

AACSB International – The Association to Advance Collegiate Schools of Business
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2009-2010

US SALARY SURVEY REPORT

Knowledge Services

This report provides detailed tables summarizing the results of AACSB International's 2009-2010 Salary Survey. The survey includes data for 30,971 faculty members (US 27,671) and 5,924 administrators (US 5,250). 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 (90th, 75th, 25th, 10th). 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.

PREFACE

This report of U.S. faculty and administrative personnel salaries paid during the 2008-2009 academic year is the 42nd 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. Member representatives may create and purchase custom reports (including a minimum of six peer institutions) online using the Knowledge Services DataDirect Web site (www.aacsb.edu/datadirect). The custom reports are automatically produced and may be downloaded in MS Excel or HTML formats.

All member institutions in the United States were invited to participate in the survey. The salary survey questionnaire was sent via email to 663 business schools and academic units at member institutions. Of these, 550 institutions responded (US 510). The table below indicates categories of respondents and percentage response from each category of AACSB International membership:

	Total U.S. Membership	Number Responding	Percent Responding
Private Educational Institutions			
Private Accredited	148	133	90
Private Non-Accredited	105	29	28
Public Educational Institutions			
Public Accredited	320	301	94
Public Non-Accredited	<u>90</u>	<u>47</u>	<u>52</u>
	663	510	77

The total survey includes salary data on 30,971 faculty members and 5,924 administrators.

Salary information was collected in thousands to one decimal point. Salaries of faculty were collected as nine- or 10-month equivalent 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 5,924 administrative salaries reported, 1406 were paid on a 9-month basis, while 4,518 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 18 fields:

Reporting Area	Including
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

2009-2010 Salary Survey US Executive Summary

The results of AACSB International’s 42nd annual Salary Survey, the most comprehensive and credible in the industry, are in. This executive summary provides an overview of the results. 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 663 business schools 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 nearly 93

percent with overall participation at 77 percent. Table 1 describes the participation rate by institutional control and accreditation status.

The 510 participating US schools provided data on 27,671 business faculty members across all ranks and

28 business fields and 5,250 administrators in 25 positions normally found in business schools. Of 5,250 administrative salaries reported, 1,087 were on a 9-month basis, while 4,163 were on a 12-month basis.

The distribution of participating institutions by the 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 US Members*	Number Responding	Percent Responding
Private Accredited	148	133	90
Private Non-Accredited	105	29	28
Public Accredited	320	301	94
Public Non-Accredited	90	47	52
Total	663	510	77

Table 2.a. Participating Institutions by 2005 Carnegie Classification

Carnegie Classification	AACSB US Members	Percent of Total Members	Number Responding	Percent of Total Responding	Response Rate
Baccalaureate Colleges--Arts & Sciences	32	4.8	18	3.5	56.3
Baccalaureate Colleges--Diverse Fields	30	4.5	18	3.5	60.0
Baccalaureate/Associate's Colleges	8	1.2	4	0.8	50.0
Master's Colleges and Universities (smaller programs)	31	4.7	16	3.1	51.6
Master's Colleges and Universities (medium programs)	87	13.1	57	11.2	65.5
Master's Colleges and Universities (larger programs)	218	32.9	174	34.1	79.8
Other health professions schools	1	0.2	1	0.2	100.0
Doctoral/Research Universities	59	8.9	50	9.8	84.7
Research Universities (high research activity)	94	14.2	87	17.1	92.6
Research Universities (very high research activity)	92	13.9	81	15.9	88.0
Schools of business and management	8	1.2	2	0.4	25.0
Theological sem, Bible colleges, other faith-related inst	1	0.2	1	0.2	100.0
Unknown	2	0.3	1	0.2	50.0
Total	663		510		76.9

US Business Faculty Market Trends

The average full-time faculty 9-month salary across all ranks and fields increased only 1.7 percent to \$111,084 from \$109,212 as compared to last year's 3.5 percent increase from 2007. This is a total increase of 5.3 percent from 2007-08 to 2009-10. While the largest increase in average salary, 5.8 percent, was in the rank of assistant professor in accounting/taxation, the salaries for most ranks and disciplines remained essentially the same or declined slightly. The portion of full-time faculty classified as new hires decreased to 6.7 percent from 9.3 percent last year. On average, each school welcomed 3.6 new faculty members in the fall of 2009, down from 5.0 in 2008. Overall, 81.3 percent of full-time faculty members were reported as academically qualified with 13.2 percent as professionally qualified. The highest percentage of academically qualified faculty, 91.8 percent, was reported at the rank of professor with the lowest percentage, 27.6 percent, at the rank of instructor

The distribution of hiring activity has shifted over the last thirteen years. Table 3 shows the share of hiring activity by field/discipline in the current year with 2000 and 1996 for comparison purposes. Information systems continued to decrease, down to 5.6 percent from 9.6 percent in 2008. Hiring activity in accounting increased to 18.0 from 17.4 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 decreased to 14.3 percent from 14.6 percent last year. Twenty percent of the new hires in 2009 held instructor rank and 61.9 percent were at the assistant professor rank.

Table 3. Distribution of New Hires Across Fields/Disciplines

Field/Discipline	Percent 1996	Percent 2000	Percent 2009
Accounting/Taxation	18.2	15.7	18.0
CIS/MIS	11.1	17.6	5.6
Economics/Managerial Economics	9.1	9.1	9.6
Finance/Banking/Real Estate/Insurance	15.8	12.9	15.6
Management/Behavioral Science/International Business/Strategic Management	15.2	16.2	20.3
Marketing	13.7	12.4	13.5
Production/Operations Management	4.3	3.4	3.4
Quantitative Methods/Operations Research/Statistics	2.8	2.2	2.2
All Other	9.8	10.5	11.5

Table 4. Non-Tenure Track Faculty

Rank	Percent Non-Tenure Track 2001	Percent Non-Tenure Track 2002	Percent Non-Tenure Track 2008	Percent Non-Tenure Track 2009
Professor	1.9	2.3	4.3	5.5
Associate Professor	2.6	3.5	5.4	6.5
Assistant Professor	9.1	10.0	9.0	10.4
Instructor	82.0	83.7	97.5	97.9

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 2008 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 2009	Percent Change From 2008	Mean New Hires
Accounting/Taxation	137.0	-0.6	169.2
CIS/MIS	130.4	-0.5	-
Economics/Managerial Economics	124.0	-0.8	224.4
Finance/Banking/Real Estate/Insurance	157.7	0.8	182.6
Management/Behavioral Science/International Business/Strategic Management	134.9	0.2	174.7
Marketing	138.1	-0.3	163.2
Production/Operations Management	137.6	3.0	175.0
Quantitative Methods/Operations Research/Statistics	133.4	1.4	-
Combined (All fields/disciplines, including fields/disciplines not listed above)	136.2	0.1	178.9

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

Field/Discipline	Mean 2009	Percent Change From 2008	Mean New Hires
Accounting/Taxation	115.6	0.6	126.5
CIS/MIS	108.3	0.1	123.1
Economics/Managerial Economics	90.7	0.2	101.2
Finance/Banking/Real Estate/Insurance	127.0	0.8	142.8
Management/Behavioral Science/International Business/Strategic Management	107.8	-0.4	113.0
Marketing	109.7	0.4	120.2
Production/Operations Management	111.4	0.3	115.0
Quantitative Methods/Operations Research/Statistics	100.6	-0.4	100.7
Combined (All fields/disciplines, including fields/disciplines not listed above)	109.5	0.6	120.6

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

Field/Discipline	Mean 2009	Percent Change From 2008	Mean New Hires
Accounting/Taxation	120.4	5.8	125.9
CIS/MIS	99.7	-0.2	94.0
Economics/Managerial Economics	85.1	1.2	87.6
Finance/Banking/Real Estate/Insurance	128.1	4.8	136.0
Management/Behavioral Science/International Business/Strategic Management	102.3	1.3	104.4
Marketing	106.3	3.3	108.9
Production/Operations Management	109.2	2.3	110.2
Quantitative Methods/Operations Research/Statistics	90.6	3.3	95.8
Combined (All fields/disciplines, including fields/disciplines not listed above)	106.5	3.4	110.6

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

Field/Discipline	Mean 2009	Percent Change From 2008	Mean New Hires
Accounting/Taxation	65.5	0.2	67.5
CIS/MIS	63.0	-0.3	64.1
Economics/Managerial Economics	58.0	-3.7	53.8
Finance/Banking/Real Estate/Insurance	75.7	0.8	80.4
Management/Behavioral Science/International Business/Strategic Management	64.2	0.2	67.4
Marketing	63.3	0.6	64.0
Production/Operations Management	65.7	-4.5	61.4
Quantitative Methods/Operations Research/Statistics	59.5	0.5	56.9
Combined (All fields/disciplines, including fields/disciplines not listed above)	64.7	0.3	65.8

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

Field/Discipline	Mean 2009	Percent Change From 2008
Accounting/Taxation	127.8	0.3
CIS/MIS	87.9	-13.6
Economics/Managerial Economics	88.7	3.4
Finance/Banking/Real Estate/Insurance	133.6	11.4
Management/Behavioral Science/International Business/Strategic Management	105.7	3.8
Marketing	107.8	-0.9
Production/Operations Management	106.5	3.6
Quantitative Methods/Operations Research/Statistics	95.6	4.3
Combined (All fields/disciplines, including fields/disciplines not listed above)	109.6	3.7

Business School Administrative Salaries

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

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

Position	Mean 2009	Percent Change From 2008	75%	Median	25%
Dean	212.2	1.8	250.0	185.0	149.8
Associate Dean	159.2	1.7	177.2	146.6	123.4
Assistant Dean	94.6	-0.9	109.7	88.8	72.1
Assistant Dean or Director: Development	112.7	4.4	130.0	101.3	82.6
Assistant Dean or Director: Finance and Administration	104.2	3.3	125.0	95.2	73.5
Assistant Dean or Director: Information Technology	98.0	-1.3	108.2	90.0	70.7
Accounting Department Chair	155.1	3.3	177.6	148.3	128.5
School of Accounting, Director, etc.	173.2	-1.2	218.2	157.4	129.2
Academic Department Chair	146.9	-0.5	165.9	138.2	118.7
Assistant Dean or Director: Undergraduate Programs	89.4	3.6	105.0	81.1	67.1
Assistant Dean or Director: Graduate Programs	106.2	1.9	126.6	98.2	74.2
Assistant Dean or Director: Career Services/Placement	90.5	0.5	110.1	86.8	68.0
Director of Cooperative Programs	78.2	-6.6	83.5	66.8	57.0
Assistant Dean or Director: Executive Education	122.9	-1.3	155.5	108.9	88.0
Director of Internship	56.2	-4.6	65.2	52.5	44.0
MBA/Master's Admissions Director	81.5	-1.1	100.0	74.8	59.1
Assistant Dean or Director: MBA Programs	104.6	1.5	128.2	94.6	70.7
Small Business Administration Director	79.8	-3.4	90.0	72.6	61.3
Director of Communications/Public Relations	81.1	-4.1	99.9	77.3	56.9
Executive MBA (EMBA) Director	107.6	1.1	125.1	105.0	89.0
Director of Research	122.8	1.4	139.0	113.5	84.7
Director of Distance Education	99.5	-5.4	132.2	93.1	66.4
Major Gifts Officer	91.1	2.9	109.7	89.3	70.0
Director of Business Library Services	86.2	0.6	99.0	87.4	70.0
Other	70.2	-0.5	84.1	57.3	43.4

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2009-2010
SALARY SURVEY REPORT
All Participants

Knowledge Services

This report provides detailed tables summarizing the results of AACSB International's 2008-2009 Salary Survey study for all participating schools separated into "All Participants" and "Worldwide – Excluding US" for comparison purposes. This is a companion report to the 2009-2010 Salary Survey Report – US. The data for Canada has been excluded in these reports. The survey includes data for 30,971 faculty members and 5,924 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:

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.

PREFACE

This report is based on data gathered through the 2009-2010 worldwide salary survey. This was the fourth year that the Salary Survey was available to schools outside of the United States and Canada. As a growing study, this report reflects a sample size that incorporates the full number of participants, excluding Canada. 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 – 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 2009-2010 US Salary Survey Report and the 2009-2010 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 550 schools reported data for 30,971 faculty and 5,924 administrative position salaries. Fourteen 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.

Region	Participants
Canada	- not included
Eastern and Southeastern Asia	5
Europe	19
Latin America	4
Middle East	5
Oceania	7
United States	510

2009-2010 Salary Survey All Participants Executive Summary

The results of AACSB International’s 42nd 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 2009-10 Salary Survey Report - US. 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 1,148 member business schools 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 nearly 93 percent (US)/81 percent for all participants with overall participation at 77 percent (US)/48 percent for all participants.

The 550 participating US schools provided data on 30,971 business faculty members across all ranks and 28 business fields and 5,924 administrators in 25 positions normally found in business schools. Of 5,924 administrative salaries reported, 1,406 were on a 9-month basis, while 4,518 were on a 12-month basis.

This is the fourth 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 US version of the report. Please note that the data includes a wide variety of currencies, so all have been converted to US dollars for comparison purposes.

Table 1. Participation by Accreditation Status

Type of Institution	AACSB Members	Number Responding	Percent Responding
Accredited	570	461	81
Non-Accredited	578	89	15
Total	1148	550	48

Alphabetical Listing of Participating Institutions

Abilene Christian University	Brandeis University
Adelphi University	University of Bridgeport
Adolfo Ibanez University	Brigham Young University
The University of Akron	Bryant University
University of Alabama at Birmingham	Bucknell University
University of Alabama in Huntsville	University at Buffalo, State University of New York
The University of Alabama	Butler University
University of Alaska Anchorage	University of California, Berkeley
University of Alaska Fairbanks	University of California, Davis
Alcorn State University	University of California, Irvine
Alfred University	University of California, Los Angeles
Alliant International University	California Polytechnic State University, San Luis Obispo
American University	University of California, Riverside
American University of Beirut	University of California, San Diego
American University of Sharjah	California State Polytechnic University, Pomona
Angelo State University	California State University, Bakersfield
Appalachian State University	California State University, Chico
Arizona State University	California State University, East Bay
The University of Arizona	California State University, Fresno
University of Arkansas at Fort Smith	California State University, Fullerton
University of Arkansas at Little Rock	California State University, Long Beach
Arkansas State University	California State University, Northridge
Arkansas Tech University	California State University, Sacramento
University of Arkansas	California State University, San Bernardino
Auburn University	California State University, Stanislaus
Auburn University Montgomery	Cameron University
The University of Auckland	Canisius College
Audencia Nantes.School of Management	University of Canterbury
Augusta State University	Carnegie Mellon University
Babson College	Case Western Reserve University
Baldwin-Wallace College	University of Central Arkansas
Ball State University	University of Central Florida
University of Baltimore	Central Michigan University
Barry University	University of Central Missouri
Baruch College-The City University of New York	University of Central Oklahoma
Baylor University	Central Washington University
Bellarmino University	Chapman University
Belmont University	College of Charleston
Bentley College	Christopher Newport University
Berry College	University of Cincinnati
Binghamton University, State University of New York	The Citadel
Black Hills State University	Claremont Graduate University
Bloomsburg University	Clarion University of Pennsylvania
Boise State University	Clarkson University
Boston College	Clark University
Boston University	Clayton State University
Bowling Green State University	Clemson University
Bradley University	Cleveland State University

Alphabetical Listing of Participating Institutions

Coastal Carolina University	Fairleigh Dickinson University
University of Colorado at Boulder	Fayetteville State University
University of Colorado at Colorado Springs	Ferris State University
University of Colorado Denver	Florida A&M University
Colorado State University	Florida Atlantic University
Colorado State University-Pueblo	Florida Gulf Coast University
Columbus State University	Florida Institute of Technology
Concord University	Florida International University
University of Connecticut	Florida Southern College
Cornell University - Department of Applied Economics and Management	Florida State University
Cornell University – Samuel Curtis Johnson Graduate School of Management	University of Florida
Cornell University - School of Hotel Administration	Fordham University
Cranfield University	Fort Hays State University
Creighton University	Fort Lewis College
Curtin University of Technology	Francis Marion University
University of Dallas	Frostburg State University
Dalton State College	Fundacao Getulio Vargas, Sao Paulo
Dartmouth College	George Mason University
University of Dayton	Georgetown University
Delaware State University	The George Washington University
University of Delaware	Georgia College & State University
University of Denver	Georgia Institute of Technology
DePaul University	Georgia Southern University
University of Detroit Mercy	Georgia Southwestern State University
Dominican University of California	Georgia State University
Dominican University	University of Georgia
Drake University	Golden Gate University
Drexel University	Gonzaga University
University College Dublin	Governors State University
Duke University	Grand Valley State University
Duquesne University	Groupe ESC Rouen
University of Durham	University of Hartford
East Carolina University	University of Hawaii at Hilo
Eastern Illinois University	University of Hawaii at Manoa
Eastern Kentucky University	HEC School of Management, Paris
Eastern Michigan University	Henderson State University
Eastern Washington University	High Point University
East Tennessee State University	Hofstra University
Edinboro University of Pennsylvania	Holy Family University
Elon University	The Hong Kong University of Science and Technology
Emory University	University of Houston-Clear Lake
Emporia State University	University of Houston-Downtown
Erasmus University Rotterdam	University of Houston
ESADE	University of Houston-Victoria
University of Evansville	Howard University
Fairfield University	University of Hull
	Humboldt State University
	Idaho State University

Alphabetical Listing of Participating Institutions

University of Idaho
 University of Illinois at Chicago
 University of Illinois at Springfield
 University of Illinois at Urbana-Champaign
 Illinois Institute of Technology
 Illinois State University
 IMD, International Institute for Management
 Indiana State University
 Indiana University, Bloomington/Indianapolis
 Indiana University Northwest
 Indiana University of Pennsylvania
 Indiana University South Bend
 Indiana University Southeast
 Indiana University-Purdue University Fort Wayne
 INSEAD-France and Singapore
 Instituto de Estudios Superiores de Administracion
 (IESA)
 Instituto Tecnológico y de Estudios Superiores de
 Monterrey - Campus Monterrey
 Iona College
 Iowa State University
 The University of Iowa
 Ithaca College
 Jackson State University
 Jacksonville State University
 James Madison University
 John Carroll University
 Johns Hopkins University
 Kansas State University
 University of Kansas
 Kaplan University
 Kennesaw State University
 Kent State University
 University of Kentucky
 King's College
 Kutztown University
 Kuwait University
 Lamar University
 Lancaster University
 LaSalle University
 Lehigh University
 Le Moyne College
 University of Ljubljana
 Long Island University - C.W. Post Campus
 Long Island University
 Longwood University
 University of Louisiana at Lafayette
 University of Louisiana at Monroe
 Louisiana State University
 Louisiana State University in Shreveport
 Louisiana Tech University
 University of Louisville
 Loyola Marymount University
 Loyola University Chicago
 Loyola College in Maryland
 Loyola University New Orleans
 University of Maine
 Manhattan College
 Marist College
 Marquette University
 Marshall University
 University of Maryland
 University of Massachusetts, Amherst
 University of Massachusetts Boston
 University of Massachusetts-Dartmouth
 Massey University
 McNeese State University
 Melbourne Business School-University of Melbourne
 The University of Memphis
 Mercer University-Macon and Atlanta Campuses
 Meredith College
 Metropolitan State College of Denver
 Metropolitan State University
 Miami University
 University of Miami
 The University of Michigan-Dearborn
 The University of Michigan-Flint
 Michigan State University
 Michigan Technological University
 The University of Michigan
 Middle Tennessee State University
 Midwestern State University
 University of Minnesota Duluth
 Minnesota State University, Mankato
 University of Minnesota
 Mississippi State University
 The University of Mississippi
 University of Missouri
 University of Missouri-Kansas City
 Missouri Southern State University
 Missouri State University
 University of Missouri-St. Louis
 Missouri University of Science and Technology
 Missouri Western State University
 Monmouth University
 Montana State University-Billings

Alphabetical Listing of Participating Institutions

Montana State University
 The University of Montana
 Montclair State University
 Monterey Institute of International Studies
 University of Montevallo
 Morehead State University
 Morehouse College
 Morgan State University
 Murray State University
 Nanjing University
 National Chengchi University
 National University of Singapore
 Naval Postgraduate School
 University of Nebraska at Kearney
 University of Nebraska at Omaha
 University of Nebraska-Lincoln
 University of Nevada, Reno
 University of New Hampshire
 University of New Haven
 The College of New Jersey
 New Mexico State University
 The University of New Mexico
 University of New Orleans
 New York University
 Niagara University
 Nicholls State University
 The University of North Carolina at Asheville
 The University of North Carolina at Chapel Hill
 The University of North Carolina at Charlotte
 The University of North Carolina at Greensboro
 The University of North Carolina at Pembroke
 North Carolina A&T State University
 North Carolina State University
 University of North Carolina Wilmington
 North Dakota State University
 The University of North Dakota
 Northeastern Illinois University
 Northeastern State University
 Northeastern University
 Northern Arizona University
 University of Northern Colorado
 Northern Illinois University
 University of Northern Iowa
 Northern Kentucky University
 Northern Michigan University
 University of North Florida
 North Georgia College & State University
 University of North Texas
 Northumbria University
 Northwestern State University of Louisiana
 Northwest Missouri State University
 University of Notre Dame
 Nova Southeastern University
 Oakland University
 Ohio Northern University
 The Ohio State University
 Oklahoma State University
 University of Oklahoma
 Old Dominion University
 Oregon State University
 University of Oregon
 University of Otago
 University of Oxford
 Pace University
 Pacific Lutheran University
 University of the Pacific
 The Pennsylvania State University at Erie, The Behrend College
 The Pennsylvania State University at Harrisburg
 The Pennsylvania State University Great Valley School of Graduate Professional Studies
 The Pennsylvania State University
 University of Pennsylvania
 Pepperdine University
 University of Pittsburgh
 Pittsburg State University
 State University of New York College at Plattsburgh
 Portland State University
 University of Portland
 Prairie View A&M University
 Prince Sultan University
 Providence College
 Purdue University Calumet
 Purdue University
 Queens University of Charlotte
 Quinnipiac University
 Radford University
 Ramapo College of New Jersey
 Regent University
 Rensselaer Polytechnic Institute
 Rhode Island College
 Rice University
 Richard Stockton College of New Jersey
 University of Richmond
 Rider University
 Robert Morris University

Alphabetical Listing of Participating Institutions

Rochester Institute of Technology	University of Southern Mississippi
University of Rochester	Southern University and A&M College
Rockhurst University	Southern University at New Orleans
Roger Williams University	Southern Utah University
Rollins College	University of South Florida St. Petersburg
Roosevelt University	University of South Florida
Rowan University	Stanford University
Rutgers-The State University of New Jersey-Camden	St. Bonaventure University
Rutgers-The State University of New Jersey-Newark/New Brunswick	St. Cloud State University
Sacred Heart University	Stephen F. Austin State University
Saginaw Valley State University	St. John Fisher College
Salem State College	St. John's University
Salisbury University	Saint Joseph's University
Samford University	Saint Louis University
Sam Houston State University	Stonehill College
San Diego State University	University of St. Thomas-Minneapolis
University of San Diego	Saint Xavier University
San Francisco State University	Suffolk University
University of San Francisco	State University of New York at Fredonia
San Jose State University	State University of New York at New Paltz
Santa Clara University	State University of New York College at Brockport
Savannah State University	State University of New York College at Geneseo
University of Scranton	State University of New York College at Old Westbury
Seattle Pacific University	State University of New York College at Oneonta
Seattle University	State University of New York College at Oswego
Seton Hall University	State University of New York Institute of Technology at Utica/Rome
Shenandoah University	University of Surrey
Shippensburg University	Susquehanna University
Siena College	The University of Sydney
Simmons College	The University of Tampa
Sonoma State University	TELECOM School of Management
University of South Alabama	Temple University
University of South Carolina Aiken	University of Tennessee at Chattanooga
South Carolina State University	University of Tennessee at Knoxville
University of South Carolina	University of Tennessee at Martin
University of South Carolina Upstate	Tennessee State University
University of South Dakota	Tennessee Technological University
Southeastern Louisiana University	Texas A&M International University
Southeastern University	Texas A&M University-Commerce
Southeast Missouri State University	Texas A&M University-Corpus Christi
Southern Arkansas University	Texas A&M University
University of Southern California	Texas A&M University - Texarkana
Southern Illinois University Carbondale	Texas A&M University-Kingsville
Southern Illinois University Edwardsville	The University of Texas at Arlington
University of Southern Indiana	The University of Texas at Austin
University of Southern Maine	The University of Texas at Brownsville
Southern Methodist University	The University of Texas at Dallas

Alphabetical Listing of Participating Institutions

The University of Texas at El Paso
The University of Texas at San Antonio
The University of Texas at Tyler
Texas Christian University
The University of Texas of the Permian Basin
The University of Texas-Pan American
Texas State University-San Marcos
Texas Tech University
Thunderbird School of Global Management
University of Toledo
Towson University
Trinity University
Troy University
Truman State University
Tulane University
The University of Tulsa
Union Graduate College
Union University
Universidade Catolica Portuguesa
University of Dubai
University of North Alabama
University of St. Thomas-Houston
U.S. Air Force Academy
U.S. Coast Guard Academy
Utah State University
Utah Valley University
Valdosta State University
Valparaiso University
Vanderbilt University
University of Vermont
Villanova University
Virginia Commonwealth University
University of Virginia-Darden
Virginia Military Institute
Virginia Polytechnic Institute and State University
Vlerick Leuven Gent Management School
Wake Forest University-Calloway
Washburn University
Washington and Lee University
Washington State University
Washington University in St. Louis
University of Washington
University of Warwick
Wayne State University
Weber State University
Webster University
West Chester University
Western Carolina University
Western Illinois University
Western Kentucky University
Western Michigan University
Western Washington University
University of West Florida
University of West Georgia
West Texas A&M University
West Virginia University
Wichita State University
Widener University
Willamette University
College of William and Mary
William Paterson University
Winona State University
Winston-Salem State University
Winthrop University
University of Wisconsin-Eau Claire
University of Wisconsin-La Crosse
University of Wisconsin-Madison
University of Wisconsin-Milwaukee
University of Wisconsin Oshkosh
University of Wisconsin-Parkside
University of Wisconsin-River Falls
University of Wisconsin-Whitewater
Worcester Polytechnic Institute
Wright State University
University of Wyoming
Xavier University
Yeshiva University
Youngstown State University