ABOUT THE SURVEY

NACE’s 2012-13 Career Services Benchmark Survey was sent to 1,920 NACE member schools in September 2012. Data were collected through the end of December 2012, with 917 members responding, for a response rate of 47.8 percent. Those schools that chose to be listed as survey respondents appear in the appendix at the end of the report. For each question, percentage data are calculated based on the number of schools that responded to that particular question. Where the number of respondents is limited, readers are advised to view the data with caution. Totals throughout the report may not equal 100 due to rounding.

The 2012-13 Career Services Benchmark Survey is an effort to provide key data regarding the operations, structure, and staffing of career centers. The data are provided so that individual career centers can better judge their own operations by comparing themselves to centers nationally. While NACE has produced such a report for a number of years, there are significant differences in this year’s effort that need to be highlighted.

The 2012-13 Career Services Benchmark Survey is the first to include results from career centers at all types of institutions represented by NACE membership. In previous reports, NACE limited the data to career centers at four-year institutions. This year’s report contains data reported by two-year and four-year institutions. In the past, there was a concern about including two-year institutions as that information might impact the overall averages, making the report less valuable as a comparative tool. However, NACE research staff felt that the differences among four-year institutions were already so extensive that the overall national averages would not serve as the basic benchmarks for most end users. Research staff separated the results for the two-year institutions in more refined data tables, providing a broader array of information to serve a broader set of career centers.

To provide a more effective basis for benchmarking operations, this year’s report segments career centers according to the 2010 Carnegie Classification™ as reported in the Integrated Postsecondary Education Data System (IPEDS). The Carnegie Foundation for the Advancement of Teaching produces the most comprehensive taxonomy of institutions of higher learning, recognizing the significant levels of diversity in these institutions. The taxonomy is based on educational program, enrollment levels, and locational settings, and results in 34 different categories of schools in the United States. The Carnegie Classification™ is also the suggested basis for comparing institutions in the developing educational scorecard being launched by the U.S. Department of Education.
Many, but not all, of these categories are represented by NACE members who responded to this survey. To refine the benchmarking available to career centers, NACE produced data tables that divide the results by as many of the 34 classifications as possible. Also included is an additional classification for schools that are located outside of the United States. To help users identify their benchmark classification, responding career centers that agreed to be identified are listed in the appendix according to their Carnegie Classification™.

The final difference in this year’s report is that the text highlighting and explaining the results is limited. The key findings associated with each section are noted and the appropriate figures are referenced.

**Note:** Custom research based on this survey is available. Contact Edwin Koc for details (800.544.5272, ext. 164, ekoc@naceweb.org).

**NACE Research Staff**
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**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.naceweb.org/membership_information/](http://www.naceweb.org/membership_information/).
EXECUTIVE SUMMARY

OFFICE SPECIFICS

• Career center operations are predominantly centralized within one office at the college or university—85 percent of respondents report centralized operations. Decentralized offices are concentrated among the “very high” research universities—58 percent of the offices from such universities report a decentralized structure.

• More than half of offices report their office title is “career services.” Only 3 percent use the term “placement” in their office title.

• Most career centers are located within the division of student affairs at their college or university—57 percent of respondents report being part of student affairs.

• Overall, the career services office has an average of 2,423 square feet; however, the median is 1,165 square feet.

• On average, career centers have four rooms available for interviewing.

SERVICES OFFERED

• Counseling by appointment is a nearly universally available service among career centers—98 percent of centers report offering this service. Among the other services offered are online counseling, career classes, internship assistance, on-campus interviewing, career fairs, workshops, work/study, career assessment, credential files, and a career resources library.

• Approximately 64 percent of career centers report online counseling. The favored media used is e-mail.

• Only 28 percent of career centers offer academic counseling. Associate degree-level institutions are more likely to have that function.

• While nearly all domestic schools provide assistance to students who want internships, fewer than 75 percent of career centers at schools outside of the United States report assisting their students with internships at private- or public-sector employers.

• More than 90 percent of responding offices report sponsoring career fairs. Overall, career centers averaged three career fairs in 2011-12.

• Career assessment tools are provided by more than 91 percent of reporting centers. Most tools are provided through a computer program.

• The percentage of career services offices offering credential file service is decreasing. Only 21 percent of respondents provide credential services.
DESTINATION SURVEYS
• Almost 70 percent of respondents conduct a first-destination survey at graduation.
• By the time of the follow-up study (six to eight months after graduation), 59 percent of the members of the Class of 2011 were employed.
• Key destination results for the Class of 2012 are preliminary as the majority of schools had not finished surveying graduates. However, preliminary results show that 46 percent of Class of 2012 graduates are employed.

STAFFING
• The average of full-time equivalent (FTE) professional staff is 5.3, almost the same number reported in the past three surveys.
• The average student-to-professional staff level is 1,889 students to each career services professional.
• The average clerical support staff is 2.5 FTE.

COMPENSATION AND EXPERIENCE
• Of nine professional positions included in the 2012-13 report, six received salary increases.
• Directors command the highest salaries. The average salary for a director is $69,107, an increase of 2.7 percent. Directors average 16 years of experience.
• Assistant directors reported the largest increase—4 percent—to $46,445.

BUDGET
• The average non-personnel operating budget increased in 2012-13 from $63,086 to $69,887.
• The majority of career services offices are dependent on their institutions for their operating budgets. On average, career offices get 80 percent of their operating budgets from the institution.
• Fees account for 14 percent of operating budgets.
• About 21 percent of career services offices have a partnership program.

FEES
• Only 3 percent of schools report charging students for services. Fewer than 10 percent of career centers charge alumni for services.
• More than 98 percent of schools provide students with access to job listings; 97 percent offer career counseling; 75 percent have a resume referral service; and 69 percent provide testing services.
• The bulk of fee-based revenue for career centers comes from charges to employers, principally for exhibiting at college career fairs. The average career fair participation costs employers $248.
• Less than a quarter of schools offer banner advertising on their websites.
## ASSESSMENTS

- Just over half of career centers conducted an assessment of their operations within the last five years.
- About 51 percent use the NACE *Career Services Benchmark Survey* in their assessment review.

## TECHNOLOGY

- Ninety-eight percent of career centers have a website and sponsor online job postings.
- Online interview scheduling and online job postings are perceived as the most effective use of technical resources by more than 70 percent of those who use them.
- Just over 16 percent of career centers supply professional staff with a smartphone. Ninety-five percent give them to directors.
APPENDIX

PARTICIPATING RESPONDENTS (Alphabetical listing)

Adelphi University
Adirondack Community College - SUNY
Adrian College
AIB College of Business
Albany State University
Albion College
Albright College
Alfred State College - SUNY
Alfred University
Allegheny College
Alma College
Alverno College
American University - Career Center
American University - Kogod School of Business
American University of Kuwait
American University of Sharjah - School of Business & Management
Amherst College
Anderson University
Andrews University
Angelo State University
Arapahoe Community College
Arizona State University - Career Services
Arizona State University - Ira A. Fulton Schools of Engineering
Arizona State University - W.P. Carey School of Business - Undergraduate
Arkansas State University - Beebe
Armstrong Atlantic State University
Assumption College
Auburn University - Career Center
Auburn University - Montgomery
Augusta State University
Augustana College
Babson College
Baker University
Baldwin Wallace University
Ball State University - Career Center
Baptist Bible College & Seminary
Barry University
Barton College
Baruch College - Starr Career Development Center
Bates College
Becker College
Bellevue University
Belmont College
Belmont University
Beloit College
Benedictine University
Berea College
Bergen Community College
Bethany College
Bethany Lutheran College
Bethel College - Indiana
Bethel College - Kansas
Binghamton University - SUNY
Black Hills State University
Bloomfield College
Bob Jones University
Boise State University
Boston College - Career Center
Boston University - Center for Career Development
Bowie State University
Bowling Green State University
Bradley University - Smith Career Center
Brevard Community College - Cocoa Campus
Bridgepoint Education, Inc.
Bridgewater College
Bridgewater State University
Bingham Young University - Idaho
Brock University
Brooklyn College
Broome Community College - SUNY
Brown Mackie College - Miami
Brown University
Bryant University
Bucknell University - Career Development Center
Bueno Vista University
Buffalo State College - SUNY
Butler Community College - El Dorado Campus
Butler University
Cabrini College
California Maritime Academy
California State University - Bakersfield
California State University - Chico
California State University - East Bay
California State University - Long Beach
California State University - Monterey Bay
California State University - Northridge
California State University - Sacramento
California State University - San Bernardino
Cameron University
Campbell University
Canisius College
Cape Cod Community College
Cape Fear Community College
Capilano University - School of Business
Capital University
Cardinal Stritch University
Carlow University
Carroll College
Carthage College
Casper College
Cazenovia College
Cedarville University
Centenary College of Louisiana
Central Connecticut State University
Central Michigan University
Central Pennsylvania College
Centre College
Cerritos College
Chadron State College
Chaffey College
Chamberlain College of Nursing
Champlain College - Burlington
Chapman University
Chattanooga State Community College
Cheyney University
Christian Brothers University
City College of San Francisco
Clark University
Clarkson University
Clayton State University
Cleary University - Howell Campus
Clemson University
Coe College
Coker College
College of Coastal Georgia
College of Mount St. Joseph
College of Saint Benedict
College of St. Joseph
College of the Holy Cross
Colorado State University - Pueblo
Colorado State University - The Career Center
Columbia College
Columbia Southern University
Columbus State Community College
Community College of Denver
Concordia - Nebraska
Concordia College
Concordia University - Irvine
Concordia University - Texas
Concordia University - Wisconsin
Connecticut College
Cornell College
Cornerstone University
County College of Morris
Covenant College
Curry College
Cuyahoga Community College - District Office
Daemen College
Dakota State University
Daniel Webster College
Danville Area Community College
Davenport University - Lansing
Davidson College
Dean College
Defiance College
Delta College
Denison University
DePaul University
DePauw University
DeSales University
Devry University - Miramar
Dominican University
Donna Ana Community College
Drake University
Drew University
Drexel University - Steinbright Career Development Center
D’Youville College
East Carolina University - College of Business
East Stroudsburg University of Pennsylvania
Eastern Connecticut State University
Eastern Kentucky University
Eastern Mennonite University
Eastern Michigan University - Career Services Center
Eastern Nazarene College
Eastern Oregon University
Eastfield College
Eckerd College
Edison Community College
Elmhurst College
Elms College
Elon University
Embry-Riddle Aeronautical University - Daytona Beach Campus
Embry-Riddle Aeronautical University - Prescott Campus
Emerson College
Emmanuel College
Emory & Henry College
Emory University - Goizueta Business School
Emporia State University
Essex County College
Fairleigh Dickinson University - College at Florham
Felician College
Ferrum College
Florida A&M University
Florida Gulf Coast University
Florida International University
Florida International University - College of Business Administration Florida Southern College
Florida State University
Fontbonne University
Fordham University
Fort Lewis College
Fountainhead College of Technology
Francis Marion University
Franciscan University of Steubenville
Franklin & Marshall College
Franklin College
Franklin W. Olin College of Engineering
Fresno Pacific University
Frostburg State University
Furman University
Gannon University
Gaviian College
George Mason University - University Career Services
Georgetown College
Georgetown University - Career Education Center
Georgia College & State University
Georgia State University - Andrew Young School
Georgia State University - J. Mack Robinson College of Business
Golden Gate University
Gonzaga University
Goodwin College
Goucher College
Grace College
Grantham University
Green Mountain College
Greenville Technical College - Bartons
Grinnell College
Grove City College
Guilford College
Gustavus Adolphus College
Gwinnett Technical College
Hamilton College
Hamilton Technical College
Hampton College
Hampton University
Hanover College
Harding University
Hardin-Simmons University
Harper College
Harvard University - Faculty of Arts & Sciences
Harvard University - Graduate School of Education
Hawkeye Community College
Heartland Community College
HEC Montreal
Henderson Community College
Henderson State University
Henry Ford Community College
Herzing University
Hiram College
Holy Names University
Hope College
Hostos Community College
Houston Baptist University
Hult International Business School
Humboldt State University
Huntington University
Husson University
Huston-Tillotson University
Idaho State University
Illinois College
Illinois State University
Illinois Wesleyan University
Immaculata University
Indiana Institute of Technology
Indiana State University
Indiana University - Bloomington - College of Arts & Sciences
Indiana University - Bloomington - Kelley School of Business - Undergraduate
Indiana University - Kokomo
Indiana University - Purdue University - School of Informatics
Indiana University - Southeast
Indiana University-Purdue University - Fort Wayne
Iona College
Iowa State University - College of Engineering
Iowa State University - College of Liberal Arts & Sciences
Ithaca College
Ivy Tech Community College - Fort Wayne
Ivy Tech Community College - Gary
Ivy Tech Community College - Indianapolis
John Brown University
John Carroll University
John Jay College of Criminal Justice
Johnson C. Smith University
Johnson County Community College
Juniata College
Kalamazoo College
Kansas State University
Kansas Wesleyan University
Kennesaw State University
Kent State University
Keystone College
Kilgore College
King's College
Kingsborough Community College
Knox College
Koc University
Kutztown University of Pennsylvania
La Salle University
Lafayette College
Laguna College of Art & Design
Lake Forest College
Lakeland College
Lakeland Community College
Lake-Summer Community College - Leesburg
Lawrence Technological University
LDS Business College
Lebanon Valley College
Lehigh Carbon Community College
Lehman College
Lesley University
Liberty University
Life University
Lindsey Wilson College
Linfield College
Lipscomb University
Lone Star College - Montgomery
Lone Star College - North Harris
Los Angeles Pierce College
Louisiana State University in Shreveport
Layola University Chicago - Quinlan School of Business
Layola University New Orleans - Career Development Center
Luzerne Community College
Lyon College
Macalester College
Macomb Community College - South Campus
Macon State College
Malone University
Manchester University
Manhattanville College
Marietta College
Marist College
Marquette University
Mars Hill College
Mary Baldwin College
Maryhill University
Marymount College
Marymount Manhattan College
Marymount University
Maryville College
Massachusetts College of Pharmacy & Health Sciences
Massachusetts Institute of Technology - Careers Office
Massachusetts Maritime Academy
McDaniel College
McKendree University
McMaster University
McMurry University
Mercy College - Dobbs Ferry
Mercyhurst University
Meredith College
Merrimack College
Mesa Community College
Metropolitan Community College - Penn Valley
Metropolitan State University - St. Paul Campus
Metropolitan State University of Denver
Miami University
Miami University - Hamilton
Michigan Technological University
Middlebury College
Midlands Technical College
Miller-Motte Technical College - Clarksville Campus
Millersville University
Millikin University
Mills College
Millikans College
Milwaukee Area Technical College
Milwaukee Institute of Art & Design
Milwaukee School of Engineering
Minneapolis College of Art & Design
Minnesota State University - Mankato
MiraCosta College
Mississippi College
Mississippi College
Mississippi Valley State University
Missouri Baptist University
Missouri Southern State University
Missouri State University - Springfield Campus
Missouri University of Science & Technology
Mitchell College
Molloy College
Monmouth University
Monroe College - Bronx Campus
Monroe College - New Rochelle Campus
Montana State University - Billings
Montana State University - Northern
Montana Tech of The University of Montana
Montclair State University
Morehead State University
Morgan State University
Mount Aloysius College
Mount Royal University
Mount St. Mary College
Mount Vernon Nazarene University
MT. Mary College
Mt. San Antonio College
Muhlenberg College
Murray State University
National Park Community College
Naugatuck Valley Community College
Neumont University
New College of Florida
Neumann University
Neumann University
## Participating Career Centers by Carnegie Classification

### Associate – For-Profit Institution
- Columbia College
- Miller-Motte Technical College - Clarksville Campus
- Pittsburgh Technical Institute
- West Tennessee Business College

### Associate – For-Profit, Four-Year, Primarily Associate School
- Brown Mackie College – Miami

### Associate – Not-For-Profit Institution
- Goodwin College
- LDS Business College
- Marymount College
- Young Harris College

### Associate – Not-For-Profit, Four-Year, Primarily Associate School
- Dean College

### Associate – Public, Two-Year Under a Four-Year University
- Arkansas State University - Beebe
- Dona Ana Community College
- The University of Montana - Helena College of Technology
- University of Cincinnati - Clermont College
- University of Cincinnati - Raymond Walters College

### Associate – Public, Four-Year, Primarily Associate School
- Miami University - Hamilton
- Oklahoma State University - Oklahoma City

### Associate – Public, Rural, Large Institution
- Brevard Community College - Cocoa Campus
- Browne Community College - SUNY
- Cape Fear Community College
- Chattanooga State Community College
- Chehokeka Community College
- Danville Area Community College
- Delta College
- Hawkeye Community College
- Heartland Community College
- Naugatuck Valley Community College
- Northland Pioneer College
- Northwest Arkansas Community College - Bentonville
- Orange County Community College
- Parkland College
- Shelton State Community College

### Associate – Public, Rural, Medium Institution
- Adirondack Community College - SUNY
- Belmont College
- Cape Cod Community College
- Casper College
- College of Coastal Georgia
- Henderson Community College
- Kilgore College
- National Park Community College
- North Idaho College
- Northeast Community College
- Northwest State Community College
- Richland Community College
- Sandhills Community College - Career Services
- Sheridan College
- Southwest Virginia Community College
- SUNY Ulster County Community College
- Terra Community College
- Wallace State Community College
- Western Technical College
- Texas State Technical College - West Texas Sweetwater

### Associate – Public, Suburban, Multi-Campus Institution
- Arapahoe Community College
- Butler Community College - El Dorado Campus
- Chaffey College
- Henry Ford Community College
- Lake-Sumter Community College-Leesburg
- Lone Star College - Montgomery
- Lone Star College - North Harris
- Macomb Community College - South Campus
- MiraCosta College
- Northampton Community College
- Palm Beach State College - Palm Beach Gardens Campus
- Suffolk County Community College - Ammerman Campus

### Associate – Public, Suburban, Single Campus Institution
- Bergen Community College
- Cerroitos College
- County College of Morris
- Edison Community College
- Gavilan College
- Gwinnett Technical College
- Harper College
- Johnson County Community College
- Lakeland Community College
- Lehigh Carbon Community College
- Luzerne County Community College
- Mt. San Antonio College
- Raritan Valley Community College
- Rose State College
- Volunteer State Community College
- Weatherford College
- Westchester Community College

### Associate – Public, Urban, Multi-Campus Institution
- Chandler-Gilbert Community College - Pecos Campus
- City College of San Francisco
- Community College of Denver
- Cuyahoga Community College - District Office

### Associate – Public, Urban, Single Campus Institution
- Columbus State Community College
- Ivy Tech Community College - Fort Wayne
- Ivy Tech Community College - Indianapolis

### Baccalaureate – Arts & Sciences
- Albion College
- Albright College
- Allegheny College
- Alma College
- Amherst College
- Bates College
- Beloit College
- Berea College
- Bethany College
- Bethany Lutheran College
- Bloomfield College
- Bridgewater College
- Bucknell University - Career Development Center
- Carthage College
- Centenary College of Louisiana
- Centre College
- Coe College
- College of Saint Benedict
- College of the Holy Cross
- Concordia College
- Connecticut College
- Cornell College
- Davidson College
- Denison University
- DePauw University
- Drew University
- Eastern Mennonite University
- Eastern Nazarene College
- Eckerd College
- Emory & Henry College
- Fort Lewis College
- Fort Lewis College
Franklin & Marshall College
Furman University
Georgetown College
Goucher College
Green Mountain College
Grinnell College
Grove City College
Guilford College
Gustavus Adolphus College
Hamilton College
Hampden-Sydney College
Hampshire College
Hanover College
Hiram College
Hope College
Huston-Tillotson University
Illinois College
Illinois Wesleyan University
Johnson C. Smith University
Juniata College
Kalamazoo College
Knox College
Lafayette College
Lake Forest College
Life University
Linfield College
Lyon College
Macalester College
Marymount Manhattan College
Maryville College
McDaniel College
Middlebury College
Millsaps College
Muhlenberg College
New College of Florida
New York Institute of Technology - Old Westbury
Northland College
Occidental College
Ohio Wesleyan University
Pennsylvania State University - Beaver
Presbyterian College
Reed College
Rhodes College
Ripon College
Roanoke College
Saint John's University
Saint Mary's College
Saint Michael's College
Sarah Lawrence College
Scripps College
Siena College
Southwestern University
St. John's College - Annapolis Campus
St. Norbert College
St. Olaf College
Stonehill College - Career Services
SUNY Purchase College
Susquehanna University
Swarthmore College - Career Services
The College of Idaho
University of Hawaii at Hilo
University of Richmond - Office of Alumni & Career Services
University of the South
University of Virginia - College at Wise
Urinesis College
Vassar College

Virginia Intermont College
Virginia Military Institute
Warren Wilson College
Wartburg College
Washington & Jefferson College
Washington College
Wells College
Westminster College - Missouri
Westminster College - Pennsylvania
Wheaton College
Willamette University
William Peace University
Williams College
Wisconsin Lutheran College
Wofford College
Xavier University of Louisiana

BACCALAUREATE – DIVERSE FIELDS
Adrian College
Athens State University
Augustana College
Barton College
Becker College
Bethel College – Indiana
Bethel College – Kansas
Brigham Young University - Idaho
Buena Vista University
California Maritime Academy
Carroll College
Cazenovia College
Cedarville University
Chadron State College
Champlain College
Chancellor University
Clayton State University
Coker College
Covenant College
Daniel Webster College
Defiance College
Elms College
Embry-Riddle Aeronautical University - Prescott Campus
Emmanuel College
Ferrum College
Florida Southern College
Franklin College
Grace College
Harris-Stowe State University
Huntington University
Indiana University - Kokomo
John Brown University
Kansas Wesleyan University
Keystone College
Lebanon Valley College
Macom State College
Manchester University
Marian University
Marietta College
Mars Hill College
Massachusetts Maritime Academy
McMurry University
Meredith College
Merrimack College
Metropolitan State University of Denver
Millikin University
Missouri Southern State University

Mitchell College
Montana State University - Northern
Montana Tech of The University of Montana
Northwest Christian University
Northwestern College - Minnesota
Notre Dame College
Oakwood University
Ohio Northern University - Office of Career Services
Berea College
Oklahoma Baptist University
Olivet College
Oregon Institute of Technology
Peirce College
Purdue University - North Central
Reinhardt University - Waleska Campus
Rocky Mountain College
Seton Hill University
Silver Lake College
Southeastern University
St. Andrews Presbyterian College
Taylor University - Upland Campus
Texas Lutheran University
The Cooper Union for the Advancement of Science & Art
Thiel College
Thomas College
Trine University
Tuskegee University
University of Arkansas - Pine Bluff
University of Minnesota - Crookston
University of Mount Union
University of Puerto Rico - Bayamón
University of South Carolina - Upstate
University of the Ozarks
Urbana University
Valley City State University
Vanguard University
Voorhees College
Waldorf College
Wentworth Institute of Technology
Wilmington College - Career Services

BACCALAUREATE/ASSOCIATE
Allegheny College - SUNY
Monroe College - New Rochelle Campus
Mount Aloysius College
St. Petersburg College - St. Petersburg
SUNY Cableskill
University of Arkansas - Fort Smith
Vaugn College of Aeronautics & Technology

MASTER’S – LARGE
Alfred University
Anderson University
Armstrong Atlantic State University
Auburn University - Montgomery
Augusta State University
Baker University
Baldwin Wallace University
Baruch College - Starr Career Development Center
Bellevue University
Belmont University
Boise State University
Bradley University - Smith Career Center
Bridgewater State University
Brooklyn College
Buffalo State College - SUNY
Cabrini College
California State University - Bakersfield
California State University - Chico
California State University - East Bay
California State University - Long Beach
California State University - Northridge
California State University - Sacramento
California State University - San Bernardino
Campbell University
Canisius College
Central Connecticut State University
Chaminade University of Honolulu
Chapman University
Columbia Southern University
Concordia University - Irvine
Concordia University - Texas
Concordia University - Wisconsin
Cornerstone University
Daemen College
DeSales University
Devry University - Miramar
Dominican University
Drake University
D’Youville College
East Stroudsburg University of Pennsylvania
Eastern Kentucky University
Eastern Michigan University - Career Services Center
Emerson College
Emporia State University
Fairleigh Dickinson University - College at Florham
Florida Gulf Coast University
Fontbonne University
Frostburg State University
Gannon University
Georgia College & State University
Golden Gate University
Gonzaga University
Harding University
Indiana University - Southeast
Indiana University-Purdue University Fort Wayne
Iona College
Ithaca College
John Carroll University
John Jay College of Criminal Justice
Kennesaw State University
Kutztown University of Pennsylvania
La Salle University
Lakeland College
Lawrence Technological University
Lehman College
Lesley University
Liberty University
Lipscomb University
Long Island University - New York City
Loyola University New Orleans - Career Development Center
Manhattanville College
Marist College
Marylhurst University
Marymount University
McKendree University
Mercy College - Dobbs Ferry
Millersville University
Minnesota State University - Mankato
Mississippi College
Missouri Baptist University
Missouri State University - Springfield Campus
Monmouth College
Montclair State University
Montgomery College
Mount Mary College
Murray State University
Niagara University
North Carolina Central University
Northeastern State University
Northern Kentucky University
Northwest Missouri State University
Notre Dame of Maryland University
Olivet Nazarene University
Philadelphia University
Pittsburgh State University
Plattsburgh State - SUNY
Plymouth State University
Point Park University
Providen College
Purdue University - Calumet
Rivier College
Robert Wesleyan College
Roosevelt University
Sacred Heart University - Office of Career Development
Saint Mary’s College of California
Saint Xavier University
Salisbury University
San Francisco State University
Seattle Pacific University
Shippensburg University
Simmons College - Career Education Center
Slippery Rock University of Pennsylvania
Southern New Hampshire University
Southwest Baptist University
Spring Arbor University
Springfield College
St. Bonaventure University
St. Catherine University
St. Cloud State University
St. Edward’s University
St. Mary’s University
Stetson University
Sul Ross State University
SUNY at Potsdam
SUNY Cortland
SUNY New Paltz
Tarleton State University
Texas State University - San Marcos
The Citadel
The University of Texas at Tyler
Towson University
University of Central Arkansas
University of Central Missouri
University of Dallas
University of Detroit Mercy
University of Hartford
University of Houston - Victoria
University of Illinois at Springfield
University of Indianapolis
University of Massachusetts - Dartmouth
University of Nebraska at Kearney
University of New Haven
University of North Alabama
University of North Florida
University of Northern Iowa
University of Scranton
University of Southern Indiana
University of Southern Maine
University of West Georgia
University of Wisconsin - La Crosse
University of Wisconsin - Stout
Valdosta State University
Valparaiso University
Villanova University
Viterbo University
Wayne State College
Waynesburg University
Webster University - Career Services Center
West Chester University of Pennsylvania
West Texas A&M University
Western Carolina University
Western Illinois University
Western Kentucky University
Western Washington University
Winthrop University
Xavier University - Career Services Center
Youngstown State University

MASTER’S - MEDIUM
Albany State University
Angelo State University
Assumption College
Bryant University
Butler University
Capital University
Carlow University
Christian Brothers University
College of Mount St. Joseph
Curry College
Davenport University - Lansing
Elmhurst College
Emory-Riddle Aeronautical University - Daytona Beach Campus
Franciscan University of Steubenville
Fresno Pacific University
Hampton University
Hardin-Simmons University
Henderson State University
Holy Names University
Houston Baptist University
Humboldt State University
Husson University
Lindsey Wilson College
Louisiana State University in Shreveport
Malone University
Metropolitan State University - St. Paul Campus
Mills College
Mississippi Valley State University
Montana State University - Billings
Mount Vernon Nazarene University
North Central College
Northern Michigan University
Otterbein University
Pacific Lutheran University
Palm Beach Atlantic University
Rutgers University - Camden
Saint Joseph’s College of Maine
Samford University
Southeastern Oklahoma State University
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Massachusetts Institute of Technology - Careers Office
Mississippi State University
New York University - The Wasserman Center for Career Development
North Carolina State University
North Dakota State University
Northwestern University
Purdue University - Center for Career Opportunities
Purdue University - College of Liberal Arts
Purdue University - Krannert School of Management - Graduate
Rutgers University
Stony Brook University
Texas A&M University - Career Center
Texas A&M University - George Bush School of Government & Public Service
The George Washington University - Career Center
The Johns Hopkins University - Carey Business School
The Ohio State University - College of Engineering
The Ohio State University - Max M. Fisher College of Business
The University of Alabama at Birmingham
The University of Arizona - Career Services
The University of Chicago - Alumni Relations & Development
The University of Kansas - School of Engineering
The University of Kansas - College of Engineering
The University of North Carolina at Chapel Hill - University Career Services
The University of South Carolina - College of Engineering
The University of Alabama at Birmingham - O’Quinn Career Center
The University of Alabama at Birmingham - College of Business
University of Illinois - Chicago
University of Illinois at Chicago - College of Business Administration
University of Illinois at Urbana-Champaign - College of Engineering
University of Illinois at Urbana-Champaign - The Career Center
University of Kentucky - Gatton College of Business & Economics
University of Kentucky - James W. Stuckert Career Center
University of Louisville - College of Business & Public Administration
University of Louisville - J.B. Speed School of Engineering
University of Maryland - College Park - Robert H. Smith School of Business
University of Miami - Toppel Career Center
University of Michigan - College of Engineering
University of Minnesota - Twin Cities - Career Center for Science & Engineering
University of Missouri - Columbia - College of Business
University of Nebraska - Lincoln - Career Services
University of New Mexico
University of Oregon - Portland
University of Pittsburgh - Office of Student Employment
University of Rochester - Career Center
University of South Carolina - Columbia
University of South Florida - Tampa - Career Center
University of Southern California - School of Policy, Planning, & Development
University of Virginia - Frank Batten School of Leadership & Public Policy
University of Virginia - University Career Services
University of Washington - Career Center
University of Wisconsin - Madison - College of Engineering
Vanderbilt University - The Career Center
Washington State University - Pullman
Washington University in St. Louis - Olin Business School
Washington University in St. Louis - The Career Center
Wayne State University - Career Services
Yeshiva University - Career Development Center

SCHOOLS OF ART, MUSIC, AND DESIGN
Laguna College of Art & Design
Milwaukee Institute of Art & Design
Minneapolis College of Art & Design
Rhode Island School of Design
Santa Fe University of Art and Design
Savannah College of Art & Design
The University of the Arts

SCHOOLS OF BUSINESS AND MANAGEMENT
ABK College of Business
Babson College

Clear University - Howell Campus
Indiana Institute of Technology
Northwood University - Florida Campus
Northwood University - Michigan Campus
Walsh College - Troy Campus

SCHOOLS OF ENGINEERING
Franklin W. Olin College of Engineering
Rose-Hulman Institute of Technology

OTHER TECHNOLOGY-RELATED SCHOOL
Fountainhead College of Technology
Hamilton Technical College
Neumont University

MEDICAL SCHOOLS AND MEDICAL CENTERS
Thomas Jefferson University

OTHER HEALTH PROFESSION SCHOOLS
Massachusetts College of Pharmacy & Health Sciences

BIBLE COLLEGES AND OTHER FAITH-RELATED INSTITUTIONS
Baptist Bible College & Seminary
Bob Jones University

NOT IN CARNEGIE UNIVERSE
Bridgepoint Education, Inc.
Chamberlain College of Nursing
Herzing University
Hult International Business School
Prospect Education
Texas A&M University - San Antonio
The Chicago School of Professional Psychology
University of California - Merced
University of Illinois Alumni Association

SCHOOLS OUTSIDE OF THE UNITED STATES
American University of Kuwait
American University of Sharjah - School of Business & Management
Brock University
Capilano University - School of Business
HEC Montréal
Koc University
McMaster University
Mount Royal University
Northern Caribbean University
Politecnico di Milano
Sabanci University
The American University of Paris
The College of the Bahamas - Oakes Field Campus
The University of Hong Kong
The University of Queensland
Trinity Western University
Université Laval
University of Alberta - CAPS Career Centre
University of Limerick
University of Ottawa