



EXECUTIVE SUMMARY

NACE 2013-14 Career Services Benchmark Survey for Colleges And Universities



ABOUT THE SURVEY

The *2013-14 Career Services Benchmark Survey* is an effort to provide key data regarding the operations, structure, and staffing of college career centers. The data are provided so that individual centers can better evaluate their own operations by comparing themselves to their peers nationwide.

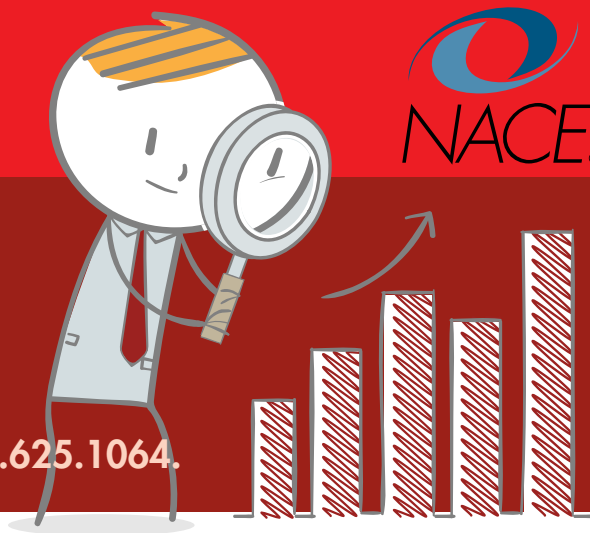
NACE's *2013-14 Career Services Benchmark Survey* was sent to 1,969 NACE member schools in September 2013. Data were collected through the end of December 2013, with 881 members participating in the survey—a response rate of 44.7 percent. Schools that chose to be listed as survey respondents appear in the appendix at the end of this report.

For each question, overall figures are calculated based on the number of respondents answering that question, which may or may not be equal to our total sample size. Survey items that yielded a particularly low response rate should be considered with caution and are noted as such in the text. The sum of displayed percentage breakdowns may not equal 100 due to rounding. Carnegie Classification cohorts with fewer than five responses for a particular survey item were/are omitted from those respective tables, but their responses are still used to calculate the displayed summary statistics.”

Peer Institution Comparison Report Now Available

Find out how your operation compares to those of a group of peer institutions you select. (Reports start at \$300.)

Contact Ed Koc, ekoc@nacweb.org, 610.625.1064.



To provide a more effective basis for drawing school-to-school comparisons, this report identifies career centers according to their college type as defined by the 2010 Carnegie Classification™, which is drawn from 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 Classifications™ are also the suggested basis for comparing institutions in the educational scorecard being developed by the U.S. Department of Education.

Note: Custom research based on this survey is available. Contact Edwin Koc for details (610.625.1064, ekoc@nacweb.org).

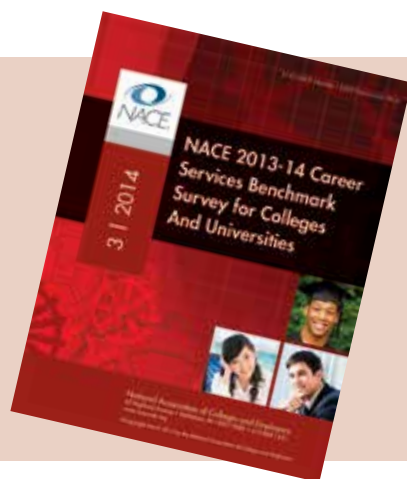
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ABOUT NACE

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.nacweb.org/membership/index.aspx.

Get the
Full
Report



See www.nacweb.org/career-services-survey/ for details about how to order.



EXECUTIVE SUMMARY

OFFICE STRUCTURE

- More than four out of five career services offices have centralized operations.
- More than half of respondents report that the titles of their offices include “career services.”
- Just over half of career services operations are housed within the student affairs division of their larger university systems. Doctorate-granting universities are more likely to have separate operations housed within individual schools and colleges.
- The mean size of a career services office is 2,688 square feet, while the median is 1,200 square feet.

SERVICES OFFERED

- Career counseling by appointment and “drop-in” career counseling are offered by most career services offices.
- Almost three out of four offices offer career counseling via the Internet. Among respondents who offer online counseling, most use e-mail.
- Academic counseling is offered by about a quarter of offices—primarily at associate-degree colleges.
- Services commonly offered by career services offices (i.e., offered by at least 50 percent of respondents) are:
 - career fairs
 - specialized career fairs
 - on-campus interview programs
 - career workshops
 - work/study programs
 - in-office student employment
 - career assessment tools
 - career resources libraries

- Academic internships are offered by four out of five responding institutions. Career services offices are more likely to assist students with securing employer internships rather than academic internships.
- 83.1 percent of career services offices work with their universities' academic departments. Of those, almost two-thirds collaborate to place students in both academic and employer internships.
- Nearly all respondents sponsor career fairs, and about half sponsor specialized career fairs. On average, respondents sponsor four career fairs each year.

DESTINATION SURVEYS

- 70.7 percent of career services offices conduct a first-destination survey at or near graduation.
- 69 percent conduct a post-graduation follow-up survey.
- On average, follow-up surveys are conducted seven months after graduation.

STAFFING, SALARIES, AND EXPERIENCE

- The average students-per-staff ratio is 2,370.2 per staff member.
- Directors earn the highest annual salaries, at around \$70,000.

BUDGET

- Essentially unchanged from the 2012-13 survey, the median non-personnel operating budget is \$34,000.
- More than three-quarters of institutions rely on institutional funding for their annual budgets. Larger schools generate revenue from service fees.
- About one-fifth of career services offices have partnership programs with employers.

FEES

- Few career services offices charge fees to students for services.
- A fifth of respondents charge students for testing services. Two out of five charge alumni a testing service fee.
- The bulk of fee-based revenue for career services offices comes from charging employers to participate in career fairs.
- The median career fair fee ranges from \$125 to \$225.
- Few offices charge employers a fee to participate in on-campus interviewing.
- Resume books are provided to employers by more than half of respondents.

ASSESSMENTS

- Just over half of respondents conducted an assessment of their operations within the past five years.
- The mostly commonly used assessment tool used is the *NACE Professional Standards*.

TECHNOLOGY

- Almost all career services offices have an online job-posting system.
- Respondents rated online interview scheduling and online job-posting systems as the two most effective technologies.



APPENDIX

PARTICIPATING SCHOOLS *(Alphabetical listing)*

Abilene Christian University	Bethel College-North Newton	Cardinal Stritch University	Colorado State University -Fort
Adelphi University	Bethune-Cookman University - School of Business	Carleton College	Collins - The Career Center
Agnes Scott College	Binghamton University - SUNY	Carlow University	Columbia College South Carolina
Alabama State University	Binghamton University SUNY - CCPA	Carnegie Mellon University - Career and Professional Development Center	Columbus State Community College
Albion College	Bluffton University	Carroll College	Columbus State University
Albright College	Bob Jones University	Carthage College	Community College of Allegheny County
Alfred State College - SUNY	Boise State University	Case Western Reserve University - Case Career Center	Community College of Denver
Alfred University	Boston College - Career Center	Casper College	Concordia College-New York
Alma College	Boston University – Center for Career Development	Cazenovia College	Concordia University - Irvine
American International College	Bradley University - Smith Career Center	Cedar Crest College	Concordia University - Nebraska
American Public University System	Brandeis University	Cedarville University	Concordia University - Texas
American University - Kogod School of Business	Bridgewater College	Centenary College of Louisiana	Concordia University - Wisconsin
Amherst College	Brigham Young University - Idaho	Central New Mexico Community College	Connecticut College
Anderson University	Brookdale Community College	Central Penn College	Cornell College
Angelo State University	Broome Community College - SUNY	Central Texas College	Cornerstone University
Aquinas College	Brown University	Centre College	Covenant College
Arcadia University	Bryant University	Chadron State College	Crowder College
Arizona State University - Career Services	Buena Vista University	Chaffey College	Crown College
Arizona State University - W.P. Carey School of Business- Undergraduate	Buffalo State College - SUNY	Chamberlain College of Nursing	Cuyahoga Community College - District Office
Arkansas State University	Butler Community College	Chaminade University of Honolulu	D'Youville College
Armstrong Atlantic State University	Butler University	Chapman University - George L. Agros School of Business and Economics	Daemen College
Asbury University	Caldwell College	Chattahoochee Technical College	Danville Area Community College
Ashford University	California College of Arts	Chemeketa Community College	Davenport University
Assumption College	California Polytechnic State University	Christian Brothers University	Davidson College
Athens State University	California State Polytechnic University- Pomona	Claflin University	Defiance College
Auburn University - Career Center	California State University - Chico	Claremont McKenna College	Delaware State University
Aurora University	California State University - East Bay	Clarion University of Pennsylvania	Denison University
Austin Community College	California State University - Long Beach	Clark University	DePaul University
Austin Peay State University	California State University - Los Angeles	Clarkson University	DeSales University
Azusa Pacific University	California State University - Northridge	Clayton State University	Drake University
Baker College Online	California State University - Sacramento	Clemson University	Drew University
Baker University	California State University - San Bernardino	Coe College	Drury University
Ball State University - Career Center	Cameron University	Colby College	Duke University - Career Center
Bard College at Simon's Rock	Cape Cod Community College	Colgate University	East Carolina University - The Career Center
Baruch College - Starr Career Development Center	Cape Fear Community College	College of Charleston	East Central University
Bates College	Capilano University - School of Business	College of Charleston - REACH Program	East Stroudsburg University of Pennsylvania
Baylor University	Capilano University - Student Employment Services	College of Coastal Georgia	East Tennessee State University
Becker College	Capital University	College of Saint Benedict	Eastern Illinois University
Bellarmino University		College of Southern Nevada	Eastern Mennonite University
Belmont Abbey College		College of St. Joseph	Eckerd College
Belmont University		College of the Holy Cross	Edison State College
Bemidji State University		Colorado College	Elmhurst College
Berea College		Colorado Heights University	Elmira College
Berry College		Colorado State University - Pueblo	Elon University
Bethany College			Embry-Riddle Aeronautical University - Daytona Beach Campus
Bethany Lutheran College			

Emerson College	Hartwick College	Lafayette College	Millersville University
Emory University - Career Center	Harvard University - Faculty of Arts & Sciences	LaGuardia Community College	Millikin University
Emory University - Goizueta Business School	Harvey Mudd College	Laguna College of Art & Design	Mills College
Emporia State University	Haverford College - Center for Career & Professional Advising	Lake Forest College	Millsaps College
Erie Community College	HEC Montreal	Lake-Sumter Community College	Milwaukee Institute of Art & Design
Essex County College	Helena College - The University of Montana	Lakeland College	Milwaukee School of Engineering
Evangel University	Hendrix College	Lakeland Community College	Minneapolis College of Art & Design
Fairfield University	High Point University	Lamar University	Minnesota State University - Mankato
Fairleigh Dickinson University - College at Florham	Hofstra University	Lawrence Technological University	Minnesota State University Moorhead
Farmingdale State College - SUNY	Holyoke Community College	Lebanon Valley College	MiraCosta College
Ferris State University	Hope College	Lee University	Mississippi College
Finger Lakes Community College	Hostos Community College	Lehigh Carbon Community College	Mississippi State University
Florida Atlantic University	Houghton College	Lewis University	Mississippi Valley State University
Florida Gulf Coast University	Houston Baptist University	Lindenwood University	Missouri Southern State University
Florida International University	Husson University	Linfield College	Missouri State University - Springfield Campus
Florida State University	Idaho State University	Lipscomb University	Missouri State University - Technology
Fontbonne University	Illinois Institute of Technology - Career Management Center	Lone Star College - Montgomery	Mitchell College
Fordham University - Rose Hill Campus	Illinois Institute of Technology - Stuart School of Business	Lorain County Community College	Monmouth University
Framingham State University	Illinois State University	Louisiana State University - Career Services	Montana State University - Billings
Franciscan University of Steubenville	Immaculata University	Louisiana State University in Shreveport	Montana Tech of The University of Montana
Franklin College	Indiana Institute of Technology	Loyola Marymount University	Montgomery College
Frederick Community College	Indiana State University	Loyola University Chicago - Quinlan School of Business	Moore College of Art & Design
Fresno Pacific University	Indiana State University - Bloomington - Kelley School of Business - Undergraduate	Luzerne County Community College	Moraine Park Technical College
Fullerton College	Indiana University - Bloomington - School of Informatics	Lynchburg College	Moravian College
Furman University	Indiana University - Bloomington - School of Public & Environmental Affairs	Lyon College	Morehead State University
Gannon University	Indiana University - Kokomo	Macomb Community College - South Campus	Mount Saint Mary College
Gardner-Webb University	Indiana University-Purdue University Fort Wayne	Madison Area Technical College	Mount St. Mary's University
Geneva College	Indiana University-Purdue University Indianapolis - School of Informatics	Madison Media Institute	Muhlenberg College
George Mason University	Indiana University-Purdue University Indianapolis - School of Science	Manchester Community College	Murray State University
Georgetown College	Iona College	Manchester University	National-Louis University
Georgetown University - Career Education Center	Iowa State University - College of Engineering	Manhattanville College	Nazareth College of Rochester
Georgia College & State University	Ivy Tech Community College - Gary	Marian University	Nevada State College
Georgia Institute of Technology - Career Services	Ivy Tech Community College - Indianapolis	Marietta College	New Mexico Highlands University
Georgia Southwestern State University	Jacksonville State University	Marist College	New Mexico State University - Main Campus
Georgia State University - J. Mack Robinson College of Business	John Brown University	Marquette University	New York Institute of Technology
Georgia State University - University Career Services	John Jay College of Criminal Justice	Mars Hill College	New York University - Robert F. Wagner Graduate School of Public Service
Gettysburg College	Jones International University	Marshall University	New York University - The Wasserman Center for Career Development
Glenville State College	Juniata College	Mary Baldwin College	Niagara University
Gloucester County College	Kansas State University	Marymount College	Norfolk State University
Golden Gate University	Kean University	Marymount Manhattan College	North Carolina A&T State University
Goldey-Beacom College	Kendall College	Marymount University	North Carolina Central University
Gonzaga University	Kennesaw State University	Maryville University of St. Louis	North Carolina Wesleyan College
Goucher College	Kent State University at Kent	Massachusetts College of Art & Design	North Idaho College
Grace College	Kentucky Wesleyan College	Massachusetts Institute of Technology - Careers Office	North Lake College
Green Mountain College	Keuka College	Massachusetts Maritime Academy	Northampton Community College
Greenville College	Kilgore College	Mayville State University	Northeast Iowa Community College
Greenville Technical College - Barton Campus	King University	McDaniel College	Northeastern Illinois University
Griffith University	Kingsborough Community College	McGill University	Northeastern State University
Grove City College	Koc University	McKendree University	Northeastern University - Department of Career Services
Guilford College	Kutztown University of Pennsylvania	McMaster University	Northern Caribbean University
Hamilton Technical College	La Salle University	McMurry University	Northern Kentucky University
Hamline University		McPherson College	Northern Michigan University
Hampden-Sydney College		Medaille College	Northern State University
Hampshire College		Mercy College - Dobbs Ferry	Northland College
Hardin-Simmons University		Mercyhurst University	
Harding University		Meredith College	
Harper College		Mesa Community College	
Harris-Stowe State University		Michigan Technological University	
		Middlebury College	
		Midlands Technical College	
		Miller-Motte Technical College - Clarksville Campus	

Northland Pioneer College	Rice University - Center for Career Development	Southeastern University	The College of New Rochelle
Northwest Arkansas Community College	Richland Community College	Southern Illinois University - Carbondale	The College of Saint Rose
Northwest Christian University	Rider University	Southern Methodist University - Cox School of Business	The College of the Bahamas - Oakes Field Campus
Northwestern University	Roanoke College	Southern New Hampshire University	The Cooper Union for the Advancement of Science & Art
Northwood University - Florida Campus	Roberts Wesleyan College	Southern Polytechnic State University	The Hong Kong Polytechnic University
Norwich University	Rochester Institute of Technology	Southwestern University	The New School - Parsons School of Design
Notre Dame of Maryland University	Rockford University	Spring Arbor University	The Ohio State University - College of Engineering
Nova Southeastern University	Rockhurst University	Spring Hill College	The Richard Stockton College of New Jersey
Oakland University	Rocky Mountain College	Springfield College	The University of Alabama - Career Center
Ohio Northern University - Office of Career Services	Roger Williams University	St. Bonaventure University	The University of Alabama at Birmingham
Ohio University - Career Services	Rollins College	St. Catherine University	The University of Arizona - Career Services
Ohio Wesleyan University	Rose State College	St. Charles Community College	The University of Auckland
Oklahoma State University - Career Services	Rose-Hulman Institute of Technology	St. Cloud State University	The University of Hong Kong
Old Dominion University	Rutgers University - Camden	St. Cloud Technical College	The University of Iowa - College of Engineering
Olivet Nazarene University	Rutgers University - New Brunswick	St. John Fisher College	The University of Kansas - School of Business
Oral Roberts University	Sabanci University	St. John's University - Queens	The University of Kansas - School of Engineering
Orange County Community College	Sacred Heart University - Office of Career Development	St. Louis Community College - Forest Park Campus	The University of Kansas - University Career Center
Oregon Institute of Technology	Saddleback College	St. Norbert College	The University of Montana - Missoula
Otterbein University	Saginaw Valley State University	St. Thomas Aquinas College	The University of North Carolina at Asheville
Our Lady of the Lake University	Saint Francis University	Stephen F. Austin State University	The University of North Carolina at Chapel Hill - University Career Services
Owens Community College	Saint John's University	Stetson University	The University of North Carolina at Greensboro - Career Services Center
Ozarks Technical Community College	Saint Joseph's College	Stevens Institute of Technology	The University of Oklahoma
Pacific Lutheran University	Saint Joseph's College of Maine	Stevenson University	The University of Queensland
Palm Beach Atlantic University	Saint Joseph's University	Stonehill College - Career Services	The University of Southern Mississippi
Palm Beach State College	Saint Leo University	Stony Brook University	The University of Tennessee - Career Services
Pennsylvania Highlands Community College	Saint Louis University - Career Services	Stratford University	The University of Tennessee at Chattanooga
Pennsylvania State University - Career Services	Saint Martin's University	Suffolk County Community College	The University of Tennessee at Martin
Pennsylvania State University - Greater Allegheny	Saint Mary-of-the-Woods College	SUNY Cobleskill	The University of Texas at Austin - College of Liberal Arts
Pennsylvania State University - Harrisburg	Saint Mary's College of California	SUNY College at Brockport	The University of Texas at Austin - Red McCombs School of Business
Pepperdine University - Graduate School of Education & Psychology	Saint Mary's University of Minnesota	SUNY College at Old Westbury	The University of Texas at Brownsville
Pepperdine University - Seaver College Career Center	Saint Michael's College	SUNY College of Environmental Science & Forestry	The University of Texas at Dallas - Career Center
Peru State College	Saint Xavier University	SUNY Cortland	The University of Texas at San Antonio - Career Services
Pikes Peak Community College - Centennial Campus	Salisbury University	SUNY Fredonia	The University of Texas of the Permian Basin
Plattsburgh State - SUNY	Sam Houston State University	SUNY Oswego	The University of Texas-Pan American
Plymouth State University	Samford University	SUNY Purchase College	The University of the Arts
Point Park University	San Diego Mesa College	Syracuse University - Center for Career Services	The University of Utah - Career Services
Point University	San Diego State University	Tallahassee Community College	
Pomona College	San Francisco Art Institute	Tarleton State University	
Pratt Institute	Savannah State University	Tennessee State University	
Presbyterian College	Schenectady County Community College	Tennessee Technological University	
Principia College	Scripps College	Terra Community College	
Providence College	Seton Hall University	Texas A&M University - Central Texas	
Purdue University - Center for Career Opportunities	Seton Hill University	Texas A&M University - Commerce	
Purdue University - North Central	Shippensburg University	Texas A&M University - Corpus Christi	
Queen's University	Siena College	Texas A&M University - Kingsville	
Queensborough Community College	Simmons College - Career Education Center	Texas Christian University - Career Services	
Radford University	Simon Fraser University - Burnaby Mountain Campus - Beedie School of Business	Texas State University	
Raritan Valley Community College	SIT Graduate Institute	Texas Tech University - College of Engineering	
Reed College	Soka University of America	Texas Wesleyan University	
Reinhardt University	South Arkansas Community College	The American University of Paris	
Rhode Island School of Design	South Dakota School of Mines & Technology	The Catholic University of America	
Rhodes College	South Florida State College	The Chicago School of Professional Psychology	
Rhodes State College	South Texas College - Pecan Campus	The Citadel	
	Southeast Missouri State University	The City University of New York - Office of Student Affairs	
	Southeastern Oklahoma State University		

The University of Vermont	University of Louisville - J.B. Speed School of Engineering	University of Ottawa	Vanguard University
Thiel College	University of Maine	University of Pennsylvania - Career Services	Vassar College
Thomas Jefferson University	University of Mary Hardin - Baylor	University of Pittsburgh - College of Business Administration	Victoria University - Footscray Park Campus
Touro College - Graduate School of Psychology	University of Maryland - Baltimore County	University of Pittsburgh - Office of Student Employment	Villanova University
Towson University	University of Maryland - Baltimore County - The Shriver Center	University of Puerto Rico - Bayamon	Virginia Commonwealth University
Trident Technical College	University of Massachusetts - Amherst	University of Redlands	Virginia Military Institute
Trident University International	University of Massachusetts - Boston	University of Richmond - Office of Alumni & Career Services	Virginia Tech - Career Services
Trine University	University of Massachusetts - Dartmouth	University of Rochester - Career Center	Virginia Western Community College
Trinity International University	University of Massachusetts - Lowell	University of Saint Francis	Viterbo University
Trinity University	University of Miami - Toppel Career Center	University of San Diego	Wake Forest University
Trinity Western University	University of Michigan - College of Engineering	University of San Francisco	Wake Technical Community College
Trocaire College	University of Michigan - Dearborn	University of Science & Arts of Oklahoma	Waldorf College
Truman State University	University of Michigan - Flint	University of South Alabama	Walsh University
Tufts University	University of Michigan - The Career Center	University of South Carolina - Columbia	Warren Wilson College
Tuskegee University	University of Minnesota - Crookston	University of South Florida - St. Petersburg	Wartburg College
Universidad de Monterrey	University of Minnesota - Twin Cities - Career & Internship Services	University of South Florida - Sarasota/Manatee	Washburn University
Universidad del Norte	University of Minnesota - Twin Cities - Career Center for Science & Engineering	University of South Florida - St. Petersburg	Washington & Jefferson College
Universite Laval	University of Mississippi	University of South Florida - Tampa - Career Center	Washington College
University at Albany - SUNY	University of Missouri - Columbia - College of Business	University of Southern California - Career Center	Washington State University - Pullman
University at Buffalo, The State University of New York - Career Services	University of Missouri - Columbia - College of Engineering	University of St. Andrews	Washington University in St. Louis - Olin Business School
University of Arkansas - Fayetteville	University of Missouri - Kansas City	University of St. Thomas - St. Paul Campus	Washington University in St. Louis - The Career Center
University of Arkansas - Fayetteville - Sam M. Walton College of Business	University of Mount Union	University of St. Thomas Texas	Wayne State University - Career Services
University of Arkansas - Fort Smith	University of Nebraska - Lincoln - Career Services	University of the Pacific	Waynesburg University
University of Arkansas - Monticello	University of Nebraska at Kearney	University of the Pacific - Eberhardt School of Business	Webster University - Career Services
University of Calgary - Haskayne School of Business	University of Nevada - Reno - Career Studio	University of the Sciences in Philadelphia	Wells College
University of California - Davis - Internship & Career Center	University of Nevada - Reno - College of Business Administration	University of Virginia - College at Wise	Wesleyan College
University of California - Irvine - Career Center	University of Nevada, Las Vegas	University of Virginia - School of Engineering & Applied Science	West Chester University of Pennsylvania
University of California - Merced	University of New Haven	University of Virginia - University Career Services	West Texas A&M University
University of California - Riverside - Career Center	University of New Mexico	University of Washington - Career Center	West Virginia University
University of California - Santa Barbara	University of New Mexico - Robert O. Anderson Schools of Management	University of West Florida	West Virginia University - College of Business & Economics
University of California - Santa Cruz	University of North Alabama	University of Wisconsin - Green Bay	Westchester Community College
University of Central Missouri	University of North Carolina Wilmington	University of Wisconsin - Madison - College of Letters & Science	Western Governors University
University of Cincinnati - Career Development Center	University of North Dakota	University of Wisconsin - Madison - School of Business	Western Illinois University
University of Cincinnati - Lindner College of Business	University of North Florida	University of Wisconsin - Milwaukee - Career Development Center	Western Kentucky University
University of Colorado at Denver	University of North Georgia	University of Wisconsin - Platteville	Western Michigan University - Haworth College of Business
University of Colorado - Colorado Springs	University of North Texas	University of Wisconsin - River Falls	Western New England University
University of Delaware - Bank of America Career Services Center	University of Northern Iowa	University of Wisconsin - Stevens Point	Western New Mexico University
University of Denver - Career Center	University of Notre Dame - The Career Center	University of Wisconsin - Stout	Western Oregon University
University of Great Falls	University of Oregon - Portland	Ursinus College	Western Technical College
University of Hartford		Utah State University	Western Washington University
University of Houston - C.T. Bauer College of Business		Valparaiso University	Westminster College
University of Houston - University Career Services		Vanderbilt University - The Career Center	Whittier College
University of Idaho			Wilfrid Laurier University
University of Illinois Alumni Association			Willamette University
University of Illinois at Chicago - Office of Career Services			William Jessup University
University of Illinois at Springfield			William Jewell College
University of Illinois at Urbana-Champaign - The Career Center			William Peace University
University of Louisville - College of Business & Public Administration			Williams College
			Wilmington University
			Wingate University
			Winona State University
			Winston-Salem State University
			Winthrop University
			Wittenberg University
			Woodbury University
			Worcester Polytechnic Institute
			Worcester State University
			Yeshiva University
			York College of Pennsylvania
			Youngstown State University

RESPONDENTS BY CARNEGIE CLASSIFICATION

Associate Degree-Level Institutions—Private For-profit

Madison Media Institute
Miller-Motte Technical College - Clarksville Campus

Associate Degree-Level Institutions—Private Not-for-profit

Marymount College
Trocaire College

Associate Degree-Level Institutions—Public Two-Year Colleges Under Four-Year Universities

Helena College - The University of Montana
University of New Mexico - Valencia

Associate Degree-Level Institutions—Public Four-Year, Primarily Associates

College of Southern Nevada
Edison State College
South Texas College - Pecan Campus

Associate Degree-Level Institutions—Public Rural-Serving Large

Broome Community College - SUNY
Cape Fear Community College
Chemeketa Community College
Danville Area Community College
Madison Area Technical College
Moraine Park Technical College
Northland Pioneer College
Northwest Arkansas Community College
Orange County Community College
Ozarks Technical Community College

Associate Degree-Level Institutions—Public Rural-Serving Medium

Cape Cod Community College
Casper College
College of Coastal Georgia
Crowder College
Kilgore College
North Idaho College
Northeast Iowa Community College
Pennsylvania Highlands Community College
Rhodes State College
Richland Community College
South Florida State College
St. Cloud Technical College
Terra Community College
Western Technical College

Associate Degree-Level Institutions—Public Rural-Serving Small

South Arkansas Community College

Associate Degree-Level Institutions—Public Special Use

Central Texas College

Associate Degree-Level Institutions—Public Suburban-Serving Multicampus

Butler Community College
Chaffey College
Fullerton College
Lake-Sumter Community College
Lone Star College - Montgomery
Macomb Community College - South Campus
MiraCosta College
Montgomery College
Northampton Community College
Palm Beach State College
Saddleback College
Suffolk County Community College

Associate Degree-Level Institutions—Public Suburban-Serving Single Campus

Brookdale Community College
Chattahoochee Technical College
Finger Lakes Community College
Frederick Community College
Gloucester County College
Harper College
Holyoke Community College
Lakeland Community College
Lehigh Carbon Community College
Luzerne County Community College
Manchester Community College
Raritan Valley Community College
Rose State College
St. Charles Community College
Westchester Community College

Associate Degree-Level Institutions—Public Urban-Serving Multicampus

Austin Community College
Central New Mexico Community College
Community College of Allegheny County
Community College of Denver
Cuyahoga Community College - District Office
Erie Community College
Essex County College
Greenville Technical College - Barton Campus
Hostos Community College
Kingsborough Community College
Mesa Community College
Midlands Technical College
North Lake College
Owens Community College
Pikes Peak Community College - Centennial Campus
Queensborough Community College
San Diego Mesa College
St. Louis Community College - Forest Park Campus
Trident Technical College

Associate Degree-Level Institutions—Public Urban-Serving Single Campus

Columbus State Community College
Ivy Tech Community College - Gary
Ivy Tech Community College - Indianapolis
LaGuardia Community College
Lorain County Community College
Schenectady County Community College

Baccalaureate-Level Institutions—Arts & Sciences

Agnes Scott College
Albion College
Albright College
Alma College
Amherst College
Bates College
Berea College
Berry College
Bethany College
Bethany Lutheran College
Bridgewater College
Carleton College
Carthage College
Centenary College of Louisiana
Centre College
Claflin University
Claremont McKenna College
Coe College
Colby College
Colgate University
College of Saint Benedict
College of the Holy Cross
Colorado College
Connecticut College
Cornell College
Davidson College
Denison University
Drew University
Eastern Mennonite University
Eckerd College
Furman University
Georgetown College
Gettysburg College
Goucher College
Green Mountain College
Grove City College
Guilford College
Hampden-Sydney College
Hampshire College
Hartwick College
Harvey Mudd College
Haverford College - Center for Career & Professional Advising
Hendrix College
Hope College
Houghton College
Juniata College
Lafayette College
Lake Forest College
Linfield College
Lyons College

Marymount Manhattan College
 McDaniel College
 Middlebury College
 Millsaps College
 Moravian College
 Muhlenberg College
 Northland College
 Ohio Wesleyan University
 Pennsylvania State University - Greater Allegheny
 Pomona College
 Presbyterian College
 Principia College
 Reed College
 Rhodes College
 Roanoke College
 Saint John's University
 Saint Michael's College
 Savannah State University
 Scripps College
 Siena College
 Soka University of America
 Southwestern University
 St. Norbert College
 Stonehill College - Career Services
 SUNY College at Old Westbury
 SUNY Purchase College
 The University of North Carolina at Asheville
 University of Richmond - Office of Alumni & Career Services
 University of Science & Arts of Oklahoma
 University of Virginia - College at Wise
 Ursinus College
 Vassar College
 Virginia Military Institute
 Warren Wilson College
 Wartburg College
 Washington & Jefferson College
 Washington College
 Wells College
 Wesleyan College
 Westminster College
 Whittier College
 Willamette University
 William Jewell College
 William Peace University
 Williams College
 Wittenberg University

Baccalaureate-Level Institutions—Diverse Fields

Anderson University
 Asbury University
 Athens State University
 Becker College
 Belmont Abbey College
 Bethel College-North Newton
 Bethune-Cookman University - School of Business
 Bluffton University
 Brigham Young University - Idaho
 Buena Vista University
 Carroll College
 Cazenovia College
 Cedar Crest College
 Cedarville University
 Central Penn College

Chadron State College
 Clayton State University
 Concordia College-New York
 Covenant College
 Crown College
 Defiance College
 Elmira College
 Evangel University
 Farmingdale State College - SUNY
 Franklin College
 Geneva College
 Glenville State College
 Grace College
 Greenville College
 Harris-Stowe State University
 High Point University
 Indiana University - Kokomo
 John Brown University
 Kendall College
 Kentucky Wesleyan College
 Lebanon Valley College
 Manchester University
 Marietta College
 Mars Hill College
 Massachusetts Maritime Academy
 Mayville State University
 McMurry University
 McPherson College
 Meredith College
 Millikin University
 Missouri Southern State University
 Mitchell College
 Montana Tech of The University of Montana
 Nevada State College
 North Carolina Wesleyan College
 Northern State University
 Northwest Christian University
 Ohio Northern University - Office of Career Services
 Oregon Institute of Technology
 Point University
 Purdue University - North Central
 Reinhardt University
 Rocky Mountain College
 Saint Joseph's College
 Saint Mary-of-the-Woods College
 Seton Hill University
 Southeastern University
 The Cooper Union for the Advancement of Science & Art
 Thiel College
 Trine University
 Tuskegee University
 University of Great Falls
 University of Minnesota - Crookston
 University of Mount Union
 University of Puerto Rico - Bayamon
 Vanguard University
 Waldorf College

Baccalaureate/Associate Degree-Level Institutions

Alfred State College - SUNY
 Baker College Online
 Bard College at Simon's Rock

SUNY Cobleskill
 University of Arkansas - Fort Smith

Master's Degree-Level Colleges and Universities (larger programs)

Abilene Christian University
 Alabama State University
 Alfred University
 American International College
 American Public University System
 Anderson University
 Arcadia University
 Arkansas State University
 Armstrong Atlantic State University
 Ashford University
 Aurora University
 Austin Peay State University
 Baker University
 Baruch College - Starr Career Development Center
 Bellarmine University
 Belmont University
 Boise State University
 Bradley University - Smith Career Center
 Buffalo State College - SUNY
 California Polytechnic State University
 California State Polytechnic University- Pomona
 California State University - Chico
 California State University - East Bay
 California State University - Long Beach
 California State University - Los Angeles
 California State University - Northridge
 California State University - Sacramento
 California State University - San Bernardino
 Chaminade University of Honolulu
 Chapman University - George L. Agyros School of Business and Economics
 Clarion University of Pennsylvania
 Columbus State University
 Concordia University - Irvine
 Concordia University - Texas
 Concordia University - Wisconsin
 Cornerstone University
 D'Youville College
 Daemen College
 DeSales University
 Drake University
 East Central University
 East Stroudsburg University of Pennsylvania
 Eastern Illinois University
 Emerson College
 Emporia State University
 Fairfield University
 Fairleigh Dickinson University - College at Florham
 Ferris State University
 Florida Gulf Coast University
 Fontbonne University
 Framingham State University
 Gannon University
 Gardner-Webb University
 Georgia College & State University
 Golden Gate University
 Gonzaga University
 Hamline University
 Harding University
 Indiana University-Purdue University Fort Wayne

Iona College
 Jacksonville State University
 John Jay College of Criminal Justice
 Jones International University
 Kean University
 Kennesaw State University
 Kutztown University of Pennsylvania
 La Salle University
 Lakeland College
 Lawrence Technological University
 Lewis University
 Lindenwood University
 Lipscomb University
 Loyola Marymount University
 Manhattanville College
 Marian University
 Marist College
 Marshall University
 Marymount University
 McKendree University
 Medaille College
 Mercy College - Dobbs Ferry
 Millersville University
 Minnesota State University - Mankato
 Mississippi College
 Missouri State University - Springfield
 Campus
 Monmouth University
 Morehead State University
 Mount Saint Mary College
 Murray State University
 Nazareth College of Rochester
 New Mexico Highlands University
 New York Institute of Technology
 Niagara University
 Norfolk State University
 North Carolina Central University
 Northeastern Illinois University
 Northeastern State University
 Northern Kentucky University
 Norwich University
 Notre Dame of Maryland University
 Olivet Nazarene University
 Pennsylvania State University - Harrisburg
 Peru State College
 Plattsburgh State - SUNY
 Plymouth State University
 Point Park University
 Pratt Institute
 Providence College
 Radford University
 Rider University
 Roberts Wesleyan College
 Rochester Institute of Technology
 Rockford University
 Rockhurst University
 Rollins College
 Sacred Heart University - Office of Career
 Development
 Saginaw Valley State University
 Saint Francis University
 Saint Joseph's University
 Saint Leo University
 Saint Mary's College of California
 Saint Xavier University
 Salisbury University
 Shippensburg University
 Simmons College - Career Education Center

SIT Graduate Institute
 Southeast Missouri State University
 Southern New Hampshire University
 Spring Arbor University
 Springfield College
 St. Bonaventure University
 St. Catherine University
 St. Cloud State University
 Stephen F. Austin State University
 Stetson University
 Stratford University
 SUNY College at Brockport
 SUNY Cortland
 SUNY Oswego
 Tarleton State University
 Tennessee Technological University
 Texas State University
 Texas Wesleyan University
 The Citadel
 The College of New Rochelle
 The College of Saint Rose
 The University of Tennessee at Chattanooga
 The University of Texas-Pan American
 Touro College - Graduate School of
 Psychology
 Towson University
 University of Central Missouri
 University of Colorado - Colorado Springs
 University of Hartford
 University of Illinois at Springfield
 University of Massachusetts - Dartmouth
 University of Michigan - Dearborn
 University of Michigan - Flint
 University of Nebraska at Kearney
 University of New Haven
 University of North Alabama
 University of North Carolina Wilmington
 University of North Florida
 University of North Georgia
 University of Northern Iowa
 University of Portland
 University of Redlands
 University of St. Thomas Texas
 University of Wisconsin - Platteville
 University of Wisconsin - Stout
 Valparaiso University
 Villanova University
 Viterbo University
 Waynesburg University
 Webster University - Career Services
 West Chester University of Pennsylvania
 West Texas A&M University
 Western Governors University
 Western Illinois University
 Western Kentucky University
 Western Washington University
 Winthrop University
 Youngstown State University

Master's Degree-Level Colleges and Universities (Medium Programs)

Angelo State University
 Aquinas College
 Assumption College
 Bryant University
 Butler University
 Caldwell College

Capital University
 Carlow University
 Christian Brothers University
 College of Charleston
 College of Charleston - REACH Program
 Columbia College South Carolina
 Davenport University
 Delaware State University
 Drury University
 Elmhurst College
 Embry-Riddle Aeronautical University -
 Daytona Beach Campus
 Franciscan University of Steubenville
 Fresno Pacific University
 Hardin-Simmons University
 Houston Baptist University
 Husson University
 King University
 Lee University
 Louisiana State University in Shreveport
 Mills College
 Minnesota State University Moorhead
 Mississippi Valley State University
 Montana State University - Billings
 Mount St. Mary's University
 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
 Southern Polytechnic State University
 SUNY Fredonia
 The Richard Stockton College of New Jersey
 The University of Tennessee at Martin
 The University of Texas at Brownsville
 The University of Texas of the Permian Basin
 Trinity University
 Truman State University
 University of South Florida - Sarasota/
 Manatee
 University of South Florida - St. Petersburg -
 College of Business
 University of Wisconsin - River Falls
 University of Wisconsin - Stevens Point
 Walsh University
 Washburn University
 Western New England University
 Western New Mexico University
 Western Oregon University
 Westminster College
 Winona State University
 Winston-Salem State University
 Woodbury University
 Worcester State University

Master's Degree-Level Colleges and Universities (Smaller Programs)

Bemidji State University
 Cameron University
 College of St. Joseph
 Colorado State University - Pueblo
 Concordia University - Nebraska
 Elon University

Georgia Southwestern State University
Keuka College
Lynchburg College
Mary Baldwin College
Mercyhurst University
Milwaukee School of Engineering
Oral Roberts University
Roger Williams University
Saint Martin's University
Spring Hill College
St. Thomas Aquinas College
Stevenson University
University of Arkansas - Monticello
University of Mary Hardin - Baylor
University of Saint Francis
University of Wisconsin - Green Bay
Wingate University
York College of Pennsylvania

Doctoral/Research-Level Universities

Adelphi University
American University - Kogod School of Business
Azusa Pacific University
Cardinal Stritch University
DePaul University
East Carolina University - The Career Center
East Tennessee State University
Hofstra University
Illinois State University
Immaculata University
Indiana State University
Lamar University
Marquette University
Maryville University of St. Louis
National-Louis University
North Carolina A&T State University
Oakland University
Our Lady of the Lake University
Pepperdine University - Graduate School of Education & Psychology
Pepperdine University - Seaver College Career Center
Saint Mary's University of Minnesota
Sam Houston State University
Seton Hall University
St. John Fisher College
St. John's University - Queens
SUNY College of Environmental Science & Forestry
Tennessee State University
Texas A&M University - Commerce
Texas A&M University - Corpus Christi
Texas Christian University - Career Services
The New School - Parsons School of Design
Trident University International
Trinity International University
University of San Diego
University of San Francisco
University of St. Thomas - St. Paul Campus
University of the Pacific
University of the Pacific - Eberhardt School of Business
University of West Florida
Wilmington University
Worcester Polytechnic Institute

Research Universities (High Research Activity)

Auburn University - Career Center
Ball State University - Career Center
Baylor University
Binghamton University - SUNY
Binghamton University SUNY - CCPA
Boston College - Career Center
Clark University
Clarkson University
Clemson University
Florida Atlantic University
Florida International University
Fordham University - Rose Hill Campus
George Mason University
Idaho State University
Illinois Institute of Technology - Career Management Center
Illinois Institute of Technology - Stuart School of Business
Indiana University-Purdue University Indianapolis - School of Informatics
Indiana University-Purdue University Indianapolis - School of Science
Kansas State University
Kent State University at Kent
Loyola University Chicago - Quinlan School of Business
Michigan Technological University
Missouri University of Science & Technology
New Mexico State University - Main Campus
Northeastern University - Department of Career Services
Nova Southeastern University
Ohio University - Career Services
Oklahoma State University - Career Services
Old Dominion University
Saint Louis University - Career Services
San Diego State University
Southern Illinois University - Carbondale
Southern Methodist University - Cox School of Business
Stevens Institute of Technology
Syracuse University - Center for Career Services
Texas Tech University - College of Engineering
The Catholic University of America
The University of Alabama - Career Center
The University of Montana - Missoula
The University of North Carolina at Greensboro - Career Services Center
The University of Southern Mississippi
The University of Texas at Dallas - Career Center
The University of Texas at San Antonio - Career Services
The University of Vermont
University of Colorado at Denver
University of Denver - Career Center
University of Idaho
University of Maine
University of Maryland - Baltimore County
University of Maryland - Baltimore County - The Shriver Center
University of Massachusetts - Boston
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 Business Administration
University of Nevada - Reno - College of Engineering
University of Nevada, Las Vegas
University of North Dakota
University of North Texas
University of South Alabama
University of Wisconsin - Milwaukee - Career Development Center
Utah State University
Wake Forest University
West Virginia University
West Virginia University - College of Business & Economics

Research Universities (Very High Research Activity)

Arizona State University - Career Services
Arizona State University - W.P. Carey School of Business-Undergraduate
Boston University - Center for Career Development
Brandeis University
Brown University
Carnegie Mellon University - Career and Professional Development Center
Case Western Reserve University - Case Career Center
Colorado State University -Fort Collins - The Career Center
Duke University - Career Center
Emory University - Career Center
Emory University - Goizueta Business School
Florida State University
Georgetown University - Career Education Center
Georgia Institute of Technology - Career Services
Georgia State University - J. Mack Robinson College of Business
Georgia State University - University Career Services
Harvard University - Faculty of Arts & Sciences
Indiana University - Bloomington - Kelley School of Business - Undergraduate
Indiana University - Bloomington - School of Informatics
Indiana University - Bloomington - School of Public & Environmental Affairs
Iowa State University - College of Engineering
Louisiana State University - Career Services
Massachusetts Institute of Technology - Careers Office
Mississippi State University
New York University - Robert F. Wagner Graduate School of Public Service
New York University - The Wasserman Center for Career Development
Northwestern University
Pennsylvania State University - Career Services
Purdue University - Center for Career Opportunities

Rice University - Center for Career Development
 Rutgers University - New Brunswick
 Stony Brook University
 Texas A&M University - Central Texas
 Texas A&M University - Kingsville
 The City University of New York - Office of Student Affairs
 The Ohio State University - College of Engineering
 The University of Alabama at Birmingham
 The University of Arizona - Career Services
 The University of Iowa - College of Engineering
 The University of Kansas - School of Business
 The University of Kansas - School of Engineering
 The University of Kansas - University Career Center
 The University of North Carolina at Chapel Hill - University Career Services
 The University of Oklahoma
 The University of Tennessee - Career Services
 The University of Texas at Austin - College of Liberal Arts
 The University of Texas at Austin - Red McCombs School of Business
 The University of Utah - Career Services
 Tufts University
 University at Albany - SUNY
 University at Buffalo, The State University of New York - Career Services
 University of Arkansas - Fayetteville
 University of Arkansas - Fayetteville - Sam M. Walton College of Business
 University of California - Davis - Internship & Career Center
 University of California - Irvine - Career Center
 University of California - Riverside - Career Center
 University of California - Santa Barbara
 University of California - Santa Cruz
 University of Cincinnati - Career Development Center
 University of Cincinnati - Lindner College of Business
 University of Delaware - Bank of America Career Services Center
 University of Houston - C.T. Bauer College of Business
 University of Houston - University Career Services
 University of Illinois Alumni Association
 University of Illinois at Chicago - Office of Career Services
 University of Illinois at Urbana-Champaign - The Career Center
 University of Louisville - College of Business & Public Administration
 University of Louisville - J.B. Speed School of Engineering
 University of Massachusetts - Amherst
 University of Miami - Toppel Career Center
 University of Michigan - College of Engineering
 University of Michigan - The Career Center
 University of Minnesota - Twin Cities - Career & Internship Services
 University of Minnesota - Twin Cities - Career Center for Science & Engineering

University of Minnesota - Twin Cities - College of Liberal Arts
 University of Missouri - Columbia - College of Business
 University of Missouri - Columbia - College of Engineering
 University of Nebraska - Lincoln - Career Services
 University of New Mexico
 University of New Mexico - Robert O. Anderson Schools of Management
 University of Notre Dame - The Career Center
 University of Oregon - Portland
 University of Pennsylvania - Career Services
 University of Pittsburgh - College of Business Administration
 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 - Career Center
 University of Virginia - School of Engineering & Applied Science
 University of Virginia - University Career Services
 University of Washington - Career Center
 University of Wisconsin - Madison - College of Letters & Science
 University of Wisconsin - Madison - School of Business
 Vanderbilt University - The Career Center
 Virginia Commonwealth University
 Virginia Tech - Career Services
 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
 Western Michigan University - Haworth College of Business
 Yeshiva University

Schools of Art, Music, and Design

California College of Arts
 Laguna College of Art & Design
 Massachusetts College of Art & Design
 Milwaukee Institute of Art & Design
 Minneapolis College of Art & Design
 Moore College of Art & Design
 Rhode Island School of Design
 San Francisco Art Institute
 The University of the Arts

Schools of Business and Management

Colorado Heights University
 Goldey-Beacom College
 Indiana Institute of Technology
 Northwood University - Florida Campus

Schools of Engineering

Rose-Hulman Institute of Technology

South Dakota School of Mines & Technology

Other Technology-Related Institutions

Hamilton Technical College

Medical Schools and Medical Centers

Thomas Jefferson University

Other Health Professions Schools

The Chicago School of Professional Psychology
 University of the Sciences in Philadelphia

Theological Seminaries, Bible Colleges, and Other Faith-Related Institutions

Bob Jones University
 William Jessup University

Not applicable—Not in Carnegie Universe (Not Accredited or Nondegree-Granting)

Chamberlain College of Nursing
 University of California - Merced

International

Capilano University - School of Business
 Capilano University - Student Employment Services
 Griffith University
 HEC Montreal
 Koc University
 McGill University
 McMaster University
 Northern Caribbean University
 Queen's University
 Sabanci University
 Simon Fraser University - Burnaby Mountain Campus - Beedie School of Business
 The American University of Paris
 The College of the Bahamas - Oakes Field Campus
 The Hong Kong Polytechnic University
 The University of Auckland
 The University of Hong Kong
 The University of Queensland
 Trinity Western University
 Universidad de Monterrey
 Universidad del Norte
 Université Laval
 University of Calgary - Haskayne School of Business
 University of Ottawa
 University of St. Andrews
 Victoria University - Footscray Park Campus
 Wilfrid Laurier University



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