

MARCH 2016



EXECUTIVE SUMMARY

NACE 2015-16 CAREER SERVICES BENCHMARK SURVEY FOR COLLEGES AND UNIVERSITIES



National Association of Colleges and Employers

62 Highland Avenue Bethlehem, PA 18017-9085 610-868-1421

www.naceweb.org

©Copyright March 2016 by the National Association of Colleges and Employers



ABOUT THE SURVEY

The *2015-16 Career Services Benchmark Survey Report for Colleges and Universities* is a comprehensive report detailing various components of college and university career services operations, including office structure, services offered, first-destination survey implementation, staffing, budgets, fees, assessments, and use of technology and Internet applications. This report also includes longitudinal analyses of these data.

Data were collected from September 14, 2015, to December 23, 2015, from NACE member institutions; there were 842 respondents, representing 42.9 percent of all eligible respondents. Those schools that chose to be listed as survey respondents appear in the appendix at the end of this report.

A few notes regarding the data presented in this report:

- For each question, overall figures are calculated based on the number of respondents answering that question.
- Survey items that yielded a particularly low response rate should be considered with caution.
- The sum of displayed percentage breakdowns may not equal 100 due to rounding or, in cases where the sum substantially exceeds 100, because respondents were permitted to provide multiple responses.
- Metrics, e.g., number of students served, are for the 2014-15 academic year. Figures that feature other types of data, e.g., services offered, reflect responses as of the time of the survey.
- Within the figures, empty fields indicate no data were collected for that item in that year.

In 2015, the National Center for Education Statistics revised the *Carnegie Classification of Institutions of Higher Education*, a classification system for Title IV eligible, degree-granting colleges and universities in the United States. To categorize respondents based on key institutional characteristics, recent iterations of this report used the “2010 Update,” and this iteration is the first to use the “2015 Update.” The categories included in this report and their respective abbreviations are displayed in [Figure 1](#) on following page.

Figure 1 CARNEGIE CLASSIFICATION KEY

Group	Classification	Abbreviation
Doctoral Universities	Highest research activity	R1
	Higher research activity	R2
	Moderate research activity	R3
Master's Colleges and Universities	Larger programs	M1
	Medium programs	M2
	Smaller programs	M3
Baccalaureate Colleges	Arts & Sciences focus	A&S
	Diverse fields	Diverse (or Div)
Associate's Colleges		Assoc

Note: Although there are nine types of associate colleges included in the Carnegie Classification 2015 Update, these were grouped into a single "Associate's Colleges" category in this survey due to a small number of respondents for individual types of Associate's colleges. Due to the low number of responses, schools classified as "Non-U.S." or "Special Focus" are excluded from the results presented by Carnegie Classification.

NACE RESEARCH STAFF

Edwin W. Koc Director of Research, Public Policy, and Legislative Affairs

Andrea J. Koncz Research Manager

Kenneth C. Tsang Research Associate

Anna Longenberger Research Assistant

PEER INSTITUTION COMPARISON REPORT

Get the data you need to develop strategy for your career services operation: Compare your institution's data to those of peer or aspirational institutions. Based on the data from NACE's *2015-16 Career Services Benchmark Survey Report*, your customized report can help you:

- Get data on staffing, budgets, and facilities to build your case for more resources.
- Check your service offerings against those of like institutions.
- Compare your structure to those of peer institutions.

ORDER DETAILS: www.nacweb.org/surveys/peer-institution-comparison-report.aspx

EXECUTIVE SUMMARY

OFFICE STRUCTURE

- The majority of responding career services operations are centralized.
- Most are housed within the Student Affairs division.
- “Career Services” is the most common naming convention for this function, followed by “Career Center.”
- Career centers at R1 and R2 institutions enjoy the largest physical facilities.

SERVICES OFFERED

- Virtually all respondents offer 1) career counseling by appointment, 2) career workshops, 3) assistance with employer internships, 4) career assessment tools, 5) career fairs, 6) a career resource library, and 7) work with academic departments to assist internship-seeking students.
- A majority also offer “drop-in” career counseling, but longitudinal data show that there is slow movement away from this offering.
- Nearly every responding career center offers assistance to students interested in employer internships (92.7 percent), and most offer assistance to those interested in on-campus internships (62.3 percent).
- Among respondents to the current survey, approximately 90 percent of career centers sponsored career fairs; 59.3 percent of career centers sponsored specialized career fairs.
- Overall, career centers sponsored an average of four career fairs, a figure that has remained virtually unchanged over the past several years.
- Between the 2014-15 and 2015-16 academic years, the median number of organizations participating in career fairs jumped from 125 to 148, an indicator of an improved labor market for new college graduates.
- On-campus interview programs are the most common at Doctoral institutions and particularly uncommon at Associate’s institutions.
- By Carnegie Classification, Doctoral and Master’s institutions are more likely than Baccalaureate and Associate’s institutions to have an alumni outreach service.
- Overall, approximately one-third of career centers offer for-credit career classes; these are most common at Doctoral institutions.

FIRST-DESTINATION SURVEYS

- The percentage of institutions that conducted a first-destination survey (or surveys) increased significantly between 2013 and 2014, rising from 70.7 percent to 82.3 percent.
- Nearly 82 percent are conducting a survey in 2015.
- By Carnegie Classification, only Associate's institutions reported that less than half conducted a first-destination survey.
- Across Carnegie Classifications, career services has primary responsibility for the development, distribution, and analysis of the institution's first-destination survey, followed by institutional research.

STAFFING, SALARIES, EXPERIENCE

- The composition of career centers' staffs (including both full- and part-time staff members) differed greatly by Carnegie Classification.
- While career center staffs at Doctoral, Master's, and Baccalaureate institutions almost universally featured a director, this position was less commonly found at Associate's institutions.
- Currently, the median FTE for career center professional and support staff is four.
- In terms of nominal dollar amounts, the mean director salary increased by an average of 2.8 percent for each year from 2005 to 2015. However, in terms of real dollars (inflation-adjusted dollars, using 2005 as the baseline year), the average year-to-year increase for directors was 0.6 percent.
- Overall, while the salaries of career centers' professional staff members continue to grow "on paper" over time, these increases are often insufficient to exceed the rate of inflation. In terms of actual purchasing power, this renders salaries stagnant from year to year, and, in some cases, they were even lower than in previous years.

BUDGET

- An examination of budget figures from the last 10 years (2005-06 to 2015-16) shows that the median non-personnel operating budget among career centers overall was stagnant, ranging from \$29,110 to \$35,000.
- For the 2015-16 academic year, the primary source of funding for the total operating budget was the career center's parent institution (77.8 percent).

FEES

- Overall, students and alumni typically are not charged for services. When there is a charge, it is most likely associated with testing services.
- The most common fee levied to employers is for career fair participation. Approximately three-quarters of responding career centers said they charge private-sector firms a fee to take part in a career fair; roughly two-thirds charge nonprofit organizations and government agencies to participate.

ASSESSING THE CAREER SERVICES OPERATION

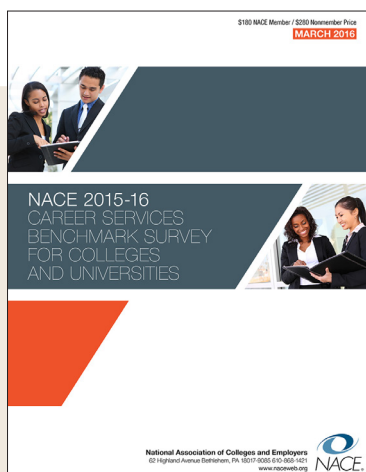
- Half of responding career centers have conducted an assessment of their operations within the past five years; two-thirds expect to do so within the next five years.
- The most widely used assessment tools among career centers in general are the *NACE Professional Standards for College and University Services* and student exit surveys.

TECHNOLOGY

- Symplicity, CSO Research, and NACElink are the most commonly used electronic support services.
- By Carnegie Classification, Doctoral, M1, and A&S institutions used a wider breadth of electronic support services than did M2, Diverse, and Associate's institutions.
- Diverse and Associate's institutions also are more likely than other types to have on-site systems.
- As they have been for the past several years, a career center website and an online job posting system continue to be universally employed Internet technologies. However, over time, they have lost some ground in terms of their perceived effectiveness.
- Less than one-quarter of career centers provide any of their professional staff members with a smartphone. Among those that do provide a smartphone, the director is the standard recipient.

CAREER READINESS AND THE NEW GRADUATE

- Respondents identified three competencies as key to student success in the initial post-graduate job search: oral and written communication skills, critical-thinking/problem-solving skills, and professionalism/work ethic.
- At the same time, respondents identified these as the competencies in which their graduates were most deficient.



GET THE FULL REPORT

Visit www.naceweb.org/career-services-survey/

for details about how to order.

PARTICIPATING SCHOOLS *(Alphabetical listing)*

A total of 842 institutions took part in the survey; 749 agreed to be identified as participants.

Abilene Christian University	Baylor University - Hankamer School of Business - Career Management	Capital University
Adelphi University	Becker College	Capitol Technology University
Agnes Scott College	Belmont Abbey College	Cardinal Stritch University
Aims Community College	Belmont University - Office of Career & Professional Development	Carleton College
Albany College of Pharmacy and Health Sciences	Beloit College	Carnegie Mellon University - Career and Professional Development Center
Alfred University	Benedictine College	Carroll College
Alverno College	Bethany College	Carthage College
American International College	Bethany Lutheran College	Case Western Reserve University - Case Career Center
American Public University System	Bethune-Cookman University	Casper College
American University of Kuwait	Bloomsburg University of Pennsylvania	Catawba College
Amridge University	Bloomsburg University of Pennsylvania - College of Business	Catholic University of America
Anderson University-IN	Bluffton University	Cazenovia College
Anderson University-SC	Boise State University	Cedar Crest College
Angelo State University	Boston College - Career Center	Cedarville University
Aquinas College-Grand Rapids	Boston University – Center for Career Development	Central Michigan University
Aquinas College-Nashville	Bradley University - Smith Career Center	Central New Mexico Community College
Arapahoe Community College	Brandeis University	Central Penn College
Arcadia University	Brandman University	Central Washington University - Ellensburg
Arizona State University - Career Services	Bridgewater College	Centre College
Arizona State University - W.P. Carey School of Business-Graduate Career Mgmt. Ctr.	Bridgewater State University	Chadron State College
Arizona State University - W.P. Carey School of Business-Undergraduate	Brigham Young University-Provo-Counseling & Career Center	Chapman University
Arkansas Tech University	Brock University	Chatham University
Ashford University	Bryant University	Citadel Military College of South Carolina
Assumption College	Bryn Mawr College - Career & Professional Development	Clarkson University
Athens State University	Butler University	Clayton State University
Auburn University - Career Center	Caldwell University	Cleary University
Augsburg College	California College of the Arts	Clemson University
Austin College	California Maritime Academy	Clemson University - Alumni Association
Austin Community College	California Polytechnic State University-San Luis Obispo	Cloud County Community College
Austin Peay State University	California State University - San Bernardino	Coastal Carolina University
Azusa Pacific University	California State University-Bakersfield	Coe College
Babson College	California State University-Channel Islands	Cogswell Polytechnical College
Baker University	California State University-Dominguez Hills	Colby-Sawyer College
Ball State University - Career Center	California State University-Fresno	College of Coastal Georgia
Bard College	California State University-Fullerton-Mihaylo College of Business and Economics	College of Saint Benedict
Bard College at Simon's Rock	California State University-Northridge	College of Staten Island CUNY
Barton County Community College	Calumet College of Saint Joseph	College of the Holy Cross
Baruch College - School of Public Affairs – Career Services	Cameron University	College of the Ozarks
Baruch College - Starr Career Development Center	Cape Fear Community College	College of William and Mary - Career Center
Bates College	Capella University	Colorado Mesa University
Baton Rouge Community College	Capilano University - School of Business	Colorado Mountain College
Bay Path College		Colorado School of Public Health
Baylor University		Colorado State University - Pueblo
		Colorado State University -Fort Collins - The Career Center

PARTICIPATING SCHOOLS *(Alphabetical listing)*

A total of 842 institutions took part in the survey; 749 agreed to be identified as participants.

Columbia College Chicago	Eastern Mennonite University	Georgia Southwestern State University
Columbia College-Missouri	Eastern Nazarene College	Georgia State University - J. Mack Robinson College of Business
Columbia College-South Carolina	Eastern University	Glenville State College
Columbia University - Mailman School of Public Health	Eastfield College	Golden Gate University
Columbia University - School of Continuing Education	Edgewood College	Gonzaga University
Columbus State Community College	Edison Community College	Grace College
Columbus State University	El Centro College	Grantham University
Community College of Denver	Elizabeth City State University	Green Mountain College
Concordia College at Moorhead	Elmhurst College	Grove City College
Concordia University - Irvine	Elms College	Gwinnett Technical College
Concordia University - Nebraska	Elon University	Gwynedd Mercy University
Concordia University - Wisconsin	Embry-Riddle Aeronautical University - Daytona Beach Campus	Hamline University
Cooper Union for the Advancement of Science and Art	Emmanuel College-MA	Harding University
Cornerstone University	Eureka College	Harford Community College
County College of Morris	Evangel University	Hartwick College
Creighton University	Fashion Institute of Technology	Harvard University - Faculty of Arts & Sciences
Crown College	Ferris State University	Hastings College
CUNY Borough of Manhattan Community College	Finger Lakes Community College	Haverford College - Center for Career & Professional Advising
CUNY Hostos Community College	Flathead Valley Community College	Heartland Community College
CUNY John Jay College of Criminal Justice	Florida A&M University	Hilbert College
CUNY Kingsborough Community College	Florida Atlantic University	Hiram College
CUNY LaGuardia Community College	Florida Gulf Coast University	Hofstra University
CUNY New York City College of Technology	Florida State University	Houston Baptist University
CUNY Queens College	Fontbonne University	Houston Community College
Curry College	Fordham University	Howard Community College
Cypress College	Fort Hays State University	Hudson County Community College
D'Youville College	Framingham State University	Husson University
Daemen College	Franklin College	Idaho State University
Dakota State University	Fresno Pacific University	Illinois College
Dalton State College	Furman University	Illinois Institute of Technology - Career Management Center
Daniel Webster College	Gallaudet University	Illinois State University
Davenport University	Gannon University	Immaculata University
Davidson College	Genesee Community College	Indiana Institute of Technology
Dean College	Geneva College	Indiana State University - Career Center
DeSales University	George Mason University	Indiana University - Bloomington - Kelley School of Business - Undergraduate
Dickinson State University	George Mason University - School of Business	Indiana University - Bloomington - School of Education
Doane College-Crete	Georgetown University - Career Education Center	Indiana University - Bloomington - School of Informatics & Computing
Dordt College	Georgetown University - Edmund A. Walsh School of Foreign Service	Indiana University of Pennsylvania
Drake University	Georgia College & State University	Indiana University-Purdue University Indianapolis - Kelley School of Business CPO
Drew University	Georgia Gwinnett College	Indiana University-Purdue University Indianapolis - School of Liberal Arts
Drury University	Georgia Institute of Technology - Center for Career Discovery & Development	
East Central College	Georgia Regents University - Career Services	
East Stroudsburg University of Pennsylvania	Georgia Southern University	
Eastern Illinois University		

PARTICIPATING SCHOOLS *(Alphabetical listing)*

A total of 842 institutions took part in the survey; 749 agreed to be identified as participants.

Indiana University-Purdue University-Fort Wayne	Luther College	Missouri University of Science and Technology
Inver Hills Community College	Luzerne County Community College	Monmouth College
Iona College	Lynn University	Montana Tech of The University of Montana
Istanbul Bilgi University	Manchester University	Montgomery County Community College
Jacksonville State University	Manhattanville College	Moore College of Art and Design
James Madison University	Mansfield University of Pennsylvania	Moravian College
Jefferson College	Maria College of Albany	Morehead State University
Jefferson State Community College	Marietta College	Morrisville State College
John C Calhoun State Community College	Marist College	Mount Holyoke College
Johns Hopkins University - SAIS	Marquette University	Mount Saint Joseph University
Juniata College	Marquette University - College of Business Administration	Mount St Mary's University
Kalamazoo College	Mars Hill University	Mt. San Antonio College
Kansas State University	Marylhurst University	Muhlenberg College
Kendall College	Marymount California University	Murray State University
Kennesaw State University	Marymount Manhattan College	National Park College
Kentucky Wesleyan College	Massachusetts College of Art and Design	National University of Singapore - Lee Kuan Yew School of Public Policy
Kettering University	Massachusetts Institute of Technology - Global Education and Career Development	Naugatuck Valley Community College
King University	Mayville State University	Nazareth College
Knox College	McDaniel College	New College of Florida
Koc University	McGill University	New Mexico Highlands University
Kutztown University of Pennsylvania	McKendree University	New Mexico State University - Main Campus
La Sierra University	McPherson College	New York Institute of Technology
Lafayette College	Mercy College - Dobbs Ferry	New York University - The Wasserman Center for Career Development
Laguna College of Art and Design	Mercy College of Ohio	Newschool of Architecture and Design
Lake Forest College	Meredith College	Niagara University
Lakeland Community College	Merrimack College	Nichols College
Langston University	Metropolitan State University	Nicolet Area Technical College
Laramie County Community College	Metropolitan State University of Denver	North Carolina A & T State University
Lawrence Technological University	Miami University	North Carolina State University at Raleigh-Poole College of Management
Lebanon Valley College	Michigan State University - Eli Broad Graduate School of Management	North Central College
Lehman College	Michigan Technological University	North Idaho College
Lethbridge College	Middle Georgia State College	North Lake College
LeTourneau University - Longview Campus	Midwestern State University	Northampton Community College
Liberty University	Millersville University	Northeast Community College
Lindenwood University	Millikin University	Northeast Iowa Community College
Linfield College	Mills College	Northeastern State University
Lipscomb University	Millsaps College	Northeastern University - Department of Co-op Education & Career Development
Livingstone College	Milwaukee Institute of Art & Design	Northern Arizona University
Lone Star College - Montgomery	Milwaukee School of Engineering	Northern Kentucky University
Lorain County Community College	Minneapolis College of Art and Design	Northern Michigan University
Loras College	Minnesota State University - Mankato	Northwest Christian University
Louisiana State University – LSU Olinde Career Center	Minnesota State University Moorhead	Northwood University-Michigan Campus
Louisiana State University in Shreveport	MiraCosta College	Notre Dame College
Loyola Marymount University	Mississippi State University	
Loyola University Chicago		

PARTICIPATING SCHOOLS *(Alphabetical listing)*

A total of 842 institutions took part in the survey; 749 agreed to be identified as participants.

Notre Dame of Maryland University	Roger Williams University	Siena College
Oberlin College	Rose-Hulman Institute of Technology	Simmons College - Career Education Center
Oglethorpe University	Rutgers Business School- Office of Career Management, Undergraduate Office	Simpson College
Ohio Dominican University	Rutgers University - Camden	Snow College
Ohio University- Main Campus- Career Services	Rutgers University - New Brunswick	Solano Community College
Oklahoma Christian University	Rutgers University - New Brunswick - School of Management and Labor Relations	South Central College - North Mankato Campus
Oklahoma City University	Rutgers University - Newark - Rutgers Business School	South Dakota School of Mines and Technology
Old Dominion University	Ryerson University	Southeast Missouri State University
Olivet Nazarene University	Sabanci University	Southeastern Oklahoma State University
Oral Roberts University	Sacramento City College	Southern Adventist University
Orange County Community College	Sacred Heart University - Office of Career Development	Southern Connecticut State University
Oregon Institute of Technology	Saddleback College	Southern New Hampshire University
Oregon State University - College of Business	Saginaw Valley State University	Southern Utah University
Otis College of Art and Design	Saint Cloud State University	Southern Wesleyan University
Otterbein University	Saint Edward's University	Springfield College
Ozarks Technical Community College	Saint Francis University	St Bonaventure University
Palm Beach Atlantic University	Saint John Fisher College	St Catherine University
Palm Beach State College	Saint Johns University	St Cloud Technical and Community College
Peirce College	Saint Joseph's University	St John's University- New York
Pellissippi State Community College	Saint Leo University	St Lawrence University
Pennsylvania College of Technology	Saint Louis University - Career Services	St Mary's University
Pennsylvania Highlands Community College	Saint Martin's University	St. Thomas Aquinas College
Point Park University	Saint Mary-of-the-Woods College	Stephen F Austin State University
Portland State University	Saint Mary's College	Stetson University
Providence College	Saint Mary's College of California	Stevenson University
Pueblo Community College - Pueblo Campus	Saint Mary's University of Minnesota	Stockton University
Purdue University- Main Campus- Center for Career Opportunities	Saint Michael's College	Stonehill College - Career Services
Queen's University	Saint Norbert College	Stony Brook University
Radford University	Saint Paul College	Suffolk County Community College
Randolph-Macon College	Salisbury University	Sul Ross State University
Raritan Valley Community College	Sam Houston State University	SUNY at Binghamton
Regis University	San Diego State University	SUNY at Fredonia
Rensselaer Polytechnic Institute - Center for Career & Professional Development	San Francisco State University	SUNY at Purchase College
Resurrection University	San Francisco State University - College of Business	SUNY Buffalo State
Rhode Island College	San Jose State University	SUNY College at Brockport
Rhodes College	Sandhills Community College - Career Services	SUNY College at Cortland
Rice University - Center for Career Development	Santa Barbara City College	SUNY College at Oswego
Rider University	Savannah State University	SUNY College at Plattsburgh
Ringling College of Art and Design	Seattle University	SUNY College of Technology at Alfred
Ripon College	Seton Hall University	SUNY Rockland Community College
Roane State Community College	Shawnee State University	SUNY Westchester Community College
Robert Morris University	Shippensburg University of Pennsylvania	Susquehanna University
Roberts Wesleyan College		Swarthmore College - Career Services
Rockhurst University		Syracuse University - Center for Career Services

PARTICIPATING SCHOOLS *(Alphabetical listing)*

A total of 842 institutions took part in the survey; 749 agreed to be identified as participants.

Syracuse University - Maxwell School of Citizenship & Public Affairs	Towson University	University of Connecticut - School of Engineering
Syracuse University - School of Information Studies	Trident Technical College	University of Delaware - Bank of America Career Services Center
Syracuse University-L.C. Smith College of Engineering and Computer Science	Trident University International	University of Denver - Career Center
Tarleton State University	Trinity University	University of Denver - Josef Korbel School
Temple University - Career Center	Trinity Western University	University of Detroit Mercy
Tennessee State University	Trocaire College	University of Evansville
Tennessee Technological University	Troy University - Troy Campus	University of Florida - Career Resource Center
Terra State Community College	Truman State University	University of Great Falls
Texas A & M University-Central Texas	Tufts University	University of Hartford
Texas A & M University-Commerce	Tulane University	University of Houston - C.T. Bauer College of Business
Texas A & M University-Corpus Christi	Tusculum College	University of Houston - Downtown
Texas A & M University-Kingsville	Unity College	University of Houston - Downtown Campus - College of Business - Career Center
Texas State University	Universite Laval	University of Houston - University Career Services
Texas Tech University - Rawls College of Business	University at Albany - SUNY	University of Illinois at Chicago - Office of Career Services
The City College of New York	University at Buffalo, The State University of New York – Career Services	University of Illinois at Springfield
The City University of New York - CUNY Graduate School of Journalism	University of Alabama at Birmingham	University of Illinois at Urbana-Champaign - The Career Center
The City University of New York - School of Professional Studies	University of Arizona - Career Services	University of Iowa - College of Engineering
The College of New Jersey	University of Arkansas - Fayetteville	University of Iowa - Henry B. Tippie School of Management
The College of Saint Rose	University of Arkansas-Fort Smith	University of Iowa - Pomerantz Career Center
The College of Saint Scholastica	University of Birmingham	University of Kansas - School of Business
The College of the Bahamas - Oakes Field Campus	University of Bridgeport	University of Kansas - School of Engineering
The Hong Kong Polytechnic University	University of Calgary - Haskayne School of Business	University of Kansas - University Career Center
The Ohio State University - College of Engineering	University of California - Irvine - Career Center	University of Kentucky - James W. Stuckert Career Center
The University of Alabama - Career Center	University of California - Los Angeles - Career Center	University of La Verne
The University of Hong Kong	University of California - Merced	University of Louisville
The University of Montana - Missoula	University of California - Riverside - A. Gary Anderson Graduate School of Management	University of Louisville - College of Business
The University of Queensland	University of California - Riverside - Career Center	University of Louisville - J.B. Speed School of Engineering
The University of Tennessee-Center for Career Development	University of California - San Diego - Rady School of Management	University of Maine
The University of Texas at Austin - College of Communication	University of California - Santa Barbara	University of Mary Hardin - Baylor
The University of Texas at El Paso	University of California - Santa Cruz	University of Maryland - University Colleges
The University of Texas at San Antonio - Career Services	University of Central Arkansas	University of Massachusetts - Boston
The University of Texas of the Permian Basin	University of Central Missouri	University of Massachusetts - Dartmouth
The University of the Arts	University of Central Oklahoma	University of Massachusetts - Lowell
The University of Toledo	University of Cincinnati - Career Development Center	University of Miami - Toppel Career Center
The University of Tulsa - Career Services	University of Cincinnati - Clermont College	University of Michigan - College of Engineering
The University of Utah - Career Services	University of Cincinnati - Lindner College of Business	University of Michigan - School of Public Health
The University of Vermont	University of Colorado at Boulder	
Thomas Jefferson University	University of Colorado at Denver	
Tougaloo College	University of Colorado Colorado Springs	
	University of Connecticut - Center for Career Development	

PARTICIPATING SCHOOLS *(Alphabetical listing)*

A total of 842 institutions took part in the survey; 749 agreed to be identified as participants.

University of Michigan - Stephen M. Ross School of Business	University of South Florida - Tampa - Career Center	Waynesburg University
University of Michigan - The Career Center	University of Southern California - Career Center	Weatherford College
University of Minnesota - Crookston	University of Southern Mississippi	Webster University - Career Planning & Development Center
University of Mississippi	University of the Pacific	Wentworth Institute of Technology
University of Missouri - Columbia - Career Center	University of the South	Wesleyan College
University of Missouri - Columbia - College of Business	University of Toronto at Scarborough	West Chester University of Pennsylvania
University of Missouri - Kansas City	University of Washington - Bothell	West Tennessee Business College
University of Missouri - St. Louis	University of Washington - Career Center	West Texas A & M University
University of Mount Union	University of Washington - The Information School	West Virginia University
University of Nebraska - Lincoln - Career Services	University of West Florida	West Virginia University - College of Business & Economics
University of Nevada - Reno - Career Studio	University of Wisconsin - Green Bay	Western Carolina University
University of Nevada - Reno - College of Engineering	University of Wisconsin - La Crosse	Western Connecticut State University
University of New Haven	University of Wisconsin - Madison - College of Letters & Science	Western Governors University
University of New Mexico	University of Wisconsin - Madison - School of Business	Western Kentucky University
University of North Carolina at Asheville	University of Wisconsin - Oshkosh	Western Michigan University
University of North Carolina at Chapel Hill - University Career Services	University of Wisconsin - River Falls	Western Michigan University - Haworth College of Business
University of North Carolina at Charlotte - University Career Center	University of Wisconsin - Stevens Point	Western Oregon University
University of North Carolina Wilmington	University of Wisconsin - Stout	Western Washington University
University of North Florida	University of Wyoming	Westfield State University
University of North Georgia	Upper Iowa University	Westminster College - Missouri
University of Notre Dame - The Career Center	Ursinus College	Westminster College - Pennsylvania
University of Oklahoma	Valparaiso University	Westminster College - Utah
University of Otago	Vanguard University	Wheaton College - Illinois
University of Ottawa	Vassar College	Wheelock College
University of Oxford	Villanova University	Wichita State University - Cooperative Education & Work-Based Learning
University of Pittsburgh - Career Development & Placement Assistance	Virginia Commonwealth University	Widener University
University of Puerto Rico - Bayamon	Virginia Union University	Wilfrid Laurier University
University of Richmond - Office of Alumni & Career Services	Wake Technical Community College	Willamette University
University of Rochester - Gwen M. Greene Career & Internship Center	Waldorf College	William Peace University
University of Saint Francis	Walsh University	Wilmington University
University of San Diego - Career Services	Warren Wilson College	Wilson College
University of San Francisco	Wartburg College	Wingate University
University of Science & Arts of Oklahoma	Washburn University	Winona State University
University of Scranton	Washington & Jefferson College	Winthrop University
University of Sioux Falls	Washington and Lee University	Woodbury University
University of South Carolina - Aiken	Washington College	Xavier University - Career Services Center
University of South Carolina - Columbia	Washington University in St. Louis - Olin Business School	York College of Pennsylvania
University of South Florida - St. Petersburg	Washington University in St. Louis - The Career Center	Youngstown State University
	Waubonsee Community College	
	Waukesha County Technical College	
	Wayne State University - The Graduate School	

RESPONDENTS BY CARNEGIE CLASSIFICATION

R1: DOCTORAL UNIVERSITIES HIGHEST RESEARCH ACTIVITY		
<p>Arizona State University - Career Services</p> <p>Arizona State University - W.P. Carey School of Business-Graduate Career Mgmt. Center.</p> <p>Arizona State University - W.P. Carey School of Business-Undergraduate</p> <p>Boston College - Career Center</p> <p>Boston University- Center for Career Development</p> <p>Brandeis University</p> <p>Carnegie Mellon University - Career and Professional Development Center</p> <p>Case Western Reserve University - Case Career Center</p> <p>Clemson University</p> <p>Clemson University - Alumni Association</p> <p>Colorado School of Public Health</p> <p>Colorado State University -Fort Collins - The Career Center</p> <p>Columbia University - Mailman School of Public Health</p> <p>Columbia University - School of Continuing Education</p> <p>Florida State University</p> <p>George Mason University</p> <p>George Mason University - School of Business</p> <p>Georgetown University - Career Education Center</p> <p>Georgetown University - Edmund A. Walsh School of Foreign Service</p> <p>Georgia Institute of Technology - Center for Career Discovery & Development</p> <p>Georgia State University - J. Mack Robinson College of Business</p> <p>Harvard University - Faculty of Arts & Sciences</p> <p>Indiana University - Bloomington - Kelley School of Business - Undergraduate</p> <p>Indiana University - Bloomington - School of Education</p> <p>Indiana University - Bloomington - School of Informatics & Computing</p> <p>Johns Hopkins University - SAIS</p> <p>Kansas State University</p> <p>Louisiana State University – LSU Olinde Career Center</p> <p>Massachusetts Institute of Technology - Global Education and Career Development</p> <p>Michigan State University - Eli Broad Graduate School of Management</p> <p>New York University - The Wasserman Center for Career Development</p>	<p>North Carolina State University at Raleigh- Poole College of Management</p> <p>Oregon State University - College of Business</p> <p>Purdue University- Main Campus - Center for Career Opportunities</p> <p>Rice University - Center for Career Development</p> <p>Rutgers Business School- Office of Career Management, Undergraduate Office</p> <p>Rutgers University - New Brunswick</p> <p>Rutgers University - New Brunswick - School of Management and Labor Relations</p> <p>Stony Brook University</p> <p>Syracuse University - Center for Career Services</p> <p>Syracuse University - Maxwell School of Citizenship & Public Affairs</p> <p>Syracuse University - School of Information Studies</p> <p>Syracuse University-L.C. Smith College of Engineering and Computer Science</p> <p>Temple University - Career Center</p> <p>Texas Tech University - Rawls College of Business</p> <p>The City College of New York</p> <p>The City University of New York - CUNY Graduate School of Journalism</p> <p>The City University of New York - School of Professional Studies</p> <p>The Ohio State University - College of Engineering</p> <p>The University of Tennessee- Center for Career Development</p> <p>The University of Texas at Austin - College of Communication</p> <p>The University of Utah - Career Services</p> <p>Tulane University</p> <p>University at Albany - SUNY</p> <p>University at Buffalo, The State University of New York – Career Services</p> <p>University of Alabama at Birmingham</p> <p>University of Arizona - Career Services</p> <p>University of Arkansas - Fayetteville</p> <p>University of California - Irvine - Career Center</p> <p>University of California - Los Angeles - Career Center</p> <p>University of California - Riverside - A. Gary Anderson Graduate School of Management</p> <p>University of California - Riverside - Career Center</p> <p>University of California - San Diego - Rady School of Management</p> <p>University of California - Santa Barbara</p>	<p>University of California - Santa Cruz</p> <p>University of Cincinnati - Career Development Center</p> <p>University of Cincinnati - Lindner College of Business</p> <p>University of Colorado at Boulder</p> <p>University of Connecticut - Center for Career Development</p> <p>University of Connecticut - School of Engineering</p> <p>University of Delaware - Bank of America Career Services Center</p> <p>University of Florida - Career Resource Center</p> <p>University of Houston - C.T. Bauer College of Business</p> <p>University of Houston - University Career Services</p> <p>University of Illinois at Chicago - Office of Career Services</p> <p>University of Illinois at Urbana-Champaign - The Career Center</p> <p>University of Iowa - College of Engineering</p> <p>University of Iowa - Henry B. Tippie School of Management</p> <p>University of Iowa - Pomerantz Career Center</p> <p>University of Kansas - School of Business</p> <p>University of Kansas - School of Engineering</p> <p>University of Kansas - University Career Center</p> <p>University of Kentucky - James W. Stuckert Career Center</p> <p>University of Louisville</p> <p>University of Louisville - College of Business</p> <p>University of Louisville - J.B. Speed School of Engineering</p> <p>University of Miami - Toppel Career Center</p> <p>University of Michigan - College of Engineering</p> <p>University of Michigan - School of Public Health</p> <p>University of Michigan - Stephen M. Ross School of Business</p> <p>University of Michigan - The Career Center</p> <p>University of Missouri - Columbia - Career Center</p> <p>University of Missouri - Columbia - College of Business</p> <p>University of Nebraska - Lincoln - Career Services</p> <p>University of New Mexico</p> <p>University of North Carolina at Chapel Hill - University Career Services</p> <p>University of Notre Dame - The Career Center</p>

RESPONDENTS BY CARNEGIE CLASSIFICATION

<p>University of Oklahoma University of Pittsburgh - Career Development & Placement Assistance University of Rochester - Gwen M. Greene Career & Internship Center University of South Carolina - Columbia University of South Florida - Tampa - Career Center University of Southern California - Career Center University of Washington - Career Center University of Washington - The Information School University of Wisconsin - Madison - College of Letters & Science University of Wisconsin - Madison - School of Business Virginia Commonwealth University Washington University in St. Louis - Olin Business School Washington University in St. Louis - The Career Center Wayne State University - The Graduate School West Virginia University West Virginia University - College of Business & Economics</p>	<p>Marquette University - College of Business Administration Miami University Michigan Technological University Mississippi State University Missouri University of Science and Technology New Mexico State University - Main Campus North Carolina A & T State University Northeastern University - Department of Co-op Education & Career Development Northern Arizona University Ohio University- Main Campus- Career Services Old Dominion University Portland State University Rensselaer Polytechnic Institute - Center for Career & Professional Development Rutgers University - Newark - Rutgers Business School Saint Louis University - Career Services San Diego State University SUNY at Binghamton Texas A & M University-Commerce Texas State University The University of Alabama - Career Center The University of Montana - Missoula The University of Texas at El Paso The University of Texas at San Antonio - Career Services The University of Toledo The University of Tulsa - Career Services The University of Vermont Tufts University University of California - Merced University of Colorado at Denver University of Denver - Career Center University of Denver - Josef Korbel School University of Maine University of Massachusetts - Boston University of Massachusetts - Dartmouth University of Massachusetts - Lowell University of Mississippi University of Missouri - Kansas City University of Missouri - St. Louis University of Nevada - Reno - Career Studio University of Nevada - Reno - College of Engineering University of North Carolina at Charlotte - University Career Center</p>	<p>University of Southern Mississippi University of Wyoming Western Michigan University Western Michigan University - Haworth College of Business Wichita State University - Cooperative Education & Work-Based Learning</p> <hr/> <p>R3: DOCTORAL UNIVERSITIES LIMITED RESEARCH ACTIVITY</p> <p>Adelphi University American International College Azusa Pacific University Boise State University California State University-Fresno California State University-Fullerton-Mihaylo College of Business and Economics Capella University Cardinal Stritch University Clarkson University Drew University Edgewood College Georgia Southern University Hofstra University Idaho State University Immaculata University Indiana State University - Career Center Indiana University of Pennsylvania Kennesaw State University Liberty University Lindenwood University Lipscomb University Loyola Marymount University Robert Morris University Saint John Fisher College Sam Houston State University San Francisco State University San Francisco State University - College of Business Seton Hall University St John's University- New York Tennessee State University Tennessee Technological University Texas A & M University-Corpus Christi Texas A & M University-Kingsville Trident University International University of Hartford University of La Verne University of Mary Hardin - Baylor</p>
<p>R2: DOCTORAL UNIVERSITIES HIGHER RESEARCH ACTIVITY</p> <p>Auburn University - Career Center Ball State University - Career Center Baylor University Baylor University - Hankamer School of Business - Career Management Brigham Young University-Provo-Counseling & Career Center Catholic University of America Central Michigan University College of William and Mary - Career Center Florida A&M University Florida Atlantic University Fordham University Georgia Regents University - Career Services Illinois Institute of Technology - Career Management Center Illinois State University Indiana University-Purdue University Indianapolis - Kelley School of Business CPO Indiana University-Purdue University Indianapolis - School of Liberal Arts Loyola University Chicago Marquette University</p>		

RESPONDENTS BY CARNEGIE CLASSIFICATION

University of San Diego - Career Services	CUNY John Jay College of Criminal Justice	Northeastern State University
University of San Francisco	CUNY Queens College	Northern Kentucky University
University of the Pacific	D'Youville College	Notre Dame of Maryland University
University of West Florida	Daemen College	Oklahoma Christian University
Villanova University	Davenport University	Oklahoma City University
Widener University	DeSales University	Olivet Nazarene University
Wilmington University	Drake University	Palm Beach Atlantic University
	Eastern Illinois University	Point Park University
MI: MASTER'S COLLEGES AND UNIVERSITIES LARGER PROGRAMS	Eastern University	Providence College
Abilene Christian University	Embry-Riddle Aeronautical University - Daytona Beach Campus	Radford University
American Public University System	Florida Gulf Coast University	Regis University
Angelo State University	Fontbonne University	Rhode Island College
Arkansas Tech University	Fort Hays State University	Rider University
Ashford University	Framingham State University	Roberts Wesleyan College
Augsburg College	Fresno Pacific University	Rockhurst University
Austin Peay State University	Gannon University	Rutgers University - Camden
Baker University	Georgia College & State University	Sacred Heart University - Office of Career Development
Baruch College - School of Public Affairs – Career Services	Golden Gate University	Saginaw Valley State University
Baruch College - Starr Career Development Center	Gonzaga University	Saint Cloud State University
Bay Path College	Grantham University	Saint Edward's University
Belmont University - Office of Career & Professional Development	Hamline University	Saint Francis University
Bloomsburg University of Pennsylvania	Harding University	Saint Joseph's University
Bloomsburg University of Pennsylvania - College of Business	Indiana University-Purdue University- Fort Wayne	Saint Leo University
Brandman University	Iona College	Saint Mary's University of Minnesota
Bridgewater State University	Jacksonville State University	Salisbury University
Butler University	James Madison University	San Jose State University
California Polytechnic State University- San Luis Obispo	King University	Seattle University
California State University - San Bernardino	Kutztown University of Pennsylvania	Shippensburg University of Pennsylvania
California State University-Bakersfield	Lawrence Technological University	Simmons College - Career Education Center
California State University-Dominguez Hills	Lebanon Valley College	Southeast Missouri State University
California State University-Northridge	Lehman College	Southern Connecticut State University
Central Washington University - Ellensburg	Lynn University	Southern New Hampshire University
Chapman University	Marist College	Southern Utah University
Chatham University	Marylhurst University	Southern Wesleyan University
Citadel Military College of South Carolina	McKendree University	Springfield College
Coastal Carolina University	Mercy College - Dobbs Ferry	St Catherine University
College of Staten Island CUNY	Metropolitan State University	St Mary's University
Columbia College-Missouri	Millersville University	Stephen F Austin State University
Columbus State University	Mills College	Stockton University
Concordia University - Irvine	Minnesota State University - Mankato	Sul Ross State University
Concordia University - Nebraska	Morehead State University	SUNY Buffalo State
Concordia University - Wisconsin	Murray State University	SUNY College at Brockport
Cornerstone University	Nazareth College	SUNY College at Cortland
Creighton University	New Mexico Highlands University	SUNY College at Oswego
	New York Institute of Technology	SUNY College at Plattsburgh
	Niagara University	Tarleton State University
		Texas A & M University-Central Texas

RESPONDENTS BY CARNEGIE CLASSIFICATION

<p>The College of New Jersey The College of Saint Rose The College of Saint Scholastica Towson University Troy University - Troy Campus University of Bridgeport University of Central Arkansas University of Central Missouri University of Central Oklahoma University of Colorado Colorado Springs University of Detroit Mercy University of Illinois at Springfield University of Maryland - University Colleges University of New Haven University of North Carolina Wilmington University of North Florida University of Scranton University of Washington - Bothell University of Wisconsin - La Crosse University of Wisconsin - Oshkosh University of Wisconsin - Stout Valparaiso University Waynesburg University Webster University - Career Planning & Development Center West Chester University of Pennsylvania West Texas A & M University Western Carolina University Western Governors University Western Kentucky University Western Washington University Westminster College - Utah Winthrop University Xavier University - Career Services Center Youngstown State University</p>	<p>Columbia College-South Carolina Curry College East Stroudsburg University of Pennsylvania Elmhurst College Elon University Ferris State University Gallaudet University Geneva College Georgia Southwestern State University Gwynedd Mercy University Houston Baptist University Husson University Kettering University Langston University LeTourneau University - Longview Campus Louisiana State University in Shreveport Merrimack College Metropolitan State University of Denver Midwestern State University Minnesota State University Moorhead Mount Saint Joseph University North Central College Northern Michigan University Ohio Dominican University Oral Roberts University Otterbein University Roger Williams University Saint Martin's University Southeastern Oklahoma State University Southern Adventist University St Bonaventure University Stetson University Stevenson University SUNY at Fredonia The University of Texas of the Permian Basin Truman State University Tusculum College University of North Georgia University of Saint Francis University of Sioux Falls University of South Florida - St. Petersburg University of Wisconsin - River Falls Upper Iowa University Walsh University Washburn University Wentworth Institute of Technology Western Connecticut State University Western Oregon University</p>	<p>Westfield State University Wheelock College Wingate University Winona State University Woodbury University</p> <hr/> <p>M3: MASTER'S COLLEGES AND UNIVERSITIES SMALLER PROGRAMS</p> <p>Amridge University Aquinas College-Grand Rapids California State University-Channel Islands Calumet College of Saint Joseph Dakota State University Daniel Webster College Eastern Mennonite University Eastern Nazarene College Elizabeth City State University Elms College Evangel University Grace College Green Mountain College La Sierra University Millikin University Milwaukee School of Engineering Northwest Christian University Notre Dame College Savannah State University St. Thomas Aquinas College University of Houston - Downtown University of Houston - Downtown Campus - College of Business - Career Center University of Wisconsin - Stevens Point Vanguard University York College of Pennsylvania</p> <hr/> <p>BACCALAUREATE COLLEGES: ARTS & SCIENCES FOCUS</p> <p>Agnes Scott College Alfred University Arcadia University Assumption College Austin College Bard College Bard College at Simon's Rock Bates College Beloit College Bethany College Bethany Lutheran College Bethune-Cookman University Bridgewater College</p>
<p>M2: MASTER'S COLLEGES AND UNIVERSITIES MEDIUM PROGRAMS</p> <p>Alverno College Anderson University-IN Anderson University-SC Bradley University - Smith Career Center Caldwell University Cameron University Capital University Chadron State College Clayton State University Colorado State University - Pueblo Columbia College Chicago</p>		

RESPONDENTS BY CARNEGIE CLASSIFICATION

<p>Bryn Mawr College - Career & Professional Development</p> <p>Carleton College</p> <p>Carthage College</p> <p>Centre College</p> <p>Coe College</p> <p>College of Saint Benedict</p> <p>College of the Holy Cross</p> <p>Concordia College at Moorhead</p> <p>Davidson College</p> <p>Doane College-Crete</p> <p>Drury University</p> <p>Emmanuel College-MA</p> <p>Franklin College</p> <p>Furman University</p> <p>Grove City College</p> <p>Hartwick College</p> <p>Haverford College - Center for Career & Professional Advising</p> <p>Hiram College</p> <p>Illinois College</p> <p>Juniata College</p> <p>Kalamazoo College</p> <p>Knox College</p> <p>Lafayette College</p> <p>Lake Forest College</p> <p>Linfield College</p> <p>Luther College</p> <p>Manhattanville College</p> <p>Mansfield University of Pennsylvania</p> <p>Marymount Manhattan College</p> <p>McDaniel College</p> <p>Meredith College</p> <p>Millsaps College</p> <p>Monmouth College</p> <p>Moravian College</p> <p>Mount Holyoke College</p> <p>Mount St Mary's University</p> <p>Muhlenberg College</p> <p>New College of Florida</p> <p>Oberlin College</p> <p>Oglethorpe University</p> <p>Randolph-Macon College</p> <p>Rhodes College</p> <p>Ripon College</p> <p>Saint Johns University</p> <p>Saint Mary's College</p> <p>Saint Mary's College of California</p> <p>Saint Michael's College</p>	<p>Saint Norbert College</p> <p>Siena College</p> <p>Simpson College</p> <p>St Lawrence University</p> <p>Stonehill College - Career Services</p> <p>SUNY at Purchase College</p> <p>Susquehanna University</p> <p>Swarthmore College - Career Services</p> <p>Tougaloo College</p> <p>Trinity University</p> <p>University of North Carolina at Asheville</p> <p>University of Richmond - Office of Alumni & Career Services</p> <p>University of Science & Arts of Oklahoma</p> <p>University of the South</p> <p>University of Wisconsin - Green Bay</p> <p>Ursinus College</p> <p>Vassar College</p> <p>Virginia Union University</p> <p>Warren Wilson College</p> <p>Wartburg College</p> <p>Washington & Jefferson College</p> <p>Washington and Lee University</p> <p>Washington College</p> <p>Wesleyan College</p> <p>Westminster College - Missouri</p> <p>Westminster College - Pennsylvania</p> <p>Wheaton College - Illinois</p> <p>Willamette University</p> <p>William Peace University</p> <hr/> <p>BACCALAUREATE COLLEGES: DIVERSE FIELDS</p> <p>Athens State University</p> <p>Becker College</p> <p>Belmont Abbey College</p> <p>Benedictine College</p> <p>Bluffton University</p> <p>California Maritime Academy</p> <p>Carroll College</p> <p>Catawba College</p> <p>Cazenovia College</p> <p>Cedar Crest College</p> <p>Cedarville University</p> <p>Central Penn College</p> <p>Cogswell Polytechnical College</p> <p>Colby-Sawyer College</p> <p>College of the Ozarks</p> <p>Colorado Mesa University</p> <p>Cooper Union for the Advancement of Science and Art</p>	<p>Crown College</p> <p>CUNY New York City College of Technology</p> <p>Dickinson State University</p> <p>Dordt College</p> <p>Eureka College</p> <p>Georgia Gwinnett College</p> <p>Glennville State College</p> <p>Hastings College</p> <p>Hilbert College</p> <p>Kendall College</p> <p>Kentucky Wesleyan College</p> <p>Livingstone College</p> <p>Loras College</p> <p>Manchester University</p> <p>Marietta College</p> <p>Mars Hill University</p> <p>Marymount California University</p> <p>Mayville State University</p> <p>McPherson College</p> <p>Middle Georgia State College</p> <p>Montana Tech of The University of Montana</p> <p>Oregon Institute of Technology</p> <p>Peirce College</p> <p>Saint Mary-of-the-Woods College</p> <p>Shawnee State University</p> <p>Unity College</p> <p>University of Arkansas-Fort Smith</p> <p>University of Evansville</p> <p>University of Great Falls</p> <p>University of Minnesota - Crookston</p> <p>University of Mount Union</p> <p>University of Puerto Rico - Bayamon</p> <p>University of South Carolina - Aiken</p> <p>Waldorf College</p> <p>Wilson College</p> <hr/> <p>BACCALAUREATE/ASSOCIATE'S</p> <p>College of Coastal Georgia</p> <p>Colorado Mountain College</p> <p>Dalton State College</p> <p>Dean College</p> <p>Fashion Institute of Technology</p> <p>Morrisville State College</p> <p>Palm Beach State College</p> <p>Pennsylvania College of Technology</p> <p>Snow College</p> <p>SUNY College of Technology at Alfred</p> <p>University of Cincinnati - Clermont College</p>
---	---	---

RESPONDENTS BY CARNEGIE CLASSIFICATION

<p>ASSOCIATE'S Aims Community College Arapahoe Community College Austin Community College Barton County Community College Baton Rouge Community College Cape Fear Community College Casper College Central New Mexico Community College Cloud County Community College Columbus State Community College Community College of Denver County College of Morris CUNY Borough of Manhattan Community College CUNY Hostos Community College CUNY Kingsborough Community College CUNY LaGuardia Community College Cypress College East Central College Eastfield College Edison Community College El Centro College Finger Lakes Community College Flathead Valley Community College Genesee Community College Gwinnett Technical College Harford Community College Heartland Community College Houston Community College Howard Community College Hudson County Community College Inver Hills Community College Jefferson College Jefferson State Community College John C Calhoun State Community College Lakeland Community College Laramie County Community College Lone Star College - Montgomery Lorain County Community College Luzerne County Community College MiraCosta College Montgomery County Community College Mt. San Antonio College National Park College Naugatuck Valley Community College Nicolet Area Technical College North Idaho College North Lake College</p>	<p>Northampton Community College Northeast Community College Northeast Iowa Community College Orange County Community College Ozarks Technical Community College Pellissippi State Community College Pennsylvania Highlands Community College Pueblo Community College - Pueblo Campus Raritan Valley Community College Roane State Community College Sacramento City College Saddleback College Saint Paul College Sandhills Community College - Career Services Santa Barbara City College Solano Community College South Central College - North Mankato Campus St Cloud Technical and Community College Suffolk County Community College SUNY Rockland Community College SUNY Westchester Community College Terra State Community College Trident Technical College Wake Technical Community College Waubensee Community College Waukesha County Technical College Weatherford College</p> <hr/> <p>SPECIAL FOCUS TWO-YEAR: HEALTH PROFESSIONS West Tennessee Business College</p> <hr/> <p>SPECIAL FOCUS FOUR-YEAR: MEDICAL SCHOOLS & CENTERS Thomas Jefferson University</p> <hr/> <p>SPECIAL FOCUS FOUR-YEAR: OTHER HEALTH PROFESSIONS SCHOOLS Albany College of Pharmacy and Health Sciences Aquinas College-Nashville Maria College of Albany Mercy College of Ohio Resurrection University Trocaire College</p> <hr/> <p>SPECIAL FOCUS FOUR-YEAR: ENGINEERING SCHOOLS Capitol Technology University Rose-Hulman Institute of Technology South Dakota School of Mines and Technology</p>	<p>SPECIAL FOCUS FOUR-YEAR: BUSINESS & MANAGEMENT SCHOOLS Babson College Bryant University Cleary University Indiana Institute of Technology Nichols College Northwood University-Michigan Campus</p> <hr/> <p>SPECIAL FOCUS FOUR-YEAR: ARTS, MUSIC & DESIGN SCHOOLS California College of the Arts Laguna College of Art and Design Massachusetts College of Art and Design Milwaukee Institute of Art & Design Minneapolis College of Art and Design Moore College of Art and Design Newschool of Architecture and Design Otis College of Art and Design Ringling College of Art and Design The University of the Arts</p> <hr/> <p>NON-U.S. American University of Kuwait Brock University Capilano University - School of Business Istanbul Bilgi University Koc University Lethbridge College McGill University National University of Singapore - Lee Kuan Yew School of Public Policy Queen's University Ryerson University Sabanci University The College of the Bahamas - Oakes Field Campus The Hong Kong Polytechnic University The University of Hong Kong The University of Queensland Trinity Western University Universite Laval University of Birmingham University of Calgary - Haskayne School of Business University of Otago University of Ottawa University of Oxford University of Toronto at Scarborough Wilfrid Laurier University</p>
--	--	---



62 HIGHLAND AVENUE
BETHLEHEM, PA 18017-9085
610.868.1421 | www.naceweb.org