2009 Student Survey

KEY FINDINGS

The National Association of Colleges and Employers (NACE) conducted its *2009 Student Survey* to identify:

- how college students approached the job market as they neared graduation;

- how responsive the market was to the graduating students;

- the resources students used to obtain their first full-time employment; level hires at responding firms came from the ranks of new college graduates—a rate comparable with the record level set in the 2007-08 season.

- how students ranked attributes of the job and/or employer in making their decision for whom to work; and

- how the students perceived the market and their own place within the market in light of the economic downturn.

The survey was conducted February 19 through April 30, 2009. More than 35,000 students from more than 840 four-year and two-year colleges and universities nationwide—including more than 16,500 graduating seniors—participated. (Note: Data could be identified/validated for 750 schools; for a list, see "Participating Schools.")

Following are some of the major findings from the survey. Comparisons are drawn with similar surveys NACE conducted for the classes of 2007 and 2008.

- Despite the deteriorating job market, the vast majority (69 percent) of the graduating students indicated a desire for a full-time job after graduation.

- The plans of the college Class of 2009 are somewhat different than those of the classes of 2007 and 2008, but not radically so. The biggest difference is a shift away from finding employment in the for-profit, private sector marketplace. Only 39 percent of seniors chose this option as their primary goal after graduation compared with 45 percent of respondents from previous classes.

  o A larger percentage of graduating seniors are intent on going to graduate or professional school (26 percent in 2009 compared with 24 percent in 2008).

  o There was an even greater shift in plans to find work, but outside of the for-profit, private sector. Interest in working for nonprofits increased from 14 percent in 2008 to more than 17 percent in 2009, and a job in government was a target for slightly more than 10 percent of the 2009 graduating class compared with 8.9 percent of seniors graduating in 2008.

- The effects of the recession were clearly evident in the success rate of students who were active in the job market at the time of the survey. The percentage of seniors who applied for a job and received an offer or landed a position was down markedly in comparison with 2008 and especially 2007 (a better point of comparison as the 2009 and 2007 surveys were conducted in the same time frame).

  o Only 40 percent of students who applied for jobs received at least one offer. This compares with more than 50 percent in 2008 and 66 percent in 2007.

  o Less than 20 percent (19.7 percent) of applicants had a job secured for after graduation. In 2008, 26 percent had a job in hand, while in 2007 more than 50 percent of senior applicants had secured a job to go to after graduation.

  o One of the most surprising findings in the report was that seniors receiving offers did not accept the offers to any greater degree than did the applicants of previous classes. Of those receiving a job offer, only 45 percent had accepted an offer. Several items suggest themselves as reasons for why students resisted accepting a job offer despite the dismal job market.

    ▪ Compensation: Responses suggest that applicants who rejected offers were getting salary offers that were substantially lower than those offered to graduates who accepted jobs.

- Job location: A large percentage of students who rejected offers (17.5 percent) reported that a make-or-break item for accepting or rejecting a job was the location of the job close to their families.

- Recognized employer: Another sizable group (11 percent) reported that an employer's name recognition or lack of recognition would force them to reject an offer.

- Confidence: While applicants who rejected offers said they understood that the economy had turned negative, the majority apparently felt the poor job market would not affect them directly. Nearly 59 percent of respondents who rejected offers felt they would land a full-time job within three months of their graduation.

- The job-search strategies used by the Class of 2009 differed little from the strategies employed by their immediate predecessors.

  o The dominant search strategies reported by student applicants in the 2009 survey were visiting company web sites (96 percent); checking job postings on company web sites (91 percent); networking with friends or relatives (89 percent); attending career fairs (87 percent); and checking job postings on the college career center web site (85 percent). While these are similar to the techniques used in previous years, it does appear that 2009 graduates placed more of an emphasis on direct contacts through both increased networking and attendance at career fairs.

- Social networking sites as an avenue for recruiting college students appears to have significant potential but is still not employed effectively. A significant part of the problem to making such sites effective may be student resistance to their use as a vehicle for the job search.

  o 86 percent of seniors report having an account on Facebook, MySpace, or LinkedIn. This is slightly higher than reported in the Class of 2008 survey (83 percent).

  o 57 percent of seniors expect employers to view their social networking profiles as part of the recruitment process; again, that's higher than was the case in the Class of 2008 survey (53 percent).

  o Only 27 percent feel employers should view a student's profile on a social networking site.

  o 55 percent have noticed employer ads while on their social network—a significant increase over the 2008 survey figure of 44 percent, but only 12 percent (the same as in 2008) report ever having clicked on the ad to learn more about the employer.

  o 6 percent of seniors report that they have been contacted by an employer or an employer's representative about a job through their social networking site—no real change from the 2008 survey.

  o Only 16 percent have used the social network to contact friends, associates, or potential employers as part of their pursuit of a full-time job.

- Students employed a wide variety of contacts in their job search but most were perceived as not particularly helpful.

  o 80 percent or more of respondents reported that they used friends, faculty, parents, and the career center during their job search.

  o Less than 60 percent of respondents found any particular contact to be helpful during the job search. The most helpful connections reported were friends (55 percent), parents (51 percent), and faculty (51 percent).

  o Although 82 percent of seniors reported using career services only 42 percent reported career services as being "helpful" in their search for a job. (Note: As indicated below, this perception is erroneous.)

- The vast majority of seniors (84 percent), particularly seniors planning on a job after graduation, report familiarity with their college career center. However, the actual use of career center services differs significantly.

  o Most students employ the career center to either search for job listings or to spruce up their resume.

    ▪ 68 percent of seniors looking for a job report using the career center to search job listings.

    ▪ 67 percent of seniors looking for a job report using the career center to develop their resume.

  o Use of the career center for more intensive activities, such as preparing for a job interview, falls off dramatically.

    ▪ 41 percent of senior job seekers have used the career center for career coaching.

    ▪ Only 32 percent have used the career center's resources to research potential employers.

    ▪ Only 31 percent have employed the career center to assist them with preparation for a job interview.

  o Student perspectives on the "helpfulness" of career services are directly tied to their use of career center services. As the use of these services increase, the perceived "helpfulness" in the job search increases.

    ▪ 42 percent of students who used career services minimally (for only one service) saw the career center as helpful in the job search.

    ▪ 74 percent of students who used the career center for multiple services found the career center to be helpful in the job search.

o Students who used career center services extensively were significantly more successful in the job search than students who did not use the career center at all or those that used the services minimally.

- 50 percent of students that used career services intensively received a least one job offer compared with 42 percent of students who did not use or used the career center minimally.

- 26 percent of students who used the career center extensively had secured a job before graduation compared with only 17 percent of students who only searched job listings on the career center web site.

- The negative economic climate had an impact on student attitudes toward the job/employer but that impact was limited.

  o Students were concerned that the general economy might pose a problem in getting a job and beginning their careers.

  - 64 percent of seniors expressed worry about getting a job after graduation, and 41 percent expected to rely on parents' financial assistance after graduating from college.

  o However, in general, seniors were still confident about their individual ability to be successful in the job market.

  - 52 percent of all seniors expected to have a job within three months of their graduation, and 70 percent felt that their college education had prepared them well for employment in the work force.

  o Students adjusted their attitudes toward the job and preferences for an employer as a result of the new economic situation.

  - The willingness to work long hours on the job decreased this year, probably in relation to decreased expectations of high financial rewards.

- 83 percent of seniors from the Class of 2009 expressed the willingness to put in more than 40 hours per week on the job. Eighty-seven percent of previous classes had expressed the willingness to work extended hours.

  - Student preferences in regard to the job/employer were even more focused on the financial security the employer could provide.

- The four most important employer/job attributes as ranked by 2009 graduates were job security; the opportunity to advance; a high starting salary; and the company's location.

- The top preferences for employer benefits also feature the current class's focus on financial security. They are employer-paid medical insurance, annual salary increases, a 401(k) plan, dental insurance, and life insurance. Interest in more than two weeks of vacation and family friendly benefits has declined with 2009 graduates.

o To get a better sense of what, beyond salary, would motivate 2009 graduates to accept an offer, students were asked to identify the one employer attribute or benefit outside of salary that would make or break their interest in an offer. The top three choices were:

- Comprehensive employer-paid health insurance;

- Job location close to family; and

- Assistance with student loan repayments.

o Attributes traditionally identified with the Millennial generation (employer's community activism, employer's reputation as a "green" company, and ample free time in the form of more than two weeks of vacation) were choices of 3 percent or fewer of the respondents.

Complete results from NACE's *2009 Student Survey* are available in *Moving On 2009: Student Approaches and Attitudes Toward the Job Market for the College Class of 2009*; for details, see www.naceweb.org/research.aspx.

PARTICIPATING SCHOOLS

A total of 840 colleges and universities took part in the 2009 *Student Survey*, and usable/identifiable data was collected from students at 750 of those schools; however, only 710 institutions are listed here, as the remaining asked not to be cited.

Abilene Christian University
Albertus Magnus College
Alfred State College - SUNY
Allegheny College
Alma College
American Institute of Business
American InterContinental
     University - Fort Lauderdale Campus
American InterContinental
     University - Online
American International College
Anderson University
Angelina College
Angelo State University
Antioch University New England
Arapahoe Community College
Argosy University
Arizona State University
Arizona State University - Ira A. Fulton
     School of Engineering
Arizona State University -
     Polytechnic Campus
Arizona State University - W.P. Carey
     School of Business-
     Undergraduate
Arizona State University - West
The Art Institute of Philadelphia
Ashford University
Ashworth College
Asnuntuck Community College
Augusta School of Massage
Augusta Technical College -
     Augusta Campus
Aurora University
Austin College
Babson College
Bacone College
Baker University
Ball State University
Baruch College
Becker College
Belmont Abbey College
Belmont University
Beloit College
Benedictine College
Benjamin Franklin Institute of Technology
Bethany College
Bethel College
Bethel College in Kansas
Biola University
Black Hills State University
Bloomsburg University of
     Pennsylvania
Bluffton University
Bob Jones University

Bowie State University
Bradley University
Brenau University
Bridgewater College
Bridgewater State College
Brigham Young University - Idaho
Brooklyn College
Bryant & Stratton College - Buffalo
     Campus
Bryant & Stratton College -
     Syracuse Campus
California Baptist University
California Polytechnic State
     University
California State University - Long
     Beach
California State University - Northridge
California State University -
     Stanislaus
California University of Pennsylvania
Calumet College of St. Joseph
Campbell University
Capella University
Capital University
Cardinal Stritch University
Carroll College
Case Western Reserve University
Case Western Reserve University -
     Case School of Engineering
Centenary College of Louisiana
Central Carolina Technical College
Central College
Central Methodist University
Central Michigan University
Central New Mexico Community
     College
Central Pennsylvania College
Central State University
Centralia College
Chaminade University of Honolulu
Champlain College
Charleston Southern University
Charter Oak State College
Chattahoochee Technical College
City College of San Francisco
Claremont Graduate University
Clarion University of Pennsylvania
Clarion University of Pennsylvania -
     Venango Campus
Clark College
Clark University
Clark University - Graduate School of
     Management
Clarke College
Clayton State University

Clemson University
Cleveland State University
Coe College
Colgate University
The College of the Bahamas
The College of the Bahamas - Oakes
     Field Campus
The College of Idaho
The College of St. Scholastica
College of Saint Elizabeth
College of St. Joseph
College of Staten Island
Collin County CCD
Colorado Technical University -
Colorado Springs
Columbia College- Missouri
Columbia College- South Carolina
Columbia University - Mailman School
     of Public Health
Community College of Rhode Island
Concordia University - Wisconsin
Daemen College
Dalhousie University
Daniel Webster College
Darton College
Defiance College
DePaul University
DeSales University
DeVry University
DeVry University - Atlanta - Keller
     Graduate School of Management
DeVry University - Houston
DeVry University - Orlando
DeVry University - Philadelphia
DeVry University California
DeVry University Chicago
DeVry University Online
Doane College
Dominican University
Dordt College
Drexel University
Drexel University - Health Sciences
Duke University
Duke University - The Fuqua School of
     Business
Duquesne University
East Central College
East Central Community College
East Tennessee State University
Eastern Connecticut State University
Eastern Illinois University
Eastern Kentucky University
Eastern Mennonite University
Eastern Washington University
Eckerd College

École de technologie supérieure, Montreal, Quebec
El Paso Community College - Valle Verde Campus
Elizabeth City State University
Embry-Riddle Aeronautical University - Daytona Beach Campus
Embry-Riddle Aeronautical University - Prescott Campus
Emerson College
Eureka College
Everest College Online
Evergreen State College
Fairleigh Dickinson University - College at Florham
Fairleigh Dickinson University - Metropolitan Campus
Fayetteville State University
Federal University of Santa Catarina
Florida A&M University
Florida Atlantic University - Boca Raton Campus
Florida Community College at Jacksonville - Downtown Campus
Florida Community College at Jacksonville - Kent Campus
Florida Community College at Jacksonville - South Campus
Florida Institute of Technology
Florida International University
Florida International University - College of Business Administration
Florida State University
Florida State University - Panama
Fordham University - Rose Hill Campus
Fort Hays State University
Framingham State College
Franklin College
Franklin Pierce University
Franklin University
Fredonia State university
Fresno Pacific University
Gainesville State College
Gannon University
George Washington University
Georgetown University
Georgia Gwinnett College
Georgia Military College
Georgia Perimeter College - Decatur Campus
Georgia State University
Georgia State University - J. Mack Robinson College of Business
Germanna Community College - Locust Grove Campus
Gonzaga University
Goodwin College
Governors State University
Grand Canyon University
Grinnell College
Gustavus Adolphus College
Gwinnett Technical College
Hardin-Simmons University
Harvey Mudd College

Hawaii Community College
Hendrix College
Herzing College - Atlanta Campus
Herzing College - Lakeland Medical Dental Academy Division
Herzing College - Madison Campus
Herzing College - Online
Herzing College - Orlando Campus
Herzing College - Winnipeg Campus
Herzing University
High Tech Institute
Hobart and William Smith Colleges
Hollins University
Houston Community College
Humboldt State University
Hunter College
Husson University
Huston-Tillotson University
Illinois Institute of Technology
Illinois Institute of Technology - Stuart Graduate School of Business
Illinois State University
Immaculata University
Inade University
Indiana Institute of Technology
Indiana State University
Indiana University - Bloomington - College of Arts & Sciences
Indiana University - Bloomington - Kelley School of Business - Undergraduate
Indiana University - Bloomington - School of Health, Physical Education & Recreation
Indiana University - Bloomington - School of Informatics
Indiana University - Bloomington - School of Public & Environmental Affairs
Indiana University - Kokomo
Indiana University - Northwest
Indiana University - South Bend
Indiana University - Southeast
Indiana University-Purdue University Fort Wayne
Indiana University-Purdue University Indianapolis
Indiana University-Purdue University Indianapolis - Kelley School of Business CPO
Indiana University-Purdue University Indianapolis - School of Informatics
Indiana Wesleyan University
The International Academy of Design and Technology
Iona College
Iowa State University - College of Engineering
Iowa State University - College of Liberal Arts & Sciences
ITT Technical Institute

Ivy Tech Community College - Bloomington
Ivy Tech Community College - Fort Wayne
Ivy Tech Community College - Gary
Ivy Tech Community College - Indianapolis
Ivy Tech Community College - Lafayette
Ivy Tech State College
James A. Rhodes State College
John Brown University
Johns Hopkins University
Johns Hopkins University - Bloomberg School of Public Health
Johns Hopkins University - Columbia - School of Professional Studies in Business & Education
Johns Hopkins University - SAIS
Kaiser University - Southeastern School of Neuromuscular & Massage Therapy
Kansas State University
Kansas Wesleyan University
Keller University
Kennesaw State University
King's College
Lafayette College
LaGrange College
LaGuardia Community College
Laguna College of Art & Design
Lakeland College
Lakeland Community College
Lamar State College Orange
Lamar University
Lander University
Lawrence Technological University
Lebanon Valley College
Lewis University
Lock Haven University of Pennsylvania
Lone Star College - Cy-Fair
Lone Star College - Montgomery
Lone Star College - North Harris
Lord Fairfax Community College
Louisiana State University in Shreveport
Loyola University Chicago
Loyola University Chicago - Graduate School of Business
Luzerne County Community College
Lyon College
Macomb Community College - South Campus
Madison Area Technical College - Truax Campus
Malone University
Manchester Community College
Manhattan College
Marian College
Marietta College
Marist College
Mars Hill College
Marshall Community & Technical
Marshall University
Marshall University Graduate College

Martin Luther Universität Halle-Wittenberg
Mary Baldwin College
Marymount Manhattan College
Maryville College
Massachusetts College of Art & Design
Massachusetts Institute of Technology
Mayville State University
McKinley Online College
McMurry University
Mercer University
Mesa Community College
Metropolitan Community College - Penn Valley
Metropolitan Community College - South Omaha Campus
Michigan Technological University
Middle Georgia Technical College
Midlands Technical College
Mills College
Millsaps College
Minnesota State University - Mankato
Misericordia University
Mississippi College
Mississippi State University
Mississippi University for Women
Mississippi Valley State University
Missouri Baptist University
Missouri University of Science & Technology
Molloy College
Montana State University - Billings
Montclair State University
Moraine Valley Community College
Morris College
Mount Union College
Mountain Empire Community College
Mountain State University - Beckley Campus
Mountain State University - Martinsburg Campus
Murray State University
Naugatuck Valley Community College
Neumont University
New Mexico Highlands University
New Mexico State University
New School- Eugene Lang
New School- General Studies
New School- Jazz
New York University
New York University - Robert F. Wagner Graduate School of Public Service
Newman University
Nichols College
Normandale Community College
North Carolina A&T State University
North Carolina Wesleyan College
North Georgia College & State University
Northeastern State University
Northeastern State University – Tahlequah

Northeastern University - College of Business Administration
Northeastern University - Experiential Learning
Northwest Arkansas Community College - Bentonville
Northwest Christian University
Northwest Technical Institute
Northwood University - Texas Campus
Ohio Dominican University
Ohio State University
Ohio State University - College of Education & Human Ecology
Ohio State University - College of Engineering
Ohio State University - College of Food, Agricultural, & Environmental Sciences
Ohio State University - Colleges of the Arts & Sciences
Ohio State University - Max M. Fisher College of Business
Ohio State University at Lima
Ohio State University at Marion
Ohio State University at Newark & Central Ohio Technical College
Ohio University
Ohio University - Russ College of Engineering & Technology
Ohio Valley University
Ohio Wesleyan University
Olivet College
Olivet Nazarene University
Oral Roberts University
Oregon State University
Oregon State University- Cascades Campus
Oregon State University- College of Engineering
Oregon State University- College of Forestry
Ottawa University
Otterbein College
Our Lady of the Lake University
Pace University - New York City Campus
Paier College of Art
Palm Beach Community College - Palm Beach Gardens Campus
Pennsylvania State University - Berks
Pennsylvania State University - Erie, The Behrend College
Pennsylvania State University - Harrisburg
Pennsylvania State University - Smeal College of Business
Pennsylvania State University - University Park
Philadelphia University
Pittsburg State University
Polytechnic Institute of NYU
Pomona College
Prairie View A&M University
Pratt Institute

Presbyterian College
Purdue University - Calumet
Purdue University - College of Liberal Arts
Purdue University - Krannert School of Management - Graduate
Purdue University - North Central
Purdue University - West Lafayette
Raritan Valley Community College
Regis University
Rensselaer Polytechnic Institute
Rhode Island College
Rio Salado Community College
Roane State Community College
Roanoke College
Robert Morris College - Chicago Campus
Robert Morris College- Morris Graduate School
Robert Morris University
Roger Williams University
Roosevelt University
Rose-Hulman Institute of Technology
Rutgers University - Camden
Rutgers University - New Brunswick
Rutgers University - New Brunswick - Rutgers Business School
Rutgers University - Newark
Sacred Heart University
Saint Joseph College
Saint Joseph's College
Saint Joseph's College of Maine
Saint Leo University
Saint Martin's University
Saint Mary-of-the-Woods College
Saint Mary's College of California
Saint Xavier University
Samford University
San Diego Community College District
San Diego State University
San Francisco State University
Santa Clara University
Santa Clara University - Leavey School of Business
Sarah Lawrence College
Savannah College of Art & Design
School of the Museum of Fine Arts- Boston
Seattle Pacific University
Seminole Community College - Sanford/Lake Mary Campus
Shenandoah University
Shorter College
South Puget Sound Community College
South University
Southeast Community College - Lincoln Campus
Southeast Missouri State University
Southeastern Oklahoma State University
Southern Arkansas University
Southern Illinois University - Edwardsville

Southern Methodist University
Southern Polytechnic State
    University
Southern Vermont College
Southside Virginia Community College
Southwest Minnesota State University
Southwest Virginia Community College
Southwest Virginia Community College
Southwestern Community College
Southwestern University
Spokane Community College
Spring Hill College
St. Cloud Technical College
St. John's University - Queens Campus
St. John's University - Rome Campus
St. John's University- Tobin College of
    Business
St. Louis Community College -
    Florissant Valley Campus
St. Louis Community College -
    Meramec Campus
St. Mary's University
St. Norbert College
St. Thomas University
Stephen F. Austin State University
Stephens College
Stevens Institute of Technology
Stony Brook University
Stratford University
Strayer University
Suffolk University Law School
Sullivan University - Lexington Campus
Sullivan University
SUNY at Potsdam
SUNY Binghamton
SUNY Cobleskill
SUNY College at Brockport
SUNY College at Old Westbury
SUNY College at Oneonta
SUNY College of Environmental Sci-
    ence & Forestry
SUNY College of Technology at Canton
SUNY College of Technology at Delhi
SUNY Cortland
SUNY Farmingdale State College
SUNY Fredonia
SUNY Geneseo
SUNY Institute of Technology
SUNY Oswego
SUNY Purchase College
SUNY Rockland Community College
SUNY Ulster County Community Col-
    lege
SUNY Upstate Medical University
Syracuse University
Syracuse University - Martin J. Whit-
    man School of Management
Syracuse University - Maxwell School
    of Citizenship & Public Affairs
Tarleton State University
Taylor University - Fort Wayne Campus
Taylor University - Upland Campus
Tennessee State University

Tennessee Technological University
Texas A&M International University
Texas A&M University - Career Center
Texas A&M University - Commerce
Texas A&M University - Corpus Christi
Texas A&M University - Galveston
Texas A&M University - George Bush
    School of Government & Public
    Service
Texas A&M University - Kingsville
Texas A&M University - Mays
    Business School
Texas A&M University - Texarkana
Texas Christian University
Texas Christian University - M.J. Neeley
    School of Business
Texas Southern University
Texas Southern University - Jesse H.
    Jones School of Business
Thomas Edison State College
Trinity International University
Trinity University
Troy University - Dothan Campus
Troy University - Montgomery Campus
Troy University - Troy Campus
Troy University- Ecampus
Tufts University
Tulane University
Tulane University - A.B. Freeman
    School Of Business
Union College - Kentucky
Union College - New York
University of Alaska - Fairbanks
University of Alaska Fairbanks - School
    of Management
University of Alaska Interior
    Aleutian Campus -Tok
University of Arkansas
University of Arkansas -
    Fayetteville - Sam M. Walton Col-
    lege of Business
University of Arkansas - Fort Smith
University of Arkansas - Little Rock
University of Akron
University of Arizona
University of Arizona - Eller College of
    Management -
    Undergraduate
University of California - San Diego -
    Rady School of Management
University of Central Florida
University of Charleston
University of Colorado at Colorado
    Springs
University of Connecticut
University of Connecticut - Avery Point
University of Connecticut - School of
    Business
University of Connecticut - School of
    Law
University of Connecticut - Stamford
University of Connecticut -
    Torington

University of Connecticut -
    Waterbury
University of Dayton
University of Florida
University of Florida - Warrington
    College of Business Administration
University of Georgia
University of Hartford
University of Hartford - Hartford Art
    School
University of Hawaii at Hilo
University of Hawaii at Manoa
University of Houston
University of Houston - C.T. Bauer Col-
    lege of Business
University of Houston - Clear Lake
University of Houston - Downtown
University of Houston - Law Center
University of Houston - Victoria
University of Houston System at Sugar
    Land
University of Idaho
University of Illinois
University of Illinois at Chicago
University of Illinois at Chicago -
    College of Business
University of Illinois at Springfield
University of Illinois at Urbana-
    Champaign
University of Illinois at Urbana-
    Champaign - College of Business
University of Illinois at Urbana-
    Champaign - College of
    Education
University of Illinois at Urbana-
    Champaign - College of
    Engineering
University of Kansas
University of Kansas - School of Busi-
    ness
University of Kansas - School of
    Engineering
University of Kentucky
University of Kentucky - Gatton
    College of Business & Economics
University of Louisiana at Monroe
University of Louisville
University of Louisville - College of
    Business & Public
    Administration
University of Louisville - J.B. Speed
    School of Engineering
University of Mary Hardin - Baylor
University of Mary Washington
University of Maryland - Baltimore
    County
University of Maryland - University
    College - Information & Library
    Services
University of Maryland - University
    College - School of Undergraduate
    Studies
University of Michigan

University of Michigan - College of Engineering
University of Michigan - Dearborn
University of Michigan - Flint
University of Michigan- Ann Arbor
University of Minnesota - Crookston
University of Minnesota - Duluth
University of Minnesota - Morris
University of Minnesota - Twin Cities
University of Minnesota - Twin Cities - Carlson School of Management
University of Minnesota - Twin Cities - College of Liberal Arts
University of Minnesota - Twin Cities - St. Paul Campus
University of Minnesota Institute of Technology
University of Missouri - Columbia
University of Missouri - Columbia - College of Agriculture, Food & Natural Resources
University of Missouri - Columbia - College of Business
University of Missouri - Columbia - College of Engineering
University of Missouri - Kansas City
University of Missouri - Rolla
University of Missouri - St. Louis
University of Montana-Helena College of Technology
University of Nebraska - Lincoln
University of Nebraska at Kearney
University of Nebraska at Omaha
University of New Mexico
University of New Mexico - The An-derson School of Management
University of New Mexico - Valencia
University of New Orleans
University of North Carolina at Chapel Hill
University of North Carolina Wilmington
University of Oregon
University of the Ozarks
University of the Pacific
University of Phoenix- Axia College
University of Pittsburgh
University of Pittsburgh - College of Business Administration
University of Pittsburgh - Graduate School of Public Health
University of Pittsburgh at Bradford
University of Pittsburgh at Greensburg
University of Pittsburgh at Johnstown
University of Rhode Island
University of Sciences in Philadelphia
University of South Alabama
University of South Carolina - Aiken

University of South Carolina - Columbia
University of South Carolina - Columbia - Moore School of Business
University of South Florida - Lakeland
University of South Florida - Sarasota/Manatee
University of South Florida - St. Petersburg
University of South Florida - Tampa
University of Southern Maine
University of St. Francis
University of the Sciences in Philadelphia
University of Texas at Austin
University of Texas at Austin - College of Communication
University of Texas at Austin - College of Education
University of Texas at Austin - College of Engineering
University of Texas at Austin - College of Fine Arts
University of Texas at Austin - College of Liberal Arts
University of Texas at Austin - College of Natural Sciences
University of Texas at Austin - Jackson School of Geosciences
University of Texas at Austin - Red McCombs School of Business
University of Texas at Austin - School of Architecture
University of Texas at Dallas
University of Texas at Dallas - Erik Jonsson School of Engineering & Computer Science
University of Texas at El Paso
University of Texas at San Antonio
University of Texas at Tyler
University of Texas of the Permian Basin
University of Texas-Pan American
University of Utah
University of Washington
University of Washington - Bothell
University of Washington - College of Engineering
University of Washington - Tacoma
University of Wisconsin - Eau Claire
University of Wisconsin - Green Bay
University of Wisconsin - La Crosse
University of Wisconsin - Madison - College of Engineering
University of Wisconsin - Madison - College of Letters & Science
University of Wisconsin - Madison - School of Business
University of Wisconsin - Milwaukee
University of Wisconsin - Oshkosh
University of Wisconsin - Parkside

University of Wisconsin - Platteville
University of Wisconsin - River Falls
University of Wisconsin - Stevens Point
University of Wisconsin - Stout
University of Wisconsin - Whitewater
Ursinus College
Ursuline College
USF Poly
Utah Valley University
Valdosta State University
Valley City State University
Velencia Community College
Vincennes University
Virginia Commonwealth University
Virginia Commonwealth University - School of Business
Viterbo University
Walden University
Washington State University
Washington State University - Pullman
Waukesha County Technical College
Wayne State College
Wayne State University
Wayne State University - School of Business Administration
West Virginia University
West Virginia University - College of Business & Economics
West Virginia University - Institute of Technology
West Virginia University at Parkersburg
Western New England College
Western Technical College
Western Washington))University
Westminster College
Whitman School of Management at Syracuse University
Wichita State University
Widener University
William Jessup University
Wilmington College of Ohio
Wilmington University
Wilson Technical Community College
Winona State University
Winthrop University
Wisconsin Indianhead Technical College - New Richmond
Wisconsin Indianhead Technical College - Rice Lake Campus
Wisconsin Indianhead Technical College - Superior Campus
Wisconsin Lutheran College
Wittenberg University
Wofford College
Woodbury University
Worcester Polytechnic Institute
Yeshiva University