

2015–16

# Global Salary Survey Report

Executive Summary



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# 2015-16

# SALARY SURVEY REPORTS

## Executive Summary Only

Versions Included in Full Reports:  
Worldwide - All Participants  
Worldwide - Excluding United States  
United States  
Canada  
Europe and Near East

### Knowledge Services

The full report provides detailed tables summarizing the results of AACSB International's 2015-16 Global Salary Survey. This document includes excerpts from the reports including the executive summaries for the **Worldwide** and **United States** full reports. The survey includes data for 35,279 faculty members and 6,734 administrators. Salary data was collected in 28 fields of specialization plus a category entitled "other." For the executive summary, the data were grouped into 18 fields. In the full reports, individual tables show the mean, median, maximum and minimum salaries for each rank and for new hires at each rank. 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.

## PREFACE

These executive summaries are based on data gathered through the 2015-2016 worldwide salary survey. This was the ninth 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 full reports have been separated into distinct sections to control for the larger United States sample size and focus on specific regions:

- Worldwide - All Participants
- Worldwide - Excluding United States
- United States
- Canada
- Europe and Near East

Our special thanks go to the schools from outside of the United States and Canada that participated in this survey. A total of 586 schools reported data for 35,279 faculty and 6,734 administrative position salaries. Twenty four different currencies were represented in the survey responses.

The sections of the full reports 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>
Asia	9
Oceania	2
<b>Asia Pacific</b>	<b>11</b>
Africa	0
Europe & Near East	25
Middle East	6
<b>Europe, Middle East, &amp; Africa (EMEA)</b>	<b>31</b>
Canada	42
Latin America & Caribbean	6
United States	496
<b>The Americas</b>	<b>544</b>
	586

## 2015-2016 Salary Survey U.S. Executive Summary

The results of AACSB International’s 48th 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 655 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 86.6 percent with overall participation at 75.7 percent. Table 1 describes the participation rate by institutional control and accreditation status.

The 496 participating U.S. schools provided data on 28,334 business faculty members across all ranks and 28 business fields and 5,341 administrators in 25 positions normally found in business schools. Of 5,341 administrative salaries reported, 1,093 were on a 9-month basis, while 4,248 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	170	139	81.8
Private Non-Accredited	74	16	21.6
Public Accredited	346	308	89.0
Public Non-Accredited	65	33	50.8
Total	655	496	75.7

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	19	3.8	65.5
Baccalaureate Colleges--Diverse Fields	29	4.4	16	3.2	55.2
Baccalaureate/Associate's Colleges	5	0.8	3	0.6	60.0
Master's Colleges and Universities (smaller programs)	32	4.9	19	3.8	59.4
Master's Colleges and Universities (medium programs)	82	12.5	61	12.3	74.4
Master's Colleges and Universities (larger programs)	216	33.0	162	32.7	75.0
Doctoral/Research Universities	56	8.5	45	9.1	80.4
Research Universities (high research activity)	95	14.5	83	16.7	87.4
Research Universities (very high research activity)	91	13.9	82	16.5	90.1
Schools of business and management	6	0.9	2	0.4	33.3
Theological sem, Bible colleges, other faith-related inst	1	0.2	1	0.2	100.0
Unknown/Not Classified	13	2.0	3	0.6	23.1
<b>Total</b>	<b>655</b>		<b>496</b>		<b>75.7</b>

## U.S. Business Faculty Market Trends

The average full-time faculty 9-month salary across all ranks and fields increased 2.7 percent to \$128,702 from \$125,300 as compared to last year's 1.9 percent increase from 2013. This is a total increase of 12.9 percent from 2010-11 to 2015-16. While the largest increase in average salary by the named fields below, 6.9 percent, was in the rank of associate professor in Quantitative Methods/Operations Research/Statistics, the salaries for most ranks and disciplines also showed small to moderate increases. The portion of full-time faculty classified as new hires decreased from 9.4 to 8.5 percent. On average, each school welcomed 4.9 new faculty members in the fall of 2015, showing no change from 2014. Continuing the transition in faculty qualification types and representing the data reported for only these four categories 12.3 percent of full-time faculty were classified as Instructional Practitioners, 5.7 percent as Practice Academics, 78.0 percent as Scholarly Academics, 3.9 percent as Scholarly Practitioners.

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 2006 for comparison.

From 2014-15,

Accounting/Taxation decreased from 20.1 to 18.6. Hiring activity in Finance/Banking/Real Estate/Insurance increased from 13.8 to 14.9 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 17.9 percent from 17.1 percent last year. In 2015, 36.6 percent of the new hires held instructor rank and 57.2 percent were at the assistant professor rank.

Table 3. Distribution of New Hires Across Fields/Disciplines

Field/Discipline	Percent 2000	Percent 2006	Percent 2015
Accounting/Taxation	15.7	18.9	18.6
CIS/MIS	17.6	6.8	8.5
Economics/Managerial Economics	9.1	9.9	8.5
Finance/Banking/Real Estate/Insurance	12.9	15.7	14.9
Management/Behavioral Science/International Business/Strategic Management	16.2	18.1	18.8
Marketing	12.4	13.6	12.2
Production/Operations Management	3.4	3.0	3.1
Quantitative Methods/Operations Research/Statistics	2.2	1.8	2.9
All Other	10.5	12.0	12.6

Table 4. Non-Tenure Track Faculty

Rank	Percent Non-Tenure Track 2001	Percent Non-Tenure Track 2002	Percent Non-Tenure Track 2014	Percent Non-Tenure Track 2015
Professor	1.9	2.3	6.6	4.5
Associate Professor	2.6	3.5	7.8	6.9
Assistant Professor	9.1	10.0	12.9	14.5
Instructor	82.0	83.7	98.4	98.7

## 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 2014 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 2015	Percent Change From 2014	Mean New Hires
Accounting/Taxation	163.8	4.6	193.4
CIS/MIS	148.9	2.7	169.2
Economics/Managerial Economics	142.4	3.5	216.2
Finance/Banking/Real Estate/Insurance	189.5	3.7	222.7
Management/Behavioral Science/International Business/Strategic Management	161.5	3.5	168.8
Marketing	166.4	2.9	180.7
Production/Operations Management	164.5	5.5	273.5
Quantitative Methods/Operations Research/Statistics	159.7	4.2	203.0
Combined (All fields/disciplines, including fields/disciplines not listed above)	161.8	3.6	194.5

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

Field/Discipline	Mean 2015	Percent Change From 2014	Mean New Hires
Accounting/Taxation	139.3	3.7	148.3
CIS/MIS	123.5	3.7	128.1
Economics/Managerial Economics	105.9	3.8	132.1
Finance/Banking/Real Estate/Insurance	148.2	3.7	170.7
Management/Behavioral Science/International Business/Strategic Management	126.4	3.5	145.6
Marketing	128.0	3.4	133.5
Production/Operations Management	135.9	3.5	178.3
Quantitative Methods/Operations Research/Statistics	120.8	6.9	132.1
Combined (All fields/disciplines, including fields/disciplines not listed above)	128.7	3.7	141.5

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

Field/Discipline	Mean 2015	Percent Change From 2014	Mean New Hires
Accounting/Taxation	145.6	3.4	147.9
CIS/MIS	113.0	3.6	111.8
Economics/Managerial Economics	101.0	1.9	100.0
Finance/Banking/Real Estate/Insurance	153.8	2.7	150.8
Management/Behavioral Science/International Business/Strategic Management	117.2	2.6	117.3
Marketing	124.0	3.1	124.5
Production/Operations Management	127.8	2.1	120.5
Quantitative Methods/Operations Research/Statistics	120.5	3.3	117.2
Combined (All fields/disciplines, including fields/disciplines not listed above)	126.0	2.9	125.9

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

Field/Discipline	Mean 2015	Percent Change From 2014	Mean New Hires
Accounting/Taxation	79.2	2.2	78.7
CIS/MIS	74.3	2.5	71.6
Economics/Managerial Economics	67.5	0.9	64.5
Finance/Banking/Real Estate/Insurance	90.9	3.3	96.5
Management/Behavioral Science/International Business/Strategic Management	77.5	0.5	72.0
Marketing	75.6	2.0	68.6
Production/Operations Management	83.5	0.8	88.6
Quantitative Methods/Operations Research/Statistics	69.0	-0.7	63.0
Combined (All fields/disciplines, including fields/disciplines not listed above)	77.5	2.2	75.7



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

Field/Discipline	Mean 2015	Percent Change From 2014
Accounting/Taxation	156.9	4.9
CIS/MIS	107.5	-2.4
Economics/Managerial Economics	92.2	0.5
Finance/Banking/Real Estate/Insurance	144.5	-3.4
Management/Behavioral Science/International Business/Strategic Management	113.8	2.6
Marketing	126.7	9.2
Production/Operations Management	122.9	13.3
Quantitative Methods/Operations Research/Statistics	120.3	4.4
Combined (All fields/disciplines, including fields/disciplines not listed above)	124.8	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 2015	Percent Change From 2014	75%	Median	25%
Dean	247.6	2.8	295.0	219.0	175.0
Associate Dean	188.8	3.4	222.6	172.5	139.6
Assistant Dean	111.3	3.8	145.5	100.0	81.3
Assistant Dean or Director: Development	128.2	2.0	150.0	118.2	92.6
Assistant Dean or Director: Finance and Administration	116.0	-0.6	135.4	105.8	84.3
Assistant Dean or Director: Information Technology	110.7	0.9	123.6	104.3	82.0
Accounting Department Chair	180.7	4.5	202.7	167.8	140.0
School of Accounting, Director, etc.	208.0	-2.1	255.0	211.3	170.8
Academic Department Chair	170.0	4.0	195.0	155.0	128.9
Assistant Dean or Director: Undergraduate Programs	102.2	-0.8	118.8	96.9	72.0
Assistant Dean or Director: Graduate Programs	116.5	-2.1	139.8	108.9	78.0
Assistant Dean or Director: Career Services/Placement	102.2	-0.6	125.5	94.7	76.2
Director of Cooperative Programs	81.3	1.9	95.3	75.7	62.9
Assistant Dean or Director: Executive Education	138.2	1.1	165.2	132.8	87.6
Director of Internship	61.2	1.4	70.0	60.3	50.6
MBA/Master's Admissions Director	93.5	4.0	113.1	88.8	68.1
Assistant Dean or Director: MBA Programs	121.2	-2.3	148.6	114.6	84.5
Small Business Administration Director	90.4	-0.5	112.9	78.0	65.7
Director of Communications/Public Relations	93.5	0.1	121.8	84.3	64.0
Executive MBA (EMBA) Director	122.5	-2.0	141.0	118.2	95.5
Director of Research	124.9	-16.5	159.8	110.6	93.8
Director of Distance Education	107.9	4.3	122.4	92.0	76.6
Major Gifts Officer	96.9	6.5	110.5	90.9	77.2
Director of Business Library Services	100.2	6.1	109.1	97.8	86.5
Other	84.7	5.4	104.3	70.0	50.0

## 2015-16 Salary Survey Worldwide - All Participants Executive Summary

The results of AACSB International’s 48th 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 1,400 member business schools, academic units, and partner 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 86.6 percent (U.S.)/67.3 percent for all participants with overall participation at 75.7 percent (U.S.)/39.9 percent for all participants.

The 586 participating schools provided data on 35,279 business faculty members across all ranks and 28 business fields and 6,734

administrators in 25 positions normally found in business schools. Of 6,734 administrative salaries reported, 1,268 were on a 9-month basis, while 5,466 were on a 12-month basis.

This is the ninth 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 & Partners	Number Responding	Percent Responding
Accredited	749	504	67.3
Non-Accredited	697	74	10.6
Non-Member Partner Schools (CFBSD)	22	8	36.4
Total	1,468	586	39.9

**Alphabetical Listing of Participating Institutions**

Abilene Christian University, College of Business Administration  
 Abu Dhabi University, College of Business Administration  
 Adelphi University, Robert B. Willumstad School of Business  
 American University of Beirut, Suliman S. Olayan School of Business  
 American University, Kogod School of Business  
 Angelo State University, College of Business  
 Appalachian State University, Walker College of Business  
 Arkansas Tech University, College of Business  
 Aston University, Aston Business School  
 Athabasca University, Faculty of Business  
 Auburn University, Raymond J. Harbert College of Business  
 Augusta University, James M. Hull College of Business  
 Babson College, F.W. Olin Graduate School  
 Ball State University, The Miller College of Business  
 Barry University, D. Inez Andreas School of Business  
 Baruch College-The City University of New York, The Zicklin School of Business  
 Baylor University, Hankamer School of Business  
 Bellarmine University, W. Fielding Rubel School of Business  
 Belmont University, College of Business Administration  
 Bentley University  
 Berry College, Campbell School of Business  
 BI Norwegian Business School  
 Binghamton University, State University of New York, School of Management  
 Bloomsburg University of Pennsylvania, College of Business  
 Boise State University, College of Business and Economics  
 Boston College, Wallace E. Carroll School of Management  
 Boston University, Questrom School of Business  
 Bowling Green State University, College of Business Administration  
 Bradley University, Foster College of Business  
 Brandeis University, International Business School  
 Bridgewater State University, School of Business  
 Brock University, Goodman School of Business  
 Bryant University, School of Business  
 Business School, Pontificia Universidade Católica do Paraná  
 Butler University, College of Business Administration  
 California Lutheran University, School of Management  
 California Polytechnic State University, San Luis Obispo, Orfalea College of Business  
 California State University, Bakersfield, School of Business  
 California State University, Chico, College of Business  
 California State University, East Bay, College of Business and Economics  
 California State University, Fresno, The Craig School of Business  
 California State University, Long Beach, College of Business Administration  
 California State University, Los Angeles, College of Business and Economics  
 California State University, Monterey Bay, College of Business  
 California State University, Northridge, College of Business and Economics  
 California State University, Sacramento, College of Business Administration  
 California State University, San Bernardino, College of Business and Public Administration  
 California State University, San Marcos, College of Business Administration  
 California State University, Stanislaus, College of Business Administration  
 Canisius College, Richard J. Wehle School of Business  
 Carleton University, Sprott School of Business  
 Carnegie Mellon University, Tepper School of Business  
 Case Western Reserve University, Weatherhead School of Management  
 Central Michigan University, College of Business Administration  
 Central Washington University, College of Business  
 Chapman University, The George L. Argyros School of Business and Economics  
 Christopher Newport University, Joseph W. Luter, III School of Business  
 City University, Cass Business School  
 Claremont Graduate University, The Peter F. Drucker and Masatoshi Ito Graduate School of Management  
 Clarion University of Pennsylvania, College of Business Administration and Information Sciences  
 Clark University, Graduate School of Management  
 Clarkson University, School of Business  
 Clayton State University, School of Business  
 Clemson University, College of Business and Behavioral Science  
 Cleveland State University, Ahuja College of Business  
 Coastal Carolina University, E. Craig Wall Sr. College of Business Administration  
 College of Charleston, School of Business  
 College of Coastal Georgia, School of Business and Public Affairs  
 College of Staten Island, The City University of New York, School of Business  
 College of William and Mary, Raymond A. Mason School of Business  
 Colorado State University, College of Business  
 Colorado State University-Pueblo, Malik and Seeme Hasan School of Business  
 Columbus State University, D. Abbott Turner College of Business  
 Concordia College, Offutt School of Business  
 Concordia University, John Molson School of Business  
 Cornell University, S.C. Johnson Graduate School of Management  
 Cornell University, Charles H. Dyson School of Applied Economics and Management,  
 Cornell University, School of Hotel Administration  
 Creighton University, College of Business Administration  
 Dalhousie University, Faculty of Management  
 Dalton State College, School of Business  
 Dartmouth College, Tuck School of Business at Dartmouth  
 Dominican University of California, Barowsky School of Business  
 Dominican University, Brennan School of Business  
 Drake University, College of Business and Public Administration  
 Drexel University, Bennett S. LeBow College of Business  
 Drury University, Breech School of Business Administration and Economics  
 Dublin City University, Dublin City University Business School

**Alphabetical Listing of Participating Institutions**

Duke University, The Fuqua School of Business  
 Duquesne University, A.J. Palumbo School of Business Administration  
 Durham University, Durham University Business School  
 East Carolina University, College of Business  
 East Tennessee State University, College of Business and Technology  
 Eastern Illinois University, Lumpkin College of Business and Applied Sciences  
 Eastern Kentucky University, College of Business and Technology  
 Eastern Michigan University, College of Business  
 Eastern Washington University, College of Business and Public Administration  
 Edinboro University of Pennsylvania, School of Business  
 EGADE Business School, Tecnológico de Monterrey  
 Elizabeth City State University, Walter R. Davis School of Business and Economics  
 Elon University, Martha and Spencer Love School of Business  
 Emory University, Goizueta Business School  
 Emporia State University, School of Business  
 ESMT European School of Management and Technology  
 Fairfield University, Charles F. Dolan School of Business  
 Fairleigh Dickinson University, Silberman College of Business  
 Farmer School of Business, Miami University  
 Fayetteville State University, School of Business and Economics  
 Ferris State University, College of Business  
 Florida A&M University, School of Business and Industry  
 Florida Atlantic University, College of Business  
 Florida Gulf Coast University, Lutgert College of Business  
 Florida Southern College, Barney Barnett School of Business and Free Enterprise  
 Florida State University, College of Business  
 Fordham University, Gabelli School of Business  
 Fort Hays State University, College of Business and Entrepreneurship  
 Fort Lewis College, School of Business Administration  
 Frostburg State University, College of Business  
 George Mason University, School of Business  
 Georgetown University, The McDonough School of Business  
 Georgia College & State University, J. Whitney Bunting College of Business  
 Georgia Gwinnett College, School of Business  
 Georgia Institute of Technology, Ernest Scheller Jr. College of Business  
 Georgia Southern University, College of Business Administration  
 Georgia State University, J. Mack Robinson College of Business  
 GITAM School of International Business  
 Golden Gate University, Edward S. Ageno School of Business  
 Gonzaga University, School of Business Administration  
 Governors State University, College of Business and Public Administration  
 Grand Valley State University, Seidman College of Business  
 Grant MacEwan University, School of Business  
 Gulf University for Science and Technology  
 Hamline University, School of Business  
 HEC Montréal  
 HEC School of Management, Paris  
 Henderson State University, School of Business  
 Henley Business School  
 High Point University, Earl N. Phillips School of Business  
 Hofstra University, Frank G. Zarb School of Business  
 ICN Business School  
 Idaho State University, College of Business  
 Illinois Institute of Technology, Stuart School of Business  
 Illinois State University, College of Business  
 Imperial College London, Imperial College Business School  
 INCAE  
 Indian School of Business  
 Indiana State University, Scott College of Business  
 Indiana University East, School of Business and Economics  
 Indiana University Northwest, School of Business and Economics  
 Indiana University of Pennsylvania, Eberly College of Business and Information Technology  
 Indiana University South Bend, Judd Leighton School of Business and Economics  
 Indiana University Southeast, School of Business  
 Indiana University, Bloomington/Indianapolis, Kelley School of Business  
 Indiana University-Purdue University Columbus, Division of Business  
 Indiana University-Purdue University Fort Wayne, Richard T. Doermer School of Business and Management Sciences  
 INSEAD  
 Instituto Tecnológico y de Estudios Superiores de Monterrey, School of Business, Social Sciences and Humanities  
 Iona College, Hagan School of Business  
 Iowa State University, College of Business  
 Ithaca College, School of Business  
 Ivey Business School, Western University  
 Jackson State University, College of Business  
 Jacksonville State University, College of Commerce and Business Administration  
 Jacksonville University, Davis College of Business  
 James Madison University, College of Business  
 Johns Hopkins Carey Business School  
 Kansas State University, College of Business Administration  
 Kennesaw State University, Coles College of Business  
 King Abdulaziz University, Faculty of Economics and Administration  
 King's College, The William G. McGowan School of Business  
 La Salle University, School of Business  
 La Sierra University, Tom and Vi Zapara School of Business  
 Lamar University, College of Business  
 Lancaster University, Lancaster University Management School  
 Lander University, School of Management  
 Laurentian University, Faculty of Management  
 Lawrence Technological University, College of Management  
 Lehigh University, College of Business and Economics  
 Longwood University, College of Business and Economics

**Alphabetical Listing of Participating Institutions**

Louisiana State University in Shreveport, College of Business, Education and Human Development	North Carolina A&T State University, School of Business and Economics
Louisiana State University, E. J. Ourso College of Business	North Carolina Central University, School of Business
Louisiana Tech University, College of Business	North Carolina State University, Poole College of Management
Loyola University Chicago, Quinlan School of Business	North Dakota State University, College of Business
Loyola University Maryland, Sellinger School of Business and Management	Northeastern Illinois University, College of Business and Management
Loyola University New Orleans, College of Business	Northeastern University, D'Amore-McKim School of Business
Macquarie Graduate School of Management	Northern Arizona University, The W. A. Franke College of Business
Manhattan College, School of Business	Northern Illinois University, College of Business
Marist College, School of Management	Northern Kentucky University, Haile/US Bank College of Business
Marquette University, College of Business Administration & Graduate School of Management	Northwest Missouri State University, Melvin and Valorie Booth College of Business and Professional Studies
Marshall University, Lewis College of Business	Northwestern State University of Louisiana, School of Business
McGill University, Faculty of Management	Nova Southeastern University, H. Wayne Huizenga School of Business and Entrepreneurship
McMaster University, DeGroote School of Business	Oakland University, School of Business Administration
McNeese State University, College of Business	Ohio Northern University, College of Business Administration
Memorial University of Newfoundland, Faculty of Business Administration	Ohio University, College of Business
Menlo College	Oklahoma City University, Meinders School of Business
Mercer University-Macon and Atlanta Campuses, Eugene W. Stetson School of Business and Economics	Oklahoma State University, Spears School of Business
Metropolitan State University of Denver, School of Business	Old Dominion University, Strome College of Business
Michigan State University, The Eli Broad College of Business	Oregon State University, College of Business
Michigan Technological University, School of Business and Economics	Pace University, Lubin School of Business
Middle Tennessee State University, Jennings A. Jones College of Business	Pacific Lutheran University, School of Business
Middlebury Institute of International Studies at Monterey, Graduate School of International Policy & Management	Pepperdine University, Graziadio School of Business and Management
Midwestern State University, Dillard College of Business Administration	Pittsburg State University, Gladys A. Kelce College of Business
Millsaps College, Else School of Management	Portland State University, School of Business Administration
Minnesota State University, Mankato, College of Business	Prairie View A&M University, College of Business
Mississippi State University, College of Business	Providence College, School of Business
Missouri State University, College of Business Administration	Purdue University Calumet, College of Business
Missouri Western State University, Steven L. Craig School of Business	Queens University of Charlotte, McColl School of Business
Monmouth University, Leon Hess Business School	Queen's University, Queen's School of Business
Montana State University, College of Business	Quinnipiac University, School of Business and Engineering
Montana State University-Billings, College of Business	Radford University, College of Business and Economics
Montclair State University, School of Business	Ramapo College of New Jersey, Anisfield School of Business
Morehead State University, College of Business and Public Affairs	Rensselaer Polytechnic Institute, Lally School of Management
Morehouse College, Division of Business Administration and Economics	Rice University, Jesse H. Jones Graduate School of Business
Morgan State University, Earl G. Graves School of Business and Management	Rider University, College of Business Administration
Mount Royal University, Bissett School of Business (*CFBSD Partner School)	Robert Morris University, School of Business
Nanjing University, School of Business	Rochester Institute of Technology, Saunders College of Business
National University of Singapore, NUS Business School	Rockhurst University, Helzberg School of Management
Naval Postgraduate School, Graduate School of Business and Public Policy	Roger Williams University, Gabelli School of Business
Nazarbayev University, Graduate School of Business	Rollins College, College of Arts and Sciences and College of Professional Studies
New Jersey Institute of Technology, School of Management	Rowan University, Rohrer College of Business
New Mexico State University, College of Business	Roy E. Crummer Graduate School of Business, Rollins College
New York University, Leonard N. Stern School of Business	Royal Roads University, Faculty of Management
	Rutgers-The State University of New Jersey-Camden, Rutgers School of Business
	Rutgers-The State University of New Jersey-Newark/New Brunswick, Rutgers Business School
	Ryerson University, Ted Rogers School of Management

**Alphabetical Listing of Participating Institutions**

Sabanci University, Sabanci School of Management  
 Sacred Heart University, Jack Welch College of Business  
 Saginaw Valley State University, College of Business and Management  
 Saint Joseph's University, Erivan K. Haub School of Business  
 Saint Mary's University, Sobey School of Business  
 Saint Xavier University, Graham School of Management  
 Sakarya University, Faculty of Management  
 Salem State University, Bertolon School of Business  
 Salisbury University, Franklin P. Perdue School of Business  
 Sam Houston State University, College of Business Administration  
 Samford University, Brock School of Business  
 San Diego State University, College of Business Administration  
 San Francisco State University, College of Business  
 Santa Clara University, Leavey School of Business  
 Savannah State University, College of Business Administration  
 Schulich School of Business  
 Seattle Pacific University, School of Business, Government, and Economics  
 Seattle University, Albers School of Business and Economics  
 Seton Hall University, Stillman School of Business  
 Shenandoah University, Harry F. Byrd, Jr. School of Business  
 Shippensburg University, John L. Grove College of Business  
 Siena College, School of Business  
 Simon Fraser University, Beedie School of Business  
 Singapore Management University, Lee Kong Chian School of Business  
 Southeast Missouri State University, Donald L. Harrison College of Business  
 Southeastern Louisiana University, College of Business  
 Southeastern Oklahoma State University, John Massey School of Business  
 Southern Arkansas University, College of Business  
 Southern Illinois University Carbondale, College of Business  
 Southern Illinois University Edwardsville, School of Business  
 Southern Methodist University, Edwin L. Cox School of Business  
 Southern University at New Orleans, College of Business and Public Administration  
 Southern Utah University, School of Business  
 St. Bonaventure University, School of Business  
 St. Cloud State University, Herberger Business School  
 St. Francis Xavier University  
 (\*CFBSD Partner School)  
 St. John Fisher College, School of Business  
 St. John's University, The Peter J. Tobin College of Business  
 St. Mary's University, Bill Greehey School of Business  
 Stanford University, Graduate School of Business  
 State University of New York at Fredonia, School of Business  
 State University of New York at Geneseo, School of Business  
 State University of New York at New Paltz, School of Business  
 State University of New York at Oswego, School of Business  
 State University of New York College at Brockport, School of Business Administration and Economics  
 State University of New York College at Old Westbury, School of Business  
 State University of New York College at Oneonta, School of Economics and Business  
 State University of New York College at Plattsburgh, School of Business and Economics  
 Stephen F. Austin State University, Nelson Rusche College of Business  
 Stetson University, School of Business Administration  
 Stevens Institute of Technology, School of Business  
 Stockton University, School of Business  
 Stonehill College  
 Stony Brook University, College of Business  
 Suffolk University, Sawyer Business School  
 Susquehanna University, Sigmund Weis School of Business  
 T. A. Pai Management Institute  
 Tarleton State University, College of Business Administration  
 TELECOM School of Management  
 Temple University, The Fox School of Business  
 Tennessee State University, College of Business  
 Tennessee Technological University, College of Business  
 Texas A&M International University, A.R. Sanchez, Jr. School of Business  
 Texas A&M University, Mays Business School  
 Texas A&M University-Central Texas, College of Business Administration  
 Texas A&M University-Commerce, College of Business and Entrepreneurship  
 Texas A&M University-Corpus Christi, College of Business  
 Texas A&M University-Kingsville, College of Business Administration  
 Texas A&M University-Texarkana, College of Business  
 Texas Christian University, Neeley School of Business  
 Texas Southern University, Jesse H. Jones School of Business  
 Texas State University, McCoy College of Business  
 Texas Tech University, Rawls College of Business Administration  
 Texas Wesleyan University, School of Business Administration and Professional Programs  
 The Catholic University of America, School of Business and Economics  
 The College of New Jersey, School of Business  
 The Hong Kong University of Science and Technology, HKUST Business School  
 The Ohio State University, Max M. Fisher College of Business  
 The Pennsylvania State University at Erie, The Behrend College, Sam and Irene Black School of Business  
 The Pennsylvania State University at Harrisburg, School of Business Administration  
 The Pennsylvania State University, Smeal College of Business  
 The University of Akron, College of Business Administration & School of Accountancy  
 The University of Alabama, Culverhouse College of Commerce and Business Administration  
 The University of Arizona, Eller College of Management  
 The University of Georgia, Terry College of Business  
 The University of Iowa, Tippie College of Business  
 The University of Memphis, Fogelman College of Business and Economics  
 The University of Michigan, Stephen M. Ross School of Business

**Alphabetical Listing of Participating Institutions**

The University of Michigan-Dearborn, College of Business  
The University of Michigan-Flint, School of Management  
The University of Mississippi, School of Business Administration  
The University of New Mexico, The Robert O. Anderson School of Management  
The University of North Carolina at Chapel Hill, Kenan-Flagler Business School  
The University of North Carolina at Charlotte, The Belk College of Business  
The University of North Carolina at Greensboro, Joseph M. Bryan School of Business and Economics  
The University of North Carolina at Pembroke, School of Business  
The University of North Dakota, College of Business and Public Administration  
The University of Rhode Island, College of Business Administration  
The University of Tampa, John H. Sykes College of Business  
The University of Texas at Arlington, College of Business  
The University of Texas at Austin, Red McCombs School of Business  
The University of Texas at Dallas, Naveen Jindal School of Management  
The University of Texas at El Paso, College of Business Administration  
The University of Texas at San Antonio, College of Business  
The University of Texas at Tyler, College of Business and Technology  
The University of Texas Rio Grande Valley, College of Business and Entrepreneurship  
The University of Tulsa, Collins College of Business  
The University of Virginia's College at Wise, Department of Business and Economics  
Tianjin University, College of Management and Economics  
Touro College, Graduate School of Business  
Towson University, College of Business and Economics  
Trinity College Dublin, of the University of Dublin, Trinity Business School  
Trinity University, School of Business  
Truman State University, School of Business  
Tulane University, A. B. Freeman School of Business  
U.S. Air Force Academy  
U.S. Coast Guard Academy  
Union Graduate College, School of Management  
Union University, McAfee School of Business Administration  
United Arab Emirates University (UAEU), College of Business and Economics  
Universidad del Pacífico, Facultad de Ciencias Empresariales and Escuela de Postgrado  
Université Laval, Faculté des sciences de l'administration  
University at Buffalo, State University of New York, School of Management  
University College Dublin, UCD School of Business  
University of Alabama at Birmingham, Collat School of Business  
University of Alabama in Huntsville, College of Business Administration  
University of Alaska Anchorage, College of Business and Public Policy  
University of Alaska Fairbanks, School of Management  
University of Alberta, School of Business  
University of Applied Sciences Upper Austria, School of Management  
University of Arkansas at Fort Smith, College of Business  
University of Arkansas at Little Rock, College of Business  
University of Arkansas, Sam M. Walton College of Business  
University of Baltimore, Robert G. Merrick School of Business  
University of British Columbia, Sauder School of Business  
University of Calgary, Haskayne School of Business  
University of California, Berkeley, Haas School of Business  
University of California, Davis, Graduate School of Management  
University of California, Irvine, The Paul Merage School of Business  
University of California, Los Angeles, UCLA Anderson School of Management  
University of California, Riverside, The A. Gary Anderson Graduate School of Management  
University of California, San Diego, Rady School of Management  
University of Canterbury, Te Whare Wananga o Waitaha, School of Business and Economics  
University of Central Arkansas, College of Business Administration  
University of Central Florida, College of Business Administration  
University of Central Missouri, Harmon College of Business and Professional Studies  
University of Central Oklahoma, College of Business  
University of Chile, School of Economics and Business  
University of Cincinnati, Carl H. Lindner College of Business  
University of Colorado at Boulder, Leeds School of Business  
University of Colorado Colorado Springs, College of Business and Administration  
University of Colorado Denver, Business School  
University of Connecticut, School of Business  
University of Dallas, Satish and Yasmin Gupta College of Business  
University of Dayton, School of Business Administration  
University of Delaware, Alfred Lerner College of Business and Economics  
University of Denver, Daniels College of Business  
University of Detroit Mercy, College of Business Administration  
University of Dubai, College of Business  
University of East London, Royal Docks Business School  
University of Evansville, The Schroeder Family School of Business Administration  
University of Exeter, Business School  
University of Florida, Warrington College of Business Administration  
University of Guelph, College of Business and Economics  
University of Hartford, Barney School of Business  
University of Hawaii at Hilo, College of Business and Economics  
University of Hawaii at Manoa, Shidler College of Business  
University of Houston, C.T. Bauer College of Business  
University of Houston-Clear Lake, School of Business  
University of Houston-Downtown, College of Business  
University of Illinois at Chicago, College of Business Administration  
University of Illinois at Springfield, College of Business and Management  
University of Illinois at Urbana-Champaign, College of Business  
University of Kansas, School of Business  
University of Kent, Kent Business School



**Alphabetical Listing of Participating Institutions**

University of Kentucky, Carol Martin Gatton College of Business and Economics	University of Pennsylvania, The Wharton School
University of Lethbridge, Faculty of Management	University of Pittsburgh, The Joseph M. Katz Graduate School of Business
University of Ljubljana, Faculty of Economics	University of Portland, Dr. Robert B. Pamplin, Jr. School of Business Administration
University of Louisiana at Lafayette, B. I. Moody, III College of Business Administration	University of Prince Edward Island (*CFBSD Partner School)
University of Louisiana at Monroe, College of Business and Social Sciences	University of Puerto Rico at Rio Piedras, College of Business Administration
University of Louisville, College of Business	University of Québec at Montréal, ESG, UQAM School of Business
University of Maine, The Maine Business School	University of Regina, Faculty of Business Administration (*CFBSD Partner School)
University of Manitoba, I. H. Asper School of Business	University of Richmond, Robins School of Business
University of Mary Washington, College of Business	University of Rochester, William E. Simon Graduate School of Business
University of Maryland Eastern Shore, School of Business and Technology	University of San Diego, School of Business Administration
University of Maryland, Robert H. Smith School of Business	University of San Francisco, School of Management
University of Massachusetts Amherst, Isenberg School of Management	University of Saskatchewan, Edwards School of Business
University of Massachusetts Boston, College of Management	University of Scranton, The Arthur J. Kania School of Management
University of Massachusetts Dartmouth, Charlton College of Business	University of South Alabama, Mitchell College of Business
University of Miami, School of Business Administration	University of South Carolina Upstate, George Dean Johnson, Jr. College of Business and Economics
University of Minnesota Duluth, Labovitz School of Business and Economics	University of South Carolina, Darla Moore School of Business
University of Minnesota, Carlson School of Management	University of South Dakota, Beacom School of Business
University of Missouri, Robert J. Trulaske, Sr. College of Business	University of South Florida St. Petersburg, Kate Tiedemann College of Business
University of Missouri-Kansas City, Henry W. Bloch School of Management	University of South Florida, Muma College of Business
University of Missouri-St. Louis, College of Business Administration	University of South Florida, Sarasota-Manatee, College of Business
University of Montana, School of Business Administration	University of Southern California, Marshall School of Business
University of Montevallo, Michael E. Stephens College of Business	University of Southern Indiana, Romain College of Business
University of Nebraska at Kearney, College of Business and Technology	University of Southern Maine, College of Management and Human Service
University of Nebraska at Omaha, College of Business Administration	University of Southern Mississippi, College of Business
University of Nebraska-Lincoln, College of Business Administration	University of Surrey, Faculty of Management and Law
University of Nevada, Las Vegas, Lee Business School	University of Tennessee at Chattanooga, College of Business Administration
University of Nevada, Reno, College of Business Administration	University of Tennessee at Knoxville, Haslam College of Business
University of New Brunswick Saint John, Faculty of Business	University of Tennessee at Martin, College of Business and Global Affairs
University of New Hampshire, Peter T. Paul College of Business and Economics	University of the Fraser Valley, School of Business (*CFBSD Partner School)
University of New Haven, College of Business	University of the Pacific, Eberhardt School of Business
University of New Orleans, College of Business Administration	University of Toledo, College of Business and Innovation
University of North Alabama, College of Business	University of Toronto, Joseph L. Rotman School of Management
University of North Carolina Wilmington, Cameron School of Business	University of Utah, David Eccles School of Business
University of North Georgia, Mike Cottrell School of Business	University of Victoria, Peter B. Gustavson School of Business
University of North Texas, College of Business	University of Virginia-Darden, Darden School of Business
University of Northern British Columbia, School of Business	University of Virginia-McIntire, McIntire School of Commerce
University of Northern Colorado, Kenneth W. Monfort College of Business	University of Washington Bothell, School of Business
University of Northern Iowa, College of Business Administration	University of Washington, Michael G. Foster School of Business
University of Notre Dame, Mendoza College of Business	University of Waterloo, School of Accounting and Finance (*CFBSD Partner School)
University of Oklahoma, Michael F. Price College of Business	University of West Florida, College of Business
University of Ontario Institute of Technology, Faculty of Business and Information Technology (*CFBSD Partner School)	University of West Georgia, Richards College of Business
University of Oregon, Charles H. Lundquist College of Business	University of Windsor, Odette School of Business
University of Ottawa, Telfer School of Management	

**Alphabetical Listing of Participating Institutions**

University of Winnipeg, Faculty of Business and Economics  
(\*CFBSD Partner School)

University of Wisconsin Oshkosh, College of Business

University of Wisconsin-Eau Claire, College of Business

University of Wisconsin-Green Bay, Austin E. Cofrin School of Business

University of Wisconsin-La Crosse, College of Business Administration

University of Wisconsin-Madison, Wisconsin School of Business

University of Wisconsin-Milwaukee, Sheldon B. Lubar School of Business

University of Wisconsin-Parkside, School of Business and Technology

University of Wisconsin-River Falls, College of Business and Economics

University of Wisconsin-Stevens Point, School of Business and Economics

University of Wisconsin-Whitewater, College of Business and Economics

University of Wyoming, College of Business

Utah State University, Jon M. Huntsman School of Business

Utah Valley University, Woodbury School of Business

Valdosta State University, Harley Langdale, Jr. College of Business Administration

Valparaiso University, College of Business

Vanderbilt University, Owen Graduate School of Management

Villanova University, Villanova School of Business

Virginia Commonwealth University, School of Business

Virginia Military Institute

Virginia Polytechnic Institute and State University, Pamplin College of Business

Virginia State University, Reginald F. Lewis College of Business

Vlerick Business School

Wake Forest University, Schools of Business

Walsh University, The DeVille School of Business

Warwick Business School

Washburn University, Washburn School of Business

Washington and Lee University, Williams School of Commerce, Economics, and Politics

Washington State University, Carson College of Business

Washington University in St. Louis, Olin Business School

Wayne State University, Mike Ilitch School of Business

Weber State University, John B. Goddard School of Business & Economics

West Chester University, College of Business and Public Affairs

West Texas A&M University, College of Business

West Virginia University, College of Business and Economics

Western Carolina University, College of Business

Western Connecticut State University, Ansell School of Business

Western Illinois University, College of Business and Technology

Western Kentucky University, Gordon Ford College of Business

Western Michigan University, Haworth College of Business

Western New England University, College of Business

Western Washington University, College of Business and Economics

Whitworth University, School of Business

Wichita State University, W. Frank Barton School of Business

Widener University, School of Business Administration

Wilfrid Laurier University, School of Business and Economics

Wilkes University, Jay S. Sidhu School of Business and Leadership

Willamette University, Atkinson Graduate School of Management

William Paterson University, Cotsakos College of Business

Winona State University, College of Business

Winston-Salem State University, School of Business and Economics

Winthrop University, College of Business Administration

Woodbury University, School of Business

Worcester Polytechnic Institute, Robert A. Foisie School of Business

Wright State University, Raj Soin College of Business

Xavier University, Williams College of Business

Yeshiva University, Sy Syms School of Business

Youngstown State University, The Warren P. Williamson, Jr. College of Business Administration