THE EDUCATION PIPELINE LEADING TO ETSU

ETSU STEWARDSHIP OF PLACE: PRIMARY SERVICE REGION
ETSU PROFILE
ETSU Enrollment – Fall 2020

<table>
<thead>
<tr>
<th>Student Level</th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>Delta</th>
</tr>
</thead>
<tbody>
<tr>
<td>Undergraduate</td>
<td>11,065</td>
<td>11,323</td>
<td>11,268</td>
<td>11,151</td>
<td>10,705</td>
<td>-446</td>
</tr>
<tr>
<td>Graduate</td>
<td>2,354</td>
<td>2,441</td>
<td>2,457</td>
<td>2,437</td>
<td>2,435</td>
<td>-2</td>
</tr>
<tr>
<td>Medicine</td>
<td>542</td>
<td>531</td>
<td>534</td>
<td>538</td>
<td>546</td>
<td>+8</td>
</tr>
<tr>
<td>Pharmacy</td>
<td>324</td>
<td>313</td>
<td>315</td>
<td>315</td>
<td>281</td>
<td>-34</td>
</tr>
<tr>
<td>Total</td>
<td>14,285</td>
<td>14,608</td>
<td>14,574</td>
<td>14,441</td>
<td>13,967</td>
<td>-474</td>
</tr>
</tbody>
</table>

• **Top Five Undergraduate Programs**
  • Nursing (1116)
  • Psychology (594)
  • Biology (505)
  • Computer Science (430)
  • Management (373)
## Tennessee Higher Education Enrollment – Fall 2020

### Fall 2020 Tennessee System 14th Day Preliminary Comparison

<table>
<thead>
<tr>
<th>Institution</th>
<th>Overall</th>
<th>Delta</th>
<th>Undergraduate</th>
<th>Delta</th>
<th>Graduate</th>
<th>Delta</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Locally Governed Institutions</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Austin Peay State University*</td>
<td>85,758</td>
<td>-0.8%</td>
<td>62,056</td>
<td>-1.2%</td>
<td>13,737</td>
<td>5.7%</td>
</tr>
<tr>
<td>East Tennessee State University</td>
<td>13,967</td>
<td>-3.3%</td>
<td>10,705</td>
<td>-4.0%</td>
<td>3,262</td>
<td>-0.9%</td>
</tr>
<tr>
<td>Middle Tennessee State University</td>
<td>13,967</td>
<td>-3.3%</td>
<td>10,705</td>
<td>-4.0%</td>
<td>3,262</td>
<td>-0.9%</td>
</tr>
<tr>
<td>Tennessee State University</td>
<td>13,967</td>
<td>-3.3%</td>
<td>10,705</td>
<td>-4.0%</td>
<td>3,262</td>
<td>-0.9%</td>
</tr>
<tr>
<td>Tennessee Technological University</td>
<td>13,967</td>
<td>-3.3%</td>
<td>10,705</td>
<td>-4.0%</td>
<td>3,262</td>
<td>-0.9%</td>
</tr>
<tr>
<td>University of Memphis</td>
<td>22,084</td>
<td>2.4%</td>
<td>17,382</td>
<td>0.0%</td>
<td>4,821</td>
<td>11.8%</td>
</tr>
<tr>
<td>University of Tennessee System</td>
<td>52,560</td>
<td>2.7%</td>
<td>41,187</td>
<td>2.3%</td>
<td>11,373</td>
<td>4.0%</td>
</tr>
<tr>
<td>University of Tennessee, Chattanooga</td>
<td>11,696</td>
<td>1.1%</td>
<td>10,312</td>
<td>0.9%</td>
<td>1,384</td>
<td>2.6%</td>
</tr>
<tr>
<td>University of Tennessee, Knoxville</td>
<td>30,095</td>
<td>5.0%</td>
<td>24,254</td>
<td>5.5%</td>
<td>5,841</td>
<td>3.0%</td>
</tr>
<tr>
<td>UT Space Institute</td>
<td>83</td>
<td>5.1%</td>
<td>NA</td>
<td>NA</td>
<td>83</td>
<td>5.1%</td>
</tr>
<tr>
<td>UT Veterinary Medical Center</td>
<td>381</td>
<td>3.0%</td>
<td>NA</td>
<td>NA</td>
<td>381</td>
<td>3.0%</td>
</tr>
<tr>
<td>University of Tennessee, Martin</td>
<td>7,117</td>
<td>-2.0%</td>
<td>6,395</td>
<td>-5.2%</td>
<td>722</td>
<td>40.5%</td>
</tr>
<tr>
<td>University of Tennessee Health Science Center</td>
<td>3,188</td>
<td>-1.9%</td>
<td>226</td>
<td>-23.6%</td>
<td>2,962</td>
<td>0.3%</td>
</tr>
<tr>
<td>University Total</td>
<td>138,318</td>
<td>0.5%</td>
<td>103,243</td>
<td>0.2%</td>
<td>25,110</td>
<td>4.9%</td>
</tr>
<tr>
<td>CC TOTAL</td>
<td>78,772</td>
<td>-10.3%</td>
<td>78,772</td>
<td>-10.3%</td>
<td>NA</td>
<td>NA</td>
</tr>
<tr>
<td>GRAND TOTAL^</td>
<td>217,090</td>
<td>-3.7%</td>
<td>182,015</td>
<td>-4.7%</td>
<td>25,110</td>
<td>4.9%</td>
</tr>
</tbody>
</table>
## ETSU Enrollment – Race & Gender

### Race/Ethnicity 2016-2020 (Main Campus Only)

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>Delta</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alaskan Native/American Indian</td>
<td>0.2%</td>
<td>0.2%</td>
<td>0.2%</td>
<td>0.2%</td>
<td>0.1%</td>
<td>-0.05%</td>
</tr>
<tr>
<td>Asian</td>
<td>1.4%</td>
<td>1.4%</td>
<td>1.5%</td>
<td>1.5%</td>
<td>1.6%</td>
<td>0.07%</td>
</tr>
<tr>
<td>Black</td>
<td>6.2%</td>
<td>6.6%</td>
<td>6.5%</td>
<td>6.3%</td>
<td>6.7%</td>
<td>0.33%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>2.0%</td>
<td>2.5%</td>
<td>2.7%</td>
<td>2.8%</td>
<td>3.4%</td>
<td>0.59%</td>
</tr>
<tr>
<td>Native Hawaiian/Pacific Islander</td>
<td>0.1%</td>
<td>0.1%</td>
<td>0.1%</td>
<td>0.1%</td>
<td>0.1%</td>
<td>-0.01%</td>
</tr>
<tr>
<td>Non-Resident Alien</td>
<td>4.8%</td>
<td>4.5%</td>
<td>3.7%</td>
<td>2.9%</td>
<td>2.0%</td>
<td>-0.93%</td>
</tr>
<tr>
<td>Two or More Races</td>
<td>2.5%</td>
<td>2.7%</td>
<td>3.2%</td>
<td>3.8%</td>
<td>3.9%</td>
<td>0.14%</td>
</tr>
<tr>
<td>Unknown</td>
<td>1.4%</td>
<td>1.3%</td>
<td>1.4%</td>
<td>1.7%</td>
<td>3.5%</td>
<td>1.84%</td>
</tr>
<tr>
<td>White</td>
<td>81.3%</td>
<td>80.6%</td>
<td>80.9%</td>
<td>80.7%</td>
<td>78.8%</td>
<td>-1.99%</td>
</tr>
<tr>
<td>Total</td>
<td>13,419</td>
<td>13,764</td>
<td>13,725</td>
<td>13,589</td>
<td>13,140</td>
<td>-449</td>
</tr>
<tr>
<td>Female</td>
<td>57.8%</td>
<td>58.2%</td>
<td>59.6%</td>
<td>61.0%</td>
<td>62.1%</td>
<td>1.12%</td>
</tr>
<tr>
<td>Male</td>
<td>42.2%</td>
<td>41.8%</td>
<td>40.4%</td>
<td>39.0%</td>
<td>37.9%</td>
<td>-1.12%</td>
</tr>
</tbody>
</table>
## ETSU Enrollment – Residency

### Largest TN Counties 2016-2020 (Main Campus Only)

<table>
<thead>
<tr>
<th>Location</th>
<th>Fall 2016</th>
<th>Fall 2017</th>
<th>Fall 2018</th>
<th>Fall 2019</th>
<th>Fall 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Washington, TN</td>
<td>2,677</td>
<td>2,700</td>
<td>2,679</td>
<td>2,651</td>
<td>2,430</td>
</tr>
<tr>
<td>Sullivan, TN</td>
<td>1,771</td>
<td>1,790</td>
<td>1,767</td>
<td>1,797</td>
<td>1,815</td>
</tr>
<tr>
<td>Knox, TN</td>
<td>710</td>
<td>800</td>
<td>830</td>
<td>756</td>
<td>744</td>
</tr>
<tr>
<td>Carter, TN</td>
<td>697</td>
<td>711</td>
<td>704</td>
<td>678</td>
<td>663</td>
</tr>
<tr>
<td>Greene, TN</td>
<td>515</td>
<td>514</td>
<td>500</td>
<td>517</td>
<td>524</td>
</tr>
<tr>
<td>Carter, TN</td>
<td>512</td>
<td>529</td>
<td>500</td>
<td>527</td>
<td>494</td>
</tr>
<tr>
<td>Hamilton, TN</td>
<td>406</td>
<td>446</td>
<td>398</td>
<td>384</td>
<td>365</td>
</tr>
<tr>
<td>Sevier, TN</td>
<td>302</td>
<td>298</td>
<td>295</td>
<td>324</td>
<td>316</td>
</tr>
<tr>
<td>Hamblen, TN</td>
<td>290</td>
<td>283</td>
<td>288</td>
<td>268</td>
<td>283</td>
</tr>
<tr>
<td>Unicoi, TN</td>
<td>200</td>
<td>245</td>
<td>228</td>
<td>254</td>
<td>247</td>
</tr>
<tr>
<td>Tennessee Total</td>
<td>10,593</td>
<td>10,946</td>
<td>10,955</td>
<td>10,913</td>
<td>10,629</td>
</tr>
<tr>
<td>Grand Total</td>
<td>13,419</td>
<td>13,765</td>
<td>13,725</td>
<td>13,589</td>
<td>13,140</td>
</tr>
<tr>
<td>TN% of Total</td>
<td>78.94%</td>
<td>79.52%</td>
<td>79.82%</td>
<td>80.31%</td>
<td>80.89%</td>
</tr>
</tbody>
</table>

### Border County/International/Out-of-State (Main Campus Only)

<table>
<thead>
<tr>
<th>Region</th>
<th>Fall 2016</th>
<th>Fall 2017</th>
<th>Fall 2018</th>
<th>Fall 2019</th>
<th>Fall 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>NC</td>
<td>436</td>
<td>410</td>
<td>390</td>
<td>347</td>
<td>308</td>
</tr>
<tr>
<td>VA</td>
<td>469</td>
<td>451</td>
<td>445</td>
<td>453</td>
<td>405</td>
</tr>
<tr>
<td>Border Total</td>
<td>905</td>
<td>861</td>
<td>835</td>
<td>800</td>
<td>713</td>
</tr>
<tr>
<td>% of Total</td>
<td>6.74%</td>
<td>6.25%</td>
<td>6.08%</td>
<td>5.89%</td>
<td>5.43%</td>
</tr>
<tr>
<td>International</td>
<td>678</td>
<td>657</td>
<td>544</td>
<td>424</td>
<td>288</td>
</tr>
<tr>
<td>% of Total</td>
<td>5.05%</td>
<td>4.77%</td>
<td>3.96%</td>
<td>3.12%</td>
<td>2.19%</td>
</tr>
<tr>
<td>Other Out of State</td>
<td>1,243</td>
<td>1,301</td>
<td>1,391</td>
<td>1,452</td>
<td>1,510</td>
</tr>
<tr>
<td>% of Total</td>
<td>9.26%</td>
<td>9.45%</td>
<td>10.13%</td>
<td>10.69%</td>
<td>11.49%</td>
</tr>
</tbody>
</table>
### ETSU Fall 2016-2020 First-time Freshmen Profile

<table>
<thead>
<tr>
<th>First-time Freshmen</th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>Delta</th>
</tr>
</thead>
<tbody>
<tr>
<td>Headcount</td>
<td>1,886</td>
<td>2,050</td>
<td>1,976</td>
<td>1,786</td>
<td>1,651</td>
<td>-135</td>
</tr>
<tr>
<td>High School GPA</td>
<td>3.5</td>
<td>3.4</td>
<td>3.5</td>
<td>3.5</td>
<td>3.5</td>
<td>0</td>
</tr>
<tr>
<td>ACT</td>
<td>23.2</td>
<td>22.8</td>
<td>23.3</td>
<td>23.5</td>
<td>23.4</td>
<td>-0.1</td>
</tr>
<tr>
<td>Tennessee Resident</td>
<td>1,545</td>
<td>1,689</td>
<td>1,575</td>
<td>1,406</td>
<td>1,311</td>
<td>-95</td>
</tr>
<tr>
<td>Border County</td>
<td>155</td>
<td>126</td>
<td>147</td>
<td>146</td>
<td>88</td>
<td>-58</td>
</tr>
<tr>
<td>International</td>
<td>33</td>
<td>24</td>
<td>20</td>
<td>22</td>
<td>13</td>
<td>-9</td>
</tr>
<tr>
<td>Other Out-of-State</td>
<td>153</td>
<td>211</td>
<td>234</td>
<td>212</td>
<td>239</td>
<td>27</td>
</tr>
</tbody>
</table>

### ETSU Fall 2016-2020 Freshmen Academic Performance Scholarships

<table>
<thead>
<tr>
<th>Scholarship Type</th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>Delta</th>
</tr>
</thead>
<tbody>
<tr>
<td>Presidential</td>
<td>80</td>
<td>77</td>
<td>88</td>
<td>95</td>
<td>87</td>
<td>-8</td>
</tr>
<tr>
<td>Provost</td>
<td>232</td>
<td>229</td>
<td>258</td>
<td>233</td>
<td>195</td>
<td>-38</td>
</tr>
<tr>
<td>Deans</td>
<td>73</td>
<td>86</td>
<td>90</td>
<td>61</td>
<td>59</td>
<td>-2</td>
</tr>
<tr>
<td>Faculty</td>
<td>140</td>
<td>139</td>
<td>134</td>
<td>127</td>
<td>106</td>
<td>-21</td>
</tr>
</tbody>
</table>
ETSU Retention Rate (2012 – 2019)

- Retention rate measured utilizing ETSU-only data
- The 2019 cohort details information for those students who began as FTFT freshman in fall 2019 and retained to fall 2020
ETSU Six-Year Cohort Graduation Rate (2007 – 2014)

- Graduation rate measured utilizing ETSU-only data and institutional completion
- The 2014 cohort details information for those students who began as FTFT freshman in 2014 and graduated by 2020
Main Campus FY 21-22
Expenditure Budget

By Function

- Instruction: 41%
- Research: 9%
- Public Service: 2%
- Academic Support: 13%
- Student Services: 9%
- Student Services: 9%
- Institutional Support: 7%
- O & M of Plant: 7%
- Scholarships: 7%
- Auxiliaries w/ transfers: 1%
- Mandatory Tfr: 1%
- Non Mandatory Tfr: 1%

Total Expenditures & Transfers by Function - $271,764,700

Source: Office of Budget and Financial Planning
FTE All Staff Comparison to Peers

<table>
<thead>
<tr>
<th>Year</th>
<th>Peer Average</th>
<th>East Tennessee State University</th>
<th>Tennessee Average</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015</td>
<td>2,298</td>
<td>2,380</td>
<td>2,298</td>
</tr>
<tr>
<td>2016</td>
<td>2,340</td>
<td>2,415</td>
<td>2,340</td>
</tr>
<tr>
<td>2017</td>
<td>2,353</td>
<td>2,490</td>
<td>2,353</td>
</tr>
<tr>
<td>2018</td>
<td>2,374</td>
<td>2,471</td>
<td>2,374</td>
</tr>
<tr>
<td>2019</td>
<td>2,372</td>
<td>2,540</td>
<td>2,372</td>
</tr>
</tbody>
</table>

Peer Average: 2,544, 2,542, 2,592, 2,553
East Tennessee State University: 2,504, 2,544, 2,542, 2,592
Tennessee Average: 2,298, 2,340, 2,353, 2,374
FTE Instructional Staff Comparison to Peers

Peer Average

East Tennessee State University

Tennessee Average

2015 2016 2017 2018 2019
Part-time Faculty Comparison to Peers

Peer Average
East Tennessee State University
Tennessee Average
Student-to-Faculty Ratio Comparison to Peers

Peer Average
East Tennessee State University
Tennessee Average
**THEC Outcomes-Based Formula Components**

<table>
<thead>
<tr>
<th>Outcome</th>
</tr>
</thead>
<tbody>
<tr>
<td>Student Progression: 30 Credit Hours</td>
</tr>
<tr>
<td>Student Progression: 60 Credit Hours</td>
</tr>
<tr>
<td>Student Progression: 90 Credit Hours</td>
</tr>
<tr>
<td>Bachelors Degrees</td>
</tr>
<tr>
<td>Masters Degrees</td>
</tr>
<tr>
<td>Doctoral/Law Degrees</td>
</tr>
<tr>
<td>Research/Grant Funding</td>
</tr>
<tr>
<td>Degrees per 100 FTE</td>
</tr>
<tr>
<td>Graduation Rate</td>
</tr>
</tbody>
</table>
Breakdown of Funding Formula
Component Parts: ETSU

Starting Point: $841,100
30 hr. Progression

$70,100
60 hr. Progression

$90,100
90 Hr. Progression

$379,800
Bachelors &
Associate Degrees

$163,300
Masters &
Ed Specialists

$28,500
Doctoral Degrees

$872,500
Research & Service

$379,800
Degrees per 100 FTE

$70,100
6YR Graduation Rate

Total Recommendation: $2,893,700
Fixed Costs

$0
Quality Assurance

($26,500)
($37,400)
($21,700)
($200,000)
ETSU Foundation Balance

The total fund balance as of March 31, 2021 is $125,229,880.

NOTES: Balance is based on market value as of date indicated; balance will fluctuate with market conditions; charts below reflect activity from July 1, 2020 to March 31, 2021.

Donor Count

- Friends 1,864, 45%
- Alumni 1,718, 41%
- Corporations 148, 4%
- Other 72, 2%
- Fac/Staff 308, 7%
- Foundations 19, <1%
- Students 22, <1%

Progress to $25M Annually

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Millions</td>
<td>$ -</td>
<td>$ -</td>
<td>$ -</td>
<td>$ -</td>
<td>$ -</td>
<td>$ -</td>
<td>$ -</td>
<td>$ -</td>
</tr>
</tbody>
</table>

Funds Raised

<table>
<thead>
<tr>
<th>Year</th>
<th>Net Production</th>
<th>Philanthropic Cash</th>
<th>Annual Fund</th>
</tr>
</thead>
<tbody>
<tr>
<td>2020-21</td>
<td>17,823,366</td>
<td>8,397,055</td>
<td>1,178,139</td>
</tr>
<tr>
<td>2019-20</td>
<td>7,567,929</td>
<td>5,930,779</td>
<td>886,656</td>
</tr>
<tr>
<td>Change</td>
<td>10,255,438</td>
<td>3,095,276</td>
<td>291,483</td>
</tr>
<tr>
<td>% Chg</td>
<td>136%</td>
<td>58%</td>
<td>33%</td>
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Staff Activity

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<th>Year</th>
<th>Campus Visits</th>
<th>Visits</th>
<th>Email</th>
<th>Events</th>
<th>Letters</th>
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<td>2020-21</td>
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<td>4,328</td>
<td>196</td>
<td>2,179</td>
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<tr>
<td>2019-20</td>
<td>69</td>
<td>486</td>
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<td>278</td>
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<tr>
<td>Change</td>
<td>(38)</td>
<td>(198)</td>
<td>1,529</td>
<td>(82)</td>
<td>1,196</td>
<td>(18)</td>
</tr>
<tr>
<td>% Chg</td>
<td>-123%</td>
<td>-69%</td>
<td>35%</td>
<td>-42%</td>
<td>55%</td>
<td>-1%</td>
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</table>
THE EDUCATION PIPELINE LEADING TO ETSU

REGION-COUNTIES PRIMARILY SERVED

First-Time Freshmen – 68%         All Undergraduates – 74%
POPULATION
POPULATION CHANGE BY AGE-GROUP - ETSU REGION
2010 TO 2030

Source: U.S. Census Bureau, TN State Data Center
POPULATION ESTIMATES OF MINORITIES – AGE 15 TO 24
ETSU REGION (2010 TO 2019)

Source: U.S. Census Bureau, TN State Data Center
POPULATION ESTIMATES OF MINORITIES – UNDER 15 YEARS

ETSU REGION (2010 TO 2019)

Source: U.S. Census Bureau, TN State Data Center
ETSU ENROLLMENT
ANNUAL % CHANGE IN POPULATION AND ENROLLMENT BY YEAR

Source: ETSU Factbook, TN State Data Center
### ETSU Market Penetration by Year

**ETSU Headcount Enrollment Per 1,000 18 to 24 Year Old’s**

<table>
<thead>
<tr>
<th></th>
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<td>60.8</td>
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<td>51.1</td>
<td>52.0</td>
<td>51.7</td>
<td>51.4</td>
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</tbody>
</table>

Most ETSU Counties have seen a decline in ETSU enrollment relative to the number of college aged adults. If rates of 2010 market penetration were held through 2019, ETSU would have experienced an additional headcount enrollment of 18,700 from 2010 to 2019.

Source: ETSU Factbook, TN State Data Center
CHANGE IN K-12 ENROLLMENT

ETSU REGION
2009-10 TO 2018-19

Source: National Center for Education Statistics
http://nces.ed.gov/ccd/elsi/
EDUCATION
EDUCATIONAL ATTAINMENT OF 25 TO 64 YEAR OLD’S
ETSU REGION AND TENNESSEE (2019)

Source: U.S. Census Bureau, American Community Survey Public
Use Microdata Samples
EDUCATIONAL ATTAINMENT OF 25 TO 34 YEAR OLD’S ETSU REGION AND TENNESSEE (2019)

Source: U.S. Census Bureau, American Community Survey Public Use Microdata Samples
PERCENTAGE CHANGE IN EDUCATIONAL ATTAINMENT FROM YOUNG (AGED 25 TO 39) TO OLDER (40 TO 64)

ETSU REGION AND TENNESSEE (2019)

Source: U.S. Census Bureau, American Community Survey Public Use Microdata Samples
# Educational Attainment of 25 to 64 Year Old’s by Race/Ethnicity – ETSU Region (2019)

<table>
<thead>
<tr>
<th>Education Level</th>
<th>White</th>
<th>Black</th>
<th>Hispanic, Latino</th>
<th>American Indian</th>
<th>Asian, PI</th>
<th>Other, Unknown</th>
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<tbody>
<tr>
<td>Less than HS</td>
<td>12.4%</td>
<td>12.6%</td>
<td>12.4%</td>
<td>14.3%</td>
<td>14.0%</td>
<td>14.0%</td>
</tr>
<tr>
<td>High School</td>
<td>34.4%</td>
<td>34.7%</td>
<td>33.5%</td>
<td>23.5%</td>
<td>19.9%</td>
<td>29.5%</td>
</tr>
<tr>
<td>Some College, No Degree</td>
<td>40.5%</td>
<td>41.8%</td>
<td>40.5%</td>
<td>37.7%</td>
<td>37.7%</td>
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<tr>
<td>Associates</td>
<td>12.4%</td>
<td>10.0%</td>
<td>8.2%</td>
<td>5.1%</td>
<td>5.2%</td>
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<tr>
<td>Bachelor’s</td>
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<td>7.2%</td>
<td>5.1%</td>
<td>4.8%</td>
<td>5.2%</td>
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<tr>
<td>Graduate, Professional</td>
<td>8.5%</td>
<td>7.2%</td>
<td>8.5%</td>
<td>8.5%</td>
<td>6.3%</td>
<td>6.3%</td>
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Source: U.S. Census Bureau, American Community Survey Public Use Microdata Samples
EDUCATIONAL ATTAINMENT OF 25 TO 34 YEAR OLD’S BY RACE/ETHNICITY – ETSU REGION (2019)

Source: U.S. Census Bureau, American Community Survey Public Use Microdata Samples
EMPLOYMENT AND WORKFORCE
PERSONAL INCOME PER CAPITA
ETSU REGION AND TENNESSEE

Source: U.S. Bureau of Economic Analysis
EMPLOYMENT STATUS BY AGE-GROUP (2019)
ETSU REGION AND TENNESSEE

Source: U.S. Census Bureau, American Community Survey Public Use Microdata Samples
<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Employed</th>
<th>Unemployed</th>
<th>Not in Labor Force</th>
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</thead>
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<td>67.5</td>
<td>3.2</td>
<td>29.3</td>
</tr>
<tr>
<td>Black</td>
<td>59.2</td>
<td>3.8</td>
<td>37.0</td>
</tr>
<tr>
<td>Hispanic/Latino</td>
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<td>2.7</td>
<td>25.0</td>
</tr>
<tr>
<td>American Indian</td>
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<td>36.5</td>
</tr>
<tr>
<td>Other, Unknown</td>
<td>63.5</td>
<td>3.2</td>
<td>33.3</td>
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</table>

Source: U.S. Census Bureau, American Community Survey Public Use Microdata Samples
EMPLOYMENT STATUS BY RACE/ETHNICITY (2019)
25 TO 39 YEAR OLD’S – ETSU REGION

Source: U.S. Census Bureau, American Community Survey Public Use Microdata Samples
OCCUPATIONS OF 25 TO 64 YEAR OLD’S
ETSU REGION (2019)

Source: U.S. Census Bureau, American Community Survey Public Use Microdata Samples
ANNUAL NET MIGRATION OF 25 TO 64 YEAR OLDS
KNOXVILLE, TN (2015-2019)

By Level of Education

- Graduate, Professional: 56
- Bachelor’s: 296
- Associate’s: 98
- Some College, No Degree: 495
- High School or Equivalent: -130
- Less than High School: -371

By Occupation

- Sales, Services, Trades: 16,211
- Management, Professional: 15,794
- No Occupation: 4,366

Source: U.S. Census Bureau, American Community Survey Public Use Microdata Samples
ANNUAL NET MIGRATION OF 25 TO 64 YEAR OLDS
WASHINGTON COUNTY, TN (2015-2019)

Source: U.S. Census Bureau, American Community Survey Public Use Microdata Samples

Correlation = 0.87

ETSU Region Counties

Source: U.S. Bureau of Economic Analysis, U.S. Census Bureau – American Community Survey
QUESTIONS