



MARCH | 2012

• NATIONAL ASSOCIATION OF COLLEGES AND EMPLOYERS

## EXECUTIVE SUMMARY

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# 2011-12 Career Services Benchmark Survey for Four-Year Colleges and Universities



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## Key Findings

### OFFICE SPECIFICS

- Most responding career centers (84.2 percent) are centralized in structure; however, there has been small movement toward decentralization. Currently, 15.8 percent of respondents report a decentralized structure, up from 12.5 percent in 2010 and 13.5 percent reported in last year's survey.
- Just under half of offices report their office title is "career services." The next most popular option is "career center," with 15.3 percent of respondents.
- Just under 60 percent of respondents reported that their office falls under the division of student affairs.
- Overall, the career services office has an average of 2,349 square feet; however, the median is only 1,200 square feet.
- On average, there are two rooms available for interviewing, but none are exclusively used for that purpose.



### SERVICES OFFERED

- More than 90 percent of respondents provide career counseling by appointment; career fairs; workshops; assistance to students pursuing employer-offered internship, co-op, or externship opportunities; and availability of career resources and assessments.
- Results show some decline in services, driven largely by larger schools: For example, the average number of workshops delivered fell from 73 to 61.
- In 2010-11, an average of 344 students were assisted with employer-based internships, down from an average of 426 in 2009-10. As with workshops, that decline is concentrated among respondents from large schools.
- A majority of respondents also provide drop-in career counseling, online career counseling, assistance with academic internships, specialized career fairs; on-campus recruiting, and outreach to alumni.
- Fewer than half of respondents provide academic counseling, career classes for credit, or a credential file service.

## GRADUATING STUDENT ACTIVITY

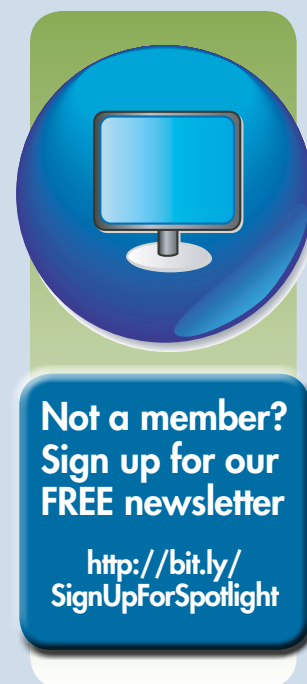
- Overall, 42.4 percent of the Class of 2010 had a job at the time of graduation; this is close to the figure reported for the Class of 2009 (43.5 percent).
- By the time of the follow-up study (conducted six to seven months after graduation), 63.6 percent had jobs. That matches the experience of the Class of 2009, but is down significantly from results for the Class of 2007 (75 percent of the class had a job at the time of the follow-up survey).
- Approximately 22 percent of the Class of 2010 went on to graduate school. This is essentially the same average as was reported for the Class of 2009.

## STAFFING

- The average number of FTE professional staff is 5.1, virtually the same number reported in the past two surveys.
- Overall, the average number of students to professional staff is 1,645 to 1. That ratio is highly correlated to the size of the school. For example, at schools with 20,000 or more students, there is one professional staff member for 5,876 students. At schools with fewer than 1,000 students, there is one professional staff member for 366 students.
- On average, respondents have 4.4 FTE clerical staff in the career services office. This number is approximately the same as was reported last year. In fact, there has been almost no change in the average number of clerical staff over the past four years.

## SALARIES

- Overall, average salaries for career services staff tended to decrease marginally over the past year.
- Directors commanded the highest salaries: Their average salary was \$67,282, down less than 1 percent from \$67,325 recorded in last year's survey.
- Career counselors, however, saw their average salary rise 6.8 percent too \$43,622.
- Most other professional staff positions saw decreases in their average salaries, but a few positions—experiential education coordinator and employer relations coordinator—earned higher salaries.



## BUDGETS

- For the 2011-12 academic year, career centers reported an average operating budget of \$63,086, down 15.5 percent from the average budget of \$74,711 reported for the 2010-11 academic year.
- The median operating budget is considerably smaller—\$31,000. This is also a decline from a year ago.
- The great majority of career services offices are dependent on their institutions for their operating budgets. On average, career offices get 82 percent of their operating budget from the institution. However, nearly half of all respondents receive all their operating revenue from the institution.
- Approximately 21 percent of respondents have “partnership” programs as a means of generating revenues. These programs are far more prevalent among larger schools than among their smaller counterparts.


## FEES

- In general, fees are highly concentrated among the largest of the institutions.
- There is little fee generation through either student or alumni services. Instead, career services offices generally seek to generate fees from employers.
- Among those that do charge students, testing is the service most likely to carry a charge.
- Charges to alumni are more than common than those to students, but are not prevalent: Less than 10 percent of respondents that provide services to alumni charge for those services. Again, testing is the most common service carrying a charge.
- Overall, charging employers for career fair participation is the most prevalent source of fee-based revenue. There does not seem to be a connection between size of school and propensity to charge, although the average amount of the fee varies by size of school and employer sector (private sector, government agencies, nonprofit organizations).

## TECHNOLOGY

- The technologies used by career centers are nearly identical to what was reported in last year’s survey.

## Executive Summary

- The most commonly used technologies are the career center website and online job postings.
- In terms of effectiveness, online interview scheduling earned the highest rating, followed by online job postings. On the other end were electronic portfolios and virtual career fairs.
- For the first time, respondents were asked about smartphones: Are these devices being supplied to career services staff? Overall, less than 17 percent reported a supplied smartphone. Size of institution does not appear to have much of an effect: In fact, 15 percent of respondents at schools with fewer than 1,000 students were supplied with these devices while just 16 percent of their counterparts at schools with 20,000 or more students reported the same.
- When smartphones are provided, they are most likely given to the director.
- Nearly 81 percent of responding career centers have established a Facebook “fan” page. That’s a significant increase over the 59 percent who reported this in 2010.
- Schools in the Twitterverse are a more exclusive group: Just under half of respondents reported having a Twitter profile. Still, that’s sizeable increase over the 36 percent who reported using Twitter last year. 

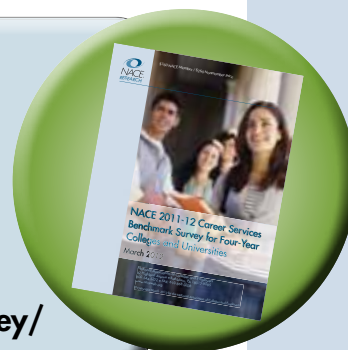
## Methodology

NACE’s 2011-12 Career Services Benchmark Survey for Four-Year Colleges and Universities was conducted September through December 2011. Data were collected from 866 career services professionals holding NACE organizational membership, a response rate of 62.3 percent. (See List of Respondents.)

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## LIST OF RESPONDENTS

A total of 866 career services offices participated in the survey; 789 agreed to be listed.

Adelphi University	Bethel College	Cardinal Stritch University
Adrian College	Binghamton University - SUNY	Carleton College
Agnes Scott College	Biola University	Carroll College
AIB College of Business	Black Hills State University	Carroll College
Alabama A&M University	Bloomfield College	Carroll University
Albertus Magnus College	Bloomsburg University of Pennsylvania	Carson-Newman College
Albion College	Bluefield State College	Carthage College
Albright College	Bob Jones University	Cazenovia College
Alfred State College - SUNY	Boise State University	Cedar Crest College
Alfred University	Boston College - Career Center	Centenary College of Louisiana
Alma College	Boston University - School of Management	Central Connecticut State University
Alverno College	Bowling Green State University	Central Michigan University
American College of Greece	Bradley University - Smith Career Center	Central Pennsylvania College
American University in Bulgaria	Brandeis University	Centre College
Anderson University	Brenau University	Chaminade University of Honolulu
Anderson University	Bridgepoint Education, Inc.	Champlain College
Appalachian State University	Bridgewater College	Chancellor University
Aquinas College	Bridgewater State University	Christian Brothers University
Arcadia University	Brigham Young University - Hawaii	Christopher Newport University
Arizona State University - Career Services	Brooklyn College	Claremont McKenna College
Arizona State University - W.P. Carey School of Business- Undergraduate	Bryant University	Clarion University of Pennsylvania
Armstrong Atlantic State University	Bryn Athyn College	Clark University
Asbury University	Buena Vista University	Clarke University
Ashford University	Buffalo State College - SUNY	Clarkson University
Ashland University	Butler University	Clayton State University
Assumption College	Caldwell College	Clemson University
Athens State University	California Baptist University	Coastal Carolina University
Auburn University - Career Development Services	California Institute of Technology	Coe College
Auburn University - Montgomery	California Maritime Academy	Coker College
Augusta State University	California Polytechnic State University	College of Coastal Georgia
Augustana College	California State Polytechnic University	College of Mount St. Joseph
Azusa Pacific University	California State University - Chico	College of Saint Benedict
Babson College	California State University - East Bay	College of Saint Elizabeth
Baker College of Flint	California State University - Long Beach	College of Saint Elizabeth
Baker University	California State University - Los Angeles	College of St. Joseph
Baldwin-Wallace College	California State University - Northridge	College of the Holy Cross
Ball State University - Career Center	California State University - San Bernardino	Colorado Christian University
Baptist Bible College & Seminary	California University of Pennsylvania	Colorado School of Mines
Bard College	Calumet College of St. Joseph	Colorado State University - The Career Center
Barry University	Cameron University	Colorado Technical University
Baruch College - Starr Career Development Center	Campbell University	Colorado Technical University - Denver
Bates College	Canisius College	Columbia College
Baylor University	Capilano University - School of Business	Columbia University - Center for Career Education
Becker College	Capital University	Columbus State University
Bellarmine University	Capitol College	Concordia College
Bennett College for Women		Concordia University - Irvine
Berea College		Concordia University - Nebraska
Berry College		Concordia University - Texas
Bethany College		Concordia University - Wisconsin
		Connecticut College
		Cornerstone University
		Covenant College

## Executive Summary

Daemen College	Florida International University - College of Business	Huntington University
Dakota State University	Florida Southern College	Husson University
Dalhousie University	Florida State College at Jacksonville - Kent Campus	Huston-Tillotson University
Dartmouth College	Florida State College at Jacksonville - North Campus	Illinois State University
Davenport University - Lansing	Florida State University	Indiana State University
Davidson College	Fontbonne University	Indiana University - Bloomington - College of Arts & Sciences
Dean College	Fort Hays State University	Indiana University - Bloomington - Kelley School of Business - Undergraduate
Defiance College	Fort Lewis College	Indiana University - Bloomington - School of Informatics
Denison University	Franciscan University of Steubenville	Indiana University - Kokomo
DePaul University	Franklin & Marshall College	Indiana University - South Bend
DeSales University	Franklin College	Indiana University - Southeast
DeVry University - Houston	Fresno Pacific University	Indiana University-Purdue University Fort Wayne
DeVry University - Philadelphia	Friends University	Indiana University-Purdue University
DeVry University - Seattle	Frostburg State University	Indianapolis
Dominican College of Blauvelt	Furman University	Indiana University-Purdue University
Dominican University	Gannon University	Indianapolis
Dordt College	George Mason University - University Career Services	Iona College
Drew University	Georgetown College	Iowa State University - College of Liberal Arts & Sciences
Drexel University - Steinbright Career Development	Georgia College & State University	Ithaca College
Drury University	Georgia Southern University	James Cook University - Townsville Campus
Duke University - Career Center	Georgia Southwestern State University	John Brown University
Duquesne University	Georgia State University - Andrew Young School	John Carroll University
D'Youville College	Georgia State University - J. Mack Robinson College	John Jay College of Criminal Justice
East Carolina University	Georgia State University - University Career Services	Johns Hopkins School of Public Health
East Carolina University - College of Business	Golden Gate University	Johnson C. Smith University
East Central University	Gonzaga University	Juniata College
Eastern Illinois University	Goucher College	Kansas State University
Eastern Kentucky University	Grantham University	Kansas Wesleyan University
Eastern Mennonite University	Green Mountain College	Keiser University - Fort Lauderdale Campus
Eastern Oregon University	Greenville College	Kendall College
Eckerd College	Guilford College	Kennesaw State University
Elmhurst College	Gwynedd-Mercy College	Kentucky Wesleyan College
Elmira College	Hamilton College	King's College
Elms College	Hamilton Technical College	Knox College
Elon University	Hampden-Sydney College	Koc University
Embry-Riddle Aeronautical University - Daytona Beach Campus	Hampshire College	Kutztown University of Pennsylvania
Embry-Riddle Aeronautical University - Prescott Campus	Hanover College	La Salle University
Emmanuel College	Hardin-Simmons University	Lafayette College
Emory & Henry College	Harrison College	LaGrange College
Emory University - Career Center	Harris-Stowe State University	Laguna College of Art & Design
Eureka College	Harvard University - Faculty of Arts & Sciences	Lake Forest College
Everest University - North Orlando Campus	Harvey Mudd College	Lake Superior State University
Everglades University - Boca Raton Campus	Hawaii Pacific University	Lakeland College
Excelsior College	HEC Montreal	Lamar University
Fairleigh Dickinson University - College at Florham	Heidelberg University	Langston University
Fairleigh Dickinson University - Metropolitan Camp	Henderson State University	Lawrence Technological University
Faulkner University	Hendrix College	Lawrence University
Ferris State University	Herzing University - Toledo Campus	Le Moyne College
Florida A&M University	High Point University	Lee University
Florida Atlantic University - Boca Raton Campus	Houston Baptist University	Lehman College
Florida Institute of Technology	Hult International Business School	Lesley University
		Lewis-Clark State College
		Lindsey Wilson College
		Lipscomb University
		Long Island University - C.W. Post Campus

Louisiana State University - Career Services	Monroe College - Bronx Campus	Our Lady of the Lake University
Louisiana State University in Shreveport	Monroe College - New Rochelle Campus	Pace University - New York City Campus
Loyola Marymount University	Montana State University - Billings	Palm Beach State College - Palm Beach Gardens Camp
Loyola University Chicago	Montana State University - Northern	Pennsylvania College of Technology
Loyola University New Orleans - Career Development	Montana Tech of The University of Montana	Pennsylvania State University - Abington
Lynn University	Montclair State University	Pennsylvania State University - Berks
Lyon College	Moravian College	Pennsylvania State University - Harrisburg
Manchester College	Morehead State University	Pennsylvania State University - Shenango
Manhattan College	Morris College	Pennsylvania State University - York
Manhattanville College	Mount Aloysius College	Pepperdine University - Graduate School of Education
Marian University	Mount Olive College	Pepperdine University - Seaver College Career Center
Marian University	Mount Royal University	Philadelphia University
Marietta College	Mount Saint Mary College	Pitzer College
Marist College	Mount St. Mary's University	Point Loma Nazarene University
Marshall University	Mount Vernon Nazarene University	Point Park University
Mary Baldwin College	Murray State University	Pomona College
Marymount University	National-Louis University - Chicago Campus	Prairie View A&M University
Maryville University of St. Louis	Neumont University	Pratt Institute
Massachusetts Institute of Technology - Careers Office	New College of Florida	Presbyterian College
Mayville State University	New England College	Principia College
McDaniel College	New Jersey Institute of Technology	Providence College
McKendree University	New Mexico Highlands University	Purdue University - Center for Career Opportunities
McPherson College	New York Institute of Technology - Old Westbury	Purdue University - College of Liberal Arts
Medaille College	New York University - Robert F. Wagner Graduate School	Purdue University - Krannert School of Management
Menlo College	Niagara University	Purdue University - North Central
Mercy College - Dobbs Ferry	Nichols College	Reed College
Meredith College	North Central College	Regis University
Merrimack College	North Dakota State University	Rensselaer Polytechnic Institute
Messiah College	North Georgia College & State University	Rhode Island College
Metropolitan State University - St. Paul Campus	Northeastern State University	Rhodes College
Miami University	Northeastern University - Department of Career Services	Rice University
Michigan State University - College of Engineering	Northern Arizona University	Ringling College of Art & Design
Michigan Technological University	Northern Kentucky University	Roanoke College
Middlebury College	Northern Michigan University	Robert Morris University
Midland University	Northern State University	Roberts Wesleyan College
Midwestern State University	Northland College	Rochester Institute of Technology
Miles College	Northwest Missouri State University	Rockford College
Millikin University	Northwood University - Michigan Campus	Rockhurst University
Millsaps College	Norwich University	Rocky Mountain College
Milwaukee Institute of Art & Design	Notre Dame of Maryland University	Roger Williams University
Milwaukee School of Engineering	Oberlin College	Rogers State University
Minneapolis College of Art & Design	Ohio Dominican University	Rollins College
Minnesota State University - Mankato	Ohio University - Career Services	Roosevelt University
Misericordia University	Ohio Wesleyan University	Rose-Hulman Institute of Technology
Mississippi College	Oklahoma State University - Career Services	Rutgers University - Camden
Missouri Southern State University	Olivet Nazarene University	Rutgers University - New Brunswick
Missouri State University - Springfield Campus	Oral Roberts University	Sabanci University
Missouri University of Science & Technology	Oregon Institute of Technology	Saginaw Valley State University
Mitchell College	Ottawa University	Saint Francis University
Molloy College	Otterbein University	Saint John's University
Monmouth College		Saint Joseph's College of Maine
Monmouth University		Saint Joseph's University
		Saint Leo University
		Saint Louis University - Career Services

## Executive Summary

Saint Martin's University	St. Edward's University	Studies
Saint Mary's College	St. John Fisher College	The Hong Kong Polytechnic University
Saint Mary's College of California	St. John's University - Queens Campus	The New School - Parsons School of Design
Saint Mary's University of Minnesota - Winona Campus	St. Norbert College	The Ohio State University - College of Education & Human Ecology
Saint Michael's College	St. Olaf College	The Ohio State University - College of Food, Agricultural, & Environmental Sciences
Saint Xavier University	St. Thomas Aquinas College	The Ohio State University - Max M. Fisher College of Business
Salem College	Stanford University	The Ohio State University at Newark & Central Ohio Technical College
Salem State University	State College of Florida	The Richard Stockton College of New Jersey
Salisbury University	Stetson University	The University of Akron
Sam Houston State University	Stevens Institute of Technology	The University of Alabama - Manderson Graduate School of Business
Samford University	Stonehill College - Career Services	The University of Arizona - Career Services
San Diego State University	Stony Brook University	The University of Arizona - Eller College of Management - Undergraduate
San Francisco State University	Strayer University	The University of Hong Kong
Sarah Lawrence College	Sul Ross State University	The University of Iowa - Pomerantz Career Center
Scripps College	SUNY at Potsdam	The University of Kansas - School of Business
Seattle University	SUNY College at Brockport	The University of Kansas - University Career Center
Seton Hall University	SUNY Cortland	The University of Louisiana at Lafayette
Seton Hill University	SUNY Fredonia	The University of Montana - Missoula
Shepherd University	SUNY Institute of Technology	The University of North Carolina at Asheville
Shippensburg University	SUNY Oswego	The University of North Carolina at Chapel Hill - University Career Services
Siena College	SUNY Purchase College	The University of North Carolina at Greensboro
Simmons College - Career Education Center	Susquehanna University	The University of North Carolina at Pembroke
Simpson College	Sweet Briar College	The University of Oklahoma
Slippery Rock University of Pennsylvania	Syracuse University - Center for Career Services	The University of South Dakota
South Dakota School of Mines & Technology	Tarleton State University	The University of Tennessee - Career Services
South Dakota State University	Temple University	The University of Tennessee at Chattanooga
Southeast Missouri State University	Tennessee Technological University	The University of Tennessee at Martin
Southeastern Oklahoma State University	Texas A & M - San Antonio	The University of Texas at Austin - College of Engineering
Southeastern University	Texas A&M International University	The University of Texas at Austin - College of Liberal Arts
Southern Connecticut State University	Texas A&M University - Commerce	The University of Texas at Austin - College of Natural Sciences
Southern Illinois University - Carbondale - College of Business & Administration	Texas A&M University - Kingsville	The University of Texas at Dallas - Career Center
Southern Methodist University - Cox School of Business BBA	Texas Christian University - Career Services	
Southern Methodist University - Hegi Family Career Development Center	Texas Lutheran University	
Southern New Hampshire University	Texas State University - San Marcos	
Southern Polytechnic State University	Texas Tech University - Career Center	
Southern Utah University	Texas Wesleyan University	
Southern Vermont College	The American University of Paris	
Southwest Baptist University	The Catholic University of America	
Southwestern Assemblies of God University	The Chicago School of Professional Psychology	
Southwestern College - Kansas	The Citadel	
Southwestern Oklahoma State University	The City University of New York - Office of Student Affairs	
Southwestern University	The City University of New York - School of Professional Studies	
Spelman College	The College of Idaho	
Spring Arbor University	The College of New Jersey	
Spring Hill College	The College of Saint Rose	
Springfield College	The College of St. Scholastica	
St. Augustine College	The College of the Bahamas - Oakes Field Campus	
St. Bonaventure University	The Cooper Union for the Advancement of Science & Art	
St. Catherine University	The Culinary Institute of America	
	The George Washington University - Career Center	
	The George Washington University - College of Professional	

The University of Texas at San Antonio - Career Services	University of Connecticut - Department of Career Services	University of Minnesota - Twin Cities - St. Paul Campus Career Center
The University of Texas at Tyler	University of Dayton	University of Mississippi
The University of Texas of the Permian Basin	University of Delaware - Bank of America Career Services Center	University of Missouri - Columbia - Career Center
The University of the Arts	University of Denver - Career Center	University of Missouri - Columbia - College of Business
The University of Toledo	University of Detroit Mercy	University of Missouri - Kansas City
The University of Utah - Career Services	University of Evansville	University of Missouri - St. Louis
The University of Vermont	University of Great Falls	University of Mount Union
The University of West Alabama	University of Hartford	University of Nebraska - Lincoln - Career Services
Thiel College	University of Hawaii at Hilo	University of Nebraska at Kearney
Thomas College	University of Houston - C.T. Bauer College of Business	University of Nebraska at Omaha - The Career Center
Thomas Jefferson University	University of Houston - Clear Lake	University of New Haven
Thomas More College	University of Houston - Downtown	University of New Mexico
Touro College	University of Houston - University Career Services	University of North Alabama
Towson University	University of Houston - Victoria	University of North Dakota
Trine University	University of Idaho	University of North Florida
Trinity College	University of Illinois Alumni Association	University of North Texas
Trinity Western University	University of Illinois at Chicago - Office of Career Services	University of North Texas - Dallas
Troy University - Dothan Campus	University of Illinois at Springfield	University of Northern Iowa
Troy University - Troy Campus	University of Illinois at Urbana- Champaign - College of Business	University of Northwestern Ohio
Truman State University	University of Illinois at Urbana- Champaign - College of Engineering	University of Oregon
Tulane University	University of Illinois at Urbana- Champaign - The Career Center	University of Oregon - Materials Science Institute
Tulane University - A.B. Freeman School of Business	University of Indianapolis	University of Pittsburgh - College of Business Administration
Tuskegee University	University of La Verne	University of Pittsburgh - Office of Student Employment
Union College	University of Louisville	University of Pittsburgh at Greensburg
Universidad Popular Autonoma del Estado de Puebla	University of Louisville - College of Business & Public Administration	University of Pittsburgh at Johnstown
University of Alaska Fairbanks	University of Louisville - J.B. Speed School of Engineering	University of Puerto Rico - Bayamon
University of Arkansas - Fayetteville	University of Mary Hardin - Baylor	University of Redlands
University of Arkansas - Fayetteville - Sam Walton College of Business	University of Mary Washington	University of Richmond - Career Development Center
University of Arkansas - Fort Smith	University of Maryland - Baltimore County	University of Rochester - Career Center
University of Arkansas - Little Rock	University of Maryland - College Park - School of Public Policy	University of San Diego
University of Bridgeport	University of Maryland - Eastern Shore	University of San Francisco
University of Calgary - Haskayne School of Business	University of Massachusetts - Amherst	University of Science & Arts of Oklahoma
University of California - Berkeley	University of Massachusetts - Dartmouth	University of Sioux Falls
University of California - Irvine - Career Center	University of Massachusetts - Lowell	University of South Carolina - Columbia
University of California - Irvine - The Paul Merage School of Business	University of Miami - Toppel Career Center	University of South Carolina - Upstate
University of California - Riverside	University of Michigan - College of Engineering	University of South Florida - Sarasota/ Manatee
University of California - San Diego - Rady School of Management	University of Michigan - Dearborn	University of South Florida - St. Petersburg
University of California - Santa Barbara	University of Michigan - Flint	University of South Florida - Tampa - Career Center
University of California - Santa Cruz	University of Minnesota - Crookston	University of Southern California Career Center
University of Chicago	University of Minnesota - Twin Cities - Career Center for Science & Engineering	University of Southern Indiana
University of Cincinnati - Career Development Center		University of St. Francis
University of Cincinnati - Clermont College		University of St. Thomas
University of Cincinnati - Raymond Walters College		University of St. Thomas - St. Paul Campus
University of Colorado - Colorado Springs		University of Tampa

## Executive Summary

University of Texas at Arlington	Center	Pennsylvania
University of the Ozarks	Vaughn College of Aeronautics & Technology	West Texas A&M University
University of the Pacific	Villanova University	West Virginia University - College of Business & Economics
University of the Sciences in Philadelphia	Virginia Commonwealth University	Western Carolina University
University of the South	Virginia Intermont College	Western Connecticut State University
University of Toronto	Virginia Wesleyan College	Western Michigan University
University of Toronto at Mississauga	Viterbo University	Western Washington University
University of Virginia - University Career Service	Voorhees College	Westminster College - Missouri
University of Washington - Career Center	Wagner College	Westminster College - Utah
University of West Georgia	Walla Walla University	Wheaton College
University of Wisconsin - Green Bay	Walsh College - Troy Campus	Whitman College
University of Wisconsin - La Crosse	Walsh University	Wichita State University
University of Wisconsin - Madison - College of Engineering	Warren Wilson College	Willamette University
University of Wisconsin - Madison - College of Letters & Science	Wartburg College	William Jessup University
University of Wisconsin - Oshkosh	Washburn University	Williams Baptist College
University of Wisconsin - Parkside	Washington & Jefferson College	Williams College
University of Wisconsin - Stevens Point	Washington and Lee University	Wilmington College - Career Services
University of Wisconsin - Stout	Washington College	Wilmington University
University of Wyoming	Washington University in St. Louis - Olin Business School	Winona State University
Urbana University	Washington University in St. Louis - The Career Center	Winthrop University
Ursinus College	Wayne State College	Wisconsin Lutheran College
Utah Valley University	Wayne State University - Career Services	Wofford College
Valley City State University	Waynesburg University	Woodbury University
Valparaiso University	Webber International University	Worcester Polytechnic Institute
Vanderbilt University - The Career	Webster University - Career Services	Xavier University - Williams College of Business
	West Chester University of	Yeshiva University - Career Development Center
		Young Harris College

## About NACE

The National Association of Colleges and Employers (NACE) is the leading source of information about the employment of the college educated. NACE connects more than 5,200 college career services professionals at nearly 2,000 colleges and universities nationwide, and more than 3,000 HR/staffing professionals focused on college relations and recruiting. The professional association forecasts trends in the job market; conducts research into salaries, professional benchmarks, and best practices related to college recruiting and career services; and provides members with professional development opportunities. For more information, see [www.nacweb.org/membership\\_information/](http://www.nacweb.org/membership_information/).

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