

AACSB International – The Association to Advance Collegiate Schools of Business  
777 South Harbour Island Boulevard  
Suite 750  
Tampa, FL 33602-5730

# 2014-2015

# **SALARY SURVEY REPORTS**

## Executive Summary Only

Versions Included in Full Reports:  
United States Only (All other participants excluded)  
Worldwide - All Participants  
Worldwide - Excluding U.S.  
Canada Only (All other participants excluded)

### Knowledge Services

The full report provides detailed tables summarizing the results of AACSB International's 2014-2015 Global Salary Survey. This document includes excerpts from the reports including the executive summaries. The survey includes data for 34,893 faculty members and 6,586 administrators. Salary data was collected in 28 fields of specialization plus a category entitled "other." For purposes of this summary report, the data were grouped into 18 fields. Individual tables show the mean, median, maximum and minimum salaries for each rank and for new hires at each rank. The tables also include percentiles (90<sup>th</sup>, 75<sup>th</sup>, 25<sup>th</sup>, 10<sup>th</sup>). For each field, separate tables are provided for each of the following:

- Public Accredited
- Public Non-Accredited
- Public
- Private Accredited
- Private Non-Accredited
- Private
- Accredited
- Non-Accredited
- All AACSB Members

The Salary Survey is prepared with the cooperation and assistance of AACSB International member institutions and their staffs. AACSB's salary survey information is voluntary and is not connected formally or informally with AACSB International accreditation. There is no AACSB International accreditation standard related to salaries.

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2014-2015  
**GLOBAL**  
**SALARY SURVEY REPORT**  
**Worldwide - All Participants**

Knowledge Services

This report provides detailed tables summarizing the results of AACSB International's 2014-2015 Global Salary Survey study for all participating schools separated into "Worldwide - All Participants" and "Worldwide – Excluding U.S." for comparison purposes. This is a companion report to the 2014-2015 Salary Survey Report – U.S. The survey includes data for 34,893 faculty members and 6,586 administrators. Salary data was collected in 28 fields of specialization plus a category entitled "other." Individual tables show the mean, median, maximum and minimum salaries for each rank. For each field, separate tables are provided for each of the following:

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## PREFACE

This report is based on data gathered through the 2014-2015 worldwide salary survey. This was the eighth year that the Salary Survey has been available to all AACSB member schools worldwide regardless of location. As a growing study, this report reflects a sample size that incorporates the full number of participants. The report has been separated into distinct sections to control for the larger United States sample size. First, all data are being reported together as part of the Salary Survey Overview – Worldwide - All Participants and in the second section, only the data from participating schools outside of the United States is being reported. All data has been converted to United States Dollars for comparison purposes. As the global component of this survey continues to grow, we anticipate that in future years the Salary Survey will also display regional divisions based on number of responses. This report is a companion report to the 2014-2015 U.S. Salary Survey Report and the 2014-2015 Canadian Salary Survey Report.

Our special thanks go to the schools from outside of the United States and Canada that participated in this survey. A total of 579 schools reported data for 34,893 faculty and 6,586 administrative position salaries. Twenty eight different currencies were represented in the survey responses.

The sections of this report are divided by institutional control, accreditation status, discipline, and faculty rank. Salary information was collected in thousands to one decimal point. If a line is blank, then no data was reported or is not shown due to confidentiality restrictions. An asterisk (\*) indicates that the salary is not shown due to confidentiality standards. This is used when it is potentially possible to determine the reporting school in order to preserve full confidentiality for all schools.

<b>Region</b>	<b>Participants</b>
Africa	0
Asia	19
Europe	21
Oceania	4
The Americas	535
	579

Salary data for faculty were collected in 28 fields of specialization plus a category entitled "other." For reporting purposes, the data were grouped into the following 19 fields:

<b>Reporting Area</b>	<b>Including</b>
Accounting	Accounting, Taxation
Behavioral Science/ Organizational Behavior	Behavioral Science/ Organizational Behavior
Business Communication	Business Communication
Business Education	Business Education
Business Ethics	Business Ethics
Business Law/Legal Environment	Business Law/Legal Environment
Computer Information Systems/ Management Information Systems	Computer Information Systems/ Management Information Systems
E-business	E-business
Economics/Managerial Economics	Economics/Managerial Economics
Entrepreneurship/Small Business Administration	Entrepreneurship/Small Business Administration
Finance	Finance, Insurance, Real Estate
Human Resource Management	Human Resource Management
International Business	International Business
Management	Management
Marketing	Marketing
Production/Operations Management	Production/Operations Management
Quantitative Methods	Operations Research, Quantitative Methods, Statistics
Strategic Management	Strategic Management
Other	General Business, Health Services/Hospital Administration, Hotel/Restaurant/Tourism, Public Administration, Supply Chain Management/Transportation/Logistics, and Other

## 2014-15 Salary Survey All Participants Executive Summary

The results of AACSB International’s 47th annual Salary Survey, the most comprehensive and credible in the industry, are in. This executive summary provides an overview of the results for the worldwide and all participant companion report to the 2014-2015 Salary Survey Report – All Participants. The full report that follows provides detailed breakouts by field/discipline, accreditation status and institutional control (public vs. private). Custom Salary Survey reports also are available.

AACSB invited over 1,300 member business schools and academic units to participate in this year’s survey. Reflecting the high value placed on the reports created using the survey data, member participation was high among accredited institutions at 86.1 percent (U.S.)/69.7 percent for all participants with overall participation at 74.3 percent (U.S.)/41.9 percent for all participants.

The 579 participating schools provided data on 34,893 business faculty members across all ranks and 28 business fields and 6,586 administrators in 25 positions normally found in business schools. Of 6,586 administrative salaries reported, 1,261 were on a 9-month basis, while 5,325 were on a 12-month basis.

This is the eighth year that all AACSB member schools were invited to participate in the Salary Survey. As participation grows and we gather comparable data across years, this report will begin to include annual trend tables similar to those reported in the U.S. version of the report. Please note that the data includes a wide variety of currencies, so all have been converted to U.S. dollars for comparison purposes. Data were collected on a 9-month or 12-month contract basis. All faculty salaries have been converted to a 9-month salary basis for comparison purposes. Administrative salaries are reported by reported contract length.

Table 1. Participation by Accreditation Status

Type of Institution	AACSB Members	Number Responding	Percent Responding
Accredited	715	498	69.7
Non-Accredited	668	81	12.1
Total	1,383	579	41.9

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# 2014-2015 U.S. SALARY SURVEY REPORT

## Knowledge Services

This report provides detailed tables summarizing the results of AACSB International's 2014-2015 Salary Survey. The complete survey includes data for 34,893 faculty members (U.S. 27,831) and 6,586 administrators (U.S. 5,322). Salary data was collected in 28 fields of specialization plus a category entitled "other." For purposes of this summary report, the data were grouped into 18 fields. Individual tables show the mean, median, maximum and minimum salaries for each rank and for new hires at each rank. The tables also include percentiles (90<sup>th</sup>, 75<sup>th</sup>, 25<sup>th</sup>, 10<sup>th</sup>). For each field, separate tables are provided for each of the following:

- Public Accredited
- Public Non-Accredited
- Public
- Private Accredited
- Private Non-Accredited
- Private
- Accredited
- Non-Accredited
- All AACSB Members

The Salary Survey is prepared with the cooperation and assistance of AACSB International member institutions and their staffs. AACSB's salary survey information is voluntary and is not connected formally or informally with AACSB International accreditation. There is no AACSB International accreditation standard related to salaries.

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## PREFACE

This report of U.S. faculty and administrative personnel salaries paid during the 2014-2015 academic year is the 47th such annual study conducted by AACSB International – The Association to Advance Collegiate Schools of Business in the current series. This report provides statistical information about faculty salaries by rank and field/discipline, with salaries for new hires also reported separately. It also provides salary information for administrative positions common to most business schools. Based on survey participation, member representatives may create custom reports (including a minimum of six peer institutions) online using the Knowledge Services DataDirect Web site ([www.aacsb.edu/datadirect](http://www.aacsb.edu/datadirect)). The custom reports are automatically produced and may be downloaded in MS Excel, PDF, or HTML formats. Non-participants should contact AACSB for additional ordering information.

All member institutions were invited to participate in the survey. This report is for the U.S. members only. Additional reports are available for all participants and specific regions where appropriate. The salary survey questionnaire was sent via email to 654 U.S. business schools and academic units at member institutions. Of these, 486 institutions responded. The table below indicates categories of respondents and percentage response from each category of AACSB International membership:

	<b>Total U.S. Membership</b>	<b>Number Responding</b>	<b>Percent Responding</b>
<b>Private Educational Institutions</b>			
Private Accredited	165	130	78.8
Private Non-Accredited	75	18	24.0
<b>Public Educational Institutions</b>			
Public Accredited	346	310	89.6
Public Non-Accredited	<u>68</u>	<u>28</u>	<u>41.2</u>
	654	486	74.3

The total U.S. survey includes salary data on 27,831 faculty members and 5,322 administrators.

Salary information was collected in thousands to one decimal point. Salaries of faculty were collected as nine- or 12-month salaries and converted to 9-month salaries to allow direct comparability to data collected and disseminated by the American Association of University Professors. Administrative salaries were collected on a 9-month/12-month breakdown. Of the 5,322 administrative salaries reported, 1,188 were paid on a 9-month basis, while 4,134 were paid on a 12-month basis.

Salary data for faculty were collected in 28 fields of specialization plus a category entitled "other." For reporting purposes, the data were grouped into the following 19 fields:

<b>Reporting Area</b>	<b>Including</b>
Accounting	Accounting, Taxation
Behavioral Science/ Organizational Behavior	Behavioral Science/ Organizational Behavior
Business Communication	Business Communication
Business Education	Business Education
Business Ethics	Business Ethics
Business Law/Legal Environment	Business Law/Legal Environment
Computer Information Systems/ Management Information Systems	Computer Information Systems/ Management Information Systems
E-business	E-business
Economics/Managerial Economics	Economics/Managerial Economics
Entrepreneurship/Small Business Administration	Entrepreneurship/Small Business Administration
Finance	Finance, Insurance, Real Estate
Human Resource Management	Human Resource Management
International Business	International Business
Management	Management
Marketing	Marketing
Production/Operations Management	Production/Operations Management
Quantitative Methods	Operations Research, Quantitative Methods, Statistics
Strategic Management	Strategic Management
Other	General Business, Health Services/Hospital Administration, Hotel/Restaurant/Tourism, Public Administration, Supply Chain Management/Transportation/Logistics, and Other

## 2014-2015 Salary Survey U.S. Executive Summary

The results of AACSB International’s 47th annual Salary Survey, the most comprehensive and credible in the industry, are in. This executive summary provides an overview of the results for participating U.S. schools. The full report that follows provides detailed breakouts by field/discipline, accreditation status and institutional control (public vs. private). Custom Salary Survey reports also are available.

AACSB invited 654 business schools and academic units among educational members in the United States to participate in this year’s survey. Reflecting the high value placed on the reports created using the survey data, member participation was high among accredited institutions

at 86.1 percent with overall participation at 74.3 percent. Table 1 describes the participation rate by institutional control and accreditation status.

The 486 participating U.S. schools provided data on 27,831 business faculty members across all ranks and 28 business fields and 5,322 administrators in 25 positions normally found in business schools. Of 5,322 administrative salaries reported, 1,188 were on a 9-month basis, while 4,134 were on a 12-month basis.

The distribution of participating institutions by 2005 Carnegie Classifications is shown in Table 2.a. illustrates reasonable diversity in participation while showing higher participation percentages among doctoral universities.

Table 1. Participation by Accreditation Status and Control

Type of Institution	AACSB U.S. Members*	Number Responding	Percent Responding
Private Accredited	165	130	78.8
Private Non-Accredited	75	18	24.0
Public Accredited	346	310	89.6
Public Non-Accredited	68	28	41.2
Total	654	486	74.3

Table 2.a. Participating Institutions by 2005 Carnegie Classification

Carnegie Classification	AACSB U.S. Members	Percent of Total Members	Number Responding	Percent of Total Responding	Response Rate
Baccalaureate Colleges--Arts & Sciences	29	4.4	18	3.7	62.0
Baccalaureate Colleges--Diverse Fields	26	4.0	14	2.9	53.8
Baccalaureate/Associate's Colleges	5	0.8	3	0.6	60.0
Master's Colleges and Universities (smaller programs)	30	4.6	19	3.9	63.3
Master's Colleges and Universities (medium programs)	83	12.7	57	11.7	68.7
Master's Colleges and Universities (larger programs)	209	32.0	159	32.7	76.1
Other health professions schools	1	0.2	0	0.0	0.0
Doctoral/Research Universities	54	8.3	42	8.6	77.8
Research Universities (high research activity)	93	14.2	85	17.5	91.4
Research Universities (very high research activity)	91	13.9	79	16.3	86.8
Schools of business and management	6	0.9	1	0.2	16.7
Theological sem, Bible colleges, other faith-related inst	1	0.2	1	0.2	100.0
Unknown/Not Classified	26	4.0	8	1.6	30.8
Total	654		486		74.3

## U.S. Business Faculty Market Trends

The average full-time faculty 9-month salary across all ranks and fields increased 1.9 percent to \$125,300 from \$122,905 as compared to last year's 2.7 percent increase from 2012. This is a total increase of 9.9 percent from 2010-11 to 2014-15. While the largest increase in average salary by the named fields below, 5.6 percent, was in the rank of instructor in Accounting/Taxation, the salaries for most ranks and disciplines also showed small to moderate increases. The portion of full-time faculty classified as new hires increased from 8.1 to 9.4 percent. On average, each school welcomed 4.9 new faculty members in the fall of 2014, up slightly from 4.5 in 2013. This was a transition year in faculty qualification types, so while not all schools were able to provide the new qualification statuses for their faculty, of those able to provide this data 10.7 percent were classified as Instructional Practitioners, 6.3 percent as Practice Academics, 70.9 percent as Scholarly Academics, and 3.4 percent as Scholarly Practitioners.

The distribution of hiring activity has shifted over the last fourteen years. Table 3 shows the share of hiring activity by field/discipline in the current year with 2000 and 2006 for comparison.

CIS/MIS increased from 7.5 to 8.5 percent. Hiring activity in Production/ Operations Management increased from 2.7 to 3.4 percent.

Table 4 shows the percent of full-time faculty indicated as non-tenure track. Non-tenure track positions dominate the rank of instructor, but still account for only a small fraction at the ranks of professor, associate professor and assistant professor. The portion of full-time faculty

holding the rank of instructor increased to 17.1 percent from 15.9 percent last year. In 2014, 27.3 percent of the new hires held instructor rank and 61.1 percent were at the assistant professor rank.

Table 3. Distribution of New Hires Across Fields/Disciplines

Field/Discipline	Percent 2000	Percent 2006	Percent 2014
Accounting/Taxation	15.7	18.9	20.1
CIS/MIS	17.6	6.8	8.5
Economics/Managerial Economics	9.1	9.9	8.9
Finance/Banking/Real Estate/Insurance	12.9	15.7	13.8
Management/Behavioral Science/International Business/Strategic Management	16.2	18.1	17.5
Marketing	12.4	13.6	12.5
Production/Operations Management	3.4	3.0	3.4
Quantitative Methods/Operations Research/Statistics	2.2	1.8	2.5
All Other	10.5	12.0	12.8

Table 4. Non-Tenure Track Faculty

Rank	Percent Non-Tenure Track 2001	Percent Non-Tenure Track 2002	Percent Non-Tenure Track 2013	Percent Non-Tenure Track 2014
Professor	1.9	2.3	7.7	6.6
Associate Professor	2.6	3.5	8.1	7.8
Assistant Professor	9.1	10.0	13.0	12.9
Instructor	82.0	83.7	98.7	98.4

## Business Faculty Salaries

Tables 5a-5e show average business faculty salaries by rank (including new doctorates) and field/discipline. They also show the percentage change from 2013 and the average salary paid to new hires for each rank and field/discipline.

Table 5a. Professor Salaries by Field/Discipline (\$'s in 000's)

Field/Discipline	Mean 2014	Percent Change From 2013	Mean New Hires
Accounting/Taxation	156.6	2.6	157.7
CIS/MIS	145.0	2.6	135.8
Economics/Managerial Economics	137.6	1.3	202.0
Finance/Banking/Real Estate/Insurance	182.8	3.5	231.2
Management/Behavioral Science/International Business/Strategic Management	156.1	2.7	188.5
Marketing	161.7	3.9	210.1
Production/Operations Management	155.9	3.7	151.2
Quantitative Methods/Operations Research/Statistics	153.2	2.1	-
Combined (All fields/disciplines, including fields/disciplines not listed above)	156.2	2.9	185.0

Table 5b. Associate Professor Salaries by Field/Discipline (\$'s in 000's)

Field/Discipline	Mean 2014	Percent Change From 2013	Mean New Hires
Accounting/Taxation	134.3	3.0	142.2
CIS/MIS	119.1	1.8	108.2
Economics/Managerial Economics	102.0	0.5	127.2
Finance/Banking/Real Estate/Insurance	142.9	1.9	185.6
Management/Behavioral Science/International Business/Strategic Management	122.1	2.3	130.4
Marketing	123.8	1.2	140.6
Production/Operations Management	131.3	3.4	127.4
Quantitative Methods/Operations Research/Statistics	113.0	0.5	-
Combined (All fields/disciplines, including fields/disciplines not listed above)	124.1	2.0	139.0

Table 5c. Assistant Professor Salaries by Field/Discipline (\$'s in 000's)

Field/Discipline	Mean 2014	Percent Change From 2013	Mean New Hires
Accounting/Taxation	140.8	3.2	139.7
CIS/MIS	109.1	1.6	109.6
Economics/Managerial Economics	99.1	2.9	96.6
Finance/Banking/Real Estate/Insurance	149.8	3.1	149.9
Management/Behavioral Science/International Business/Strategic Management	114.2	2.1	113.3
Marketing	120.3	2.1	117.5
Production/Operations Management	125.2	1.0	116.1
Quantitative Methods/Operations Research/Statistics	116.7	4.6	117.5
Combined (All fields/disciplines, including fields/disciplines not listed above)	122.5	2.5	122.1

Table 5d. Instructor Salaries by Field/Discipline (\$'s in 000's)

Field/Discipline	Mean 2014	Percent Change From 2013	Mean New Hires
Accounting/Taxation	77.5	5.6	79.3
CIS/MIS	72.5	5.5	72.5
Economics/Managerial Economics	66.9	3.4	66.7
Finance/Banking/Real Estate/Insurance	88.0	3.4	88.5
Management/Behavioral Science/International Business/Strategic Management	77.1	5.0	73.3
Marketing	74.1	3.3	75.3
Production/Operations Management	82.8	4.2	80.1
Quantitative Methods/Operations Research/Statistics	69.5	4.0	75.7
Combined (All fields/disciplines, including fields/disciplines not listed above)	75.8	4.1	75.4

Table 5e. New Doctorate Salaries by Field/Discipline (\$'s in 000's)

Field/Discipline	Mean 2014	Percent Change From 2013
Accounting/Taxation	149.5	-1.6
CIS/MIS	110.1	-2.9
Economics/Managerial Economics	91.7	0.6
Finance/Banking/Real Estate/Insurance	149.6	-3.2
Management/Behavioral Science/International Business/Strategic Management	110.9	-3.2
Marketing	116.0	-8.3
Production/Operations Management	108.5	-6.8
Quantitative Methods/Operations Research/Statistics	115.2	-7.2
Combined (All fields/disciplines, including fields/disciplines not listed above)	122.9	-1.5

## Business School Administrative Salaries

Table 6 shows average, median and 75<sup>th</sup> and 25<sup>th</sup> percentile salaries for administrative positions involving 12-month contracts.

Table 6. 12-Month Administrative Salaries by Position (\$'s in 000's)

Position	Mean 2014	Percent Change From 2013	75%	Median	25%
Dean	240.9	2.0	287.4	209.1	170.0
Associate Dean	182.6	3.6	213.9	169.1	135.9
Assistant Dean	107.2	2.8	132.4	95.3	79.4
Assistant Dean or Director: Development	125.7	9.1	147.4	114.7	87.8
Assistant Dean or Director: Finance and Administration	116.7	6.0	135.0	106.6	81.4
Assistant Dean or Director: Information Technology	109.7	2.6	122.6	103.5	79.5
Accounting Department Chair	173.0	2.7	193.3	166.9	134.7
School of Accounting, Director, etc.	212.4	9.7	257.2	229.3	168.2
Academic Department Chair	163.4	2.1	190.1	150.1	126.5
Assistant Dean or Director: Undergraduate Programs	103.0	6.2	117.9	90.5	67.8
Assistant Dean or Director: Graduate Programs	119.0	0.5	144.3	105.5	79.5
Assistant Dean or Director: Career Services/Placement	102.8	1.4	124.3	94.0	76.1
Director of Cooperative Programs	79.8	11.9	96.6	76.7	61.4
Assistant Dean or Director: Executive Education	136.8	3.1	163.8	123.6	92.7
Director of Internship	60.4	0.9	68.3	60.0	50.0
MBA/Master's Admissions Director	89.9	2.7	110.0	82.6	66.0
Assistant Dean or Director: MBA Programs	124.0	2.3	152.4	115.0	85.0
Small Business Administration Director	90.9	2.6	109.4	78.9	66.6
Director of Communications/Public Relations	93.4	3.9	116.4	84.4	66.2
Executive MBA (EMBA) Director	125.0	7.2	137.6	122.0	96.8
Director of Research	149.6	-3.0	179.1	132.2	99.8
Director of Distance Education	103.5	5.1	123.9	90.8	78.9
Major Gifts Officer	90.9	-0.2	106.1	87.2	72.5
Director of Business Library Services	94.5	6.4	106.0	86.6	81.3
Other	80.3	3.2	99.9	66.9	48.0

Abilene Christian University	Bridgewater State University
Abu Dhabi University	Brock University
Adelphi University	Bryant University
Adolfo Ibanez University	Bucknell University
American University	Butler University
American University of Beirut	California Lutheran University
American University of Kuwait	California Polytechnic State University, San Luis Obispo
American University of Sharjah	California State Polytechnic University, Pomona
Appalachian State University	California State University, Bakersfield
Arizona State University	California State University, Chico
Arkansas State University	California State University, East Bay
Arkansas Tech University	California State University, Fresno
Aston University	California State University, Fullerton
Athabasca University	California State University, Long Beach
Auburn University	California State University, Los Angeles
Auburn University at Montgomery	California State University, Monterey Bay
Austin Peay State University	California State University, Sacramento
Azusa Pacific University	California State University, San Bernardino
Babson College	Canisius College
Ball State University	Carleton University
Barry University	Carnegie Mellon University
Baruch College-The City University of New York	Case Western Reserve University
Baylor University	Central Michigan University
Bellarmino University	Central Washington University
Belmont University	Chapman University
Bentley University	Christopher Newport University
Berry College	Claremont Graduate University
BI Norwegian Business School	Clarion University of Pennsylvania
Binghamton University, State University of New York	Clarkson University
Bishop's University - (CFBSD Partner Participant)	Clayton State University
Bloomsburg University of Pennsylvania	Clemson University
Boise State University	Coastal Carolina University
Boston College	College of Charleston
Boston University	College of Coastal Georgia
Bowling Green State University	College of Staten Island, The City University of New York
Bradley University	College of William and Mary
Brandeis University	Colorado State University
	Colorado State University-Pueblo

Columbus State University	Florida State University
Concordia University	Fordham University
Cornell University	Fort Hays State University
- Charles H. Dyson School of Applied Economics and Management	Fort Lewis College
Cornell University	Francis Marion University
- Samuel Curtis Johnson Graduate School of Management	Frankfurt School of Finance & Management
Cornell University	Frostburg State University
- School of Hotel Administration	George Mason University
Creighton University	Georgetown University
Dalhousie University	Georgia College & State University
Dalton State College	Georgia Gwinnett College
Dartmouth College	Georgia Institute of Technology
Dominican University of California	Georgia Regents University
Drake University	Georgia Southern University
Drury University	Georgia Southwestern State University
Dublin City University	Georgia State University
Duke University	Golden Gate University
Duquesne University	Gonzaga University
East Carolina University	Governors State University
East Tennessee State University	Grand Valley State University
Eastern Illinois University	Grant MacEwan University
Eastern Kentucky University	Gulf University for Science and Technology
Eastern Michigan University	Hamline University
Eastern Washington University	HEC Montréal
Edinboro University of Pennsylvania	HEC School of Management, Paris
EGADE Business School	Henderson State University
Elizabeth City State University	Henley Business School
Elon University	High Point University
Emory University	Hofstra University
Emporia State University	ICN Business School
ESADE	Idaho State University
ESMT European School of Management and Technology	Illinois Institute of Technology
Fairfield University	Illinois State University
Fairleigh Dickinson University	IMD
Fayetteville State University	Imperial College London
Ferris State University	INCAE
Florida Atlantic University	Indian Institute of Plantation Management Bangalore
Florida Gulf Coast University	Indian School of Business
Florida International University	Indiana State University
Florida Southern College	

**Alphabetical Listing of Participating Institutions**

Indiana University Northwest	Massey University
Indiana University South Bend	McGill University
Indiana University, Bloomington/Indianapolis	McMaster University
Indiana University-Purdue University Fort Wayne	McNeese State University
Instituto de Estudios Superiores de Administración (IESA)	Memorial University of Newfoundland
Iona College	Meredith College
Iowa State University	Metropolitan State University of Denver
Ithaca College	Miami University
Ivey Business School	Michigan State University
Jackson State University	Michigan Technological University
Jacksonville State University	Middle Tennessee State University
Jacksonville University	Midwestern State University
James Madison University	Millsaps College
John Carroll University	Minnesota State University Moorhead
Johns Hopkins University	Minnesota State University, Mankato
Kansas State University	Mississippi State University
Kennesaw State University	Missouri State University
Kent State University	Missouri Western State University
King Fahd University of Petroleum and Minerals	Monmouth University
King's College	Montana State University
Korea Advanced Institute of Science and Technology (KAIST)	Montana State University-Billings
La Salle University	Montclair State University
La Sierra University	Monterey Institute of International Studies
Lamar University	Morehead State University
Lancaster University	Morehouse College
Lander University	Morgan State University
Laurentian University	Mount Allison University - (CFBSD Partner Participant)
Lawrence Technological University	Mount Royal University - (CFBSD Partner Participant)
Lebanese American University	Murray State University
Lehigh University	Nanjing University
Longwood University	National Chiao Tung University
Louisiana State University	National University of Singapore
Louisiana State University in Shreveport	Naval Postgraduate School
Loyola University Chicago	New Jersey Institute of Technology
Loyola University Maryland	New Mexico State University
Macquarie Graduate School of Management	New York University
Manhattan College	Niagara University
Marquette University	

North Carolina A&T State University	Rockhurst University
North Carolina Central University	Roger Williams University
North Dakota State University	Rollins College
Northeastern Illinois University	Rowan University
Northeastern University	Roy E. Crummer Graduate School of Business
Northern Arizona University	Royal Roads University
Northern Illinois University	Rutgers-The State University of New Jersey-Camden
Northern Kentucky University	Rutgers-The State University of New Jersey-Newark/New Brunswick
Northwest Missouri State University	RWTH Aachen University
Northwestern State University of Louisiana	Ryerson University
Nova Southeastern University	Sabanci University
Oakland University	Sacred Heart University
Ohio Northern University	Saginaw Valley State University
Ohio University	Saint Joseph's University
Oklahoma City University	Saint Louis University
Oklahoma State University	Saint Mary's University
Old Dominion University	Saint Xavier University
Oregon State University	Salem State University
Pace University	Sam Houston State University
Pacific Lutheran University	Samford University
Pepperdine University	San Diego State University
Pittsburg State University	San Francisco State University
Pontificia Universidade Católica do Paraná	San José State University
Portland State University	Santa Clara University
Prairie View A&M University	Savannah State University
Providence College	Seattle Pacific University
Purdue University	Seattle University
Purdue University Calumet	Seton Hall University
Queen's University	Shenandoah University
Queens University of Charlotte	Shippensburg University
Quinnipiac University	Siena College
Radford University	Simmons College
Ramapo College of New Jersey	Singapore Management University
Rensselaer Polytechnic Institute	Sonoma State University
Rice University	Southeast Missouri State University
Rider University	Southeastern Oklahoma State University
Robert Morris University	Southern Arkansas University
Rochester Institute of Technology	Southern Illinois University Carbondale

Southern Illinois University Edwardsville	The Hong Kong University of Science and Technology
Southern Methodist University	The Ohio State University
Southern University at New Orleans	The Pennsylvania State University
Southern Utah University	The Pennsylvania State University at Erie, The Behrend College
St. Bonaventure University	The Pennsylvania State University at Harrisburg
St. Cloud State University	The Richard Stockton College of New Jersey
St. John Fisher College	The University of Akron
St. Mary's University	The University of Alabama
Stanford University	The University of Arizona
State University of New York at Geneseo	The University of Georgia
State University of New York at New Paltz	The University of Iowa
State University of New York College at Brockport	The University of Memphis
State University of New York College at Old Westbury	The University of Michigan
State University of New York College at Oswego	The University of Michigan-Dearborn
State University of New York College at Plattsburgh	The University of Michigan-Flint
Stephen F. Austin State University	The University of Mississippi
Stetson University	The University of Montana
Stevens Institute of Technology	The University of New Mexico
Stonehill College	The University of North Carolina at Chapel Hill
Suffolk University	The University of North Carolina at Charlotte
Susquehanna University	The University of North Carolina at Greensboro
Tarleton State University	The University of North Carolina at Pembroke
Temple University	The University of North Dakota
Tennessee State University	The University of Rhode Island
Tennessee Technological University	The University of Sydney
Texas A&M International University	The University of Tampa
Texas A&M University	The University of Texas at Arlington
Texas A&M University-Central Texas	The University of Texas at Austin
Texas A&M University-Commerce	The University of Texas at Dallas
Texas A&M University-Corpus Christi	The University of Texas at El Paso
Texas A&M University-Kingsville	The University of Texas at San Antonio
Texas Christian University	The University of Texas at Tyler
Texas Southern University	The University of Texas of the Permian Basin
Texas State University	The University of Texas-Pan American
Texas Tech University	The University of Tulsa
Texas Wesleyan University	Thompson Rivers University
The College of New Jersey	Touro College
The George Washington University	Towson University

Trinity University	University of Colorado at Boulder
Troy University	University of Colorado Colorado Springs
Truman State University	University of Colorado Denver
Tulane University	University of Connecticut
U.S. Air Force Academy	University of Dallas
Union Graduate College	University of Dayton
United Arab Emirates University (UAEU)	University of Denver
Université Laval	University of Detroit Mercy
Universiti Putra Malaysia	University of East London
University at Buffalo, State University of New York	University of Florida
University College Dublin	University of Guelph
University of Alabama at Birmingham	University of Hartford
University of Alabama in Huntsville	University of Hawaii at Hilo
University of Alaska Anchorage	University of Hawaii at Manoa
University of Alaska Fairbanks	University of Houston
University of Alberta	University of Houston-Clear Lake
University of Applied Sciences Upper Austria	University of Houston-Downtown
University of Arkansas	University of Houston-Victoria
University of Arkansas at Fort Smith	University of Idaho
University of Arkansas at Little Rock	University of Illinois at Chicago
University of Baltimore	University of Illinois at Springfield
University of Birmingham	University of Illinois at Urbana-Champaign
University of British Columbia	University of Kentucky
University of Calgary	University of Lethbridge
University of California, Berkeley	University of Ljubljana
University of California, Davis	University of Louisiana at Lafayette
University of California, Irvine	University of Louisiana at Monroe
University of California, Los Angeles	University of Louisville
University of California, Riverside	University of Maine
University of California, San Diego	University of Manitoba
University of Canterbury	University of Mary Washington
University of Cape Breton - (CFBSD Partner Participant)	University of Maryland
University of Central Arkansas	University of Maryland Eastern Shore
University of Central Florida	University of Massachusetts Amherst
University of Central Missouri	University of Massachusetts Boston
University of Central Oklahoma	University of Massachusetts Dartmouth
University of Cincinnati	University of Miami
	University of Minnesota

**Alphabetical Listing of Participating Institutions**

University of Minnesota Duluth	University of South Alabama
University of Missouri	University of South Carolina
University of Missouri-St. Louis	University of South Carolina Aiken
University of Montevallo	University of South Carolina Upstate
University of Nebraska at Kearney	University of South Dakota
University of Nebraska at Omaha	University of South Florida
University of Nebraska-Lincoln	University of South Florida St. Petersburg
University of Nevada, Las Vegas	University of South Florida, Sarasota-Manatee
University of Nevada, Reno	University of Southern California
University of New Brunswick Saint John	University of Southern Indiana
University of New Hampshire	University of Southern Maine
University of New Haven	University of Southern Mississippi
University of New Orleans	University of St. Thomas-Minnesota
University of North Alabama	University of Surrey
University of North Carolina Wilmington	University of Tennessee at Chattanooga
University of North Texas	University of Tennessee at Knoxville
University of Northern British Columbia	University of Tennessee at Martin
University of Northern Colorado	University of the Fraser Valley - (CFBSD Partner Participant)
University of Northern Iowa	University of the Pacific
University of Notre Dame	University of Toledo
University of Oklahoma	University of Toronto
University of Ontario Institute of Technology - (CFBSD Partner Participant)	University of Utah
University of Oregon	University of Vermont
University of Ottawa	University of Victoria
University of Pennsylvania	University of Virginia-Darden
University of Pittsburgh	University of Virginia-McIntire
University of Portland	University of Warwick
University of Prince Edward Island - (CFBSD Partner Participant)	University of Washington
University of Puerto Rico at Rio Piedras	University of Washington Bothell
University of Québec at Montréal	University of Waterloo - (CFBSD Partner Participant)
University of Regina - (CFBSD Partner Participant)	University of West Florida
University of Richmond	University of West Georgia
University of Rochester	University of Windsor
University of San Diego	University of Winnipeg - (CFBSD Partner Participant)
University of San Francisco	University of Wisconsin Oshkosh
University of Saskatchewan	University of Wisconsin-Eau Claire
University of Scranton	University of Wisconsin-Green Bay

University of Wisconsin-La Crosse  
 University of Wisconsin-Madison  
 University of Wisconsin-Milwaukee  
 University of Wisconsin-Parkside  
 University of Wisconsin-River Falls  
 University of Wisconsin-Stevens Point  
 University of Wisconsin-Whitewater  
 University of Wyoming  
 Utah State University  
 Utah Valley University  
 Valparaiso University  
 Vanderbilt University  
 Villanova University  
 Virginia Commonwealth University  
 Virginia Military Institute  
 Virginia Polytechnic Institute and State University  
 Virginia State University  
 Vlerick Business School  
 Wake Forest University  
 Walsh University  
 Washburn University  
 Washington State University  
 Washington University in St. Louis  
 Wayne State University  
 Weber State University  
 Webster University  
 West Chester University  
 West Texas A&M University  
 West Virginia University  
 Western Carolina University  
 Western Connecticut State University  
 Western Illinois University  
 Western Kentucky University  
 Western Michigan University  
 Western Washington University  
 Whitworth School of Business  
 Wichita State University  
 Widener University

Wilfrid Laurier University  
 Wilkes University  
 Willamette University  
 William Paterson University  
 Winona State University  
 Winston-Salem State University  
 Winthrop University  
 Woodbury University  
 Wright State University  
 Xavier University  
 XLRI Jamshedpur  
 York University  
 Youngstown State University

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