2016–17 Global Salary Survey Report

Executive Summary



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2018-19 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

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The full report provides detailed tables summarizing the results of AACSB International's 2018-19'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 39,387 faculty members and 9,244 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 (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

These executive summaries are based on data gathered through the 2018-2019 worldwide salary survey. This was the vgnth 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 5; 6 schools reported data for 39,387 faculty and 9,244 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.

Region	Participants
Asia *gzen00 kf f ng"('P gct 'Gcuv+'"	""""""32
Oceania """	****5
Asia Pacific	15
Africa	0
Europe & Near East	28
Middle East	6
Europe, Middle East, & Africa (EMEA)	34
Canada '''''	""""5:
Latin America & Caribbean """"	"""""32
United States *gzen0\gttkqtkgu+''''	723
The Americas	54;
	5;6

2016-17 Salary Survey U.S. Executive Summary

The results of AACSB International's 49th 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 644 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 88.1 percent with overall participation at 78.0 percent. Table 1 describes the participation rate by institutional control and accreditation status.

The 502 participating U.S. schools provided data on 29,937 business faculty members across all ranks and Table 1. Participation by Accreditation Status and Control

Type of Institution	AACSB U.S. Members*	Number Responding	Percent Responding
Private Accredited	167	138	82.6
Private Non-Accredited	68	16	23.5
Public Accredited	352	319	90.6
Public Non-Accredited	57	29	51.8
Total	644	502	78.0

28 business fields and 5,596 administrators in 25 positions normally found in business schools. Of 5,596 administrative salaries reported, 1,140 were on a 9-month basis, while 4,456 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.

Carnegie Classification	AACSB U.S. Members	Percent of Total Members	Number Responding	Percent of Total Responding	Response Rate
Baccalaureate CollegesArts & Sciences	28	4.3	22	4.4	78.6
Baccalaureate CollegesDiverse Fields	25	3.9	14	2.8	56.0
Baccalaureate/Associate's Colleges Master's Colleges and Universities (smaller	5	0.8	3	0.6	60.0
programs) Master's Colleges and Universities (medium	32	5.0	17	3.4	53.1
programs) Master's Colleges and Universities (larger	81	12.6	55	11.0	67.9
programs)	215	33.4	173	34.5	80.4
Doctoral/Research Universities Research Universities (high research	54	8.4	42	8.4	77.8
activity) Research Universities (very high research	95	14.8	87	17.3	91.6
activity)	89	13.8	82	16.3	92.1
Schools of business and management Theological sem, Bible colleges, other faith-	6	0.9	3	0.6	50.0
related inst	1	0.2	0	0.0	0.0
Unknown/Other	13	2.0	3	0.6	23.1
Total	644		502		78.0

Table 2.a. Participating Institutions by 2005 Carnegie Classification

U.S. Business Faculty Market Trends

The average full-time faculty 9-month salary across all ranks and fields increased 3.0 percent to \$132,509 from \$128,702, as compared to last year's 2.7 percent increase over 2014. This is a total increase of 10.9 percent from 2012-13 to 2016-17. While the largest increase in average salary by the named fields below, 9.4 percent, was in the rank of instructor 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 increased from 8.5 to 8.7 percent. On average, each school welcomed 5.2 new faculty members in the fall of 2016, showing a slight increase from 2015. 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, 5.6 percent as Practice Academics,

72.3 percent as Scholarly Academics, 3.9 percent as Scholarly Practitioners.

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

2006 for comparison. From 18.6 in 2015-16, Accounting/Taxation held steady at 18.5 percent. Hiring activity in Finance/Banking/Real Estate/Insurance decreased from 14.9 to 13.1 percent.

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

Field/Discipline	Percent 2000	Percent 2006	Percent 2016
Accounting/Taxation	15.7	18.9	18.5
CIS/MIS	17.6	6.8	8.9
Economics/Managerial Economics	9.1	9.9	8.4
Finance/Banking/Real Estate/Insurance	12.9	15.7	13.1
Management/Behavioral Science/International Business/Strategic Management	16.2	18.1	18.6
Marketing	12.4	13.6	13.2
Production/Operations Management	3.4	3.0	3.3
Quantitative Methods/Operations Research/Statistics	2.2	1.8	2.9
All Other	10.5	12.0	13.1

Table 3. Distribution of New Hires Across Fields/Disciplines

professor. The portion of full-time faculty holding the rank of instructor increased to 18.5 percent from 17.9 percent last year. In 2016, 30.3 percent of the new hires held instructor rank and 57.9 percent were at the assistant professor rank.

Rank	Percent Non- Tenure Track 2001	Percent Non- Tenure Track 2002	Percent Non- Tenure Track 2015	Percent Non- Tenure Track 2016
Professor	1.9	2.3	4.5	4.7
Associate Professor	2.6	3.5	6.9	7.1
Assistant Professor	9.1	10.0	14.5	15.2
Instructor	82.0	83.7	98.7	98.9

Table 4. Non-Tenure 7	Track Faculty
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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 2015 and the average salary paid to new hires for each rank and field/discipline.

Field/Discipline	Mean 2016	Percent Change From 2015	Mean New Hires
Accounting/Taxation	172.1	5.0	201.6
CIS/MIS	154.9	4.0	179.3
Economics/Managerial Economics	147.9	3.9	192.3
Finance/Banking/Real Estate/Insurance	195.7	3.3	229.4
Management/Behavioral Science/International Business/Strategic Management	167.4	3.6	223.4
Marketing	172.8	3.8	205.4
Production/Operations Management	170.1	3.4	N/A
Quantitative Methods/Operations Research/Statistics	165.6	3.7	N/A
Combined (All fields/disciplines, including fields/disciplines not listed above)	168.1	3.9	202.8

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

Field/Discipline	Mean 2016	Percent Change From 2015	Mean New Hires
Accounting/Taxation	144.6	3.8	141.5
CIS/MIS	127.2	3.0	108.0
Economics/Managerial Economics	110.9	4.7	132.7
Finance/Banking/Real Estate/Insurance	155.6	5.0	182.0
Management/Behavioral Science/International Business/Strategic Management	130.9	3.5	124.8
Marketing	132.1	3.2	140.0
Production/Operations Management	140.1	3.1	141.7
Quantitative Methods/Operations Research/Statistics	127.6	5.7	N/A
Combined (All fields/disciplines, including fields/disciplines not listed above)	133.6	3.8	140.7

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

Field/Discipline	Mean 2016	Percent Change From 2015	Mean New Hires
Accounting/Taxation	149.4	2.6	145.0
CIS/MIS	116.8	3.4	114.5
Economics/Managerial Economics	103.5	2.4	100.3
Finance/Banking/Real Estate/Insurance	155.9	1.4	153.1
Management/Behavioral Science/International Business/Strategic Management	119.0	1.5	118.0
Marketing	126.3	1.9	123.6
Production/Operations Management	132.6	3.7	133.1
Quantitative Methods/Operations Research/Statistics	120.5	0.0	116.0
Combined (All fields/disciplines, including fields/disciplines not listed above)	128.5	2.0	125.5

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

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

Field/Discipline	Mean 2016	Percent Change From 2015	Mean New Hires
Accounting/Taxation	82.5	4.1	83.9
CIS/MIS	77.6	4.5	76.1
Economics/Managerial Economics	72.2	7.0	71.5
Finance/Banking/Real Estate/Insurance	94.7	4.2	95.1
Management/Behavioral Science/International Business/Strategic Management	80.0	3.3	76.6
Marketing	78.5	3.9	76.4
Production/Operations Management	89.4	7.1	92.9
Quantitative Methods/Operations Research/Statistics	75.5	9.4	81.0
Combined (All fields/disciplines, including fields/disciplines not listed above)	80.5	3.9	78.9

Field/Discipline	Mean 2016	Percent Change From 2015
Accounting/Taxation	156.9	0.0
CIS/MIS	117.9	9.7
Economics/Managerial Economics	101.7	10.3
Finance/Banking/Real Estate/Insurance	155.1	7.3
Management/Behavioral Science/International Business/Strategic Management	118.1	3.7
Marketing	125.6	-0.9
Production/Operations Management	140.2	10.6
Quantitative Methods/Operations Research/Statistics	118.7	-1.3
Combined (All fields/disciplines, including fields/disciplines not listed above)	128.6	2.9

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

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 Position	Mean 2016	Percent Change From 2015	75%	Median	25%
Dean	259.8	4.9	309.1	230.1	183.5
Associate Dean	192.5	2.0	225.8	177.6	143.1
Assistant Dean	117.8	5.9	146.5	103.2	85.0
Assistant Dean or Director: Development	136.3	6.3	163.2	123.2	94.6
Assistant Dean or Director: Finance and Administration	119.9	3.4	142.2	110.6	82.0
Assistant Dean or Director: Information Technology	110.8	0.1	126.3	106.1	82.7
Accounting Department Chair	183.4	1.5	206.2	172.0	143.5
School of Accounting, Director, etc.	217.8	4.7	262.6	195.9	168.5
Academic Department Chair	175.7	3.4	202.7	160.0	132.3
Assistant Dean or Director: Undergraduate Programs	107.5	5.2	128.3	99.8	71.0
Assistant Dean or Director: Graduate Programs	124.9	7.2	147.0	116.5	82.6
Assistant Dean or Director: Career Services/Placement	105.6	3.4	129.6	94.5	76.9
Director of Cooperative Programs	75.3	-7.4	91.7	67.2	56.2
Assistant Dean or Director: Executive Education	145.6	5.4	175.3	143.0	99.7
Director of Internship	63.6	3.9	73.1	64.9	51.2
MBA/Master's Admissions Director	98.4	5.3	120.0	92.9	70.5
Assistant Dean or Director: MBA Programs	126.9	4.7	157.1	118.7	88.3
Small Business Administration Director	97.3	7.7	121.5	85.4	72.1
Director of Communications/Public Relations	98.5	5.4	131.5	91.0	69.3
Executive MBA (EMBA) Director	137.4	12.2	159.9	125.6	99.4
Director of Research	169.0	35.3	213.5	143.0	100.1
Director of Distance Education	134.0	24.2	156.4	99.3	83.9
Major Gifts Officer	102.1	5.3	119.3	95.3	76.9
Director of Business Library Services	100.9	0.7	111.1	95.3	83.8
Other	86.4	2.0	108.5	70.7	48.9

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

2016-17 Salary Survey All I mdcnParticipants Executive Summary

The results of AACSB International's 49th 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 2016-2017 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 1,500 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 88.1 percent (U.S.)/65.5 percent for all participants, with overall participation at 78.1 percent (U.S.)/39.2 percent for all participants.

The 594 participating schools provided data on 37,165 business faculty members across all ranks and 28 business fields and 7,024

Table 1.	Participation	by Accreditation Sta	tus
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Type of Institution	AACSB Members & Partners	Number Responding	Percent Responding
Accredited	780	511	65.5
Non-Accredited	711	77	10.8
Non-Member Partner Schools (CFBSD	24	6	25.0
Total	1,515	594	39.2

administrators in 25 positions normally found in business schools. Of 7,024 administrative salaries reported, 1,217 were on a 9-month basis, while 5,807 were on a 12-month basis.

This is the tenth 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 9month 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. Abilene Christian University, College of Business Administration Abu Dhabi University Adelphi University, Robert B. Willumstad School of Business Alabama A&M University, School of Business Alabama at Birmingham, University of, Collat School of Business Alabama in Huntsville, University of, College of Business Administration Alabama, University of, Culverhouse College of Commerce and Business Administration Alaska Anchorage, University of, College of Business and Public Policy Alaska Fairbanks, University of, School of Management Albany, State University of New York at, School of Business Alberta, University of, School of Business Alfred University, College of Business American University, Kogod School of Business American University of Beirut, Olayan School of Business Angelo State University, College of Business Appalachian State University, John A. Walker College of Business Arizona State University, W. P. Carey School of Business Arizona, University of, Eller College of Management Arkansas at Fort Smith, University of, College of Business Arkansas at Little Rock, University of, College of Business Arkansas Tech University, School of Business Arkansas, University of, Sam M. Walton College of Business Ashland University, Dauch College of Business and Economics Aston University, Aston Business School Athabasca U, Faculty of Business Auburn University Montgomery, College of Business Auburn University, Raymond J. Harbert College of Business Augusta University, James M. Hull College of Business Babson College, School of Management Ball State University, Miller College of Business Baltimore, University of, Robert G. Merrick School of Business Barry University, D. Inez Andreas School of Business Baruch College-City University of New York, Zicklin School of Business Baylor University, Hankamer School of Business Bellarmine University, W. Fielding Rubel School of Business Bentley University Berry College, Campbell School of Business Binghamton, State University of New York, School of Management **BI Norwegian Business School** Bloomsburg University, 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 Bridgewater State University, School of Business

British Columbia, University of, Sauder School of Business Brock University, Goodman School of Business Bryant University, College of Business Bucknell University, School of Management Business School, Pontifícia Universidade Católica do Paraná Butler University, College of Business Administration Calgary, University of, Haskayne School of Business California, Berkeley, U of, Haas School of Business California, Davis, University of, Graduate School of Management California, Irvine, University of, Paul Merage School of Business California, Los Angeles, University of, UCLA Anderson School of Management California Lutheran University, School of Management California Polytechnic State University, San Luis Obispo, Orfalea College of Business California, Riverside, University of, A. Gary Anderson Graduate School of Management California, San Diego, University of, Rady School of Management California State Polytechnic University, Pomona, College of Business Administration California State University, Bakersfield, School of Business and Public Administration California State University, Chico, College of Business California State University, East Bay, College of Business and Economics California State University, Fresno, Craig School of Business California State University, Fullerton, Steven G. Mihaylo College of Business and Economics California State University, Long Beach, College of Business Administration California State University, Los Angeles, College of Business and Economics California State University, Monterey Bay, School of Business California State University, Northridge, David Nazarian 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 Canterbury, University of, Te Whare Wananga o Waitaha, School of Business and Economics Carleton University, Sprott School of Business Carnegie Mellon University, Tepper School of Business Case Western Reserve University, Weatherhead School of Management Central Arkansas, University of, College of Business Administration Central Connecticut State University, School of Business Central Florida, University of, College of Business Administration Central Michigan University, College of Business Administration Central Missouri University of, Harmon College of Business and professional Studies Central Oklahoma, University of, College of Business Central Washington University, College of Business Chapman University, George L. Argyros School of Business and Economics Charleston, College of, School of Business Chile, University of, School of Economics and Business Christopher Newport University, Joseph W. Luter, III School of Business Cincinnati, University of, Carl H. Lindner College of Business City University of New York-Staten Island, School of Business Claremont Graduate University, Peter F. Drucker and Masatoshi Ito Graduate School of Management Clarion University of Pennsylvania, College of Business Administration and Information Sciences

Clarkson University, Clarkson School of Business Clark University, Graduate School of Management Clayton State University, College of Business Clemson University, College of Business and Behavioral Science Cleveland State University, Ahuja College of Business Administration College of Coastal Georgia, School of Business and Public Affairs Colorado at Boulder, University of, Leeds School of Business Colorado at Colorado Springs, University of, College of Bus and Admin and Grad School of Bus Admin Colorado, Denver, University of, Business School Colorado Mesa University, Department of Business Colorado State University, College of Business Colorado State University-Pueblo, 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 Connecticut, University of, School of Business Cornell University, College of Business Creighton University, College of Business Administration Dallas, University of, College of Business Dalton State College, Division of Business Administration Dartmouth College, Tuck School of Business at Dartmouth Dayton, University of, School of Business Administration Delaware, University of, Alfred Lerner College of Business and Economics Denver, University of, Daniels College of Business DePaul University, Richard H. Driehaus College of Business Detroit Mercy, University of, College of Business Administration 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 Business School** Duke University, Fugua School of Business Duguesne University, A.J. Palumbo School of Bus Admin and John F. Donahue Grad School of Bus Durham University, Durham University Business School East Carolina University, College of Business Eastern Illinois University, School of Business Eastern Kentucky University, College of Business and Tech Eastern Michigan University, College of Business Eastern Washington University, College of Business and Public Administration East Tennessee State University, College of Business and Tech Ecole hôtelière de Lausanne Edinboro University of Pennsylvania EGADE Business School, Tecnologico de Monterrey Elon University, Martha and Spencer Love School of Business Emory University, Goizueta Business School Emporia State University, School of Business Erasmus University Rotterdam, RSM

European School of Management and Tech (ESMT) Exeter, University of, Business School 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 Atlantic University, College of Business Florida Gulf Coast University, College of Business Florida International University, College of Business Florida State University, College of Business Florida, University of, Warrington College of Business Administration Fordham University, Gabelli School of Business Fort Hays State University, College of Business & Entrepreneurship Fort Lewis College, School of Business Administration Francis Marion University, School of Business Fraser Valley, University of the, School of Business (CFBSD Partner School) Frostburg State University, College of Business George Mason University, School of Business Georgetown University, McDonough School of Business George Washington University, School of Business Georgia College & State University, J. Whitney Bunting School of Business Georgia Gwinnett College, School of Business Georgia Institute of Tech, Ernest Scheller Jr. College of Business Georgia Southern University, College of Business Administration Georgia State University, J. Mack Robinson College of Business Georgia, The University of, Terry College of Business **GITAM School of International Business** Gonzaga University, School of Business Administration Governors State University, School of Business Grand Valley State University, Seidman College of Business Grant MacEwan University, School of Business Guelph, University of, College of Business and Economics Gulf University for Science and Technology, College of Business Administration Hamline University, School of Business Hartford, University of, Barney School of Business Hawaii at Hilo, University of, College of Business and Economics Hawaii at Manoa, University of, Shidler College of Business **HEC Montreal HEC Paris School of Management** Henderson State University, School of Business High Point University, Earl N. Phillips School of Business Hofstra University, Frank G. Zarb School of Business Hong Kong University of Science and Technology, HKUST Business School Houston Baptist University, College of Business and Economics Houston-Clear Lake, University of, School of Business Houston-Downtown, University of, College of Business Houston, University of, C.T. Bauer College of Business

Houston-Victoria, University of, School of Business Administration Idaho State University, College of Business Idaho, University of, College of Business and Economics Illinois at Chicago, University of, College of Business Administration Illinois at Springfield, University of, College of Business and Management Illinois at Urbana-Champaign, University of, 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 Business School** Indiana State University, Scott College of Business Indiana University, Bloomington/Indianapolis, Kelley School of Business Indiana University Northwest, School of Business and Economics Indiana University-Purdue University Columbus, Division of Business Indiana University-Purdue University Fort Wayne, Richard T. Doermer School of Business and Management Indiana University South Bend, Judd Leighton School of Business and Economics Indiana University Southeast, School of Business Indian Institute of Plantation Management - Bangalore Indian School of Business INSEAD Insper Instituto de Ensino e Pesquisa Instituto Tecnológico y de Estudios Superiores de Monterrey - Campus Monterrey, School of Business Social Sciences & Humanities Iona College, Hagan School of Business Iowa State University, College of Business Iowa, University of, Henry B. Tippie College of Business ISC Paris, School of Management ISEG-Instituto Superior de Economia e Gestao/Universidade de Lisboa Ithaca College, School of Business Ivey Business School 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 John Carroll University, John M. and Mary Jo Boler School of Business Johns Hopkins University, Carey Business School Kansas State University, College of Business Administration Kansas, University of, School of Business **KEDGE Business School** Kennesaw State University, Coles College of Business Kent State University, College of Business Administration Kentucky, University of, Carol Martin Gatton College of Business and Economics Kent, University of, Kent Business School King Abdulaziz University, Faculty of Economics and Administration King's College, William G. McGowan School of Business Lamar University, College of Business Lander University, School of Management

La Salle University, School of Business Laurentian University, Faculty of Management Lawrence Technological University, College of Management Lebanese American University, Adnan Kassar School of Business (AKSOB) Lehigh University, College of Business and Economics Le Moyne College, Madden School of Business at Le Moyne Lethbridge, University of, Faculty of Management Ljubljana, University of, Faculty of Economics Longwood University, College of Business and Economics Louisiana at Lafayette, University of, B. I. Moody, III College of Business Administration Louisiana at Monroe, University of, College of Business and Social Sciences Louisiana State University, E. J. Ourso College of Business Louisiana State University in Shreveport, College of Business, Education, and Human Development Louisiana Tech University, College of Business Louisville, University of, College of Business Loyola University Chicago, Quinlan School of Business Loyola University Maryland, Sellinger School of Business and Management Loyola University New Orleans, Joseph A. Butt, S.J., College of Business Administration Macquarie Graduate School of Management Maine, University of, Maine Business School Management Development Institute, Gurgaon (MDI) Manhattan College, School of Business Manitoba, University of, I. H. Asper School of Business Marist College, School of Management Marquette University, College of Business Administration Marshall University, Lewis College of Business Maryland, University of, Robert H. Smith School of Business Massachusetts, Amherst, University of, Eugene M. Isenberg School of Management Massachusetts Boston, University of, College of Management Massachusetts-Dartmouth, University of, Charlton College of Business Massachusetts-Lowell, University of, Manning School of Business McGill University, Faculty of Management McMaster University, DeGroote School of Business McNeese State University, College of Business Memphis, University of, Fogelman College of Business and Economics Menlo College, Management Programs Mercer Univ-Macon and Atlanta es, Eugene W. Stetson School of Business and Economics Meredith College, School of Business Metropolitan State University of Denver, School of Business Miami, University of, School of Business Administration Michigan-Dearborn, University of, College of Business Michigan-Flint, University of, School of Management Michigan State University, Eli Broad College of Bus and Eli Broad Grad School of Mgt Michigan Technological University, School of Business and Economics Michigan, University of, Stephen M. Ross School of Business Middlebury Institute of International Studies at Monterey, Graduate School of International Policy & Management

Middle Tennessee State University, Jones College of Business Midwestern State University, Dillard College of Business Administration Millsaps College, Else School of Management Minnesota, Duluth, University of, Labovitz School of Business and Economics Minnesota State University, Mankato, College of Business Minnesota State University Moorhead, College of Business and Industry Minnesota, University of, Carlson School of Management Mississippi State University, College of Business Mississippi, University of, School of Business Administration Missouri-Columbia, University of, Robert J. Trulaske, Sr. College of Business Missouri-Kansas City, University of, Bloch School of Management Missouri Southern State University, The Robert W. Plaster School of Business Administration Missouri State University, College of Business Missouri-St. Louis, University of, College of Business Administration Missouri Western State University, Steven L. Craig School of Business Monmouth University, Leon Hess Business School Montana State University-Billings, College of Business Montana State University - College of Business Montana, University of - School of Business Administration Montclair State University, Feliciano School of Business Montevallo, University of, Michael E. Stephens College of Business Morehead State University, College of Business and Technology Morehouse College, Division of Business Administration and Economics Morgan State University, Earl G. Graves School of Business and Management Murray State Univ, The Arthur J. Bauernfeind College of Business Nanjing University National Chiao-Tung University, College of Management Naval Postgraduate School, Graduate School of Business and Public Policy Nazarbayev University, Graduate School of Business Nebraska at Kearney, University of, College of Business and Tech Nebraska at Omaha, University of, College of Business Administration Nebraska-Lincoln, University of, College of Business Administration Nevada, Las Vegas, Univ of, Lee Business School Nevada, Reno, University of, College of Business Administration New Brunswick (Saint John), University of, Faculty of Business New Hampshire, University of, Peter T. Paul College of Business and Economics New Haven, University of, School of Business New Jersey, College of, School of Business New Jersey Institute of Technology, School of Management New Mexico State University, College of Business New Orleans, University of, College of Business Administration New York Institute of Tech, School of Management New York University, Leonard N. Stern School of Business Niagara University, College of Business Administration **Nichols College** North Carolina at Asheville, University of, Department of Management and Accountancy North Carolina at Chapel Hill, University of, Kenan-Flagler Business School

North Carolina at Charlotte, University of, Belk College of Business North Carolina at Pembroke, University of, School of Business North Carolina A&T State University, School of Business and Economics North Carolina Central University, School of Business North Carolina State University, Poole College of Management North Carolina, University of, at Greensboro, Bryan School of Business & Economics North Carolina Wilmington, University of, Cameron School of Business North Dakota State University, College of Business Administration North Dakota, University of, College of Business and Public Administration Northeastern Illinois University, College of Business and Management Northeastern University, D'Amore-McKim School of Business Northern Arizona University, College of Business Administration Northern British Columbia, University of, College of Science and Management Northern Colorado, University of, Kenneth W. Monfort College of Business Northern Illinois University, College of Business Northern Iowa, University of, College of Business Administration Northern Kentucky University, Haile/US Bank College of Business Northern Michigan University, Walker L. Cisler College of Business North Florida, University of, Coggin College of Business North Texas, University of, College of Business Northwestern State University of Louisiana, College of Business Northwest Missouri State University, Melvin D. & Valorie G. Booth School of Business Notre Dame, University of, Mendoza College of Business Nova Southeastern University, H. Wayne Huizenga School of Business and Entrepreneurship Oakland University, School of Business Administration Ohio Northern University, James F. Dicke College of Business Administration Ohio State University, Max M. Fisher College of Business Ohio University, College of Business Oklahoma City University, Meinders School of Business Oklahoma State University, Spears School of Business Oklahoma, University of, Michael F. Price College of Business Old Dominion University, Strome College of Business Oregon State University, College of Business Oregon, University of, Charles H. Lundquist College of Business Ottawa, University of, Telfer School of Management Oxford Brookes University, Business School Pace University, Lubin School of Business Pacific Lutheran University, School of Business Pacific, University of the, Eberhardt School of Business Pennsylvania State University at Erie, Behrend College, Sam and Irene Black School of Business Pennsylvania State University at Harrisburg, School of Business Administration Pennsylvania State University, Great Valley School of Graduate Professional Studies, Management Division Pennsylvania State University, Mary Jean and Frank P. Smeal College of Business Administration Pennsylvania, University of, Wharton School Pepperdine University, Graziadio School of Business and Management Pittsburgh, University of, Joseph M. Katz Graduate School of Business and College of Business Administration Pittsburg State University, Gladys A. Kelce College of Business

Plattsburgh State University of New York, School of Business and Economics Pontificia University Javeriana Cali, Facultad de Ciencias Economicas y Administrativas Providence College, School of Business Puerto Rico at Rio Piedras, University of, College of Business Administration **Purdue University Northwest** Purdue University, School of Management and Krannert Graduate School of Management Quebec at Montreal, University of, ESG, UQAM School of Business Queens University of Charlotte, McColl School of Business Queen's University, Stephen J.R. Smith School of Business Quinnipiac University, School of Business Radford University, College of Business and Economics Ramapo College of New Jersey, Anisfield School of Business **Regis University** Rensselaer Polytechnic Institute, Lally School of Management Rhode Island, University of, College of Business Administration Rice University, Jesse H. Jones Graduate School of Business Richmond, University of, Robins School of Business Rider University, College of Business Administration Robert Morris University, School of Business Rochester Institute of Tech, Saunders College of Business Rochester, University of, Simon Business School Rockhurst University, Helzberg School of Management Roger Williams University, Gabelli School of Business Rollins College, College of Arts and Sciences and College of Professional Studies Rowan University, Rohrer College of Business Royal Roads University, Faculty of Management Roy E. Crummer Graduate School of Business, Rollins College Rutgers-State University of New Jersey-Camden, School of Business at Camden Rutgers-State University of New Jersey-Newark, Rutgers Business School-Newark and New Brunswick Ryerson University, Ted Rogers School of Management Sabanci University, Sabanci School of Management Sacred Heart University, John F. Welch College of Business Saginaw Valley State University, College of Business and Management Saint Louis University, John Cook School of Business Saint Mary's University, Sobey School of Business Saint Thomas University, School of Business Salem State University, Bertolon School of Business Salisbury University, Franklin P. Perdue School of Business Samford University, Brock School of Business Sam Houston State University, College of Business Administration San Diego State University, College of Business Administration San Diego, University of, School of Business San Francisco, University of, School of Management Santa Clara University, Leavey School of Business Saskatchewan, University of, College of Commerce Schulich School of Business Scranton, University of, Arthur J. Kania School of Management

Seattle Pacific University, School of Business, Government and Economics Seattle University, Albers School of Business and Economics 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 Slippery Rock University, College of Business Sonoma State University, School of Business and Economics South Alabama, University of, Mitchell College of Business South Carolina, University of, Darla Moore School of Business South Carolina Upstate, University of, School of Business Administration and Economics South Dakota State University, Economics Department South Dakota, University of, Beacom School of Business Southeastern Louisiana University, College of Business Southeastern Oklahoma State University, John Massey School of Business Southeast Missouri State University, Donald L. Harrison College of Business Southern Arkansas University, College of Business Southern California, University of, Marshall School of Business Southern Illinois University Carbondale, College of Business and Administration Southern Illinois University Edwardsville, School of Business Southern Maine, University of, College of Management and Human Service Southern Methodist University, Edwin L. Cox School of Business Southern Mississippi, University of, College of Business Southern Utah University, School of Business South Florida St. Petersburg, University of, Kate Tiedemann College of Business South Florida, University of, Muma College of Business Administration South Florida, University of, Sarasota-Manatee, College of Business Stanford University, Graduate School of Business State University of New York at Oswego - School of Business St. Bonaventure University, School of Business St. Cloud State University, Herberger Business School Stephen F Austin State University, Nelson Rusche College of Business Stetson University, School of Business Administration Stevens Institute of Technology, School of Business St. Francis Xavier University (CFBSD Partner School) St. John Fisher College, School of Business St. John's University, Peter J. Tobin College of Business St. Joseph's University, Erivan K. Haub School of Business St. Mary's College of California, School of Economics and Business Administration St. Mary's University, Bill Greehey School of Business Stockton University, School of Business Stonehill College, Department of Business Administration Stony Brook University, College of Business St. Thomas-Minnesota, University of, Opus College of Business St. Xavier University, Graham School of Management Suffolk University, Sawyer Business School SUNY at Fredonia, School of Business

SUNY at New Paltz, School of Business SUNY College at Brockport, School of Business Administration and Economics SUNY College at Geneseo, School of Business SUNY College at Old Westbury, School of Business SUNY College at Oneonta, School of Economics and Business Susquehanna University, Sigmund Weis School of Business Tampa, University of, John H. Sykes College of Business Tarleton State University, College of Business Administration Tasmanian School of Business and Economics (TSBE) Temple University, Fox School of Business and Management Tennessee at Chattanooga, University of, College of Business Administration Tennessee at Knoxville, University of, Haslam College of Business Tennessee at Martin, University of, College of Business and Public Affairs Tennessee State University, College of Business Tennessee Tech University, College of Business Texas A&M International University, College of Business Administration Texas A&M University-Central Texas, College of Business Administration Texas A&M University-Commerce, College of Business Texas A&M University, Mays Business School Texas A&M University-Texarkana Texas A&M Univ-Kingsville, College of Business Administration Texas at Arlington, University of, College of Business Administration Texas at Austin, University of, Red McCombs School of Business Texas at Dallas, University of, Naveen Jindal School of Management Texas at El Paso, University of, College of Business Administration Texas at San Antonio, University of, College of Business Texas at Tyler, University of, College of Business and Tech Texas Christian University, Neeley School of Business Texas of the Permian Basin, University of, College of Business and Engineering Texas-Rio Grande Valley, The University of, College of Business and Entrepreneurship Texas Southern University, Jesse H. Jones School of Business Texas State University, Emmett and Miriam McCoy College of Business Administration Texas Tech University, Jerry S. Rawls College of Business Administration Texas Wesleyan University, School of Business The Citadel, School of Business Administration The University of Virginia's College at Wise, Department of Business and Economics Thompson Rivers University, School of Business Toronto, University of, Joseph L. Rotman School of Management Towson University, College of Business and Economics **Trinity Business School** Truman State University, School of Business Tulane University, A. B. Freeman School of Business Tulsa, University of, Collins College of Business Universidad de Los Andes, School of Management Universidad del Pacifico, School of Business Sciences Universidade Nova de Lisboa, Nova School of Business and Economics Université Laval, Faculté des sciences de l'administration

Universiti Putra Malaysia University at Buffalo, State University of New York, School of Management University College Dublin, Michael Smurfit Graduate School of Business and Quinn School of Business University of Applied Sciences Upper Austria University of Dubai University of East London, Royal Docks Business School University of Mary Washington, College of Business University of North Alabama University of Ontario Institute of Technology (UOIT), Faculty of Business and Information Technology (CFBSD Partner School) University of Reading, Henley Business School University of Regina, Faculty of Business Administration (CFBSD Partner School) University of Stirling, Stirling Management School University of St. Thomas, Cameron School of Business University of Waterloo, School of Accounting and Finance (CFBSD Partner School) University of Winnipeg, Faculty of Business and Economics (CFBSD Partner School) U.S. Air Force Academy, Department of Management U.S. Coast Guard Academy, Department of Leadership and Management Utah State University, Jon M. Huntsman School of Business Utah, University of, David Eccles 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 Vermont, University of, Grossman School of Business Victoria, University of, Peter B. Gustavson School of Business Villanova University, Villanova School of Business Virginia Commonwealth University, School of Business Virginia-Darden, University of, Darden School of Business Administration Virginia-McIntire, University of, McIntire School of Commerce Virginia Military Institute, Department of Economics and Business Virginia Polytechnic Institute and State University, Pamplin College of Business Virginia State University, Reginald F. Lewis School of Business Wake Forest University-Schools of Business Walsh University, The Deville School of Business Warwick Business School Washburn University, School of Business Washington and Lee University, Williams School of Commerce, Economics, and Politics Washington Bothell, University of, School of Business Washington State University, Carson College of Business Washington University in St. Louis, Olin School of Business Washington, University of, Michael G. Foster School of Business Wayne State University, Mike Ilitch School of Business Weber State University, John B. Goddard School of Business and Economics West Chester University, College of Business and Public Management Western Carolina University, College of Business Western Illinois University, College of Business and Tech

Western Kentucky University, Gordon Ford College of Business Western Michigan University, Haworth College of Business West Florida, University of, College of Business West Georgia, University of, Richards College of Business West Texas A & M University West Virginia University, College of Business and Economics Wheaton College Whitworth School of Business Wichita State University, W. Frank Barton School of Business Wilfrid Laurier University, Lazaridis School of Business & Economics Wilkes University, Jay S. Sidhu School of Business and Leadership Willamette University, Atkinson Graduate School of Management William and Mary, College of, Raymond A. Mason School of Business 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 Wisconsin-Eau Claire, University of, College of Business Wisconsin-Green Bay, University of, Austin E. Cofrin School of Business Wisconsin-La Crosse, University of, College of Business Administration Wisconsin-Madison, University of, School of Business Wisconsin-Milwaukee, University of, Sheldon B. Lubar School of Business Wisconsin Oshkosh, University of, College of Business Administration Wisconsin-Parkside, University of, School of Business and Technology Wisconsin-River Falls, University of, College of Business and Economics Wisconsin-Whitewater, University of, College of Business and Economics Woodbury University, School of Business and Management Worcester Polytech Institute, Robert A. Foisie School of Business Wright State University, Raj Soin College of Business Wyoming, University of, College of Business Xavier University, Williams College of Business Yeshiva University, Sy Syms School of Business Youngstown State University, Warren P. Williamson, Jr. College of Business Administration