

## Pathway to Becoming a Premier Liberal Arts University

### Pathways and Priorities

July 1, 2010- June 30, 2011

#### Pathway 1: To Inspire Student Learning and Development (\$73,195 FY11)

##### Priority 1: Improve the quality of learning across the curriculum.

Goal: Re-design General Studies into a Core Curriculum and re-design majors into degree programs not to exceed 120 credits.

Assessment: Noel-Levitz and NSSE 2010-2011 results indicate improved student satisfaction.

Evidence: See Table 1: Noel-Levitz 2011 Areas of Improvement.

The May 2011 NSSE data indicated a number of strengths and needs at Shepherd University when compared with national results.

- Students report satisfaction with faculty availability, advisors and advisement, library resources, campus safety, and campus maintenance.
- Items of concern included the ability to register with few course conflicts, major requirements are not clear and reasonable, and worth of course content within my major. The change in the core curriculum increased student choice. The development and publication of four-year course plans for all majors increased ease of use and understanding.

##### Accomplishments:

- The new Core Curriculum was implemented during the summer 2011. Advisement and Registration and Transfer/Readmit sessions.
- Current students have the option to move from the old catalog to the new catalog. Ongoing costs, which include in-the-cloud hosting of catalog data, include training, and some minimal hours of support. Fees for subsequent years are due on or before the anniversary of the execution of the original contract. The elimination of the printed catalog offset these costs.

**Priority 2: Inspire student learning and development through the incorporation of technology in teaching.**

Goal: Update and increase the number of classrooms equipped with a common set of contemporary technologies and develop a cadre of student employees to serve as the classroom support staff.

Assessment: Sakai data showed continued increased numbers of faculty members are using technology. Student workers support student learning.

Evidence:

- Classrooms equipped with common set of technologies during the FY 10 and FY 11 years. Installation was completed August 2011.
- 100% of students are using Sakai for assignments.
- A group of student workers who supplement the professional staff in supporting campus users is under development. The primary role of the student workers is the direct support of their fellow students.
- Additional students could assist the professional staff in basic computer configuration tasks. However, it would be inappropriate to dispatch them for classroom technology troubleshooting and repair.
- In order to provide adequate coverage for classroom technology break/fix, we would add three full-time employees to the professional staff. The staff would be assigned to the User Support team and would be scheduled to provide maximum coverage during peak teaching periods (10am-4pm), with lesser coverage during non-peak periods (8-10am and 4pm-8pm). Funding for additional staff was not requested for the FY13 budget.

Instructors and Students Use of Sakai

Semester	Courses	Students	Instructors
Fall 2010-Spring 2011	885	7222	378

IT Student-Workers

IT Student Workers: 2010-2011
White Hall: 7
CTL: 1 for 2009-10 and 2010-11
Art: 5 for 2009-10 and 4 for 2010-11

Accomplishments:

- I-clicker systems were purchased for the physics courses and the Nursing Education Department.
- Software for the math lab and Scarborough Library Voyager System upgrade purchased and installed.

- Technology workshops and training for faculty ongoing.
- The classroom technology replacement policy developed rotates computers on a four-year cycle and seven years for projectors.
- Internet bandwidth was expanded to 100 megabits per second. See Tables 2-4.
- Completion of the Frontier wireless project for residence halls occurred during 2009-2010 academic year.
- Wireless networking is available within most academic (except Stutzman-Slonaker), administrative buildings, and open spaces in Shepherdstown (through a partnership with Frontier).

Goals: The remaining residence halls will have wireless access by the summer or fall of 2012. Extending the wireless network to 100 percentage campus coverage by 2012 is another top priority of the 2009 strategic plan. There were no wireless initiatives completed in 2010-11.

**Priority 4: Renovate and expand the Student Center into a Center for Civic Engagement and Student Leadership.**

Goal: Plan, renovate, and expand the Student Center

Assessment: Due to financial constraints, no movement was made on the Student Center. The build-out of the Dining Hall is on hold.

**Priority 8: Ensure a high degree of professional preparation for students.**

Goal: Increase internships, co-ops, employment opportunities, incorporate technologies in professional preparation

Assessment: All licensure programs will receive initial or reaffirmation of accreditation. Number of credit hours earned through coops and internships.

Evidence: All licensure programs received initial or reaffirmation of accreditation with no areas of improvement.

- The National Council for Accreditation of Teacher Education (NCATE) reaffirmed the accreditation of initial Teacher Education programs and granted initial accreditation to advanced Teacher Education programs. The unit met all standards with no areas for improvement.
- The Commission on Collegiate Nursing Education (CCNE) granted initial accreditation to the Nursing Education program meeting all standards with no areas for improvement.
- The Council on Social Work Education (CSWE) reviewed the Social Work program in fall 2011 and reaffirmed the accreditation of the

Social Work program with no areas for improvement in spring 2012.

- The TRiO Student Support Services Program leads Graduate School Planning Workshops each semester.

	Co-ops		Internships	
	Classes	Credits	Classes	Credits
<b>2008-09</b>	34	425	55	1002
<b>2009-10</b>	35	471	52	963
<b>2010-11</b>	42	513	51	953

### Accomplishments:

- Tk20: All education majors purchased and learned how to receive and transmit assignments to professors and field supervisors.
- All Education professors, cooperating teachers, and university supervisors use Tk20 for the evaluation of key assessments including student teaching.
- Career services increased in the number of students registered for College Central over previous years (See Table 4)
- Addition of the first Majors and Minors Fair; all academic programs participated.
- The number of employers increased at on-campus job fairs; however, the number of employers decreased for education and nursing.

### Priority 12: Improve our commitment to students with disabilities.

Goal: Provide direct services to students to enhance success at the University and enhance support, training, education and assistance for faculty and staff regarding ADA issues.

Assessment: Increase number of services provided to students with disabilities.

#### Evidence:

Services Provided by the Office of Disabilities Support	
<b>Parent Orientation</b>	4 Sessions during First Year Advisement and Registration
<b>Services to Individual Students</b>	175 student meetings for services and consultation
<b>Distribution of Accommodation Packages</b>	<b>263 (2010-2011)</b> 292 (2009-2010)
<b>Testing Services</b>	<b>371 tests for 47 students (2010-2011)</b> 165 tests for 33 students (2009-2010)
<b>Faculty Presentations</b>	New Faculty and Adjunct Meetings Two Academic School Meetings (SoEPS and SoNSM)
<b>Staff Presentations</b>	Civility Response Team Retreats RA and A-Team Member Training Sessions Consultations with Academic Support staff and TRIO staff

Accomplishments:

- The TRIO program, housed within the Center for Teaching and Learning, provides academic support, counseling, assistance with ADA issues and services to enhance student success. The services provided by the TRIO program are funded through the TRIO/SSS grant.

## Pathway 2: To Optimize the Potential of Faculty and Staff (\$408,000 FY11)

### Priority 3: Increase full-time faculty to 75 percent of instruction.

Goal: Obtain 75 percent of credit hours taught by full time faculty to the total instructional hours taught by faculty.

Assessment:

- Percentage of faculty with terminal degrees.
- Percentage of courses taught by full-time faculty.

Evidence: Percentage of instructional hours taught by full-time faculty.

- Fall 2008-55.0
- Fall 2009-60.3
- Fall 2010-54.7 \*

\*Decrease may be due to an increase in student enrollment.

Accomplishments:

- Percentage of Faculty with Terminal Degree increased from 81 to 81.45 in the 2010-2011 academic year, and 84.5 in 2011-2012.
- Six additional faculty members hired.

### Priority 6: Ensure competitive salaries for faculty and staff.

Goal: Salaries should be established at a leadership level among West Virginia institutions, increasing by five percent the level at which we compare to our peers.

Assessment: WV Peers Faculty Salaries. See Table 6.

Accomplishments:

- The classified staff statutory salary schedule was maintained.
- Raises for faculty promotions in rank were funded.
- Market-competitive salaries for new faculty hires were established and maintained.

**Priority 11: Enhance professional development programs for faculty and staff.**

Goal: Supplement professional travel, bank overload hours toward release time

Assessment: Increased allocation for professional travel; increased professional development opportunities for faculty and staff.

Evidence:

- 12 new full-time faculty members have participated in a three-day New Faculty Orientation in August the week before classes begin.
- The 1:00 pm hour on MWF is open for new full-time faculty to meet and participate in a learning community facilitated by the Dean of Teaching, Learning and Instructional Resources.
- Websites assisting new faculty, full-time and adjunct, with the transition process to Shepherd are on the Center for Teaching and Learning website.
- The Instructional Technologist created a certification program for faculty to teach online.
- “Techshop” training sessions take place for faculty every other week. These are lead by the Instructional Technologist and the Director of Audio-Visual Media Services.
- 90 people participated in the staff orientation program.
- 86 classified staff members attended the communication training.
- 278 faculty and staff members participated in on-line training.
- 100 faculty members participated in search committee training.

Accomplishments:

- HR maintained subscriptions of the on-line training program, BLR, available to all employees and covering a vast array of topics.
- HR provided communication training to classified employees on how to communicate effectively with supervisors.
- New staff orientation program expanded to three times per year

**Priority 15: Strengthen the diversity of faculty and staff.**

Goal: Diversity at Shepherd will compare at 95 percent of West Virginia peers.

Assessment:

Assess Full-time Instructional Faculty by Race.

Evidence:

IPEDs and COPLAC Faculty data.

- Fall 2010 WV Peer Minority Faculty Comparison: Shepherd University 17 percent (Table 7).
- Fall 2010 COPLAC Peer Comparison Data (Table 8).

**Accomplishments:**

- Academic Affairs administrators and HR Director promoted efforts to expand applicant pools as means of enhancing diversity through networking and advertisements by advertising vacant positions in minority publications (for example, Minority Nurse). HR initiated discussions with WVU about recruiting through their Minority Doctoral Program.
- HR Director conducted mandatory EEO/AA compliance training for all search committees.

**Priority 16: Develop and expand faculty office space.**

**Goal:** Convert space to faculty offices that are accessible to all users.

Assessment: Continue to increase number of faculty offices.

Evidence: Completion of construction project in White Hall.

**Accomplishments:**

- The conversion of four small classrooms resulted in 12 faculty offices in White Hall.
- 8 offices converted to 2 seminar rooms.

**Priority 20: Enhance retirees' connection to the University.**

**Goal:** Increase retirees' connection to the University.

Assessment: HR communicates directly with personnel regarding retirement.

Evidence: HR is developing an assessment of retirees' satisfaction.

- HR web-site added internet pages dedicated to retirees, including "Staying Connected" section.
- Retiree-recognition included in newly implemented employee recognition program continues.
- Employee discounts expanded to all retirees.

**Accomplishments:**

- Three faculty members became emeriti.

**Pathway 3: To Create a Beautiful and Welcoming Campus: (\$2,672,000 FY11)****Priority 5: Enhance campus border definition and focal points.**

**Goal:** Completion of associated projects.

Assessment: Facilities Management Survey.

**Evidence:**

The percentage of survey respondents who were satisfied with Facilities Management services increased from 90 to 94.

**Accomplishments:**

- Two new grounds staff facilitated the achievement of enhanced maintenance levels of grounds including the planting of thousands of bulbs, several additional flowerbeds (nearly seven acres at hundreds of sites across campus), and the ability to address routine maintenance (mowing, etc.) in a timely manner.

**Priority 7: Enhance buildings and grounds by increasing maintenance staff.**

Goal: Increased Facilities Management survey scores.

Assessment: Facilities Management Survey.

**Evidence:**

The percentage of survey respondents who were satisfied with Facilities Management Services increased from 90 to 94.

**Accomplishments:**

- The establishment of a third shift, three custodial FTEs of Campus Service workers is working well and eliminated the need for scheduling overtime for weekend, evening events, and athletic custodial needs.

**Priority 9: Develop a pedestrian-centric campus.**

Goal: Completion of associated projects.

**Assessment:**

The Budget Committee identifies capital projects annually related to the strategic plan and infrastructure renewal.

Evidence: FY 11 identified 15 projects and completed all within the fiscal year, 12 projects related to the Strategic Plan and 3 related to infrastructure renewal.

**Accomplishments:**

- Contracted with Alpha Associates for the construction document phase, plans, and specs for a pedestrian tunnel under Route 480.
- Completed the installation of 12 bicycle racks.

- Installed a ¼-mile sidewalk along University Drive to the West Campus entrance.
- King Street and parking garage projects await funding in order to proceed.

**Priority 18: Bring HVAC across all buildings up to standard.**

Goal: Completion of associated projects.

Assessment: Capital projects list.

Evidence: All FY11 capital HVAC plans and installation completed.

Accomplishments:

- Completed HVAC installation in White Hall.
- Developed plans and specs to renovate Knutti Hall lower level area with new HVAC systems with work to begin May 9, 2011.
- Developed plans and specs to renovate Snyder Hall HVAC systems with work to begin May 9, 2011.
- ADA signage installed throughout White Hall with new directories at entrance areas (part of the White Hall renovation project).
- The continuation of the signage enhancements are on hold due to budget shortfall.

**Pathway 4: To Stimulate the Cultural and Economic Development of the Region:  
(\$1,583,163 FY11)**

**Priority 10: Develop partnerships to stimulate Economic Development.**

Goal: 10 percent increase in graduate student enrollment by 2012; 10 percent increase in graduate student placement in business and doctoral programs by 2012; 10 percent increase in continuing education; HEPC commissioned a statewide economic impact study and reported results by university.

Assessment: Number of: degree seeking graduate students, placed in business and doctoral programs, and teachers participating in EDPD.

Evidence: Baseline Data AY 2010 (Annualized Non-duplicated enrollment): Degree Seeking = 204 graduate students; 51 graduate students placement and/or doctoral programs; 344 teachers participated in Continuing Education (EDPD credits).

### Accomplishments:

- Results of the HEPC economic impact study were integrated into the University Profile and Message Platform.
- Development of a certificate program in Financial Planning began.
- Initiation of work on curriculum changes and developing support from within the financial planning community.
- First Shepherd student earns placement in finals for West Virginia Collegiate Business Plan Competition.
- The School of Business and Social Sciences sponsored annual dinner for graduating seniors.
- Marketing brochures were created for all graduate programs.
- Individual interviews were held with leaders of economic. Development, at the local, regional and state levels, to assess emerging trends.
- Results of interviews were incorporated into federal appropriation requests to obtain funds to support economic development in key areas.
- Alumni Affairs and the School of Business and Social Sciences collaborated with the faculty of accounting, business, economics, and finance programs to connect graduating students in an initial full day event, Professional Connections Day.

### Priority 13: Fund athletic programs to the level of regional parity.

Goal: 60 percent annual retention rate for students and coaches; 50 percent of teams win WVIAC conference championships by 2014; 50 percent of teams participate in postseason play.

Assessment: Teams win/loss records, participation in postseason play, Retention rates of students and coaches.

#### Evidence:

- Of 11 teams, nine met or exceeded the 60 percentage retention rate over five years; one team has not existed for five years.
- The football team won the WVIAC championship.
- The lacrosse team finished its second season with an average above the .500 mark (eight wins and seven losses).
- The men's soccer team achieves its highest win mark in team history.
- Ten of twelve head coaches retained.
- 83.3 percent annual retention rate for student athletes.
- 83.3 percent Coaches Retained (FY11).

- 83.3 percent of teams appeared in post-season play. The WVIAC does not sponsor a lacrosse championship.

#### Accomplishments:

- Head Football Coach Monte Cater featured in American Football Coaches Association magazine.
- Increased community engagement activities by inviting entire community to attend pre-game Chalk-Talks, annual banquets, and NCAA football playoffs television broadcast selection show.
- CBS College Sports broadcast nationally the football team's national semi-final game.
- The football team received the WVIAC Sportsmanship Award.
- Pep band and cheerleaders vastly increased the audience presence at home men's and women's basketball teams.
- The lacrosse team was featured in the only national magazine devoted solely to lacrosse.
- Athletic teams continue to lead in graduation/retention rates over the overall rate for Shepherd baccalaureate students.

#### Priority 14: Develop an integrated marketing program.

Goal: 100 percent satisfaction with presented information; 50 percent web pages managed in content management system; 70 percent internally oriented resources are contained within a portal.

#### Assessment:

The Shepherd University Alumni Association conducted a 2011 survey using an external communications consultant.

#### Evidence:

Survey results indicate that alumni are satisfied with the external communications program, and that the communication vehicles used are diverse: 82 percent rely on Shepherd magazine, 73 percent on email and 24 percent on the university website for their information about the university.

#### Accomplishments:

- Goals are not met due to resource constraints. The content management system was not funded in FY11.
- Funding was requested for FY12 and designated as a second tier priority, funding pending spring revenues.

- The web manager updated the website; and as of March 2011, redesigned nine program sites, created five special sites, and added 29 features.

**Priority 17: Secure grants in excess of \$1 million annually to support pathway initiatives.**

Goal: Hire Director of Corporate, Foundation, and Government Relations to secure grants in excess of \$1 million annually to support pathway initiatives.

Assessment:

Secure grants in excess of one million dollars annually to support pathways initiatives.

Evidence:

- Increase percentage of grant funding by three percent annually.
- Total amount of funding awarded through the competitive grants program increased 54 percent in 2011 as compared to 2010.

<b>2011</b>	<b>\$</b>	<b>1,476,939</b>
<b>2010</b>	<b>\$</b>	<b>964,818</b>
<b>2009</b>	<b>\$</b>	<b>1,455,772</b>
<b>2008</b>	<b>\$</b>	<b>1,903,658</b>
<b>2007</b>	<b>\$</b>	<b>130,170</b>

Accomplishments:

- 32 grant applications totaling \$5,481,643 were made and eighteen grants were awarded totaling \$1,476,939 in FY 11.
- 28 proposals had been submitted; 16 of which were funded; seven proposals are pending a funding decision; and five proposals were not awarded funding.
- 32 grant applications totally \$2,905,632 were made 21 grants were awarded totally \$964,818 in FY 10.
- Mid-Atlantic Arts Foundation to support PASS with a grant of \$10,000.
- WV Commission of the Arts of \$4,900.
- Writer-in-Residence grant of \$5,000 from WVHEPC.
- Multicultural Student Affairs grant of \$10,000 from WVHEPC.
- CATF received grants of \$3,000 from Jefferson County AHA; \$15,000 from NEA; and \$13,177 from WV Humanities Council.

**Priority 19: Create Founders Day to symbolize our academic stance.**

Goal: 75 percent of faculty and 75 percent of undergraduate, degree seeking students participate in Founders Day.

Assessment:

Faculty, staff, and student attendance.

Evidence:

Staff and administrative groups were well represented;  
Faculty attendance did not meet the 75 percent goal.

Accomplishments:

- Founders Day was reinstated on October 15, 2010.
- A campus-wide team was appointed to organize the program which focused on the history of the university.
- Participation rates are unavailable as the committee decided to forego registration; however, attendance exceeded 700. Most attendees and participants were students.
- Initial planning began for the second Founders Day celebration on October 21, 2011.

**Table 1: Noel-Levitz RESULTS: Higher Satisfaction Trends: Spring 2011**

7. The campus is safe and secure for all students.
14. My academic advisor is concerned about my success as an individual.
36. Security staff respond quickly in emergencies.
69. There is a good variety of courses provided on this campus.
25. Faculty are fair and unbiased in their treatment of individual students.
39. I am able to experience intellectual growth here.
17. Adequate financial aid is available for most students.
29. It is an enjoyable experience to be a student on this campus.
65. Faculty are usually available after class and during office hours.
59. This institution shows concern for students as individuals.
21. The amount of student parking space on campus is adequate.
2. The campus staff are caring and helpful.
27. The personnel involved in registration are helpful.
12. Financial aid awards are announced to students in time to be helpful in college planning.
45. Students are made to feel welcome on this campus.
72. On the whole, the campus is well-maintained.
80. Campus item 7
4. Admissions staff are knowledgeable.
67. Freedom of expression is protected on campus.
57. I seldom get the "run-around" when seeking information on this campus.
5. Financial aid counselors are helpful.
11. Billing policies are reasonable.
28. Parking lots are well-lighted and secure.
19. My academic advisor helps me set goals to work toward.
50. Class change (drop/add) policies are reasonable.
49. There are adequate services to help me decide upon a career

Table 2

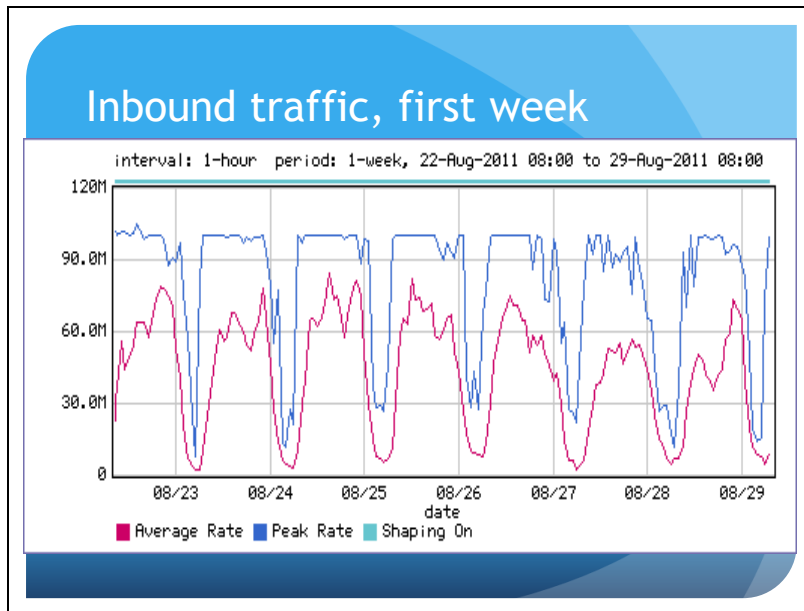


Table 3

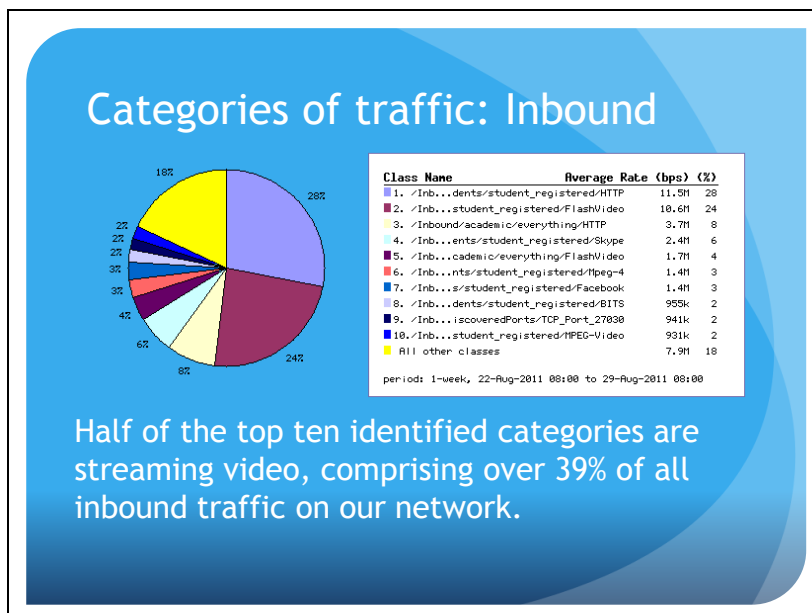
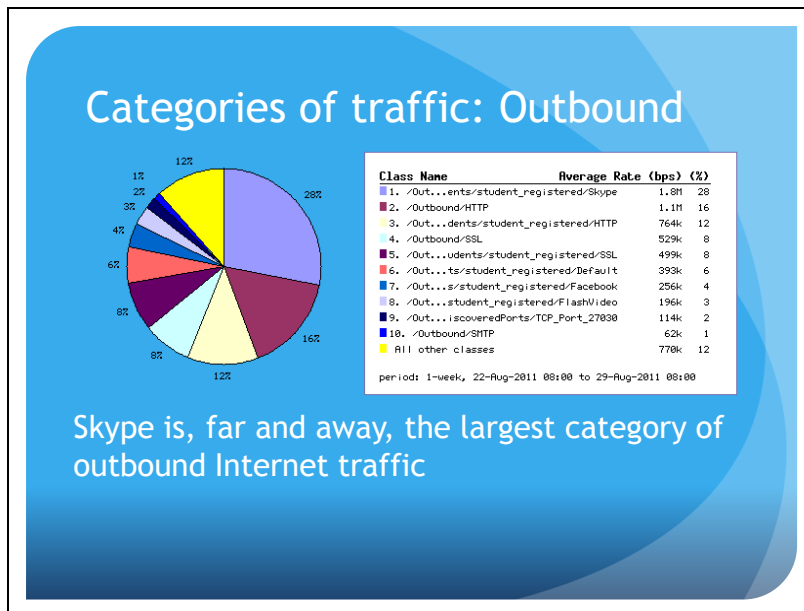


Table 4



**Table 5: CAREER SERVICES ACTIVITIES**

<b>TECHNOLOGY BASED CONNECTIONS</b>			
	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>
<b>Students Registered</b>	518	675	711
<b>Alumni Registered</b>	95	131	94
<b>Employers Registered</b>	115	120	134
<b>Job Postings</b>	409	419	575
<b>FOCUS-2</b>			
<b>Registrations</b>	125	198	108
<b>ON CAMPUS JOB FAIRS</b>			
	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>
<b>CareerFest</b>			
<b>Employers</b>	41	65	74
<b>Graduate Schools</b>	1	1	1
<b>Students</b>	171	195	175
<b>Teacher Recruitment</b>			
<b>Employers</b>	15	12	13
<b>Students</b>	49	48	52
<b>Graduate Schools</b>	0	1	1
<b>Nurses Fair</b>			
<b>Employers</b>	20	24	12
<b>Students</b>	72	96	72
<b>APPOINTMENTS/CONTACTS (June 1, 2010 – May 31, 2011)</b>			
<b>REASON</b>	<b>TOTAL</b>	<b>ALUMNI</b>	<b>STUDENTS</b>
<b>Thank-you Letters</b>	3	0	3
<b>Career Counseling</b>	46	4	42
<b>Graduate School</b>	20	4	16
<b>Interviewing Skills</b>	75	10	65
<b>Job Search</b>	49	20	29
<b>Resumes</b>	732	81	717
<b>Cover Letters</b>	64	10	54
<b>Total</b>	989	129	926

OTHER JOB FAIRSCumberland Valley Consortium Virtual Job Fair– Online – June 15 – August 15, 2010

- 19 Employers Registered
- 28 Shepherd Students/Alumni

Cumberland Valley Consortium Job and Intern Fair– Frederick, MD, February 9, 2011

- 49 Employers Registered
- 15 Shepherd Students/Alumni

Several workshops during the year Career Services as added the following:

- Professional Connections Day: 130 Students
- CareerFest and Social Work Field Fair CareerFest: 175 Students
- Walk-In Clinic; Ram-Up your Resume: an average of 100 Students per session
- Resume/Interview Rubrics for In-Class Grading (course collaborations): Incorporated into four Courses
- Career Exploration for Shepherdstown Girl Scouts (Presentation): 10 Students
- Graduate Assistantships increased from one to two.
- Career Fairs:  
Teacher Fair = 52 students  
Nurses Fair=72 students  
CVC Virtual Job Fair = 28 students/ CVC Job Fair = 15 students

<b>Table 6</b>			
<b>WV Peers Faculty Salaries</b>	<b>FTE</b>	<b>2010</b>	<b>2010 Rank</b>
Bluefield State College	1,778	54,594	3
Concord University	2,565	54,038	4
Fairmont State University	4,221	57,219	2
Glennville State College	1,499	47,755	7
<b>Shepherd University</b>	<b>3,741</b>	<b>59,240</b>	<b>1</b>
West Liberty University	2,547	49,037	6
West Virginia State University	2,559	52,501	5

<b>Table 7</b>									
<b>WV Peers (Race)</b>	2010								
	FTE	Am Indian /AK Native	Asian	Black or African Am	Hispanic or Latino	Native HI/ Pacific Islander	Nonresident Alien	Total Faculty	% Minority
Bluefield State College	1,778								
Concord University	2,565								
Fairmont State University	4,221	0	4	4	0	0	0	162	9%
Glenville State College	1,499	0	0	1	1	2	0	67	6%
<b>Shepherd University</b>	<b>3,741</b>	<b>0</b>	<b>3</b>	<b>6</b>	<b>4</b>	<b>0</b>	<b>10</b>	<b>149</b>	<b>15%</b>
West Liberty University	2,547	0	1	0	2	0	6	117	10%
WV State University	2,559								
*Blank spaces mean no numbers were reported for those fields.									

<b>Table 8</b>										
<b>COPLAC 2010</b>		<b>FTE</b>	<b>Am Indian /AK Native</b>	<b>Asian</b>	<b>Black or African Am</b>	<b>Hispanic or Latino</b>	<b>Pacific Islander</b>	<b>Nonresident Alien</b>	<b>Total Faculty</b>	<b>% Minority</b>
Eastern Connecticut State University	4935	*								
Fort Lewis College	3658	6	2	1	8	0	1	167	11%	
Georgia College & State University	6016	0	12	15	9	0	21	316	18%	
Henderson State University	3314									
Keene State College	5091	1	3	3	4	0	4	197	8%	
Massachusetts College of Liberal Arts	1717	0	1	3	2	0	0	89	7%	
Midwestern State University	5223	1	5	4	10	0	12	226	14%	
New College of Florida	801	0	2	2	4	0	1	74	12%	
Ramapo College of New Jersey	5563									
<b>Shepherd University</b>	<b>3741</b>	<b>0</b>	<b>3</b>	<b>6</b>	<b>4</b>	<b>0</b>	<b>10</b>	<b>149</b>	<b>15%</b>	
Sonoma State University	7637	1	20	5	15	1	2	254	17%	
Southern Oregon University	4907	3	11	2	8	1	3	227	12%	
St. Mary's College of Maryland	1970	0	5	5	2	0	4	144	11%	
SUNY at Geneseo	5531	1	17	5	9	0	4	239	15%	
The Evergreen State College	4476	9	14	7	12	0	1	169	25%	
The University of Virginia's College at Wise	1737	0	3	1	3	0	6	91	14%	
Truman State University	5856	0	17	2	7	0	10	338	11%	
University of Illinois at Springfield	3596	1	19	7	7	0	10	185	24%	
University of Maine at Farmington	2237	0	2	0	3	0	0	120	4%	
University of Mary Washington	4460	0	13	9	7	0	6	239	15%	
University of Minnesota-Morris	1721	2	4	1	2	0	2	110	10%	
University of Montevallo	2688	0	3	10	3	0	0	131	12%	
University of North Carolina at Asheville	3530	1	9	9	7	0	2	217	13%	
University of Science and Arts of Oklahoma	952									
University of Wisconsin-Superior	2457	2	7	3	3	0	2	128	13%	

\*Blank spaces mean no numbers were reported for those fields.