Table of Contents

ABOUT THE SURVEY .................................................. 2
KEY INSIGHTS ......................................................... 4
APPENDIX ............................................................. 6
    List of Respondents

GET THE FULL REPORT
The 2018-19 Career Services Benchmark Survey Report for Colleges and Universities is available through the NACE Store (www.naceweb.org/store.aspx). Also available is a companion report—the 2018-19 Career Services Benchmark Compensation Report, which details compensation information for career services professionals.
About the Survey

The 2018-19 Career Services Benchmark Survey Report for Colleges and Universities is a comprehensive report that details various aspects of college and university career center operations. This year’s survey was refined with the help of a research advisory committee, consisting of both employer and college members. As such, some questions have been added, dropped, or edited for clarity. Results of responses to all questions are provided in figures; however, important relationships, trends, and insights are highlighted and discussed beginning on page 4. To this end, some discussion of statistical significance is included where appropriate. Statistical significance refers to the idea that the differences or relationships uncovered in these analyses are actual and true in the population, and not just due to chance or “random sampling variation.”

Data were collected from December 17, 2018, to March 22, 2019. NACE member institutions were surveyed, resulting in 662 respondents, which translates to a 34.8 percent response rate. The participating schools that chose to be listed as respondents can be found in the Appendix at the end of the report.

A few notes about the data in this report:
• Overall statistics were calculated based on the number of respondents for that question, as every question was optional.
• The sum of percentage breakdowns may not equal 100 due to rounding or, in cases where the sum substantially exceeds 100, because respondents were asked to select all options that apply.
• In general, the results included in this report reflect data based on the 2017-18 academic year. Figures that include data from the current year will be noted clearly.
• In figures that show data broken down by “Overall” and “Carnegie Classification,” the number of respondents by Carnegie Classification may not equal the total number of overall respondents for two reasons. First, although all Carnegie Classification responses are incorporated into the overall results, the report does not break out all Carnegie Classifications due to low response counts in certain categories. Second, overall results include schools without Carnegie Classifications, including international institutions as well as domestic institutions that are not yet included in the classifications.
• In these data, a few large schools usually pull the mean upward; thus, the median is generally a better reflection of the data.
• Responses to questions with low response rates should be interpreted with caution.

This report relies on the classification system for Title IV-eligible, degree-granting colleges and universities in the United States, which was revised in 2018 by the National Center for Education Statistics. The categories in this report and their respective abbreviations are shown in Figure 1.

Note: Compensation data for career center positions are reported separately in the 2018-19 Career Services Compensation Report. The report includes base salary, formal salary range, change in salary from previous year, years of tenure, bonus information, and selected benefits.
FIGURE 1: CARNEGIE CLASSIFICATION KEY

<table>
<thead>
<tr>
<th>GROUP</th>
<th>CLASSIFICATION</th>
<th>ABBREVIATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>DOCTORAL UNIVERSITIES</td>
<td>Very High Research Activity</td>
<td>Research 1 (R1)</td>
</tr>
<tr>
<td></td>
<td>High Research Activity</td>
<td>Research 2 (R2)</td>
</tr>
<tr>
<td></td>
<td>Doctoral/Professional</td>
<td>D/P</td>
</tr>
<tr>
<td>MASTER’S COLLEGES &amp; UNIVERSITIES</td>
<td>Larger Programs</td>
<td>Master’s 1 (M1)</td>
</tr>
<tr>
<td></td>
<td>Medium Programs</td>
<td>Master’s 2 (M2)</td>
</tr>
<tr>
<td></td>
<td>Small Programs</td>
<td>Master’s 3 (M3)</td>
</tr>
<tr>
<td>BACCALAUREATE COLLEGES</td>
<td>Arts &amp; Sciences Fields</td>
<td>Arts &amp; Sciences (A &amp; S)</td>
</tr>
<tr>
<td></td>
<td>Diverse Fields</td>
<td>Diverse (D)</td>
</tr>
<tr>
<td>BACCALAUREATE/ASSOCIATE’S</td>
<td>Mixed Baccalaureate/Associate’s</td>
<td>Baccalaureate/Associate’s (B/A)</td>
</tr>
<tr>
<td></td>
<td>Associate’s Dominant</td>
<td>Baccalaureate/Associate’s (B/A)</td>
</tr>
<tr>
<td>ASSOCIATE’S COLLEGES</td>
<td>All</td>
<td>Associate’s</td>
</tr>
<tr>
<td>SPECIAL FOCUS</td>
<td>All</td>
<td>Special Focus</td>
</tr>
</tbody>
</table>

Note: The Carnegie Classification’s 2018 update includes more categories than the ones listed above. However, due to a low number of respondents within the individual categories, results were combined to form larger, broader categories. For the purposes of this report, all “Associate’s Colleges” are combined into one “Associate’s” category; all “Special Focus” categories are combined into one “Special Focus” category; and both the “Baccalaureate/Associate’s” categories are combined into one “Baccalaureate/Associate’s” category.
Key Insights

- Although an overwhelming percentage of career centers (72.1 percent this year) are centralized, a growing number reflect a hybrid structure.

- Career centers are being housed less frequently in student affairs and more frequently in other divisions, such as academic affairs, and increasingly in various parts of the institution, such as the office of the president or provost.

- Research 1 and Research 2 institutions have the biggest offices and most rooms for interviewing.

- “Career services” maintains its position as the most common name. A new trend in naming conventions began last year; this year, 3.3 percent of respondents said their office title now includes the phrase “student success.”

- Nearly all career centers provide career counseling by appointment, internship assistance, workshops, and career fairs.

- There are no statistically significant differences for the number of appointments per student, which suggests that offices, regardless of their Carnegie Classification, provide a similar level of interaction in their service such that students do not return more often in any type of school.

- Nearly seven out of eight offices work with academic departments to help students obtain internships. Moreover, 67.3 percent of respondents offered for-credit internship courses.

- Career fairs are one of the most frequently provided services by career centers across the country, as 91.7 percent hosted at least one career fair in 2017-18. This percentage has remained in the 90 to 95 percent range since 2006.

- This year, the average number of employers participating in career fairs has remained fairly steady, dipping slightly to 208.

- For the average number of interviews per student, the differences between the Carnegie Classifications are not statistically significant. This suggests that, although R1 and R2 institutions conduct the most interviews overall and the most interviews per student, other schools are performing within the same range.

- Some schools and organizations have begun moving toward virtual interviewing programs. The differences between the Carnegie Classifications indicate that virtual interviewing is used more often by larger institutions.

- Larger schools tend to have higher average attendance at their workshops, which is not surprising; however, associate’s schools, which tend to track with smaller schools, also have an equally high attendance rate.

- The biggest change of note in the general services that career centers provide is the reduction in the offering of a career resource library, likely due to the rise in availability of these resources on the internet.

- In general, about one in seven career centers has someone whose primary responsibility is to serve international students. Slightly more than half partner with other offices to provide services for international students, and that office is most commonly international student services.

- This year’s results show a slight dip in the number of schools that collect their own first-destination data, down from a peak last year of 89.4 percent. At 84.9 percent, however, the trend toward collecting first-destination data remains quite strong across baccalaureate, master’s, and doctoral institutions.

- Career centers bear the bulk of the responsibility for developing and distributing the first-destination survey, with institutional research as the next most involved, followed by modest amounts of collaboration with alumni relations.

- In terms of analyzing the data, career centers are generally still most often responsible for analyzing the data, but, not surprisingly, institutional research plays a much bigger role across the board.

- Although most chief executives of the career centers are given the title of “director,” a growing number of chief executives are being granted elevated titles, such as vice president or vice provost, indicating an emerging trend.
• Career centers are relying on a fairly large number of undergraduates compared to the professional staff to fulfill career center obligations. This may be indicative of the emerging trend of using a “career studio” service model.

• The amount of staff time spent student-facing is fairly stable across Carnegie Classifications at about 55 percent of total staff time.

• Survey results indicate that positions tended to be filled by people with degrees that are more advanced than were required.

• Fewer than 9 percent of employees are on less than 12-month contracts, which means that a large majority of career center staff are on year-round contracts. The length of these shortened contracts is typically nine or 10 months, depending on the school.

• The median budget is $290,000, about 75 to 80 percent of which goes to personnel costs.

• About half of career centers do not expect their overall budget to increase, but just about one-third of respondents think their personnel costs will increase up to 10 percent.

• Instituting employer partnerships is a trend on the rise, though it still accounts for a small portion (1.2 percent) of the career center’s budget. Last year, 27.9 percent of respondents indicated that they rely on these partnerships for funding, while 30.4 percent of respondents indicated they do so this year.

• Assessment services are the most commonly charged service for students and alumni, while employers pay most of the fees for career fairs and other marketing/branding types of services.

• Nearly 10 percent of respondents indicated that they use fees of this nature to support certain staff positions.

• The data paint a mixed, but encouraging, picture of the extent to which career centers are integrated into the broader institution. First, larger schools conducted more career development presentations overall. However, after accounting for the number of students enrolled, the smaller schools generally conducted more presentations per student enrolled.

• Members of the career center talk relatively frequently with faculty about the career readiness competencies and incorporating career development activities into their curricula.

• About 15 percent of schools either have a badging/passport system set up or are setting it up now.

• Slightly more than 41 percent of institutions have fully integrated their career and academic advising offices, while about 40 percent see a strong relationship between the two offices.

• Sharing graduate outcomes is by far the most common piece of data shared with the faculty, probably because that is the most common piece of data among the available response options that schools collect.

• In general, only 31.5 percent of respondents indicated that they had policies governing employers’ offers to students.
Appendix

List of Respondents

A total of 662 schools participated in the survey; 570 of them chose to be listed as respondents.

Abilene Christian University
Adelphi University
Alabama State University
Albion College
Alfred State College – SUNY
Alfred University
Amarillo College
American University – Career Center
American University – Kogod School of Business
Anderson University – IN
Aquinas College
Arapahoe Community College
Arcadia University
Arizona State University – Career & Professional Development Services
Arizona State University – Ira A. Fulton Schools of Engineering
Arkansas Tech University
Art Center College of Design
Assumption College
Athens State University
Atlantis University
Auburn University – College of Liberal Arts
Augsburg College
Augusta University – Career Services
Augustana College
Augustana University
Aurora University
Austin Peay State University
Azusa Pacific University
Baker University
Baltimore City Community College
Bard College
Baton Rouge Community College
Bay State College
Baylor University
Becker College
Belmont University – Office of Career & Professional Development
Benedict College
Bennington College

Bermuda College – Counselling & Career Centre
Berry College
Bethany College
Bethel College – North Newton
Bethune-Cookman University – Office of Career Services
Binghamton University – SUNY
Biola University
Birmingham-Southern College
Blue Ridge Community and Technical College
Boise State University
Boise State University – College of Business and Economics
Borough of Manhattan Community College
Borough of Manhattan Community College – ASAP
Boston University – Center for Career Development
Bowling Green State University – College of Business
Bradley University – Smith Career Center
Brandeis University
Brigewater College
Bridgewater State University
Brigham Young University – Counseling & Career Center
Bristol Community College
Bronx Community College
Brooklyn College
Bryan College – Dayton
Bryn Athyn College of the New Church
Bryn Mawr College – Career & Professional Development
Buffalo State College - SUNY
Butler University
California State University – Chico
California State University – Dominguez Hills
California State University – Fresno
California State University – Fullerton - Mihaylo College of Business and Economics
California State University – Northridge
California State University – Northridge Career Education and Professional Development
California State University – Sacramento - College of Business Administration
California State University – Stanislaus
Appendix

California University of Pennsylvania
Cameron University
Cape Fear Community College
Capella University
Capilano University
Capital University
Cardinal Stritch University
Carnegie Mellon University – Career and Professional Development Center
Carroll College
Carroll University
Carthage College
Case Western Reserve University – Case Career Center
Cazenovia College
Cedar Crest College
Cedarville University
Centenary College of Louisiana
Central Oregon Community College
Central Penn College
Central State University
Central Virginia Community College
Central Washington University – Ellensburg
Centre College
Cerritos College
Chadron State College
Charles R. Drew University of Medicine and Science
Chatham University
Christian Brothers University
Claremont Graduate University
Claremont McKenna College
Clark University
Clarkson University
Clayton State University
Clemson University
Cleveland Institute of Art
Cleveland State University
Cloud County Community College
Coastal Carolina University
Cogswell Polytechnical College
Colby-Sawyer College
College of Charleston
College of Coastal Georgia
College of Saint Benedict

College of Southern Idaho
College of Southern Maryland
College of the Holy Cross
Colorado Mountain College
Colorado School of Mines
Colorado State University – Pueblo
Colorado State University – Fort Collins - The Career Center
Columbia College South Carolina
Columbia University – Department of Electrical Engineering
Columbia University – School of Professional Studies
Columbus State University
Community College of Aurora
Concordia College at Moorhead
Concordia College-New York
Concordia University – Irvine
Concordia University – Nebraska
Connecticut College
Converse College
Crown College
Daemen College
Dalton State College
Dartmouth College – Thayer School of Engineering
Davenport University
Dean College
Defiance College
Del Mar College
Delaware Valley University
DePaul University
DeSales University
DeVry University
Dillard University
Dordt College
Drake University
Drexel University – Steinbright Career Development Center
Drury University
Dunwoody College of Technology
Earlham College – Careers and Graduate Outcomes
East Central University
East Stroudsburg University of Pennsylvania
East Tennessee State University
Eastern Illinois University
Eastern Washington University
Appendix

ECPI University
Edinboro University of Pennsylvania
Elgin Community College
Elms College
Elon University
Embry-Riddle Aeronautical University – Daytona Beach Campus
Emily Griffith Technical College
Escuela Bancaria y Comercial
Fayetteville State University
Finger Lakes Community College
Fisk University
Flagler College-St Augustine
Florida A&M University
Florida Gulf Coast University
Florida State University
Fontbonne University
Fordham University
Fort Hays State University
Fort Lewis College
Framingham State University
Franciscan University of Steubenville
Franklin College
Franklin Pierce University
Frederick Community College
Fresno Pacific University
Frostburg State University
Huntingdon College
Husson University
Indiana Institute of Technology
Indiana State University - Career Center
Indiana University – Bloomington - School of Informatics & Computing
Indiana University – Bloomington - School of Public & Environmental Affairs
Indiana University – Kokomo
Indiana University – South Bend
Indiana Wesleyan University
International Technological University
Istanbul Bilgi University
Jackson State University
James Madison University
Jefferson State Community College
John Brown University
Juniata College
Kansas State University
Keiser University Flagship Campus
Kennesaw State University
Kentucky State University
Kettering University
King’s College

Grand Canyon University
Grand Valley State University
Grove City College
H Councill Trenholm State Community College
Hamline University
Harding University
Harrisburg University of Science and Technology
Hartwick College
Harvard University – Faculty of Arts & Sciences
Harvey Mudd College
Hastings College
Heidelberg University
Henderson State University
Hilbert College
Hocking College
Hofstra University
Holy Names University
Hostos Community College
Hudson Valley Community College
Huntingdon College
Indiana University – Bloomington - School of Informatics & Computing
Indiana University – Bloomington - School of Public & Environmental Affairs
Indiana State University - Career Center
Indiana University – Kokomo
Indiana University – South Bend
Indiana Wesleyan University
International Technological University
Istanbul Bilgi University
Jackson State University
James Madison University
Jefferson State Community College
John Brown University
Juniata College
Kansas State University
Keiser University Flagship Campus
Kennesaw State University
Kentucky State University
Kettering University
King’s College

Grambling State University
Gannon University
Genesee Community College
George Fox University
George Mason University
Georgia College & State University
Georgia Gwinnett College
Georgia State University – University Career Services
Georgian Court University
Golden Gate University
Goldey-Beacom College
Gonzaga University
Goucher College
Grambling State University

8 | 2018-19 Career Services Benchmark Survey Report for Colleges and Universities Executive Summary
Appendix

Kingsborough Community College  
Kutztown University of Pennsylvania  
La Roche College  
La Sierra University  
Laguna College of Art & Design  
Lakeland University  
Lander University  
Lawrence Technological University  
Leadership Enterprise for a Diverse America  
Lebanon Valley College  
LeTourneau University – Longview Campus  
Lewis & Clark College  
Lewis University  
Lindenwood University  
Linfield College  
Lipscomb University  
Lock Haven University of Pennsylvania  
Loras College  
Loyola University New Orleans – Career Development Center  
Luther College  
Lyon College  
MacMurray College  
Manhattanville College  
Mansfield University of Pennsylvania  
Marian University – WI  
Marquette University  
Marymount California University  
Marymount University  
Maryville College  
Marywood University  
Massachusetts Institute of Technology – Career Advising and Professional Development  
McMurry University  
Merrimack College  
Methodist University  
Metropolitan Community College – Kansas City  
Miami University – Center for Career Exploration & Success  
Miami University – Farmer School of Business  
Michigan Technological University  
Middle Tennessee State University  
Midwestern State University  
Millersville University  
Mills College  
Milwaukee Area Technical College  
Milwaukee Institute of Art & Design  
Milwaukee School of Engineering  
Minnesota State University – Mankato  
Minnesota State University Moorhead  
Mississippi State University  
Missouri State University – Springfield Campus  
Missouri University of Science & Technology  
Monroe College  
Montana Tech  
Moravian College  
Morehead State University  
Mount Holyoke College  
Mount Marty College  
Mount Saint Mary College  
Mount Saint Mary’s University  
Mount St. Mary’s University  
Mount Vernon Nazarene University  
Mt. San Antonio College  
Murray State University  
Nevada State College  
New England College  
New Mexico Highlands University  
New Mexico State University – Main Campus  
New York University – The Wasserman Center for Career Development  
New York University – Tisch School of the Arts  
Newman University  
NewSchool of Architecture & Design  
Nichols College  
North Arkansas College  
North Carolina A&T State University  
North Dakota State University  
North Idaho College  
Northeastern Illinois University  
Northeastern State University  
Northern Illinois University - Career Services  
Northern Kentucky University  
Northern Michigan University  
Northwest Missouri State University  
Northwest Vista College
Appendix

Northwestern University – School of Professional Studies
Nova Southeastern University
Oakland University
Oakton Community College
Oglethorpe University
Ohio Christian University
Ohio Dominican University
Ohio University – Career Services
Ohio University – Russ College of Engineering & Technology
Ohio Wesleyan University
Ohlone College
Oklahoma Christian University
Olivet Nazarene University
Oral Roberts University
Oregon Institute of Technology
Oregon State University
Oregon State University – College of Business
Ozarks Technical Community College
Pacific Northwest College of Art
Parkland College
Passaic County Community College
Pellissippi State Community College
Pennsylvania College of Technology
Pennsylvania Highlands Community College
Pierpont Community and Technical College
Pima Community College
Pitt Community College
Plattsburgh State - SUNY
Portland Community College
Portland State University
Prairie View A&M University
Princeton University
Providence College
Purchase College – SUNY
Purdue University – Center for Career Opportunities
Purdue University Global – Illinois
Queen’s University
Quincy College
Ramapo College of New Jersey
Randolph College
Randolph-Macon College
Raritan Valley Community College
Rhode Island College
Rice University – Center for Career Development
Rider University
Ringling College of Art & Design
Ripon College
Roane State Community College
Roanoke College
Robert Morris University
Robert Morris University Illinois
Roberts Wesleyan College
Rochester Institute of Technology
Rockhurst University
Roger Williams University
Rose-Hulman Institute of Technology
Rust College
Rutgers University – Camden
Rutgers University – New Brunswick
Rutgers University – New Brunswick - School of Communication and Information
Rutgers University – New Brunswick - School of Management and Labor Relations
Rutgers University – Newark - Rutgers Business School
Ryerson University
Sabanci University
Sacred Heart University – Office of Career Development
Saginaw Valley State University
Saint Francis University
Saint John’s University
Saint Joseph’s College of Maine
Saint Joseph’s University
Saint Louis University – Career Services
Saint Mary-of-the-Woods College
Saint Mary’s University of Minnesota
Saint Michael’s College
Saint Paul College
Salem College
Salt Lake Community College-Redwood
Samford University
San Diego Mesa College
San Diego State University
San Diego State University – College of Business Administration
San Ignacio University
San Jose State University
Appendix

San Juan College  
School of the Art Institute of Chicago  
School of Visual Arts  
Schoolcraft College  
Schreiner University  
Seattle University  
Seton Hill University  
Siena Heights University  
Singapore Institute of Technology  
Skidmore College  
Snow College  
Solano Community College  
Sonoma State University  
Southeast Missouri State University  
Southeast Technical Institute  
Southeastern University  
Southern Illinois University – Carbondale  
Southern Illinois University – Carbondale - College of Business & Administration  
Southern Utah University  
Southwest Baptist University  
Southwestern Oklahoma State University  
Spalding University  
St. Ambrose University  
St. Bonaventure University  
St. Catherine University  
St. Cloud State University  
St. Edward’s University  
St. John Fisher College  
St. Lawrence University  
St. Norbert College  
St. Thomas Aquinas College  
Stanford University  
Stetson University  
Stockton University  
Stony Brook University – SUNY  
Sul Ross State University  
Summit Academy  
SUNY Adirondack  
SUNY Broome Community College  
SUNY College at Brockport  
SUNY Cortland  
SUNY Fredonia  
SUNY Geneseo  
SUNY New Paltz  
Syracuse University – Center for Career Services  
Tarleton State University  
Tecnologico de Monterrey  
Temple University – Career Center  
Temple University – The Fox School of Business & Management, CSPD  
Tennessee Technological University  
Terra State Community College  
Texas A&M University – Career Center  
Texas A&M University – Central Texas  
Texas A&M University – Commerce  
Texas A&M University – Corpus Christi  
Texas A&M University – Kingsville  
Texas A&M University – Mays Business School  
Texas A&M University – San Antonio  
Texas A&M University – Texarkana  
Texas Christian University – M.J. Neeley School of Business  
Texas Christian University – Center for Career & Professional Development  
Texas State University  
Texas Tech University – Rawls College of Business  
Texas Wesleyan University  
The City University of New York – Continuing Education and Workforce Programs  
The College of New Jersey  
The College of Saint Rose  
The College of St. Scholastica  
The College of Wooster  
The Cooper Union for the Advancement of Science & Art  
The Johns Hopkins University – Bloomberg School of Public Health - Career Services  
The King’s College  
The Ohio State University - College of Engineering  
The Ohio State University - College of Food, Agricultural, & Environmental Sciences  
The Ohio State University - Student-Athlete Support Services Office  
The University of Alabama at Birmingham  
The University of Arizona - Student Engagement and Career Development  
The University of Baltimore - The Career Center  
The University of Chicago  
The University of Chicago - Financial Mathematics Program  
The University of Hong Kong
Appendix

The University of Melbourne
The University of Montana - Missoula
The University of Montana - Western
The University of North Carolina at Asheville
The University of North Carolina at Chapel Hill - University Career Services
The University of North Carolina at Greensboro - Career Services Center
The University of Oklahoma
The University of Southern Mississippi
The University of Tennessee - Center for Career Development
The University of Tennessee - Haslam College of Business
The University of Tennessee at Martin
The University of Texas at San Antonio - Career Services
The University of Texas at Tyler
The University of Texas Southwestern Medical Center
The University of the Arts
The University of Utah - Career Services
The University of Vermont
Thomas College
Thomas Jefferson University
Thunderbird School of Global Management
Tiffin University
Tougaloo College
Towson University
Trident University International
Trine University
Trinity University
Trinity Western University
Triumph Higher Education
Trocaire College
Troy University - Troy Campus
Truman State University
Tulane University - A.B. Freeman School Of Business
Tulsa Technology Center
Tusculum University
Universidad de Monterrey
Universite Laval
University at Buffalo, The State University of New York, Career Services
University of Arkansas - Fayetteville
University of Arkansas - Fort Smith
University of Arkansas Community College at Batesville
University of Calgary - Haskayne School of Business
University of California - Davis - Internship & Career Center
University of California - Irvine - Division of Career Pathways
University of California - Irvine - The Paul Merage School of Business
University of California - Los Angeles - Career Center
University of California - Merced
University of California - Riverside - Career Center
University of Central Missouri
University of Central Oklahoma
University of Cincinnati - Clermont College
University of Cincinnati - Lindner College of Business
University of Colorado at Boulder - Leeds School of Business
University of Colorado at Denver
University of Colorado Colorado Springs
University of Delaware
University of Denver - Career Center
University of Denver - Daniels College of Business
University of Detroit Mercy
University of Houston - C.T. Bauer College of Business
University of Houston - Downtown Campus - Marilyn Davies College of Business - Career Center
University of Idaho
University of Illinois at Chicago - Office of Career Services
University of Illinois Springfield
University of Iowa - Pomerantz Career Center
University of Kentucky - James W. Stuckert Career Center
University of Louisville - College of Business
University of Louisville - J.B. Speed School of Engineering
University of Maine
University of Mary
University of Mary Hardin - Baylor
University of Massachusetts - Amherst
University of Massachusetts - Boston
University of Michigan - Dearborn - Internship and Career Management Center
University of Michigan - Flint
University of Minnesota - Morris
University of Minnesota - Twin Cities - Career & Internship Services
University of Mississippi
University of Missouri - Bloch Career Center
University of Missouri - St. Louis
University of Mount Union
University of Nebraska - Lincoln - Career Services
Appendix

University of Nebraska at Kearney - College of Business & Technology
University of Nebraska at Omaha - College of Business Administration
University of New Haven
University of New Mexico
University of New Mexico - Valencia
University of New Mexico-Taos Campus
University of North Carolina Wilmington
University of North Dakota
University of North Georgia
University of North Texas
University of Oregon
University of Pittsburgh - Career Development & Placement Assistance
University of Pittsburgh - Graduate School of Public Health
University of Pittsburgh at Johnstown
University of Portland
University of Redlands - Student Life
University of Saint Francis
University of San Francisco
University of Scranton
University of South Carolina - Aiken
University of South Carolina - Beaufort
University of South Carolina - Columbia
University of South Carolina - Columbia - College of Hospitality, Retail & Sport Management
University of South Florida - St. Petersburg
University of South Florida - Tampa - Career Center
University of Southern Maine
University of the Ozarks
University of the South
University of Virginia - Career Center
University of Washington - Career Center
University of Washington - Tacoma
University of West Florida
University of Wisconsin - Green Bay
University of Wisconsin - La Crosse
University of Wisconsin - Madison
University of Wisconsin - Oshkosh
University of Wisconsin - River Falls
University of Wisconsin - Stout
University of Wollongong
University of Wyoming
Ursinus College
Utica College
Valley City State University
Valparaiso University
Vanguard University
Vassar College
Villa Maria College
Villanova University
Virginia Tech - Career and Professional Development
Wake College
Wagner College
Wake Technical Community College
Walla Walla University
Wallace State Community College-Hanceville
Walsh College - Troy Campus
Washburn University
Washington & Jefferson College
Washington and Lee University
Washington College
Washington University in St. Louis - The Career Center
Webster University - Career Planning & Development Center
Wesleyan College
West Virginia University
West Virginia University - College of Business & Economics
West Virginia University - Institute of Technology
Western Carolina University
Western Colorado University
Western Governors University
Western Kentucky University
Westfield State University
Westminster College - Pennsylvania
Westmoreland County Community College
Wheaton College - Massachusetts
Widener University
Willamette University
William & Mary
William & Mary - Mason School of Business
William Jessup University
Wilmington University
Wingate University
Wittenberg University
Xavier University of Louisiana
Yale University - Office of Career Strategy
Yale University - School of Forestry & Environmental Studies
Yeshiva University
Youngstown State University
Zane State College