$3,260,224         | \$0.03                 | \$273,534                 | \$2,370,937         | \$0.03                 |
| Institutions Reporting | 10                        | 10                  | 10                     | 9                         | 10                  | 10                     | 9                         | 10                  | 10                     |
| Total Institutions     | 10                        | 10                  | 10                     | 10                        | 10                  | 10                     | 10                        | 10                  | 10                     |

#### Comparison Group II:

#### Aspirational

| Institution            | FY2019: 7/1/18 to 6/30/19 |                     |                        | FY2018: 7/1/17 to 6/30/18 |                     |                        | FY2017: 7/1/16 to 6/30/17 |                     |                        |
|------------------------|---------------------------|---------------------|------------------------|---------------------------|---------------------|------------------------|---------------------------|---------------------|------------------------|
|                        | Fundraising Expenses      | Fundraising Revenue | Cost per Dollar Raised | Fundraising Expenses      | Fundraising Revenue | Cost per Dollar Raised | Fundraising Expenses      | Fundraising Revenue | Cost per Dollar Raised |
| Allegheny              | \$ 2,767,240              | \$ 18,830,018       | \$0.15                 | \$ 3,281,001              | \$ 16,412,288       | \$0.20                 | \$ 3,327,050              | \$ 13,982,153       | \$0.24                 |
| Dickinson              | \$ 1,880,900              | \$ 21,454,475       | \$0.09                 | \$ 5,368,963              | \$ 17,028,258       | \$0.32                 | \$ 5,583,964              | \$ 11,449,581       | \$0.49                 |
| Gettysburg             | \$ 4,545,710              | \$ 9,708,758        | \$0.47                 | \$ 5,178,136              | \$ 17,790,915       | \$0.29                 | \$ 5,259,793              | \$ 21,588,345       | \$0.24                 |
| Hamilton               | \$ 6,010,734              | \$ 35,796,951       | \$0.17                 | \$ 5,250,257              | \$ 15,473,045       | \$0.34                 | \$ 6,263,380              | \$ 24,129,125       | \$0.26                 |
| Muhlenberg             | \$ 4,445,579              | \$ 9,381,318        | \$0.47                 | \$ 4,573,812              | \$ 6,224,821        | \$0.73                 | \$ 4,279,635              | \$ 9,092,875        | \$0.47                 |
| Skidmore               | \$ 5,696,996              | \$ 31,454,239       | \$0.18                 | \$ 5,846,067              | \$ 33,511,773       | \$0.17                 | \$ 5,823,136              | \$ 25,608,869       | \$0.23                 |
| St. Lawrence           | \$ 8,279,112              | \$ 36,287,675       | \$0.23                 | \$ 7,453,727              | \$ 33,514,296       | \$0.22                 | \$ 7,117,740              | \$ 37,657,630       | \$0.19                 |
| Union                  | \$ 4,437,577              | \$ 55,767,172       | \$0.08                 | \$ 6,074,104              | \$ 24,674,932       | \$0.25                 | \$ 6,576,070              | \$ 43,627,311       | \$0.15                 |
| Hartwick               | \$ 1,519,054              | \$ 4,397,310        | \$0.35                 | \$ 1,544,985              | \$ 5,988,663        | \$0.26                 | \$ 1,603,161              | \$ 6,638,717        | \$0.24                 |
| Mean of Peers          | \$4,757,981               | \$27,335,076        | \$0.23                 | \$5,378,258               | \$20,578,791        | \$0.32                 | \$5,528,846               | \$23,391,986        | \$0.28                 |
| Max of Peers           | \$8,279,112               | \$55,767,172        | \$0.47                 | \$7,453,727               | \$33,514,296        | \$0.73                 | \$7,117,740               | \$43,627,311        | \$0.49                 |
| Median of Peers        | \$4,495,645               | \$26,454,357        | \$0.17                 | \$5,309,610               | \$17,409,587        | \$0.27                 | \$5,703,550               | \$22,858,735        | \$0.24                 |
| Min of Peers           | \$1,880,900               | \$9,381,318         | \$0.08                 | \$3,281,001               | \$6,224,821         | \$0.17                 | \$3,327,050               | \$9,092,875         | \$0.15                 |
| Institutions Reporting | 8                         | 8                   | 8                      | 8                         | 8                   | 8                      | 8                         | 8                   | 8                      |
| Total Institutions     | 8                         | 8                   | 8                      | 8                         | 8                   | 8                      | 8                         | 8                   | 8                      |

## 1st Year to 2nd Year Retention Rates for the Fall Entering Cohorts 2018-2020

|                         | FA18<br>Enrollment | FA18 to FA19<br>Retention<br>Rate | FA18 to<br>FA19<br>Returns | FA19<br>Enrollment | FA19 to<br>FA20<br>Retention<br>Rate | FA19 to<br>FA20<br>Returns | FA20<br>Enrollment | FA20 to<br>FA21<br>Retention<br>Rate | FA20 to<br>FA21<br>Returns | FA18-<br>FA20<br>Total<br>Enrolls | FA18-<br>FA20<br>Total<br>Returns | 3-Year<br>Aggregate<br>Retention<br>Rate |
|-------------------------|--------------------|-----------------------------------|----------------------------|--------------------|--------------------------------------|----------------------------|--------------------|--------------------------------------|----------------------------|-----------------------------------|-----------------------------------|--|
| <b>Student Athletes</b> |                    |                                   |                            |                    |                                      |                            |                    |                                      |                            |                                   |                                   |  |
| Non-athlete             | 265                | 74.0%                             | 196                        | 241                | 73.9%                                | 178                        | 238                | 59.2%                                | 141                        | 744                               | 515                               | 69.2%                                    |
| Athlete                 | 142                | 73.9%                             | 105                        | 135                | 75.6%                                | 102                        | 151                | 68.2%                                | 103                        | 428                               | 310                               | 72.4%                                    |
| <b>Grand Total</b>      | <b>407</b>         | <b>74.0%</b>                      | <b>301</b>                 | <b>376</b>         | <b>74.5%</b>                         | <b>280</b>                 | <b>389</b>         | <b>62.7%</b>                         | <b>244</b>                 | <b>1172</b>                       | <b>825</b>                        | <b>70.4%</b>                             |
| <b>Sport Team*</b>      |                    |                                   |                            |                    |                                      |                            |                    |                                      |                            |                                   |                                   |  |
| Men's Basketball        | 1                  | 100.0%                            | 1                          | 8                  | 62.5%                                | 5                          | 3                  | 33.3%                                | 1                          | 12                                | 7                                 | 58.3%                                    |
| Men's Cross Country     | 3                  | 100.0%                            | 3                          | 1                  | 100.0%                               | 1                          | 1                  | 0.0%                                 | 0                          | 5                                 | 4                                 | 80.0%                                    |
| Men's Football          | 36                 | 55.6%                             | 20                         | 48                 | 66.7%                                | 32                         | 62                 | 51.6%                                | 32                         | 146                               | 84                                | 57.5%                                    |
| Men's Lacrosse          | 14                 | 92.9%                             | 13                         | 10                 | 90.0%                                | 9                          | 27                 | 48.1%                                | 13                         | 51                                | 35                                | 68.6%                                    |
| Men's Soccer            | 13                 | 53.8%                             | 7                          | 10                 | 80.0%                                | 8                          | 8                  | 100.0%                               | 8                          | 31                                | 23                                | 74.2%                                    |
| Men's Swimming&Diving   | 12                 | 75.0%                             | 9                          | 12                 | 75.0%                                | 9                          | 10                 | 90.0%                                | 9                          | 34                                | 27                                | 79.4%                                    |
| Men's Track             | 7                  | 100.0%                            | 7                          | 8                  | 100.0%                               | 8                          | 5                  | 60.0%                                | 3                          | 20                                | 18                                | 90.0%                                    |
| Women's Basketball      | 6                  | 83.3%                             | 5                          | 2                  | 50.0%                                | 1                          | 6                  | 100.0%                               | 6                          | 14                                | 12                                | 85.7%                                    |
| Women's Cross Country   | 5                  | 80.0%                             | 4                          | 2                  | 100.0%                               | 2                          | 2                  | 50.0%                                | 1                          | 9                                 | 7                                 | 77.8%                                    |
| Women's Equestrian      | 6                  | 100.0%                            | 6                          | 6                  | 83.3%                                | 5                          | 2                  | 100.0%                               | 2                          | 14                                | 13                                | 92.9%                                    |
| Women's Field Hockey    | 10                 | 90.0%                             | 9                          | 5                  | 80.0%                                | 4                          | 10                 | 80.0%                                | 8                          | 25                                | 21                                | 84.0%                                    |
| Women's Lacrosse        | 2                  | 100.0%                            | 2                          | 6                  | 83.3%                                | 5                          | 4                  | 75.0%                                | 3                          | 12                                | 10                                | 83.3%                                    |
| Women's Soccer          | 5                  | 80.0%                             | 4                          | 8                  | 75.0%                                | 6                          | 4                  | 75.0%                                | 3                          | 17                                | 13                                | 76.5%                                    |
| Women's Swimming&Diving | 12                 | 66.7%                             | 8                          | 8                  | 75.0%                                | 6                          | 9                  | 88.9%                                | 8                          | 29                                | 22                                | 75.9%                                    |
| Women's Tennis          | 7                  | 57.1%                             | 4                          | 1                  | 0.0%                                 | 0                          | 3                  | 100.0%                               | 3                          | 11                                | 7                                 | 63.6%                                    |
| Women's Track           | 13                 | 84.6%                             | 11                         | 15                 | 100.0%                               | 15                         | 4                  | 75.0%                                | 3                          | 32                                | 29                                | 90.6%                                    |
| Women's Volleyball      | 8                  | 100.0%                            | 8                          | 2                  | 100.0%                               | 2                          | 5                  | 80.0%                                | 4                          | 15                                | 14                                | 93.3%                                    |
| <b>Grand Total</b>      | <b>160</b>         | <b>75.6%</b>                      | <b>121</b>                 | <b>135</b>         | <b>75.6%</b>                         | <b>102</b>                 | <b>165</b>         | <b>64.8%</b>                         | <b>107</b>                 | <b>460</b>                        | <b>330</b>                        | <b>71.7%</b>                             |

\*NOTE: The overall "Grand Total Athletes" does not reflect that some athletes participate in more than one sport.

|                           | FA18<br>Enrollment | FA18 to FA19<br>Retention<br>Rate | FA18 to<br>FA19<br>Returns | FA19<br>Enrollment | FA19 to<br>FA20<br>Retention<br>Rate | FA19 to<br>FA20<br>Returns | FA20<br>Enrollment | FA20 to<br>FA21<br>Retention<br>Rate | FA20 to<br>FA21<br>Returns | FA18-<br>FA20<br>Total<br>Enrolls | FA18-<br>FA20<br>Total<br>Returns | 3-Year<br>Aggregate<br>Retention<br>Rate |
|---------------------------|--------------------|-----------------------------------|----------------------------|--------------------|--------------------------------------|----------------------------|--------------------|--------------------------------------|----------------------------|-----------------------------------|-----------------------------------|--|
| <b>Honors</b>             |                    |                                   |                            |                    |                                      |                            |                    |                                      |                            |                                   |                                   |  |
| Non-Honors                | 375                | 72.8%                             | 273                        | #DIV/0!            |                                      |                            | 363                | 60.3%                                | 219                        | 738                               | 492                               | 66.7%                                    |
| Honors                    | 32                 | 87.5%                             | 28                         | #DIV/0!            |                                      |                            | 26                 | 96.2%                                | 25                         | 58                                | 53                                | 91.4%                                    |
| <b>Grand Total</b>        | <b>407</b>         | <b>74.0%</b>                      | <b>301</b>                 | <b>376</b>         | <b>74.5%</b>                         | <b>280</b>                 | <b>389</b>         | <b>62.7%</b>                         | <b>244</b>                 | <b>1172</b>                       | <b>825</b>                        | <b>70.4%</b>                             |
| <b>Gender</b>             |                    |                                   |                            |                    |                                      |                            |                    |                                      |                            |                                   |                                   |  |
| Female                    | 239                | 78.7%                             | 188                        | 216                | 76.4%                                | 165                        | 206                | 67.0%                                | 138                        | 661                               | 491                               | 74.3%                                    |
| Male                      | 168                | 67.3%                             | 113                        | 160                | 71.9%                                | 115                        | 183                | 57.9%                                | 106                        | 511                               | 334                               | 65.4%                                    |
| <b>Grand Total</b>        | <b>407</b>         | <b>74.0%</b>                      | <b>301</b>                 | <b>376</b>         | <b>74.5%</b>                         | <b>280</b>                 | <b>389</b>         | <b>62.7%</b>                         | <b>244</b>                 | <b>1172</b>                       | <b>825</b>                        | <b>70.4%</b>                             |
| <b>Ethnicity/Race</b>     |                    |                                   |                            |                    |                                      |                            |                    |                                      |                            |                                   |                                   |  |
| ALANA                     | 67                 | 62.7%                             | 42                         | 106                | 72.6%                                | 77                         | 123                | 51.2%                                | 63                         | 296                               | 182                               | 61.5%                                    |
| non-ALANA                 | 340                | 76.2%                             | 259                        | 270                | 75.2%                                | 203                        | 266                | 68.0%                                | 181                        | 876                               | 643                               | 73.4%                                    |
| <b>Grand Total</b>        | <b>407</b>         | <b>74.0%</b>                      | <b>301</b>                 | <b>376</b>         | <b>74.5%</b>                         | <b>280</b>                 | <b>389</b>         | <b>62.7%</b>                         | <b>244</b>                 | <b>1172</b>                       | <b>825</b>                        | <b>70.4%</b>                             |
| <b>Ethnicity/Race</b>     |                    |                                   |                            |                    |                                      |                            |                    |                                      |                            |                                   |                                   |  |
| Native American           | 9                  | 66.7%                             | 6                          | 5                  | 80.0%                                | 4                          | -                  | -                                    | -                          | 14                                | 10                                | 71.4%                                    |
| Asian American            | 12                 | 66.7%                             | 8                          | 13                 | 61.5%                                | 8                          | 13                 | 61.5%                                | 8                          | 38                                | 24                                | 63.2%                                    |
| African American          | 45                 | 57.8%                             | 26                         | 51                 | 74.5%                                | 38                         | 58                 | 51.7%                                | 30                         | 154                               | 94                                | 61.0%                                    |
| Hispanic                  | 5                  | 60.0%                             | 3                          | 37                 | 73.0%                                | 27                         | 52                 | 48.1%                                | 25                         | 94                                | 55                                | 58.5%                                    |
| Hawaiian/Pacific Islander | 1                  | 100.0%                            | 1                          | -                  | -                                    | -                          | -                  | -                                    | -                          | 1                                 | 1                                 | 100.0%                                   |
| Unknown/unreported        | 84                 | 73.8%                             | 62                         | 56                 | 82.1%                                | 46                         | 46                 | 69.6%                                | 32                         | 186                               | 140                               | 75.3%                                    |
| White                     | 251                | 77.7%                             | 195                        | 214                | 73.4%                                | 157                        | 213                | 66.7%                                | 142                        | 678                               | 494                               | 72.9%                                    |
| <b>Grand Total</b>        | <b>407</b>         | <b>74.0%</b>                      | <b>301</b>                 | <b>376</b>         | <b>74.5%</b>                         | <b>280</b>                 | <b>382</b>         | <b>62.0%</b>                         | <b>237</b>                 | <b>1165</b>                       | <b>818</b>                        | <b>70.2%</b>                             |
| <b>1st Academic Major</b> |                    |                                   |                            |                    |                                      |                            |                    |                                      |                            |                                   |                                   |  |
| Declared                  | 359                | 73.5%                             | 264                        | 327                | 76.1%                                | 249                        | 339                | 64.0%                                | 217                        | 1025                              | 730                               | 71.2%                                    |
| Undeclared                | 48                 | 77.1%                             | 37                         | 49                 | 63.3%                                | 31                         | 50                 | 54.0%                                | 27                         | 147                               | 95                                | 64.6%                                    |
| <b>Grand Total</b>        | <b>407</b>         | <b>74.0%</b>                      | <b>301</b>                 | <b>376</b>         | <b>74.5%</b>                         | <b>280</b>                 | <b>389</b>         | <b>62.7%</b>                         | <b>244</b>                 | <b>1172</b>                       | <b>825</b>                        | <b>70.4%</b>                             |

| Academic Major*            | FA18 Enrollment | FA18 to FA19 Retention Rate | FA18 to FA19 Returns | FA19 Enrollment | FA19 to FA20 Retention Rate | FA19 to FA20 Returns | FA20 Enrollment | FA20 to FA21 Retention Rate | FA20 to FA21 Returns | FA18-FA20 Total Enrolls | FA18-FA20 Total Returns | 3-Year Aggregate Retention Rate |
|----------------------------|-----------------|-----------------------------|----------------------|-----------------|-----------------------------|----------------------|-----------------|-----------------------------|----------------------|-------------------------|-------------------------|---------------------------------|
| Accounting                 | 16              | 68.8%                       | 11                   | 8               | 75.0%                       | 6                    | 3               | 100.0%                      | 3                    | 27                      | 20                      | 74.1%                           |
| Accounting - CPA           | -               | -                           | -                    | 1               | 100.0%                      | 1                    | 6               | 66.7%                       | 4                    | 7                       | 5                       | 71.4%                           |
| Actuarial Mathematics      | -               | -                           | -                    | 2               | 50.0%                       | 1                    | 1               | 100.0%                      | 1                    | 3                       | 2                       |                                 |
| Anthropology               | 4               | 100.0%                      | 4                    | 3               | 66.7%                       | 2                    | 2               | 50.0%                       | 1                    | 9                       | 7                       | 77.8%                           |
| Art                        | 10              | 70.0%                       | 7                    | 5               | 0.0%                        | 0                    | 5               | 40.0%                       | 2                    | 20                      | 9                       | 45.0%                           |
| Art History                | 1               | 100.0%                      | 1                    | 3               | 100.0%                      | 3                    | -               | -                           | -                    | 4                       | 4                       | 100.0%                          |
| Biochemistry               | 6               | 100.0%                      | 6                    | 4               | 100.0%                      | 4                    | 2               | 50.0%                       | 1                    | 12                      | 11                      | 91.7%                           |
| Biology                    | 43              | 60.5%                       | 26                   | 37              | 78.4%                       | 29                   | 38              | 47.4%                       | 18                   | 118                     | 73                      | 61.9%                           |
| Business Administration    | 65              | 64.6%                       | 42                   | 47              | 66.0%                       | 31                   | 60              | 51.7%                       | 31                   | 172                     | 104                     | 60.5%                           |
| Chemistry                  | 5               | 100.0%                      | 5                    | 2               | 100.0%                      | 2                    | 2               | 50.0%                       | 1                    | 9                       | 8                       | 88.9%                           |
| Computer Science           | 19              | 63.2%                       | 12                   | 14              | 78.6%                       | 11                   | 11              | 90.9%                       | 10                   | 44                      | 33                      | 75.0%                           |
| Criminal Justice           | 43              | 62.8%                       | 27                   | 26              | 69.2%                       | 18                   | 36              | 66.7%                       | 24                   | 105                     | 69                      |                                 |
| Economics                  | 6               | 50.0%                       | 3                    | 3               | 100.0%                      | 3                    | 3               | 66.7%                       | 2                    | 12                      | 8                       | 66.7%                           |
| Environmental Chem.        | 2               | 50.0%                       | 1                    | -               | -                           | -                    | -               | -                           | -                    | 2                       | 1                       | 50.0%                           |
| English                    | 9               | 66.7%                       | 6                    | 6               | 66.7%                       | 4                    | 3               | 33.3%                       | 1                    | 18                      | 11                      | 61.1%                           |
| Environ, Sustain & Society | 7               | 85.7%                       | 6                    | 8               | 62.5%                       | 5                    | 1               | 100.0%                      | 1                    | 16                      | 12                      |                                 |
| French                     | -               | -                           | 3                    | 2               | 0.0%                        | 0                    | 1               | 0.0%                        | 0                    | 3                       | 3                       | -                               |
| Geology                    | 5               | 80.0%                       | 4                    | 6               | 66.7%                       | 4                    | 2               | 0.0%                        | 0                    | 13                      | 8                       | 61.5%                           |
| Global Studies             | -               | -                           | -                    | 2               | 100.0%                      | 2                    | 2               | 50.0%                       | 1                    | 4                       | 3                       |                                 |
| History                    | 10              | 90.0%                       | 9                    | 9               | 33.3%                       | 3                    | 10              | 60.0%                       | 6                    | 29                      | 18                      | 62.1%                           |
| Mathematics                | 9               | 88.9%                       | 8                    | 2               | 100.0%                      | 2                    | 4               | 100.0%                      | 4                    | 15                      | 14                      | 93.3%                           |
| Medical Technology         | 3               | 33.3%                       | 1                    | 2               | 100.0%                      | 2                    | 5               | 80.0%                       | 4                    | 10                      | 7                       | 70.0%                           |
| Music Education            | 4               | 50.0%                       | 2                    | 4               | 100.0%                      | 4                    | 5               | 100.0%                      | 5                    | 13                      | 11                      | 84.6%                           |
| Music                      | 3               | 0.0%                        | 0                    | 9               | 88.9%                       | 8                    | 3               | 66.7%                       | 2                    | 15                      | 10                      | 66.7%                           |
| Nursing                    | 91              | 83.5%                       | 76                   | 63              | 93.7%                       | 59                   | 69              | 79.7%                       | 55                   | 223                     | 190                     | 85.2%                           |
| Philosophy                 | -               | -                           | -                    | -               | -                           | -                    | 1               | 0.0%                        | 0                    | 1                       | 0                       | 0.0%                            |
| Physics                    | 4               | 75.0%                       | 3                    | 3               | 100.0%                      | 3                    | 3               | 100.0%                      | 3                    | 10                      | 9                       | 90.0%                           |
| Political Science          | 14              | 71.4%                       | 10                   | 7               | 71.4%                       | 5                    | 14              | 42.9%                       | 6                    | 35                      | 21                      | 60.0%                           |
| Psychology                 | 34              | 79.4%                       | 27                   | 34              | 67.6%                       | 23                   | 39              | 61.5%                       | 24                   | 107                     | 74                      | 69.2%                           |

|                     | FA18 Enrollment | FA18 to FA19 Retention Rate | FA18 to FA19 Returns | FA19 Enrollment | FA19 to FA20 Retention Rate | FA19 to FA20 Returns | FA20 Enrollment | FA20 to FA21 Retention Rate | FA20 to FA21 Returns | FA18-FA20 Total Enrolls | FA18-FA20 Total Returns | 3-Year Aggregate Retention Rate |
|---------------------|-----------------|-----------------------------|----------------------|-----------------|-----------------------------|----------------------|-----------------|-----------------------------|----------------------|-------------------------|-------------------------|---------------------------------|
| Public Health       | 12              | 75.0%                       | 9                    | 8               | 62.5%                       | 5                    | 5               | 100.0%                      | 5                    | 25                      | 19                      |                                 |
| Religious Studies   | -               | -                           | -                    | -               | -                           | -                    | -               | -                           | -                    | 0                       | 0                       | -                               |
| Sociology           | 8               | 75.0%                       | 6                    | 7               | 85.7%                       | 6                    | 3               | 33.3%                       | 1                    | 18                      | 13                      | 72.2%                           |
| Spanish             | 4               | 100.0%                      | 4                    | -               | -                           | -                    | -               | -                           | -                    | 4                       | 4                       | 100.0%                          |
| Theatre Arts        | 6               | 33.3%                       | 2                    | -               | -                           | -                    | 3               | 66.7%                       | 2                    | 9                       | 4                       | 44.4%                           |
| Undeclared          | 48              | 77.1%                       | 37                   | 49              | 63.3%                       | 31                   | -               | -                           | -                    | 97                      | 68                      | 70.1%                           |
| Creative Writing    | 12              | 83.3%                       | 10                   | 6               | 66.7%                       | 4                    | 2               | 100.0%                      | 2                    | 20                      | 16                      |                                 |
| <b>Grand Total*</b> | <b>503</b>      | <b>73.2%</b>                | <b>368</b>           | <b>382</b>      | <b>73.6%</b>                | <b>281</b>           | <b>344</b>      | <b>64.0%</b>                | <b>220</b>           | <b>1229</b>             | <b>869</b>              | <b>70.7%</b>                    |

**\*NOTE: Reflects students with multiple majors. For example, a student is counted twice if they double-majored in Biology and Psychology.**

| Residence Hall     | FA18 Enrollment | FA18 to FA19 Retention Rate | FA18 to FA19 Returns | FA19 Enrollment | FA19 to FA20 Retention Rate | FA19 to FA20 Returns | FA20 Enrollment | FA20 to FA21 Retention Rate | FA20 to FA21 Returns | FA18-FA20 Total Enrolls | FA18-FA20 Total Returns | 3-Year Aggregate Retention Rate |
|--------------------|-----------------|-----------------------------|----------------------|-----------------|-----------------------------|----------------------|-----------------|-----------------------------|----------------------|-------------------------|-------------------------|---------------------------------|
| Apartment Complex  | -               | -                           | -                    | -               | -                           | -                    | -               | -                           | -                    | -                       | -                       | -                               |
| Commuter           | 30              | 80.0%                       | 24                   | 11              | 90.9%                       | 10                   | 101             | 51.5%                       | 52                   | 142                     | 86                      | 60.6%                           |
| Farmhouse          | -               | -                           | -                    | -               | -                           | -                    | -               | -                           | -                    | -                       | -                       | -                               |
| Hilltop House      | 47              | 76.6%                       | 36                   | 54              | 66.7%                       | 36                   | 35              | 74.3%                       | 26                   | 136                     | 98                      | 72.1%                           |
| Holmes Hall        | -               | -                           | -                    | 15              | 73.3%                       | 11                   | 7               | 57.1%                       | 4                    | 22                      | 15                      | 68.2%                           |
| Oyaron House       | 50              | 72.0%                       | 36                   | 39              | 69.2%                       | 27                   | 29              | 62.1%                       | 18                   | 118                     | 81                      | 68.6%                           |
| Robertson Lodge    | 3               | 66.7%                       | 2                    | 1               | 100.0%                      | 1                    | -               | -                           | -                    | 4                       | 3                       | 75.0%                           |
| Saxton Hall        | 70              | 68.6%                       | 48                   | 58              | 69.0%                       | 40                   | 47              | 53.2%                       | 25                   | 175                     | 113                     | 64.6%                           |
| Smith Hall         | 59              | 83.1%                       | 49                   | 90              | 88.9%                       | 80                   | 92              | 67.4%                       | 62                   | 241                     | 191                     | 79.3%                           |
| Van Ess Hall       | 79              | 63.3%                       | 50                   | 51              | 70.6%                       | 36                   | 33              | 66.7%                       | 22                   | 163                     | 108                     | 66.3%                           |
| Wilder Hall        | 69              | 81.2%                       | 56                   | 57              | 68.4%                       | 39                   | 45              | 77.8%                       | 35                   | 171                     | 130                     | 76.0%                           |
| <b>Grand Total</b> | <b>407</b>      | <b>74.0%</b>                | <b>301</b>           | <b>376</b>      | <b>74.5%</b>                | <b>280</b>           | <b>389</b>      | <b>62.7%</b>                | <b>244</b>           | <b>1172</b>             | <b>825</b>              | <b>70.4%</b>                    |

Many students stayed remote due to Covid

|   | FA18<br>Enrollment | FA18 to FA19<br>Retention<br>Rate | FA18 to<br>FA19<br>Returns | FA19<br>Enrollment | FA19 to<br>FA20<br>Retention<br>Rate | FA19 to<br>FA20<br>Returns | FA20<br>Enrollment | FA20 to<br>FA21<br>Retention<br>Rate | FA20 to<br>FA21<br>Returns | FA18-<br>FA20<br>Total<br>Enrolls | FA18-<br>FA20<br>Total<br>Returns | 3-Year<br>Aggregate<br>Retention<br>Rate |
|---|--------------------|-----------------------------------|----------------------------|--------------------|--------------------------------------|----------------------------|--------------------|--------------------------------------|----------------------------|-----------------------------------|-----------------------------------|--|
| <b>Instate/Out of State</b>             |                    |                                   |                            |                    |                                      |                            |                    |                                      |                            |                                   |                                   |  |
| NYS                                     | 295                | 75.6%                             | 223                        | 265                | 75.8%                                | 201                        | 301                | 61.1%                                | 184                        | 861                               | 608                               | 70.6%                                    |
| OOS                                     | 111                | 70.3%                             | 78                         | 111                | 71.2%                                | 79                         | 88                 | 68.2%                                | 60                         | 310                               | 217                               | 434.6%                                   |
| New England (CT, RI, MA,<br>VT, NH, ME) | 37                 | 70.3%                             | 26                         | 37                 | 66.7%                                | 25                         | 43                 | 66.7%                                | 30                         | 117                               | 81                                | 68.6%                                    |
| NJ                                      | 18                 | 66.7%                             | 12                         | 16                 | 75.0%                                | 12                         | 9                  | 77.8%                                | 7                          | 43                                | 31                                | 72.1%                                    |
| PA                                      | 14                 | 85.7%                             | 12                         | 15                 | 80.0%                                | 12                         | 11                 | 63.6%                                | 7                          | 40                                | 31                                | 77.5%                                    |
| Other U.S.                              | 30                 | 70.0%                             | 21                         | 34                 | 54.5%                                | 22                         | 17                 | 54.5%                                | 8                          | 81                                | 51                                | 67.1%                                    |
| International                           | 10                 | 60.0%                             | 6                          | 6                  | 100.0%                               | 6                          | 7                  | 100.0%                               | 7                          | 23                                | 19                                | 82.6%                                    |
| Unknown                                 | 2                  | 50.0%                             | 1                          | 3                  | 66.7%                                | 2                          | 1                  | 100.0%                               | 1                          | 6                                 | 4                                 | 66.7%                                    |
| <b>Grand Total</b>                      | <b>407</b>         | <b>74.0%</b>                      | <b>301</b>                 | <b>376</b>         | <b>74.5%</b>                         | <b>280</b>                 | <b>389</b>         | <b>62.7%</b>                         | <b>244</b>                 | <b>1172</b>                       | <b>825</b>                        | <b>70.4%</b>                             |
| <b>Need</b>                             |                    |                                   |                            |                    |                                      |                            |                    |                                      |                            |                                   |                                   |  |
| 0_NoFAFSA                               | 26                 | 61.5%                             | 16                         | 21                 | 81.0%                                | 17                         | 22                 | 68.2%                                | 15                         | 69                                | 48                                | 69.6%                                    |
| 1_ZeroNeed                              | 34                 | 64.7%                             | 22                         | 34                 | 70.6%                                | 24                         | 31                 | 58.1%                                | 18                         | 99                                | 64                                | 64.6%                                    |
| 2_1-10000 Need                          | 7                  | 85.7%                             | 6                          | 6                  | 33.3%                                | 2                          | 20                 | 75.0%                                | 15                         | 33                                | 23                                | 69.7%                                    |
| 3_10001-20000 Need                      | 14                 | 50.0%                             | 7                          | 22                 | 63.6%                                | 14                         | 12                 | 33.3%                                | 4                          | 48                                | 25                                | 52.1%                                    |
| 4_20001-25000 Need                      | 16                 | 68.8%                             | 11                         | 21                 | 66.7%                                | 14                         | 16                 | 56.3%                                | 9                          | 53                                | 34                                | 64.2%                                    |
| 5_25001-30000 Need                      | 16                 | 68.8%                             | 11                         | 25                 | 64.0%                                | 16                         | 29                 | 44.8%                                | 13                         | 70                                | 40                                | 57.1%                                    |
| 6_30001-35000 Need                      | 26                 | 38.5%                             | 10                         | 23                 | 60.9%                                | 14                         | 49                 | 51.0%                                | 25                         | 98                                | 49                                | 50.0%                                    |
| 7_35001-40000 Need                      | 23                 | 91.3%                             | 21                         | 20                 | 85.0%                                | 17                         | 15                 | 86.7%                                | 13                         | 58                                | 51                                | 87.9%                                    |
| 8_GT40000 Need                          | 245                | 80.4%                             | 197                        | 204                | 79.4%                                | 162                        | 195                | 67.7%                                | 132                        | 644                               | 491                               | 76.2%                                    |
| <b>Grand Total</b>                      | <b>407</b>         | <b>74.0%</b>                      | <b>301</b>                 | <b>376</b>         | <b>74.5%</b>                         | <b>280</b>                 | <b>389</b>         | <b>62.7%</b>                         | <b>244</b>                 | <b>1172</b>                       | <b>825</b>                        | <b>70.4%</b>                             |

|                         | FA18<br>Enrollment | FA18 to FA19<br>Retention<br>Rate | FA18 to<br>FA19<br>Returns | FA19<br>Enrollment | FA19 to<br>FA20<br>Retention<br>Rate | FA19 to<br>FA20<br>Returns | FA20<br>Enrollment | FA20 to<br>FA21<br>Retention<br>Rate | FA20 to<br>FA21<br>Returns | FA18-<br>FA20<br>Total<br>Enrolls | FA18-<br>FA20<br>Total<br>Returns | 3-Year<br>Aggregate<br>Retention<br>Rate |
|-------------------------|--------------------|-----------------------------------|----------------------------|--------------------|--------------------------------------|----------------------------|--------------------|--------------------------------------|----------------------------|-----------------------------------|-----------------------------------|--|
| <b>Unmet Need</b>       |                    |                                   |                            |                    |                                      |                            |                    |                                      |                            |                                   |                                   |  |
| 0_NoFAFSA               | 26                 | 61.5%                             | 16                         | 21                 | 81.0%                                | 17                         | 22                 | 68.2%                                | 15                         | 69                                | 48                                | 69.6%                                    |
| 1_Zero Unmet Need       | 95                 | 75.8%                             | 72                         | 125                | 81.6%                                | 102                        | 128                | 73.4%                                | 94                         | 348                               | 268                               | 77.0%                                    |
| 2_1-5000 UnmetNeed      | 61                 | 82.0%                             | 50                         | 46                 | 63.0%                                | 29                         | 51                 | 62.7%                                | 32                         | 158                               | 111                               | 70.3%                                    |
| 3_5001-10000 UnmetNeed  | 67                 | 65.7%                             | 44                         | 70                 | 64.3%                                | 45                         | 81                 | 54.3%                                | 44                         | 218                               | 133                               | 61.0%                                    |
| 4_10001-15000 UnmetNeed | 74                 | 75.7%                             | 56                         | 74                 | 79.7%                                | 59                         | 65                 | 63.1%                                | 41                         | 213                               | 156                               | 73.2%                                    |
| 5_GT15000 UnmetNeed     | 84                 | 75.0%                             | 63                         | 40                 | 70.0%                                | 28                         | 42                 | 42.9%                                | 18                         | 166                               | 109                               | 65.7%                                    |
| <b>Grand Total</b>      | <b>407</b>         | <b>74.0%</b>                      | <b>301</b>                 | <b>376</b>         | <b>74.5%</b>                         | <b>280</b>                 | <b>389</b>         | <b>62.7%</b>                         | <b>244</b>                 | <b>1172</b>                       | <b>825</b>                        | <b>70.4%</b>                             |
| <b>Pell Recipients</b>  |                    |                                   |                            |                    |                                      |                            |                    |                                      |                            |                                   |                                   |  |
| Non-Pell Recipients     | 227                | 74.4%                             | 169                        | 215                | 76.7%                                | 165                        | 220                | 74.1%                                | 163                        | 662                               | 497                               | 75.1%                                    |
| Pell Recipients         | 180                | 73.3%                             | 132                        | 161                | 71.4%                                | 115                        | 169                | 47.9%                                | 81                         | 510                               | 328                               | 64.3%                                    |
| <b>Grand Total</b>      | <b>407</b>         | <b>74.0%</b>                      | <b>301</b>                 | <b>376</b>         | <b>74.5%</b>                         | <b>280</b>                 | <b>389</b>         | <b>62.7%</b>                         | <b>244</b>                 | <b>1172</b>                       | <b>825</b>                        | <b>70.4%</b>                             |
| <b>HS GPA</b>           |                    |                                   |                            |                    |                                      |                            |                    |                                      |                            |                                   |                                   |  |
| 0_NO GPA                | -                  | -                                 | -                          | -                  | -                                    | -                          | -                  | -                                    | -                          | -                                 | -                                 | -  |
| 1_below 70              | -                  | -                                 | -                          | -                  | -                                    | -                          | 1                  | 0.0%                                 | 0                          | -                                 | -                                 | -  |
| 2_70-79.99              | 40                 | 57.5%                             | 23                         | 27                 | 51.9%                                | 14                         | 65                 | 29.2%                                | 19                         | 132                               | 56                                | 42.4%                                    |
| 3_80-84.99              | 109                | 66.1%                             | 72                         | 84                 | 61.9%                                | 52                         | 96                 | 56.3%                                | 54                         | 289                               | 178                               | 61.6%                                    |
| 4_85-89.99              | 110                | 71.8%                             | 79                         | 115                | 77.4%                                | 89                         | 96                 | 72.9%                                | 70                         | 321                               | 238                               | 74.1%                                    |
| 5_90 and higher         | 148                | 85.8%                             | 127                        | 150                | 83.3%                                | 125                        | 131                | 77.1%                                | 101                        | 429                               | 353                               | 82.3%                                    |
| <b>Grand Total</b>      | <b>407</b>         | <b>74.0%</b>                      | <b>301</b>                 | <b>376</b>         | <b>74.5%</b>                         | <b>280</b>                 | <b>389</b>         | <b>62.7%</b>                         | <b>244</b>                 | <b>1172</b>                       | <b>825</b>                        | <b>70.4%</b>                             |

|                                    | FA18<br>Enrollment | FA18 to FA19<br>Retention<br>Rate | FA18 to<br>FA19<br>Returns | FA19<br>Enrollment | FA19 to<br>FA20<br>Retention<br>Rate | FA19 to<br>FA20<br>Returns | FA20<br>Enrollment | FA20 to<br>FA21<br>Retention<br>Rate | FA20 to<br>FA21<br>Returns | FA18-<br>FA20<br>Total<br>Enrolls | FA18-<br>FA20<br>Total<br>Returns | 3-Year<br>Aggregate<br>Retention<br>Rate |
|------------------------------------|--------------------|-----------------------------------|----------------------------|--------------------|--------------------------------------|----------------------------|--------------------|--------------------------------------|----------------------------|-----------------------------------|-----------------------------------|--|
| <b>SAT (for those with scores)</b> |                    |                                   |                            |                    |                                      |                            |                    |                                      |                            |                                   |                                   |  |
| 0_No SAT scores                    | 184                | 71.2%                             | 131                        | 193                | 67.9%                                | 131                        | 232                | 57.3%                                | 133                        | 609                               | 395                               | 64.9%                                    |
| 2_1400 to 1499 SAT                 | 2                  | 100.0%                            | 2                          | 2                  | 100.0%                               | 2                          | 1                  | 100.0%                               | 1                          | 5                                 | 5                                 | 100.0%                                   |
| 3_1300 to 1399 SAT                 | 12                 | 91.7%                             | 11                         | 10                 | 80.0%                                | 8                          | 5                  | 100.0%                               | 5                          | 27                                | 24                                | 88.9%                                    |
| 4_1200 to 1299 SAT                 | 42                 | 85.7%                             | 36                         | 31                 | 90.3%                                | 28                         | 26                 | 80.8%                                | 21                         | 99                                | 85                                | 85.9%                                    |
| 5_1100 to 1199 SAT                 | 74                 | 87.8%                             | 65                         | 65                 | 78.5%                                | 51                         | 56                 | 75.0%                                | 42                         | 195                               | 158                               | 81.0%                                    |
| 6_1000 to 1099 SAT                 | 60                 | 70.0%                             | 42                         | 49                 | 75.5%                                | 37                         | 44                 | 63.6%                                | 28                         | 153                               | 107                               | 69.9%                                    |
| 7_900 to 999 SAT                   | 22                 | 50.0%                             | 11                         | 19                 | 89.5%                                | 17                         | 19                 | 57.9%                                | 11                         | 60                                | 39                                | 65.0%                                    |
| 8_800 to 899 SAT                   | 5                  | 0.0%                              | 0                          | 6                  | 83.3%                                | 5                          | 5                  | 60.0%                                | 3                          | 16                                | 8                                 | 50.0%                                    |
| 9_0 to 799 SAT                     | 6                  | 50.0%                             | 3                          | 1                  | 100.0%                               | 1                          | 1                  | 0.0%                                 | 0                          | 8                                 | 4                                 | 50.0%                                    |
| <b>Grand Total</b>                 | <b>407</b>         | <b>74.0%</b>                      | <b>301</b>                 | <b>376</b>         | <b>74.5%</b>                         | <b>280</b>                 | <b>389</b>         | <b>62.7%</b>                         | <b>244</b>                 | <b>1172</b>                       | <b>825</b>                        | <b>70.4%</b>                             |
| <b>SAT Optional</b>                |                    |                                   |                            |                    |                                      |                            |                    |                                      |                            |                                   |                                   |  |
| SAT                                | 223                | 76.2%                             | 170                        | 193                | 67.9%                                | 131                        | 157                | 70.7%                                | 111                        | 573                               | 412                               | 71.9%                                    |
| NO SAT                             | 184                | 71.2%                             | 131                        | 183                | 81.4%                                | 149                        | 232                | 57.3%                                | 133                        | 599                               | 413                               | 68.9%                                    |
| <b>Grand Total</b>                 | <b>407</b>         | <b>74.0%</b>                      | <b>301</b>                 | <b>376</b>         | <b>74.5%</b>                         | <b>280</b>                 | <b>389</b>         | <b>62.7%</b>                         | <b>244</b>                 | <b>1172</b>                       | <b>825</b>                        | <b>70.4%</b>                             |
| <b>Academic Rank</b>               |                    |                                   |                            |                    |                                      |                            |                    |                                      |                            |                                   |                                   |  |
| Unknown                            | -                  | -                                 | -                          | 3                  | 33.3%                                | 1                          | -                  | -                                    | -                          | 3                                 | 1                                 | 33.3%                                    |
| 1                                  | 70                 | 58.6%                             | 41                         | 61                 | 62.3%                                | 38                         | 96                 | 37.5%                                | 36                         | 227                               | 115                               | 50.7%                                    |
| 2                                  | 84                 | 63.1%                             | 53                         | 72                 | 61.1%                                | 44                         | 71                 | 57.7%                                | 41                         | 227                               | 138                               | 60.8%                                    |
| 3                                  | 74                 | 71.6%                             | 53                         | 75                 | 74.7%                                | 56                         | 60                 | 66.7%                                | 40                         | 209                               | 149                               | 71.3%                                    |
| 4                                  | 107                | 86.0%                             | 92                         | 89                 | 88.8%                                | 79                         | 81                 | 74.1%                                | 60                         | 277                               | 231                               | 83.4%                                    |
| 5                                  | 72                 | 86.1%                             | 62                         | 76                 | 81.6%                                | 62                         | 81                 | 82.7%                                | 67                         | 229                               | 191                               | 83.4%                                    |
| <b>Grand Total</b>                 | <b>407</b>         | <b>74.0%</b>                      | <b>301</b>                 | <b>376</b>         | <b>74.5%</b>                         | <b>280</b>                 | <b>389</b>         | <b>62.7%</b>                         | <b>244</b>                 | <b>1172</b>                       | <b>825</b>                        | <b>70.4%</b>                             |
| <b>First Generation Status</b>     |                    |                                   |                            |                    |                                      |                            |                    |                                      |                            |                                   |                                   |  |
| First Generation                   | 70                 | 64.3%                             | 45                         | 91                 | 63.7%                                | 58                         | 135                | 55.6%                                | 75                         | 296                               | 178                               | 60.1%                                    |
| Not First Generation               | 337                | 76.0%                             | 256                        | 285                | 77.9%                                | 222                        | 254                | 66.5%                                | 169                        | 876                               | 647                               | 73.9%                                    |
| <b>Grand Total</b>                 | <b>407</b>         | <b>74.0%</b>                      | <b>301</b>                 | <b>376</b>         | <b>74.5%</b>                         | <b>280</b>                 | <b>389</b>         | <b>62.7%</b>                         | <b>244</b>                 | <b>1172</b>                       | <b>825</b>                        | <b>70.4%</b>                             |

|   | FA18 Enrollment | FA18 to FA19 Retention Rate | FA18 to FA19 Returns | FA19 Enrollment | FA19 to FA20 Retention Rate | FA19 to FA20 Returns | FA20 Enrollment | FA20 to FA21 Retention Rate | FA20 to FA21 Returns | FA18-FA20 Total Enrolls | FA18-FA20 Total Returns | 3-Year Aggregate Retention Rate |
|---|-----------------|-----------------------------|----------------------|-----------------|-----------------------------|----------------------|-----------------|-----------------------------|----------------------|-------------------------|-------------------------|---------------------------------|
| <b>Three-Year Degree (3YD) Students: 1st Year to 2nd Year Retention Rates for the Fall Entering Cohorts 2017-2019 (for students returning as 3YD - does not include students that transitioned to 4YD programs)</b> |                 |                             |                      |                 |                             |                      |                 |                             |                      |                         |                         |                                 |
| <b>Gender</b>   |                 |                             |                      |                 |                             |                      |                 |                             |                      |                         |                         |                                 |
| Female  | 23              | 73.9%                       | 17                   | 14              | 100.0%                      | 14                   | 23              | 73.9%                       | 17                   | 60                      | 48                      | 80.0%                           |
| Male  | 2               | 100.0%                      | 2                    | 5               | 100.0%                      | 5                    | 8               | 62.5%                       | 5                    | 15                      | 12                      | 80.0%                           |
| <b>Grand Total</b>  | <b>25</b>       | <b>76.0%</b>                | <b>19</b>            | <b>19</b>       | <b>100.0%</b>               | <b>19</b>            | <b>31</b>       | <b>71.0%</b>                | <b>22</b>            | <b>75</b>               | <b>60</b>               | <b>80.0%</b>                    |
| <b>Ethnicity/Race</b>   |                 |                             |                      |                 |                             |                      |                 |                             |                      |                         |                         |                                 |
| ALANA   | 2               | 50.0%                       | 1                    | 10              | 100.0%                      | 10                   | 11              | 81.8%                       | 9                    | 23                      | 20                      | 87.0%                           |
| non-ALANA   | 23              | 78.3%                       | 18                   | 9               | 100.0%                      | 9                    | 20              | 65.0%                       | 13                   | 52                      | 40                      | 76.9%                           |
| <b>Grand Total</b>  | <b>25</b>       | <b>76.0%</b>                | <b>19</b>            | <b>19</b>       | <b>100.0%</b>               | <b>19</b>            | <b>31</b>       | <b>71.0%</b>                | <b>22</b>            | <b>75</b>               | <b>60</b>               | <b>80.0%</b>                    |
| <b>Academic Division</b>  |                 |                             |                      |                 |                             |                      |                 |                             |                      |                         |                         |                                 |
| Arts and Humanities   | 2               | 50.0%                       | 1                    | 1               | 100.0%                      | 1                    | 2               | 0.0%                        |                      | 5                       | 2                       | 40.0%                           |
| Physical and Life Sci.  | 15              | 80.0%                       | 12                   | 8               | 100.0%                      | 8                    | 16              | 62.5%                       | 10                   | 39                      | 30                      | 76.9%                           |
| Social & Behavioral Sci.  | 8               | 75.0%                       | 6                    | 10              | 100.0%                      | 10                   | 13              | 92.3%                       | 12                   | 31                      | 28                      | 90.3%                           |
| <b>Grand Total</b>  | <b>25</b>       | <b>76.0%</b>                | <b>19</b>            | <b>19</b>       | <b>100.0%</b>               | <b>19</b>            | <b>31</b>       | <b>71.0%</b>                | <b>22</b>            | <b>75</b>               | <b>60</b>               | <b>80.0%</b>                    |
| <b>Pell Recipients</b>  |                 |                             |                      |                 |                             |                      |                 |                             |                      |                         |                         |                                 |
| Non-Pell Recipients   | 13              | 76.9%                       | 10                   | 10              | 100.0%                      | 10                   | 11              | 81.8%                       | 9                    | 34                      | 29                      | 85.3%                           |
| Pell Recipients   | 12              | 75.0%                       | 9                    | 9               | 100.0%                      | 9                    | 20              | 65.0%                       | 13                   | 41                      | 31                      | 75.6%                           |
| <b>Grand Total</b>  | <b>25</b>       | <b>76.0%</b>                | <b>19</b>            | <b>19</b>       | <b>100.0%</b>               | <b>19</b>            | <b>31</b>       | <b>71.0%</b>                | <b>22</b>            | <b>75</b>               | <b>60</b>               | <b>80.0%</b>                    |

## Retention from Fall 2020 to Fall 2021

**Headline Retention Rates**

Fall 2020 Entering Cohort: 62.7%

Fall 2020 Entering Cohort, Pell Recipients: 47.9%

Fall 2020 Entering Cohort, ALANA: 51.2%

Fall 2020 Entering Cohort, First Generation: 55.6%

**Fall 2020 Entering Cohort**

|                    | Fall 2020 Count | Fall 2021 Retention Rate | Returned Fall 2021 Count |
|--------------------|-----------------|--------------------------|--------------------------|
| Pell Recipient     | 169             | 47.9%                    | 81                       |
| Non-Pell           | 218             | 74.1%                    | 163                      |
| <b>Grand Total</b> | <b>389</b>      | <b>62.7%</b>             | <b>244</b>               |

**Fall 2020 Entering Cohort**

|                    | Fall 2020 Count | Fall 2021 Retention Rate | Returned Fall 2021 Count |
|--------------------|-----------------|--------------------------|--------------------------|
| First Gen          | 135             | 55.6%                    | 75                       |
| Not First Gen      | 254             | 66.5%                    | 169                      |
| <b>Grand Total</b> | <b>389</b>      | <b>62.7%</b>             | <b>244</b>               |

**Fall 2020 Entering Cohort**

|                       | Fall 2020 Count | Fall 2021 Retention Rate | Returned Fall 2021 Count |
|-----------------------|-----------------|--------------------------|--------------------------|
| <b>Pell Recipient</b> | <b>169</b>      | <b>47.9%</b>             | <b>81</b>                |
| First Gen             | 90              | 48.9%                    | 44                       |
| Not First Gen         | 79              | 46.8%                    | 37                       |
| <b>Non-Pell</b>       | <b>220</b>      | <b>74.1%</b>             | <b>163</b>               |
| First Gen             | 45              | 68.9%                    | 31                       |
| Not First Gen         | 175             | 75.4%                    | 132                      |
| <b>Grand Total</b>    | <b>389</b>      | <b>62.7%</b>             | <b>244</b>               |

**Fall 2020 Entering Cohort**

|                    | Fall 2020 Count | Fall 2021 Retention Rate | Returned Fall 2021 Count |
|--------------------|-----------------|--------------------------|--------------------------|
| ALANA              | 123             | 51.2%                    | 63                       |
| International      | 7               | 100.0%                   | 7                        |
| White              | 213             | 66.7%                    | 142                      |
| Unknown            | 46              | 69.6%                    | 32                       |
| <b>Grand Total</b> | <b>389</b>      | <b>62.7%</b>             | <b>244</b>               |

**Fall 2020 Entering Cohort**

|                    | Fall 2020 Count | Fall 2021 Retention Rate | Returned Fall 2021 Count |
|--------------------|-----------------|--------------------------|--------------------------|
| Athlete            | 151             | 68.2%                    | 103                      |
| Non-Athlete        | 238             | 59.2%                    | 141                      |
| <b>Grand Total</b> | <b>389</b>      | <b>62.7%</b>             | <b>244</b>               |

**Fall 2020 Entering Cohort**

|                    | Fall 2020 Count | Fall 2021 Retention Rate | Returned Fall 2021 Count |
|--------------------|-----------------|--------------------------|--------------------------|
| <b>Athlete</b>     | <b>151</b>      | <b>68.2%</b>             | <b>103</b>               |
| First Gen          | 42              | 57.1%                    | 24                       |
| Not First Gen      | 109             | 72.5%                    | 79                       |
| <b>Non-Athlete</b> | <b>238</b>      | <b>59.2%</b>             | <b>141</b>               |
| First Gen          | 93              | 54.8%                    | 51                       |
| Not First Gen      | 145             | 62.1%                    | 90                       |
| <b>Grand Total</b> | <b>389</b>      | <b>62.7%</b>             | <b>244</b>               |

**All Fall 2020 Students**

| Excluding Graduates | Fall 2020 Count | Fall 2021 Retention Rate | Returned Fall 2021 Count |
|---------------------|-----------------|--------------------------|--------------------------|
| Freshman            | 461             | 63.1%                    | 291                      |
| Sophomore           | 307             | 81.4%                    | 250                      |
| Junior              | 218             | 82.1%                    | 179                      |
| Senior              | 44              | 59.1%                    | 26                       |
| <b>Grand Total</b>  | <b>1030</b>     | <b>72.4%</b>             | <b>746</b>               |

**All Fall 2020 Students**

| Excluding Graduates | Fall 2020 Count | Returned Fall 2021 Count - Freshman | Returned Fall 2021 Count - Sophomore | Returned Fall 2021 Count - Junior | Returned Fall 2021 Count - Senior |
|---------------------|-----------------|-------------------------------------|--------------------------------------|-----------------------------------|-----------------------------------|
| Freshman            | 461             | 70                                  | 199                                  | 19                                | 3                                 |
| Sophomore           | 307             |                                     | 24                                   | 188                               | 38                                |
| Junior              | 218             |                                     |                                      | 13                                | 166                               |
| Senior              | 44              |                                     |                                      |                                   | 26                                |
| <b>Grand Total</b>  | <b>1030</b>     | <b>70</b>                           | <b>223</b>                           | <b>220</b>                        | <b>233</b>                        |

**All Fall 2020 Students**

| Excluding Graduates | Fall 2020 Count | Fall 2021 Retention Rate | Returned Fall 2021 Count |
|---------------------|-----------------|--------------------------|--------------------------|
| ALANA               | 273             | 62.6%                    | 171                      |
| International       | 18              | 94.4%                    | 17                       |
| White               | 591             | 75.5%                    | 446                      |
| Unknown             | 148             | 75.7%                    | 112                      |
| <b>Grand Total</b>  | <b>1030</b>     | <b>72.4%</b>             | <b>746</b>               |

**All Fall 2020 Students****Excluding  
Graduates**

| <b>Cohort</b>               | <b>Fall 2020 Count</b> | <b>Fall 2021 Retention Rate</b> | <b>Returned Fall 2021 Count</b> |
|-----------------------------|------------------------|---------------------------------|---------------------------------|
| 2012                        | 1                      | 0.0%                            | 0                               |
| 2016                        | 7                      | 28.6%                           | 2                               |
| 2017                        | 39                     | 41.0%                           | 16                              |
| 2018                        | 230                    | 88.3%                           | 203                             |
| 2019                        | 280                    | 80.0%                           | 224                             |
| 2020                        | 389                    | 62.7%                           | 244                             |
| <b>NonCohort</b>            | 85                     | 65.9%                           | 58                              |
| <i>NonCohort Start Term</i> |                        |                                 |                                 |
| 15/FA                       | 1                      | 0.0%                            | 0                               |
| 16/FA                       | 1                      | 0.0%                            | 0                               |
| 17/FA                       | 3                      | 33.3%                           | 1                               |
| 17/SP                       | 1                      | 0.0%                            | 0                               |
| 18/FA                       | 9                      | 66.7%                           | 6                               |
| 19/FA                       | 25                     | 68.0%                           | 17                              |
| 19/SP                       | 4                      | 100.0%                          | 4                               |
| 20/FA                       | 28                     | 71.4%                           | 20                              |
| 20/SP                       | 13                     | 69.2%                           | 9                               |
| <b>Grand Total</b>          | <b>1030</b>            | <b>72.4%</b>                    | <b>746</b>                      |

## Retention from Fall 2019 to Fall 2020

**Headline Retention Rates**

Fall 2019 Entering Cohort: 74.5%

Fall 2019 Entering Cohort, Pell Recipients: 71.4%

Fall 2019 Entering Cohort, ALANA: 72.6%

Fall 2019 Entering Cohort, First Generation: 63.7%

**Fall 2019 Entering Cohort**

|                    | Fall 2019 Count | Fall 2020 Retention Rate | Returned Fall 2020 Count |
|--------------------|-----------------|--------------------------|--------------------------|
| Pell Recipient     | 161             | 71.4%                    | 115                      |
| Non-Pell           | 215             | 76.7%                    | 165                      |
| <b>Grand Total</b> | <b>376</b>      | <b>74.5%</b>             | <b>280</b>               |

**Fall 2019 Entering Cohort**

|                    | Fall 2019 Count | Fall 2020 Retention Rate | Returned Fall 2020 Count |
|--------------------|-----------------|--------------------------|--------------------------|
| First Gen          | 91              | 63.7%                    | 58                       |
| Not First Gen      | 285             | 77.9%                    | 222                      |
| <b>Grand Total</b> | <b>376</b>      | <b>74.5%</b>             | <b>280</b>               |

**Fall 2019 Entering Cohort**

|                       | Fall 2019 Count | Fall 2020 Retention Rate | Returned Fall 2020 Count |
|-----------------------|-----------------|--------------------------|--------------------------|
| <b>Pell Recipient</b> | <b>161</b>      | <b>71.4%</b>             | <b>115</b>               |
| First Gen             | 62              | 66.1%                    | 41                       |
| Not First Gen         | 99              | 74.7%                    | 74                       |
| <b>Non-Pell</b>       | <b>215</b>      | <b>76.7%</b>             | <b>165</b>               |
| First Gen             | 29              | 58.6%                    | 17                       |
| Not First Gen         | 186             | 79.6%                    | 148                      |
| <b>Grand Total</b>    | <b>376</b>      | <b>74.5%</b>             | <b>280</b>               |

**Fall 2019 Entering Cohort**

|                    | Fall 2019 Count | Fall 2020 Retention Rate | Returned Fall 2020 Count |
|--------------------|-----------------|--------------------------|--------------------------|
| ALANA              | 106             | 72.6%                    | 77                       |
| International      | 6               | 100.0%                   | 6                        |
| White              | 214             | 73.4%                    | 157                      |
| Unknown            | 50              | 80.0%                    | 40                       |
| <b>Grand Total</b> | <b>376</b>      | <b>74.5%</b>             | <b>280</b>               |

**Fall 2019 Entering Cohort**

|                    | Fall 2019 Count | Fall 2020 Retention Rate | Returned Fall 2020 Count |
|--------------------|-----------------|--------------------------|--------------------------|
| Athlete            | 135             | 75.6%                    | 102                      |
| Non-Athlete        | 241             | 73.9%                    | 178                      |
| <b>Grand Total</b> | <b>376</b>      | <b>74.5%</b>             | <b>280</b>               |

## Fall 2019 Entering Cohort

|                    | Fall 2019 Count | Fall 2020 Retention Rate | Returned Fall 2020 Count |
|--------------------|-----------------|--------------------------|--------------------------|
| <b>Athlete</b>     | <b>135</b>      | <b>75.6%</b>             | <b>102</b>               |
| First Gen          | 30              | 66.7%                    | 20                       |
| Not First Gen      | 105             | 78.1%                    | 82                       |
| <b>Non-Athlete</b> | <b>241</b>      | <b>73.9%</b>             | <b>178</b>               |
| First Gen          | 61              | 62.3%                    | 38                       |
| Not First Gen      | 180             | 77.8%                    | 140                      |
| <b>Grand Total</b> | <b>376</b>      | <b>74.5%</b>             | <b>280</b>               |

## All Fall 2019 Students

| Excluding Graduates | Fall 2019 Count | Fall 2020 Retention Rate | Returned Fall 2020 Count |
|---------------------|-----------------|--------------------------|--------------------------|
| Freshman            | 472             | 71.8%                    | 339                      |
| Sophomore           | 274             | 85.8%                    | 235                      |
| Junior              | 187             | 87.7%                    | 164                      |
| Senior              | 36              | 55.6%                    | 20                       |
| <b>Grand Total</b>  | <b>969</b>      | <b>78.2%</b>             | <b>758</b>               |

## All Fall 2019 Students

| Excluding Graduates | Fall 2019 Count | Returned Fall 2020 Count - Freshman | Returned Fall 2020 Count - Sophomore | Returned Fall 2020 Count - Junior | Returned Fall 2020 Count - Senior |
|---------------------|-----------------|-------------------------------------|--------------------------------------|-----------------------------------|-----------------------------------|
| Freshman            | 472             | 51                                  | 269                                  | 19                                |                                   |
| Sophomore           | 274             |                                     | 18                                   | 190                               | 27                                |
| Junior              | 187             |                                     |                                      | 14                                | 150                               |
| Senior              | 36              |                                     |                                      |                                   | 20                                |
| <b>Grand Total</b>  | <b>969</b>      | <b>51</b>                           | <b>287</b>                           | <b>223</b>                        | <b>197</b>                        |

## All Fall 2019 Students

| Excluding Graduates | Fall 2019 Count | Fall 2020 Retention Rate | Returned Fall 2020 Count |
|---------------------|-----------------|--------------------------|--------------------------|
| ALANA               | 215             | 72.6%                    | 156                      |
| International       | 17              | 88.2%                    | 15                       |
| White               | 596             | 79.2%                    | 472                      |
| Unknown             | 141             | 81.6%                    | 115                      |
| <b>Grand Total</b>  | <b>969</b>      | <b>78.2%</b>             | <b>758</b>               |

**All Fall 2019 Students****Excluding  
Graduates**

| <b>Cohort</b>               | <b>Fall 2019 Count</b> | <b>Fall 2020<br/>Retention Rate</b> | <b>Returned Fall<br/>2020 Count</b> |
|-----------------------------|------------------------|-------------------------------------|-------------------------------------|
| 2015                        | 4                      | 0.0%                                | 0                                   |
| 2016                        | 38                     | 50.0%                               | 19                                  |
| 2017                        | 166                    | 91.6%                               | 152                                 |
| 2018                        | 301                    | 82.4%                               | 248                                 |
| 2019                        | 376                    | 74.5%                               | 280                                 |
| NonCohort                   | 84                     | 70.2%                               | 59                                  |
| <b>NonCohort Start Term</b> |                        |                                     |                                     |
| <i>15/FA</i>                | 1                      | 100.0%                              | 1                                   |
| 16/FA                       | 3                      | 66.7%                               | 2                                   |
| 17/FA                       | 7                      | 71.4%                               | 5                                   |
| 17/JA                       | 1                      | 0.0%                                | 0                                   |
| 18/SP                       | 2                      | 100.0%                              | 2                                   |
| 18/FA                       | 20                     | 70.0%                               | 14                                  |
| 19/SP                       | 9                      | 77.8%                               | 7                                   |
| 19/FA                       | 41                     | 68.3%                               | 28                                  |
| Grand Total                 | 969                    | 78.2%                               | 758                                 |

## Retention from Fall 2018 to Fall 2019

**Headline Retention Rates**

Fall 2018 Entering Cohort: 73.9%

Fall 2018 Entering Cohort, Pell Recipients: 73.3%

Fall 2018 Entering Cohort, ALANA: 62.7%

Fall 2018 Entering Cohort, First Generation: 64.3%

**Fall 2018 Entering Cohort**

|                    | Fall 2018 Count | Fall 2019 Retention Rate | Returned Fall 2019 Count |
|--------------------|-----------------|--------------------------|--------------------------|
| Pell Recipient     | 180             | 73.3%                    | 132                      |
| Non-Pell           | 227             | 74.4%                    | 169                      |
| <b>Grand Total</b> | <b>407</b>      | <b>74.0%</b>             | <b>301</b>               |

**Fall 2018 Entering Cohort**

|                    | Fall 2018 Count | Fall 2019 Retention Rate | Returned Fall 2019 Count |
|--------------------|-----------------|--------------------------|--------------------------|
| First Gen          | 70              | 64.3%                    | 45                       |
| Not First Gen      | 337             | 76.0%                    | 256                      |
| <b>Grand Total</b> | <b>407</b>      | <b>74.0%</b>             | <b>301</b>               |

**Fall 2018 Entering Cohort**

|                       | Fall 2018 Count | Fall 2019 Retention Rate | Returned Fall 2019 Count |
|-----------------------|-----------------|--------------------------|--------------------------|
| <b>Pell Recipient</b> | <b>180</b>      | <b>73.3%</b>             | <b>132</b>               |
| First Gen             | 48              | 58.3%                    | 28                       |
| Not First Gen         | 132             | 78.8%                    | 104                      |
| <b>Non-Pell</b>       | <b>227</b>      | <b>74.4%</b>             | <b>169</b>               |
| First Gen             | 22              | 77.3%                    | 17                       |
| Not First Gen         | 205             | 74.1%                    | 152                      |
| <b>Grand Total</b>    | <b>407</b>      | <b>74.0%</b>             | <b>301</b>               |

**Fall 2018 Entering Cohort**

|                    | Fall 2018 Count | Fall 2019 Retention Rate | Returned Fall 2019 Count |
|--------------------|-----------------|--------------------------|--------------------------|
| ALANA              | 67              | 62.7%                    | 42                       |
| International      | 10              | 50.0%                    | 5                        |
| White              | 250             | 77.6%                    | 194                      |
| Unknown            | 80              | 75.0%                    | 60                       |
| <b>Grand Total</b> | <b>407</b>      | <b>74.0%</b>             | <b>301</b>               |

**Fall 2018 Entering Cohort**

|                    | Fall 2018 Count | Fall 2019 Retention Rate | Returned Fall 2019 Count |
|--------------------|-----------------|--------------------------|--------------------------|
| Athlete            | 144             | 73.6%                    | 106                      |
| Non-Athlete        | 263             | 74.1%                    | 195                      |
| <b>Grand Total</b> | <b>407</b>      | <b>74.0%</b>             | <b>301</b>               |

**Fall 2018 Entering Cohort**

|                    | Fall 2018 Count | Fall 2019 Retention Rate | Returned Fall 2019 Count |
|--------------------|-----------------|--------------------------|--------------------------|
| <b>Athlete</b>     | <b>144</b>      | <b>73.6%</b>             | <b>106</b>               |
| First Gen          | 14              | 57.1%                    | 8                        |
| Not First Gen      | 130             | 75.4%                    | 98                       |
| <b>Non-Athlete</b> | <b>263</b>      | <b>74.1%</b>             | <b>195</b>               |
| First Gen          | 56              | 66.1%                    | 37                       |
| Not First Gen      | 207             | 76.3%                    | 158                      |
| <b>Grand Total</b> | <b>407</b>      | <b>74.0%</b>             | <b>301</b>               |

**All Fall 2018 Students**

| Excluding Graduates | Fall 2018 Count | Fall 2019 Retention Rate | Returned Fall 2019 Count |
|---------------------|-----------------|--------------------------|--------------------------|
| Freshman            | 483             | 70.6%                    | 341                      |
| Sophomore           | 245             | 83.3%                    | 204                      |
| Junior              | 201             | 91.0%                    | 183                      |
| Senior              | 33              | 51.5%                    | 17                       |
| <b>Grand Total</b>  | <b>962</b>      | <b>77.4%</b>             | <b>745</b>               |

**All Fall 2018 Students**

| Excluding Graduates | Fall 2018 Count | Returned Fall 2019 Count - Freshman | Returned Fall 2019 Count - Sophomore | Returned Fall 2019 Count - Junior | Returned Fall 2019 Count - Senior |
|---------------------|-----------------|-------------------------------------|--------------------------------------|-----------------------------------|-----------------------------------|
| Freshman            | 341             | 83                                  | 230                                  | 28                                |                                   |
| Sophomore           | 204             |                                     | 16                                   | 156                               | 32                                |
| Junior              | 183             |                                     |                                      | 15                                | 168                               |
| Senior              | 17              |                                     |                                      |                                   | 17                                |
| <b>Grand Total</b>  | <b>745</b>      | <b>83</b>                           | <b>246</b>                           | <b>199</b>                        | <b>217</b>                        |

**All Fall 2018 Students**

| Excluding Graduates | Fall 2018 Count | Fall 2019 Retention Rate | Returned Fall 2019 Count |
|---------------------|-----------------|--------------------------|--------------------------|
| ALANA               | 201             | 65.7%                    | 132                      |
| International       | 22              | 68.2%                    | 15                       |
| White               | 597             | 81.1%                    | 484                      |
| Unknown             | 142             | 80.3%                    | 114                      |
| <b>Grand Total</b>  | <b>962</b>      | <b>77.4%</b>             | <b>745</b>               |

**All Fall 2018 Students****Excluding  
Graduates**

| <b>Cohort</b>               | <b>Fall 2018 Count</b> | <b>Fall 2019 Retention Rate</b> | <b>Returned Fall 2019 Count</b> |
|-----------------------------|------------------------|---------------------------------|---------------------------------|
| 2013                        | 1                      | 0.0%                            | 0                               |
| 2014                        | 5                      | 20.0%                           | 1                               |
| 2015                        | 24                     | 33.3%                           | 8                               |
| 2016                        | 202                    | 94.6%                           | 191                             |
| 2017                        | 243                    | 74.9%                           | 182                             |
| 2018                        | 407                    | 74.0%                           | 301                             |
| <b>NonCohort</b>            | 80                     | 77.5%                           | 62                              |
| <i>NonCohort Start Term</i> |                        |                                 |                                 |
| 15/FA                       | 3                      | 66.7%                           | 2                               |
| 16/FA                       | 9                      | 55.6%                           | 5                               |
| 16/SP                       | 3                      | 100.0%                          | 3                               |
| 17/FA                       | 22                     | 86.4%                           | 19                              |
| 17/JA                       | 1                      | 100.0%                          | 1                               |
| 17/SP                       | 2                      | 50.0%                           | 1                               |
| 18/FA                       | 36                     | 75.0%                           | 27                              |
| 18/SP                       | 4                      | 100.0%                          | 4                               |
| <b>Grand Total</b>          | <b>962</b>             | <b>77.4%</b>                    | <b>745</b>                      |

## Returning Students - Fall to Spring and Following Fall

### Entering Cohort

| Cohort                | Fall 2020      |                     |              |                         |                         |                         |                         |
|-----------------------|----------------|---------------------|--------------|-------------------------|-------------------------|-------------------------|-------------------------|
|                       | Starting Count | Returned for Spring | Spring Count | Returned Following Fall | Returned Following Fall | Returned Following Fall | Returned Following Fall |
| ALANA                 | 123            | 75.6%               | 93           | 63.4%                   | 59                      | 51.2%                   | 63                      |
| First Generation      | 135            | 78.5%               | 106          | 68.9%                   | 73                      | 55.6%                   | 75                      |
| Pell Recipient        | 169            | 75.7%               | 128          | 60.2%                   | 77                      | 47.9%                   | 81                      |
| Athletes              | 151            | 85.4%               | 129          | 78.3%                   | 101                     | 68.2%                   | 103                     |
| Female                | 206            | 85.4%               | 176          | 78.4%                   | 138                     | 67.0%                   | 138                     |
| Male                  | 183            | 82.0%               | 150          | 68.0%                   | 102                     | 57.9%                   | 106                     |
| New York Resident     | 301            | 83.1%               | 250          | 72.0%                   | 180                     | 61.1%                   | 184                     |
| Out of State Resident | 80             | 85.0%               | 68           | 76.5%                   | 52                      | 65.0%                   | 52                      |
| TOTAL                 | 389            | 83.8%               | 326          | 73.6%                   | 240                     | 62.7%                   | 244                     |

### ALL DEGREE SEEKING STUDENTS (excluding graduates)

| Term                  | Fall 2020      |                     |              |                         |                         |                         |                         |
|-----------------------|----------------|---------------------|--------------|-------------------------|-------------------------|-------------------------|-------------------------|
|                       | Starting Count | Returned for Spring | Spring Count | Returned Following Fall | Returned Following Fall | Returned Following Fall | Returned Following Fall |
| ALANA                 | 273            | 80.6%               | 220          | 75.5%                   | 166                     | 62.6%                   | 171                     |
| First Generation      | 244            | 81.6%               | 199          | 78.9%                   | 157                     | 65.2%                   | 159                     |
| Pell Recipient        | 413            | 82.8%               | 342          | 74.6%                   | 255                     | 63.2%                   | 261                     |
| Athletes              | 343            | 90.4%               | 310          | 85.2%                   | 264                     | 77.8%                   | 267                     |
| Female                | 583            | 88.5%               | 516          | 83.3%                   | 430                     | 74.1%                   | 432                     |
| Male                  | 447            | 86.8%               | 388          | 78.9%                   | 306                     | 70.2%                   | 314                     |
| New York Resident     | 778            | 87.0%               | 677          | 80.4%                   | 544                     | 70.7%                   | 550                     |
| Out of State Resident | 232            | 89.7%               | 208          | 83.2%                   | 173                     | 76.3%                   | 177                     |
| Fraternity/Sorority   | 97             | 93.8%               | 91           | 84.6%                   | 77                      | 79.4%                   | 77                      |
| TOTAL                 | 1030           | 87.8%               | 904          | 81.4%                   | 736                     | 72.4%                   | 746                     |

### Entering Cohort

| Cohort                | Fall 2019      |                     |              |                         |                         |                         |                         |
|-----------------------|----------------|---------------------|--------------|-------------------------|-------------------------|-------------------------|-------------------------|
|                       | Starting Count | Returned for Spring | Spring Count | Returned Following Fall | Returned Following Fall | Returned Following Fall | Returned Following Fall |
| ALANA                 | 106            | 88.7%               | 94           | 81.9%                   | 77                      | 72.6%                   | 77                      |
| First Generation      | 91             | 81.3%               | 74           | 79.5%                   | 58                      | 63.7%                   | 58                      |
| Pell Recipient        | 161            | 89.4%               | 144          | 79.9%                   | 115                     | 71.4%                   | 115                     |
| Athletes              | 148            | 90.5%               | 134          | 82.3%                   | 102                     | 75.6%                   | 102                     |
| Female                | 216            | 89.4%               | 193          | 85.5%                   | 165                     | 76.4%                   | 165                     |
| Male                  | 160            | 91.3%               | 146          | 79.9%                   | 115                     | 71.9%                   | 115                     |
| New York Resident     | 265            | 89.1%               | 236          | 85.5%                   | 201                     | 75.8%                   | 201                     |
| Out of State Resident | 111            | 92.8%               | 103          | 76.3%                   | 71                      | 69.6%                   | 71                      |
| TOTAL                 | 376            | 90.2%               | 339          | 83.1%                   | 280                     | 74.5%                   | 280                     |

ALL DEGREE SEEKING STUDENTS  
(excluding graduates)

| Term                  | Fall 2019      |                     |              |                         |                         |                         |                         |
|-----------------------|----------------|---------------------|--------------|-------------------------|-------------------------|-------------------------|-------------------------|
|                       | Starting Count | Returned for Spring | Spring Count | Returned Following Fall | Returned Following Fall | Returned Following Fall | Returned Following Fall |
| ALANA                 | 213            | 88.3%               | 188          | 81.4%                   | 153                     | 72.3%                   | 154                     |
| First Generation      | 169            | 84.0%               | 142          | 81.0%                   | 115                     | 68.0%                   | 115                     |
| Pell Recipient        | 384            | 89.3%               | 343          | 82.8%                   | 284                     | 74.5%                   | 286                     |
| Athletes              | 306            | 94.8%               | 290          | 86.6%                   | 251                     | 82.4%                   | 252                     |
| Female                | 558            | 90.7%               | 506          | 88.1%                   | 446                     | 80.8%                   | 451                     |
| Male                  | 401            | 89.0%               | 357          | 82.9%                   | 296                     | 74.8%                   | 300                     |
| New York Resident     | 711            | 89.9%               | 639          | 86.7%                   | 554                     | 78.9%                   | 561                     |
| Out of State Resident | 224            | 90.6%               | 203          | 83.3%                   | 169                     | 76.3%                   | 171                     |
| Fraternity/Sorority   | 135            | 95.6%               | 129          | 93.0%                   | 120                     | 89.6%                   | 121                     |
| TOTAL                 | 959            | 90.0%               | 863          | 86.0%                   | 742                     | 78.3%                   | 751                     |

Entering Cohort

| Cohort                | Fall 2018      |                     |              |                         |                         |                         |                         |
|-----------------------|----------------|---------------------|--------------|-------------------------|-------------------------|-------------------------|-------------------------|
|                       | Starting Count | Returned for Spring | Spring Count | Returned Following Fall | Returned Following Fall | Returned Following Fall | Returned Following Fall |
| ALANA                 | 67             | 88.1%               | 59           | 71.2%                   | 42                      | 62.7%                   | 42                      |
| First Generation      | 70             | 84.3%               | 59           | 76.3%                   | 45                      | 64.3%                   | 45                      |
| Pell Recipient        | 180            | 87.8%               | 158          | 82.3%                   | 130                     | 73.3%                   | 132                     |
| Athletes              | 144            | 84.7%               | 122          | 85.2%                   | 104                     | 73.6%                   | 106                     |
| Female                | 239            | 90.4%               | 216          | 85.6%                   | 185                     | 78.7%                   | 188                     |
| Male                  | 168            | 83.3%               | 140          | 80.7%                   | 113                     | 67.3%                   | 113                     |
| New York Resident     | 295            | 88.5%               | 261          | 84.7%                   | 221                     | 75.6%                   | 223                     |
| Out of State Resident | 100            | 87.0%               | 87           | 81.6%                   | 71                      | 72.0%                   | 72                      |
| TOTAL                 | 407            | 87.5%               | 356          | 83.7%                   | 298                     | 74.0%                   | 301                     |

ALL DEGREE SEEKING STUDENTS  
(excluding graduates)

| Term                  | Fall 2018      |                     |              |                         |                         |                         |                         |
|-----------------------|----------------|---------------------|--------------|-------------------------|-------------------------|-------------------------|-------------------------|
|                       | Starting Count | Returned for Spring | Spring Count | Returned Following Fall | Returned Following Fall | Returned Following Fall | Returned Following Fall |
| ALANA                 | 201            | 84.6%               | 170          | 77.1%                   | 131                     | 65.7%                   | 132                     |
| First Generation      | 134            | 82.8%               | 111          | 82.9%                   | 92                      | 69.4%                   | 93                      |
| Pell Recipient        | 384            | 85.4%               | 328          | 82.0%                   | 269                     | 71.1%                   | 273                     |
| Athletes              | 307            | 89.3%               | 274          | 90.5%                   | 248                     | 81.8%                   | 251                     |
| Female                | 562            | 91.5%               | 514          | 88.9%                   | 457                     | 82.2%                   | 462                     |
| Male                  | 400            | 83.5%               | 334          | 84.4%                   | 282                     | 70.8%                   | 283                     |
| New York Resident     | 731            | 88.6%               | 648          | 88.0%                   | 570                     | 78.7%                   | 575                     |
| Out of State Resident | 204            | 87.3%               | 178          | 84.8%                   | 151                     | 74.5%                   | 152                     |
| Fraternity/Sorority   | 106            | 92.5%               | 98           | 88.8%                   | 87                      | 83.0%                   | 88                      |
| TOTAL                 | 962            | 88.1%               | 848          | 87.1%                   | 739                     | 77.4%                   | 745                     |

# Number of Graduates by Major, 2010 to 2021

| Academic Year:               | 2010-11    | 2011-12    | 2012-13    | 2013-14    | 2014-15    | 2015-16    | 2016-17    | 2017-18    | 2018-19    | 2019-2020  | 2020-2021  |
|------------------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| <b>Total Grads</b>           | <b>322</b> | <b>315</b> | <b>316</b> | <b>362</b> | <b>342</b> | <b>325</b> | <b>410</b> | <b>283</b> | <b>236</b> | <b>228</b> | <b>207</b> |
| Accounting                   | 10         | 5          | 10         | 12         | 6          | 10         | 8          | 2          | 4          | 3          | 4          |
| Actuarial Mathematics        | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 1          | 0          | 1          |
| Anthropology                 | 13         | 16         | 17         | 17         | 13         | 8          | 13         | 8          | 4          | 6          | 6          |
| Art                          | 19         | 8          | 14         | 18         | 12         | 11         | 11         | 3          | 5          | 4          | 4          |
| Art History                  | 8          | 3          | 1          | 2          | 4          | 5          | 3          | 1          | 1          | 1          | 1          |
| Biochemistry                 | 6          | 0          | 2          | 5          | 8          | 6          | 4          | 2          | 6          | 4          | 2          |
| Biology                      | 17         | 25         | 33         | 41         | 38         | 46         | 43         | 34         | 22         | 18         | 13         |
| Business Administration      | 53         | 47         | 43         | 51         | 52         | 49         | 61         | 45         | 45         | 31         | 23         |
| Business Management          | 0          | 1          | 0          | 2          | 0          | 0          | 0          | 0          | 0          | 2          | 0          |
| Chemistry                    | 3          | 7          | 7          | 4          | 7          | 7          | 3          | 5          | 1          | 2          | 1          |
| Computer Science             | 3          | 5          | 4          | 5          | 2          | 7          | 2          | 8          | 8          | 3          | 6          |
| Creative Writing             | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 2          | 2          | 1          |
| Criminal Justice             | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 1          | 5          | 9          | 10         |
| Economics                    | 9          | 11         | 7          | 14         | 10         | 7          | 11         | 7          | 7          | 6          | 7          |
| English                      | 24         | 26         | 12         | 19         | 14         | 13         | 17         | 4          | 7          | 6          | 6          |
| Environ, Sustain and Society | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 2          | 2          | 3          |
| Environmental Chemistry      | 2          | 0          | 0          | 1          | 0          | 1          | 0          | 0          | 0          | 0          | 0          |
| French                       | 0          | 2          | 1          | 0          | 1          | 1          | 3          | 0          | 0          | 0          | 0          |
| Geology                      | 7          | 4          | 5          | 4          | 7          | 2          | 10         | 10         | 2          | 4          | 1          |
| German                       | 1          | 1          | 1          | 2          | 2          | 2          | 1          | 0          | 0          | 0          | 0          |
| History                      | 13         | 15         | 19         | 17         | 10         | 12         | 12         | 9          | 9          | 3          | 7          |
| Individual Student Program   | 9          | 3          | 4          | 1          | 2          | 6          | 8          | 5          | 0          | 0          | 0          |
| Information Science          | 4          | 3          | 1          | 2          | 3          | 3          | 6          | 3          | 1          | 0          | 0          |
| Mathematics                  | 4          | 16         | 5          | 6          | 4          | 6          | 9          | 2          | 6          | 2          | 0          |
| Medical Technology           | 0          | 0          | 1          | 1          | 2          | 0          | 1          | 0          | 0          | 0          | 1          |
| Music                        | 4          | 1          | 0          | 3          | 7          | 1          | 5          | 5          | 0          | 5          | 1          |
| Music Education              | 2          | 7          | 2          | 5          | 4          | 3          | 3          | 2          | 1          | 1          | 5          |
| Nursing                      | 36         | 40         | 33         | 51         | 54         | 44         | 69         | 47         | 37         | 55         | 44         |
| Philosophy                   | 7          | 4          | 5          | 5          | 4          | 1          | 4          | 4          | 0          | 3          | 2          |
| Physics                      | 3          | 2          | 3          | 2          | 3          | 9          | 2          | 1          | 5          | 1          | 0          |
| Political Science            | 14         | 14         | 16         | 19         | 11         | 20         | 22         | 16         | 12         | 10         | 11         |
| Psychology                   | 18         | 22         | 25         | 20         | 28         | 16         | 33         | 14         | 12         | 16         | 17         |
| Public Health                | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 1          | 11         | 11         | 14         |
| Religious Studies            | 1          | 0          | 1          | 2          | 0          | 4          | 0          | 0          | 1          | 1          | 1          |
| Sociology                    | 24         | 22         | 33         | 24         | 28         | 19         | 33         | 43         | 16         | 12         | 13         |
| Spanish                      | 3          | 2          | 7          | 2          | 2          | 0          | 4          | 0          | 1          | 1          | 1          |
| Theatre Arts                 | 5          | 3          | 4          | 5          | 4          | 6          | 9          | 1          | 2          | 4          | 1          |

# Section 6: Human Resources



HARTWICK  
COLLEGE

est. 1797

## Hartwick Human Resources: Employees

| Academic Year  | 2015-16    | 2016-17    | 2017-18    | 2018-19    | 2019-20    | 2020-21    |
|--|------------|------------|------------|------------|------------|------------|
| <b>Unduplicated Total Enrollment Headcount</b>           | 1,459      | 1,435      | 1,277      | 1,238      | 1,227      | 1,225      |
| <b>Employees by Type (Support, Admin, Faculty):</b>      |            |            |            |            |            |            |
| <b>Full-time Support</b>                                 | 48         | 46         | 44         | 42         | 45         | 44         |
| <b>Part-time Support</b>                                 | 10         | 14         | 10         | 10         | 13         | 10         |
| <b>Total Support</b>                                     | 58         | 60         | 54         | 52         | 58         | 54         |
| <b>Full-time Admin</b>                                   | 137        | 138        | 142        | 135        | 132        | 134        |
| <b>Part-time Admin</b>                                   | 12         | 9          | 7          | 10         | 8          | 9          |
| <b>Total Admin</b>                                       | 149        | 147        | 149        | 145        | 140        | 143        |
| <b>Total Full-time Non-faculty (Support &amp; Admin)</b> | 185        | 184        | 186        | 177        | 177        | 178        |
| <b>Total Part-time Non-faculty (Support &amp; Admin)</b> | 22         | 23         | 17         | 20         | 21         | 19         |
| <b>Total Non-faculty (Full-time &amp; Part-time)</b>     | 207        | 207        | 203        | 197        | 198        | 197        |
| <b>Full-time faculty</b>                                 | 106        | 110        | 106        | 98         | 101        | 103        |
| <b>Part-time faculty</b>                                 | 87         | 74         | 68         | 63         | 67         | 72         |
| <b>Total faculty</b>                                     | 193        | 184        | 174        | 161        | 168        | 175        |
| <b>Total Employees (Support, Admin, Faculty)</b>         | <b>400</b> | <b>391</b> | <b>377</b> | <b>358</b> | <b>366</b> | <b>372</b> |
| <b># Students per Non-faculty Employee</b>               | 7.9        | 7.6        | 6.2        | 6.5        | 6.2        | 6.2        |
| <b># Students per Full-time Faculty Employee</b>         | 13.8       | 12.7       | 10.8       | 11.7       | 7.3        | 7.0        |
| <b>% of all Employees by Type that are Part time</b>     |            |            |            |            |            |            |
| <b>Support</b>   | 17.2%      | 23.3%      | 18.5%      | 19.2%      | 22.4%      | 18.5%      |
| <b>Administrative</b>                                    | 8.1%       | 6.1%       | 4.7%       | 6.9%       | 5.7%       | 6.3%       |
| <b>Faculty</b>   | 45.1%      | 40.2%      | 39.1%      | 39.1%      | 39.9%      | 41.1%      |
| <b>Average Salary by Classification</b>                  |            |            |            |            |            |            |
| <b>Support with salary &lt; 20,000</b>                   | -          | -          | -          | -          | -          | -          |
| <b>Support with salary &gt; 20,000</b>                   | \$29,811   | \$29,934   | \$29,617   | \$29,533   | \$32,288   | \$36,655   |
| <b>Admin with salary &lt; 40,000</b>                     | \$32,205   | \$31,611   | \$30,517   | \$30,142   | \$31,131   |            |
| <b>Admin with salary &gt; 40,000</b>                     | \$71,661   | \$70,463   | \$66,524   | \$66,783   | \$68,552   |            |
| <b>Faculty with salary &lt; 50,000</b>                   | -          | -          | -          | -          | -          | -          |
| <b>Faculty with salary &gt; 50,000</b>                   | \$73,634   | \$72,785   | \$70,925   | \$70,772   | \$72,471   | \$71,812   |

## Hartwick Human Resources: Employees

| Academic Year   | 2015-16  | 2016-17  | 2017-18  | 2018-19  | 2019-20  | 2020-21  |
|---|----------|----------|----------|----------|----------|----------|
| <b># Full-time Employees by Type and Classification [e.g. % of all Full-time Faculty]</b> |          |          |          |          |          |          |
| Support with salary < 20,000  | -        | -        | -        | -        | -        | -        |
| Support with salary > 20,000  | 100.0%   | 100.0%   | 100.0%   | 100.0%   | 100.0%   | 100.0%   |
| Admin with salary < 40,000  | 37.2%    | 33.3%    | 18.3%    | 18.5%    | 18.5%    | 18.6%    |
| Admin with salary > 40,000  | 62.8%    | 66.7%    | 81.7%    | 81.5%    | 81.4%    | 81.4%    |
| Faculty with salary < 50,000  | 0.0%     | 0.0%     | 0.0%     | 0.0%     | 0.0%     | 0.0%     |
| Faculty with salary > 50,000  | 100.0%   | 100.0%   | 100.0%   | 100.0%   | 100.0%   | 100.0%   |
| <b>Average Salary by Faculty Rank</b>   |          |          |          |          |          |          |
| Assistant Professor   | \$60,022 | \$59,282 | \$60,225 | \$61,583 | \$63,738 | \$62,716 |
| Associate Professor   | \$64,331 | \$65,433 | \$65,663 | \$66,329 | \$67,174 | \$71,509 |
| Professor   | \$87,788 | \$87,639 | \$83,868 | \$83,444 | \$84,051 | \$86,001 |
| <b>% Women Employees by Classification</b>  |          |          |          |          |          |          |
| Support with salary < 20,000  | -        | -        | -        | -        | -        | -        |
| Support with salary > 20,000  | 79.2%    | 80.4%    | 79.5%    | 76.2%    | 69.1%    | 60.9%    |
| Admin with salary < 40,000  | 21.2%    | 22.5%    | 12.7%    | 11.9%    | 40.0%    | 57.7%    |
| Admin with salary > 40,000  | 32.8%    | 36.2%    | 43.7%    | 44.4%    | 58.3%    | 54.4%    |
| Faculty with salary < 50,000  | -        | -        | -        | -        | -        | -        |
| Faculty with salary > 50,000  | 44.3%    | 44.5%    | 45.3%    | 50.0%    | 50.5%    | 52.4%    |
| <b>% White Employees by Classification</b>  |          |          |          |          |          |          |
| Support with salary < 20,000  | -        | -        | -        | -        | -        | -        |
| Support with salary > 20,000  | 95.8%    | 97.8%    | 97.7%    | 95.2%    | 92.7%    | 88.4%    |
| Admin with salary < 40,000  | 87.0%    | 87.8%    | 83.3%    | 90.0%    | 90.0%    | 92.3%    |
| Admin with salary > 40,000  | 93.3%    | 92.3%    | 93.4%    | 88.5%    | 88.3%    | 87.7%    |
| Faculty with salary < 50,000  | -        | -        | -        | -        | -        | -        |
| Faculty with salary > 50,000  | 86.8%    | 84.5%    | 81.1%    | 79.6%    | 80.2%    | 84.4%    |

## Hartwick Human Resources: Employees

| Academic Year                                     | 2015-16                           | 2016-17                           | 2017-18                           | 2018-19                           | 2019-20                           | 2020-21                           |
|---|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|
| <b>% of all Full-time Faculty</b>                 |                                   |                                   |                                   |                                   |                                   |                                   |
| <b>Assistant</b>                                  | 25.5%                             | 29.1%                             | 34.9%                             | 37.8%                             | 38.6%                             | 44.7%                             |
| <b>Associate</b>                                  | 30.2%                             | 27.3%                             | 24.5%                             | 24.5%                             | 22.8%                             | 20.4%                             |
| <b>Full</b>                                       | 43.4%                             | 41.8%                             | 39.6%                             | 36.7%                             | 36.6%                             | 34.0%                             |
| <b>Other</b>                                      | 0.9%                              | 1.8%                              | 0.9%                              | 1.0%                              | 1.0%                              | 1.0%                              |
| <b>% of all Full-time Faculty with Tenure</b>     | 72.6%                             | 65.5%                             | 60.4%                             | 56.1%                             | 59.4%                             | 55.3%                             |
| <b>Average Length of Service by Employee Type</b> |                                   |                                   |                                   |                                   |                                   |                                   |
| <b>Full-time Support</b>                          | 10.0                              | 11.6                              | 11.3                              | 10.1                              | 12.6                              | 11.3                              |
| <b>Full-time Administrative</b>                   | 8.3                               | 8.9                               | 9.1                               | 7.5                               | 11.6                              | 7.4                               |
| <b>Full-time Faculty</b>                          | 14.3                              | 14.8                              | 13.2                              | 12.1                              | 12.5                              | 12.4                              |
| <b>Functions Outsourced</b>                       |                                   |                                   |                                   |                                   |                                   |                                   |
|   | Dining<br>Facilities<br>Bookstore | Dining<br>Facilities<br>Bookstore | Dining<br>Facilities<br>Bookstore | Dining<br>Facilities<br>Bookstore | Dining<br>Facilities<br>Bookstore | Dining<br>Facilities<br>Bookstore |
| <b>\$ Medical Office Visit Copay</b>              | HD/\$35/\$25                      | HD/\$35/\$25                      | HD/\$35/\$25                      | HD/\$35/\$25                      | HD/\$35/\$25                      | HD/\$35/\$25                      |
| <b>Human Resources Notes</b>                      |                                   |                                   |                                   |                                   |                                   |                                   |

# of student per full time faculty is not the same calculation as student faculty ratio.

Per student data based on unduplicated enrollment for the year.

"Full-time Administrative" includes Executive/Administrative/Managerial, Other Professionals, and Technical/Paraprofessional.

"Full-time Support" includes Secretarial/Clerical, Skilled Craft, and Service/Maintenance.

"Part-time Administrative" includes PT Executive/Administrative/Managerial, PT Other Professionals, and PT Technical/Paraprofessional.

"Part-time Support" includes PT Secretarial/Clerical, PT Skilled Craft, and PT Service/Maintenance.

NA = Not Available