

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

# 2011-2012

# **SALARY SURVEY REPORTS**

## Executive Summary Only

Versions Included in Full Report:  
United States Only (All other participants excluded)  
All Participants  
Participants (US excluded)

### Knowledge Services

The full report provides detailed tables summarizing the results of AACSB International's 2011-2012 Salary Survey. The survey includes data for 34,516 faculty members and 6,633 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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# 2011-2012 US SALARY SURVEY REPORT

## Knowledge Services

This report provides detailed tables summarizing the results of AACSB International's 2011-2012 Salary Survey. The complete survey includes data for 34,516 faculty members (US 27,684) and 6,633 administrators (US 5,309). 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:

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## PREFACE

This report of U.S. faculty and administrative personnel salaries paid during the 2011-2012 academic year is the 44th 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](http://www.aacsb.edu/datadirect)). The custom reports are automatically produced and may be downloaded in MS Excel, PDF, or HTML formats.

All member institutions were invited to participate in the survey. This report is for the US members only. Additional reports are available for all participants and specific regions where appropriate. The salary survey questionnaire was sent via email to 673 US business schools and academic units at member institutions. Of these, 505 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	155	139	89.7
Private Non-Accredited	102	24	23.5
<b>Public Educational Institutions</b>			
Public Accredited	337	309	91.7
Public Non-Accredited	<u>79</u>	<u>33</u>	<u>41.8</u>
	673	505	75.0

The total US survey includes salary data on 27,684 faculty members and 5,309 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 5,309 administrative salaries reported, 1,076 were paid on a 9-month basis, while 4,233 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

## 2011-2012 Salary Survey US Executive Summary

The results of AACSB International’s 44th annual Salary Survey, the most comprehensive and credible in the industry, are in. This executive summary provides an overview of the results for participating US 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 673 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 91.1 percent with overall participation at 75.0 percent. Table 1 describes the participation rate by institutional control and accreditation status.

The 505 participating US schools provided data on 27,684 business faculty members across all ranks and

28 business fields and 5,309 administrators in 25 positions normally found in business schools. Of 5,309 administrative salaries reported, 1,076 were on a 9-month basis, while 4,233 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 US Members*	Number Responding	Percent Responding
Private Accredited	155	139	90
Private Non-Accredited	102	24	24
Public Accredited	337	309	92
Public Non-Accredited	79	33	42
Total	673	505	75

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	17	3.4	53.1
Baccalaureate Colleges--Diverse Fields	29	4.3	15	3.0	51.7
Baccalaureate/Associate's Colleges	7	1.0	4	0.8	57.1
Master's Colleges and Universities (smaller programs)	31	4.6	17	3.4	54.8
Master's Colleges and Universities (medium programs)	91	13.5	55	10.9	60.4
Master's Colleges and Universities (larger programs)	221	32.8	173	34.4	78.3
Other health professions schools	1	0.1	1	0.2	100.0
Doctoral/Research Universities	57	8.5	46	9.1	80.7
Research Universities (high research activity)	95	14.1	89	17.6	93.7
Research Universities (very high research activity)	92	13.7	81	16.0	88.0
Schools of business and management	7	1.0	3	0.6	42.9
Theological sem, Bible colleges, other faith-related inst	1	0.1	1	0.2	100.0
Unknown/Not Classified	9	1.3	5	1.0	55.6
<b>Total</b>	<b>673</b>		<b>505</b>		<b>75.0</b>

## US Business Faculty Market Trends

The average full-time faculty 9-month salary across all ranks and fields increased 2.1 percent to \$116,446 from \$113,996 as compared to last year's 2.6 percent increase from 2009. This is a total increase of 4.8 percent from 2009-10 to 2011-12. While the largest increase in average salary by the fields below, 6.7 percent, was in the rank of instructor in Production/Operations Management, the salaries for most ranks and disciplines also showed small increases. The portion of full-time faculty classified as new hires increased from 6.7 to 7.9 percent. On average, each school welcomed 4.0 new faculty members in the fall of 2011, up slightly from 3.8 in 2010. Overall, 81.8 percent of full-time faculty members were reported as academically qualified with 13.6 percent as professionally qualified. The highest percentage of academically qualified faculty, 92.8 percent, was reported at the rank of professor with the lowest percentage, 26.6 percent, at the rank of instructor

The distribution of hiring activity has shifted over the last fifteen 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 increased slightly from 4.7 to 6.1 percent. Hiring activity in accounting decreased from 21.7 to 19.3 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 15.1 percent from 14.7 percent last year. In 2011, 28.0 percent of the new hires held instructor rank and 57.6 percent were at the assistant professor rank.

Table 3. Distribution of New Hires Across Fields/Disciplines

Field/Discipline	Percent 1996	Percent 2000	Percent 2011
Accounting/Taxation	18.2	15.7	19.3
CIS/MIS	11.1	17.6	6.1
Economics/Managerial Economics	9.1	9.1	10.1
Finance/Banking/Real Estate/Insurance	15.8	12.9	14.0
Management/Behavioral Science/International Business/Strategic Management	15.2	16.2	18.5
Marketing	13.7	12.4	13.7
Production/Operations Management	4.3	3.4	2.5
Quantitative Methods/Operations Research/Statistics	2.8	2.2	3.1
All Other	9.8	10.5	12.6

Table 4. Non-Tenure Track Faculty

Rank	Percent Non-Tenure Track 2001	Percent Non-Tenure Track 2002	Percent Non-Tenure Track 2010	Percent Non-Tenure Track 2011
Professor	1.9	2.3	6.3	7.6
Associate Professor	2.6	3.5	7.2	7.4
Assistant Professor	9.1	10.0	10.8	11.5
Instructor	82.0	83.7	97.9	98.2

## 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 2010 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 2011	Percent Change From 2010	Mean New Hires
Accounting/Taxation	143.8	2.3	177.3
CIS/MIS	135.8	1.6	135.3
Economics/Managerial Economics	128.9	2.0	175.3
Finance/Banking/Real Estate/Insurance	164.9	2.2	194.1
Management/Behavioral Science/International Business/Strategic Management	142.1	2.6	165.7
Marketing	146.5	2.5	189.5
Production/Operations Management	140.6	0.6	-
Quantitative Methods/Operations Research/Statistics	142.0	3.5	125.9
Combined (All fields/disciplines, including fields/disciplines not listed above)	142.9	2.1	172.1

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

Field/Discipline	Mean 2011	Percent Change From 2010	Mean New Hires
Accounting/Taxation	121.5	2.6	132.7
CIS/MIS	113.1	2.2	153.6
Economics/Managerial Economics	94.7	1.9	101.0
Finance/Banking/Real Estate/Insurance	133.7	2.6	152.6
Management/Behavioral Science/International Business/Strategic Management	113.1	2.1	123.1
Marketing	114.5	2.1	135.9
Production/Operations Management	117.4	1.6	133.6
Quantitative Methods/Operations Research/Statistics	105.1	2.8	122.6
Combined (All fields/disciplines, including fields/disciplines not listed above)	114.7	2.3	130.7

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

Field/Discipline	Mean 2011	Percent Change From 2010	Mean New Hires
Accounting/Taxation	127.6	2.2	130.0
CIS/MIS	101.4	1.5	105.5
Economics/Managerial Economics	90.8	2.9	92.6
Finance/Banking/Real Estate/Insurance	135.3	2.8	140.0
Management/Behavioral Science/International Business/Strategic Management	107.7	2.0	106.8
Marketing	111.3	2.0	114.0
Production/Operations Management	116.9	3.1	115.8
Quantitative Methods/Operations Research/Statistics	100.5	6.5	103.9
Combined (All fields/disciplines, including fields/disciplines not listed above)	112.7	2.6	115.2

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

Field/Discipline	Mean 2011	Percent Change From 2010	Mean New Hires
Accounting/Taxation	69.7	1.9	71.2
CIS/MIS	65.8	2.7	68.7
Economics/Managerial Economics	60.5	0.3	59.1
Finance/Banking/Real Estate/Insurance	79.9	0.4	86.6
Management/Behavioral Science/International Business/Strategic Management	70.1	3.2	70.0
Marketing	66.9	1.2	72.0
Production/Operations Management	71.6	6.7	59.5
Quantitative Methods/Operations Research/Statistics	61.6	3.4	62.5
Combined (All fields/disciplines, including fields/disciplines not listed above)	68.7	2.1	69.6

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

Field/Discipline	Mean 2011	Percent Change From 2010
Accounting/Taxation	135.5	-0.4
CIS/MIS	96.7	-14.0
Economics/Managerial Economics	92.0	3.7
Finance/Banking/Real Estate/Insurance	138.6	-1.0
Management/Behavioral Science/International Business/Strategic Management	102.4	-16.7
Marketing	114.1	3.1
Production/Operations Management	106.7	6.6
Quantitative Methods/Operations Research/Statistics	99.0	-14.9
Combined (All fields/disciplines, including fields/disciplines not listed above)	114.3	-3.8

## 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 2011	Percent Change From 2010	75%	Median	25%
Dean	222.3	1.5	262.5	193.0	158.5
Associate Dean	164.5	1.6	188.2	153.0	127.0
Assistant Dean	99.5	2.1	115.8	89.4	76.3
Assistant Dean or Director: Development	117.1	3.2	135.4	108.2	83.2
Assistant Dean or Director: Finance and Administration	109.4	3.2	132.1	96.7	81.3
Assistant Dean or Director: Information Technology	103.6	1.8	112.7	95.2	76.5
Accounting Department Chair	156.5	-0.4	172.4	146.3	124.2
School of Accounting, Director, etc.	185.5	1.9	229.7	180.9	134.3
Academic Department Chair	149.8	1.0	172.6	140.1	115.8
Assistant Dean or Director: Undergraduate Programs	90.4	0.4	105.3	81.7	65.8
Assistant Dean or Director: Graduate Programs	111.0	4.8	132.0	99.9	75.6
Assistant Dean or Director: Career Services/Placement	91.7	-0.2	117.5	87.0	67.7
Director of Cooperative Programs	75.6	-2.6	79.6	63.2	52.5
Assistant Dean or Director: Executive Education	123.1	2.4	161.8	115.9	85.8
Director of Internship	56.5	0.7	65.0	52.1	46.6
MBA/Master's Admissions Director	84.3	2.7	102.6	76.3	59.9
Assistant Dean or Director: MBA Programs	111.6	4.6	137.3	104.7	73.8
Small Business Administration Director	85.1	1.8	100.1	74.5	63.2
Director of Communications/Public Relations	84.4	2.5	104.9	78.3	58.2
Executive MBA (EMBA) Director	112.5	2.7	135.4	110.3	82.0
Director of Research	133.7	2.7	151.0	119.2	86.5
Director of Distance Education	117.0	13.7	151.4	110.0	82.7
Major Gifts Officer	89.5	-0.8	105.0	89.5	75.0
Director of Business Library Services	92.0	5.9	102.7	92.7	77.5
Other	75.2	7.6	90.2	60.0	45.9

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2011-2012  
**SALARY SURVEY REPORT**  
**All Participants**

Knowledge Services

This report provides detailed tables summarizing the results of AACSB International's 2011-2012 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 2011-2012 Salary Survey Report – US. The survey includes data for 34,516 faculty members and 6,633 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  
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Private Non-Accredited  
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## PREFACE

This report is based on data gathered through the 2011-2012 worldwide salary survey. This was the fifth 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. 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 2011-2012 US Salary Survey Report and the 2011-2012 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 597 schools reported data for 34,516 faculty and 6,633 administrative position salaries. Twenty 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	21
Europe	20
Oceania	6
The Americas	550
	597

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

## 2011-2012 Salary Survey All Participants Executive Summary

The results of AACSB International’s 44th 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 2011-2012 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 over 1,200 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 91 percent (US)/78 percent for all participants with overall participation at 75 percent (US)/48 percent for all participants.

The 597 participating schools provided data on 34,516 business faculty members across all ranks and 28 business fields and 6,633 administrators in 25 positions normally found in business schools. Of 6,633 administrative salaries reported, 1,484 were on a 9-month basis, while 5,149 were on a 12-month basis.

This is the fifth 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	643	501	78
Non-Accredited	613	96	15
Total	1256	597	48

**Alphabetical Listing of Participating Institutions**

Abilene Christian University	Berry College
Abu Dhabi University	Binghamton University, State University of New York
Adelphi University	Birmingham-Southern College
Adolfo Ibanez University	Bloomsburg University of Pennsylvania
The University of Akron	Bogor Agricultural University
Alabama A&M University	Boise State University
University of Alabama at Birmingham	Boston College
University of Alabama in Huntsville	Boston University
The University of Alabama	Bowling Green State University
University of Alaska Anchorage	Bradley University
University of Alaska Fairbanks	Brandeis University
University of Alberta	Bridgewater State University
Alcorn State University	Brigham Young University
Alfred University	University of British Columbia
Alverno College	Brock University
American University	Bryant University
American University of Beirut	Bucknell University
American University of Sharjah	University at Buffalo, State University of New York
Appalachian State University	Butler University
Arizona State University	University of Calgary
The University of Arizona	University of California, Berkeley
University of Arkansas at Fort Smith	University of California, Davis
University of Arkansas at Little Rock	University of California, Irvine
Arkansas State University	University of California, Los Angeles
Arkansas Tech University	California Lutheran University
University of Arkansas	California Polytechnic State University, San Luis Obispo
Asian Institute of Management	University of California, Riverside
Asian Institute of Technology	University of California, San Diego
Athabasca University	California State Polytechnic University, Pomona
Auburn University	California State University, Bakersfield
Auburn University Montgomery	California State University, Chico
Augusta State University	California State University, East Bay
Austin Peay State University	California State University, Fresno
Babson College	California State University, Fullerton
Ball State University	California State University, Long Beach
University of Baltimore	California State University, Los Angeles
Barry University	California State University, Northridge
Baruch College-The City University of New York	California State University, Sacramento
Baylor University	California State University, San Bernardino
Bellarmino University	Cameron University
Belmont University	Canisius College
Bentley University	Carleton University

## Alphabetical Listing of Participating Institutions

Carnegie Mellon University	University of Delaware
Case Western Reserve University	University of Denver
University of Central Arkansas	DePaul University
University of Central Florida	University of Detroit Mercy
Central Michigan University	Dominican University of California
University of Central Missouri	Dominican University
University of Central Oklahoma	Drake University
Central Washington University	Drexel University
College of Charleston	Drury University
University of Cincinnati	Duke University
The Citadel	Duquesne University
Claremont Graduate University	East Carolina University
Clarion University of Pennsylvania	Eastern Illinois University
Clark Atlanta University	Eastern Kentucky University
Clarkson University	Eastern Michigan University
Clark University	Eastern Washington University
Clayton State University	East Tennessee State University
Clemson University	EGADE Business School
Cleveland State University	Elon University
Coastal Carolina University	Emory University
University of Colorado at Boulder	Emporia State University
University of Colorado at Colorado Springs	ENAE Business School
University of Colorado Denver	Erasmus University Rotterdam
Colorado State University	ESADE
Columbus State University	University of Evansville
Concordia University	University of Exeter
Concord University	Fairfield University
University of Connecticut	Fairleigh Dickinson University
Cornell University -Charles H. Dyson School of Applied Economics and Management	Fayetteville State University
	Ferris State University
Cornell University -S. C. Johnson Graduate School of Management	Florida A&M University
	Florida Atlantic University
Cornell University -School of Hotel Administration	Florida Gulf Coast University
Cranfield University	Florida Institute of Technology
Creighton University	Florida International University
Curtin University	Florida State University
Dalhousie University	University of Florida
University of Dallas	Fordham University
Dalton State College	Fort Hays State University
Dartmouth College	Fort Lewis College
University of Dayton	Fort Valley State University
	Francis Marion University

## Alphabetical Listing of Participating Institutions

Frankfurt School of Finance & Management	IMD
Frostburg State University	INCAE
Fudan University	Indiana State University
George Mason University	Indiana University, Bloomington/Indianapolis
Georgetown University	Indiana University Northwest
Georgia College & State University	Indiana University of Pennsylvania
Georgia Gwinnett College	Indiana University South Bend
Georgia Institute of Technology	Indiana University Southeast
Georgia Southern University	Indiana University-Purdue University Fort Wayne
Georgia Southwestern State University	Indian School of Business
Georgia State University	INSEAD-France and Singapore
The University of Georgia	Instituto de Estudios Superiores de Administración (IESA)
Golden Gate University	Instituto Tecnológico y de Estudios Superiores de Monterrey - Campus Monterrey
Gonzaga University	Iona College
Governors State University	Iowa State University
Grand Valley State University	The University of Iowa
Grant McEwan University	Ithaca College
University of Guelph	Jackson State University
Gulf University for Science and Technology	Jacksonville State University
Hamline University	Jacksonville University
University of Hartford	James Madison University
University of Hawaii at Hilo	John Carroll University
University of Hawaii at Manoa	Johns Hopkins University
HEC Montréal	Kansas State University
HEC School of Management, Paris	University of Kansas
Henderson State University	Kaplan University
High Point University	Kennesaw State University
Hofstra University	Kent State University
The Hong Kong University of Science and Technology	University of Kentucky
University of Houston-Clear Lake	King's College
University of Houston-Downtown	Korea Advanced Institute of Science and Technology (KAIST)
University of Houston	Kutztown University
University of Houston-Victoria	Kwantlen Polytechnic University
Howard University	Kyung Hee University
The University of Hull	Lamar University
ICN Business School	Lander University
Idaho State University	La Salle University
University of Idaho	Laurentian University
University of Illinois at Springfield	Lebanese American University
University of Illinois at Urbana-Champaign	Lebanese Canadian University
Illinois Institute of Technology	Lehigh University
Illinois State University	

**Alphabetical Listing of Participating Institutions**

Le Moyne College	The University of Michigan
University of Lethbridge	Middle Tennessee State University
University of Ljubljana	Midwestern State University
Long Island University - C.W. Post Campus	Millsaps College
Longwood University	Ming Chuan University
University of Louisiana at Lafayette	University of Minnesota Duluth
University of Louisiana at Monroe	Minnesota State University, Mankato
Louisiana State University	University of Minnesota
Louisiana State University in Shreveport	Mississippi State University
Louisiana Tech University	The University of Mississippi
University of Louisville	University of Missouri
Loyola Marymount University	University of Missouri-Kansas City
Loyola University Chicago	Missouri State University
Loyola University Maryland	University of Missouri-St. Louis
Loyola University New Orleans	Missouri University of Science and Technology
Macquarie Graduate School of Management	Missouri Western State University
University of Maine	Montana State University-Billings
Manhattan College	Montana State University
University of Manitoba	The University of Montana
Marist College	Montclair State University
Marquette University	Monterey Institute of International Studies
Marshall University	Morehead State University
University of Maryland Eastern Shore	Morehouse College
University of Maryland	Morgan State University
University of Massachusetts Amherst	Murray State University
University of Massachusetts Boston	Nanjing University
McGill University	National Chengchi University
McMaster University	National Chiao Tung University
McNeese State University	National University of Singapore
Melbourne Business School	Naval Postgraduate School
Memorial University of Newfoundland	University of Nebraska at Kearney
The University of Memphis	University of Nebraska at Omaha
Menlo College	University of Nebraska-Lincoln
Mercer University-Macon and Atlanta Campuses	University of Nevada, Reno
Meredith College	University of New Hampshire
Metropolitan State College of Denver	The College of New Jersey
Miami University	New Jersey Institute of Technology
University of Miami	New Mexico State University
The University of Michigan-Dearborn	The University of New Mexico
The University of Michigan-Flint	University of New Orleans
Michigan State University	University of New South Wales
Michigan Technological University	New York University

**Alphabetical Listing of Participating Institutions**

Niagara University	The Pennsylvania State University at Erie, The Behrend College
Nicholls State University	The Pennsylvania State University at Harrisburg
The University of North Carolina at Asheville	The Pennsylvania State University Great Valley School of Graduate Professional Studies
The University of North Carolina at Chapel Hill	The Pennsylvania State University
The University of North Carolina at Charlotte	University of Pennsylvania
The University of North Carolina at Greensboro	Pepperdine University
North Carolina A&T State University	University of Pittsburgh
North Carolina Central University	Pittsburg State University
University of North Carolina Wilmington	State University of New York College at Plattsburgh
North Dakota State University	Pontificia Universidade Católica do Paraná
The University of North Dakota	Portland State University
Northeastern Illinois University	University of Portland
Northeastern University	Prairie View A&M University
Northern Arizona University	University of Prince Edward Island
University of Northern British Columbia	Providence College
University of Northern Colorado	University of Puerto Rico at Rio Piedras
Northern Illinois University	Purdue University Calumet
University of Northern Iowa	Purdue University
Northern Kentucky University	University of Québec at Montréal
University of North Florida	Queen's University
North Georgia College & State University	Quinnipiac University
University of North Texas	Radford University
Northwestern State University of Louisiana	Ramapo College of New Jersey
Northwest Missouri State University	Regina University
University of Notre Dame	Rensselaer Polytechnic Institute
Nova Southeastern University	Rhode Island College
Oakland University	The University of Rhode Island
Ohio Northern University	Rice University
The Ohio State University	The Richard Stockton College of New Jersey
Ohio University	University of Richmond
Oklahoma City University	Rider University
Oklahoma State University	Robert Morris University
University of Oklahoma	Rochester Institute of Technology
Old Dominion University	University of Rochester
Oregon State University	Rockhurst University
University of Oregon	Roger Williams University
University of Otago	Rollins College
University of Ottawa	Roosevelt University
University of Oxford	Rouen Business School
Pace University	Rowan University
Pacific Lutheran University	Royal Roads University
University of the Pacific	

**Alphabetical Listing of Participating Institutions**

Rutgers -The State University of New Jersey-Camden	University of Southern Indiana
Rutgers -The State University of New Jersey-Newark/New Brunswick	University of Southern Maine
Ryerson University	Southern Methodist University
Sabanci University	Southern Utah University
Sacred Heart University	University of South Florida St. Petersburg
Saginaw Valley State University	University of South Florida
Saint Louis University	University of South Florida, Sarasota-Manatee
Salem State University	Stanford University
Salisbury University	St. Bonaventure University
Samford University	St. Cloud State University
Sam Houston State University	St. Edward's University
San Diego State University	Stephen F. Austin State University
University of San Diego	Stetson University
San Francisco State University	St. Francis Xavier University
University of San Francisco	St. John Fisher College
San Jose State University	Saint Joseph's University
Santa Clara University	St. Mary's University
University of Saskatchewan	Saint Mary's University
University of Scranton	Stonehill College
Seattle Pacific University	Stony Brook University
Seattle University	University of St. Thomas-Minnesota
Seton Hall University	Saint Xavier University
Shenandoah University	Suffolk University
Shippensburg University	State University of New York at Fredonia
Siena College	State University of New York at New Paltz
Simmons College	State University of New York College at Brockport
Simon Fraser University	State University of New York College at Geneseo
Singapore Management University	State University of New York College at Oneonta
Sonoma State University	State University of New York College at Oswego
University of South Alabama	University of Surrey
University of South Carolina Aiken	Susquehanna University
South Carolina State University	The University of Sydney
University of South Carolina	The University of Tampa
University of South Carolina Upstate	Tel Aviv University
University of South Dakota	TELECOM School of Management
Southeastern University	Temple University
Southeast Missouri State University	University of Tennessee at Chattanooga
Southern Arkansas University	University of Tennessee at Knoxville
University of Southern California	University of Tennessee at Martin
Southern Illinois University Carbondale	Tennessee State University
Southern Illinois University Edwardsville	Tennessee Technological University
	Texas A&M International University

**Alphabetical Listing of Participating Institutions**

Texas A&M University-Commerce	Valparaiso University
Texas A&M University-Corpus Christi	Vanderbilt University
Texas A&M University	University of Vermont
Texas A&M University-Kingsville	University of Victoria
The University of Texas at Arlington	Villanova University
The University of Texas at Austin	Virginia Commonwealth University
The University of Texas at Brownsville	University of Virginia-Darden
The University of Texas at Dallas	University of Virginia-McIntire
The University of Texas at El Paso	Virginia Military Institute
The University of Texas at San Antonio	Virginia Polytechnic Institute and State University
The University of Texas at Tyler	Virginia State University
Texas Christian University	Vlerick Leuven Gent Management School
The University of Texas of the Permian Basin	Wagner College
The University of Texas-Pan American	Wake Forest University
Texas Southern University	University of Warwick
Texas State University-San Marcos	Washburn University
Texas Tech University	Washington and Lee University
Thompson Rivers University	Washington State University
Thunderbird School of Global Management	Washington University in St. Louis
University of Toledo	University of Washington
Towson University	Wayne State University
Trinity University	Weber State University
Troy University	Webster University
Truman State University	West Chester University
Tulane University	Western Carolina University
The University of Tulsa	Western Illinois University
Union Graduate College	Western Kentucky University
Union University	Western Michigan University
Universidad del Pacífico	Western New England University
Universidade Nova de Lisboa	Western Washington University
Université Laval	University of West Florida
University College Dublin	University of West Georgia
University of Mary Washington	West Texas A&M University
University of North Alabama	West Virginia University
University of Ontario Institute of Technology	Wichita State University
University of St. Thomas-Houston	Widener University
U.S. Air Force Academy	Wilfrid Laurier University
U.S. Coast Guard Academy	Willamette University
Utah State University	College of William and Mary
University of Utah	William Paterson University
Utah Valley University	University of Windsor
Valdosta 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	
Woodbury University	
Wright State University	
University of Wyoming	
Xavier University	
York University	
Youngstown State University	