

Overview

2018 Faculty in Higher Education Annual Report



CITATION FOR THIS REPORT:

Bichsel, Jacqueline; Li, Jingyun; Pritchard, Adam; and McChesney, Jasper (March 2018). *Faculty in Higher Education Report: Key Findings, Trends, and Comprehensive Tables for Tenure-Track, Non-Tenure Teaching, and Non-Tenure Research Faculty; Academic Department Heads; and Adjunct Faculty at Four-Year Institutions for the 2017-18 Academic Year* (Research Report). CUPA-HR. Available from <https://www.cupahr.org/surveys/results/>.

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**ALL SECTIONS
AVAILABLE IN
FULL REPORT**

Highlights

The following are highlighted results from the *CUPA-HR 2018 Faculty in Higher Education Annual Report*:

- Overall, faculty salaries increased by 1.7% over the past year. Non-tenure research faculty saw the highest increase, whereas tenure-track faculty saw the lowest.
- Non-tenure teaching faculty have lower salaries at the rank of professor than do tenure-track or non-tenure research faculty.
- Non-tenure research faculty (median age = 37) are significantly younger than are tenure-track faculty (median age = 51). Nearly one-third of tenure-track faculty are age 60 or over.
- For all types of faculty, the representation and pay of women decreases with increases in rank from assistant professor to professor. The exception is in non-tenure research positions, where women have very low representation. At the rank of new assistant professor in these positions, women are paid significantly more than men. This could reflect an effort to recruit and retain women in these positions.
- The representation of women and the salary gaps they experience compared to men differ depending on discipline. Often, disciplines in which women have the highest representation also have the highest salary gaps. In contrast, some disciplines in which women have the lowest representation have the lowest salary gaps.
- The representation of racial/ethnic minorities decreases with promotion in rank for all types of faculty. For most faculty types and ranks, though, minorities are paid similarly to or more than their non-minority (White) peers.
- For tenure-track faculty, the highest-paying disciplines are legal professions, business, engineering, computer science, and health professions.
- Health professions and nursing top the list for the most new faculty hires in 2017-18.
- For department heads, public and doctoral institutions are more likely to provide pay increases in the form of a salary supplement and/or summer salary, whereas master's and baccalaureate institutions are more likely to provide course relief than salary supplements.
- Adjunct faculty are paid the least in associate's institutions, where they make up nearly two-thirds of all faculty. Doctoral institutions pay adjuncts the most, where they make up about one-third of all faculty.

Introduction

This marks the 37th year of data collection for the *CUPA-HR Faculty in Higher Education Survey*, which was piloted in 1981-82. The *CUPA-HR Faculty in Higher Education Survey* is the only major survey that collects salary data by discipline as well as rank and tenure type. Beginning in the 2016-17 academic year, this survey began collecting demographic information on all full-time faculty — gender, race/ethnicity, age, and years in rank. In addition, the survey collects detailed salary supplement and course relief information for faculty department heads, as well as aggregate salary data for pay-per-course (adjunct) faculty, making it the most comprehensive major survey of higher education faculty at four-year institutions.

FACULTY SURVEYED

A total of 238,698 full-time faculty positions were reported for this year's survey. Salary and demographic data for tenure-track (TT), non-tenure teaching (NTT), and non-tenure research (NTR) faculty were collected by rank: professor, associate professor, assistant professor, new assistant professor, and instructor for TT and NTT faculty; and professor, associate professor, assistant professor, new assistant professor, scientist, and postdoctoral scholar for NTR faculty. Supplemental salary and course relief data were collected on the 9,419 faculty identified as department heads. Salary data on more than 70,000 adjunct (pay-per-course) faculty were collected in aggregate form.¹

DISCIPLINES SURVEYED

Disciplines used in the survey are based on the Integrated Postsecondary Education Data System (IPEDS) Classification of Instructional Programs (CIP).² The CIP taxonomy is a hierarchy organized on three levels:

- 2-digit codes (XX) define the most general groupings of related programs.
- 4-digit codes (XX.XX) define intermediate groupings of programs that have comparable content and objectives.
- 6-digit codes (XX.XXXX) define specific instructional programs.

¹ See the Methodology section of this report for more specific information on the sample and the data collected.

² *IPEDS Classification of Instructional Programs* (CIP) (2010). National Center for Education Statistics.

For example:

42) PSYCHOLOGY. Instructional programs that focus on the scientific study of the behavior of individuals, independently or collectively, and the physical and environmental bases of mental, emotional, and neurological activity.

42.27) Research and Experimental Psychology. Instructional content for this group of programs is defined in codes 42.2701 - 42.2799.

42.2701) Cognitive Psychology and Psycholinguistics. A program that focuses on the scientific study of the mechanisms and processes of learning and thinking, and associated information encoding, decoding, processing and transmitting systems. Includes instruction in theories of cognition and intelligence; studies of cognitive processes such as memory, sensation, perception, pattern recognition, problem solving, and conceptual thinking; cybernetics; psycholinguistics; and the study of biological and social communications mechanisms and processes.

PARTICIPATING INSTITUTION CHARACTERISTICS

The information in Figure 1 summarizes the institutional characteristics of respondents to this year's *Faculty in Higher Education Survey*. In total, 696 institutions provided incumbent-level data for full-time faculty, and 320 of those institutions provided aggregate data for adjunct faculty.¹ Institutions are well represented in this year's data by classification, affiliation, and region.

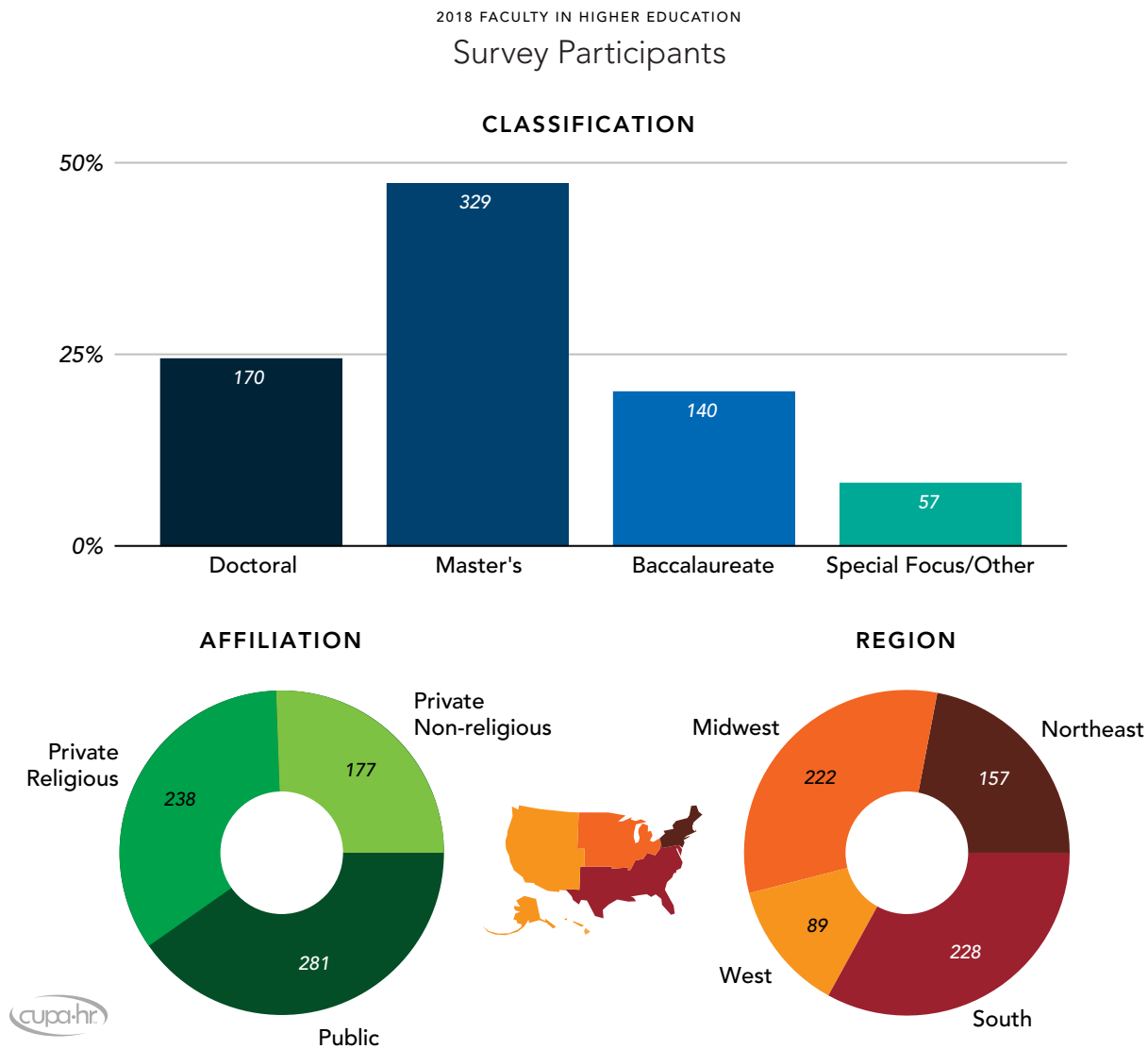


Figure 1

¹ See Appendix B for a list of all participating institutions. For-profit and special focus/other institutions were excluded from the analyses for this report. See the Methodology section for more detail on these exclusions.

Methodology

SURVEY

The data collection period for CUPA-HR's *Faculty in Higher Education Survey* ran from November 1, 2017-January 19, 2018. The survey was conducted through Surveys Online.¹

Full-Time Faculty and Department Heads

This year's survey includes data for 238,698 full-time faculty, including 162,818 tenure-track (TT) faculty, 63,980 non-tenure teaching (NTT) faculty, and 11,900 non-tenure research (NTR) faculty. Of those faculty, 9,419 were identified as department heads. For each full-time faculty member, the following data were collected:

- Annualized 9-10-month salary (effective date November 1, 2017)
- Tenure type (TT, NTT, or NTR)
- Rank
 - professor, associate professor, assistant professor, new assistant professor, and instructor for TT and NTT faculty
 - professor, associate professor, assistant professor, new assistant professor, scientist, and postdoctoral scholar for NTR faculty
- Gender (optional)
- Race/ethnicity (optional)
- Year entered current rank (optional)
- Birth year (optional)
- Whether the faculty member is a department head (if checked, additional data on salary supplements, summer salary, and course relief were collected)

Participants could either enter this data manually online for each faculty member or upload a file containing this data.

¹ Surveys Online is a product of [Peerfocus](#).

Faculty Paid by the Course (Adjunct Faculty)

A total of 320 institutions provided aggregate information on pay for more than 70,000 pay-per-course (adjunct) faculty.¹ Data collected were:

- Total number of adjunct faculty
- Average salary per semester credit hour
- Lowest salary per semester credit hour
- Highest salary per semester credit hour
- Total number of credit hours taught by adjunct faculty
- Whether adjunct faculty are paid different rates based on:
 - Level of education
 - Selected types of degrees
 - Selected courses

All questions on pay-per-course faculty were optional.

Institutional Characteristics

In addition, data on institutional characteristics were collected from all participants:²

- Total expenses reported to IPEDS in 2016-17
- Student enrollment (effective date approximately October 15, 2017)
- Faculty size (effective date November 1, 2017) and number of separations in the past year
- Staff size (effective date November 1, 2017) and number of separations in the past year
- Human resources staff size and number of separations in the past year
- CHRO reporting relationship
- Whether collective bargaining exists for the following groups:
 - Full-time faculty
 - Part-time or adjunct faculty
 - Full-time staff
 - Graduate students

Basic information on total expenses as well as student, faculty, and staff size were required questions. All other questions were optional.

1 Given that questions on adjunct faculty were optional, the number of faculty reported is a low estimate. (Some institutions did not report the number of faculty for which they were providing salary data.)

2 See the [Four-Year Faculty Survey Participation Information Template \(SPIT\)](#) for more specific information about the data collected on this year's survey, as well as the instructions provided to participants.

RESPONDENTS

Respondents were largely human resources professionals, institutional research professionals, and professionals working in provost's offices from higher education institutions in the U.S.¹ There were 696 institutions that completed the survey.² All participating institutions are listed in Appendix B.

Carnegie Class	Affiliation			Total
	Private Independent	Private Religious	Public	
Doctoral	32	25	113	170
Master's	73	124	132	329
Baccalaureate	36	75	29	140
Special Focus/Other	36	14	7	57
Total	177	238	281	696

- 1 There were no non-U.S. participants in this year's survey. Private for-profit institutions ($n = 5$) and special focus/other institutions ($n = 57$) were not included in the analyses for this report. Special focus/other institutions include medical campuses, tribal colleges, research foundations, and other institutions that typically have different salary structures than traditional institutions. Although their data were not analyzed for this report, their data are available for benchmarking in DataOnDemand, and their names appear in the participant list in Appendix B.
- 2 Summary information from systems was not accepted beginning with this year's data collection. Each campus was asked to provide data separately to allow appropriate classification.

Acknowledgments

CUPA-HR's *Faculty in Higher Education Annual Report* provides data on salaries and demographic information for faculty employed in a cross-section of the nation's colleges and universities.

We are indebted to the human resources professionals, institutional research professionals, and professionals working in the office of the provost of the colleges and universities who completed the survey.

In the CUPA-HR national office, our research department staff coordinated and reviewed all aspects of survey analysis and report production. To ensure the accuracy of data, the research staff conducted numerous outlier and validation checks with those responsible for completing the survey. Peerfocus, Inc., our partner and collaborator in Surveys Online, provided web-based data collection, automated validation checks, and table generation. This report was designed, reviewed, edited, and marketed by members of our research, communications, and executive teams, acknowledged below.

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2-DIGIT CIP

By Affiliation

Tenure Track

Public	A1
Private	A5
Religious	A9

Non-Tenure Teaching

Public	A13
Private	A16
Religious	A19

Non-Tenure Research

Public	A22
Private	A26
Religious	A30

By Classification

Tenure Track

Doctoral	A34
Master's	A38
Baccalaureate	A42

Non-Tenure Teaching

Doctoral	A46
Master's	A49
Baccalaureate	A52

Non-Tenure Research

Doctoral	A55
Master's	A59
Baccalaureate	A63

By Demographic

Tenure Track

Gender	A67
Minority Status	A71

Non-Tenure Teaching

Gender	A75
Minority Status	A79

Non-Tenure Research

Gender	A83
Minority Status	A87

4-DIGIT CIP

By Track

Tenure Track	A91
Non-Tenure Teaching	A130
Non-Tenure Research	A163

By Affiliation

Public	A202
Private	A241
Religious	A280

By Classification

Doctoral	A319
Master's	A358
Baccalaureate	A397



Appendix B

Participating Institutions

Institution	Classification	Affiliation	Census Region
A. T. Still University of Health Sciences	Special	Private Independent	Midwest
Abilene Christian University	Master's	Private Religious	South
Adams State University	Master's	Public	West
Adelphi University	Doctoral	Private Independent	Northeast
Albany College of Pharmacy of Union University	Special	Private Independent	Northeast
Albertus Magnus College	Master's	Private Religious	Northeast
Albion College	Baccalaureate	Private Religious	Midwest
Albright College	Baccalaureate	Private Religious	Northeast
Alfred University	Master's	Private Independent	Northeast
Allegheny College	Baccalaureate	Private Independent	Northeast
Allen College	Special	Private Independent	Midwest
Alma College	Baccalaureate	Private Independent	Midwest
Alvernia University	Master's	Private Religious	Northeast
Alverno College	Master's	Private Independent	Midwest
American Public University System (APUS)	Master's	Private for-Profit	South
Anderson University	Master's	Private Religious	Midwest
Andrews University	Doctoral	Private Religious	Midwest
Antioch University Los Angeles	Master's	Private Independent	West
Antioch University New England	Master's	Private Independent	Northeast
Antioch University Seattle	Master's	Private Independent	West
Appalachian State University	Master's	Public	South
Arcadia University	Master's	Private Independent	Northeast
Arizona State University	Doctoral	Public	West
Arkansas Tech University	Master's	Public	South
Ashford University (owned By Bridgepoint Education)	Master's	Private for-Profit	Midwest
Ashland University	Doctoral	Private Religious	Midwest
Athens State University	Baccalaureate	Public	South
Auburn University	Doctoral	Public	South
Auburn University at Montgomery	Master's	Public	South
Augsburg University	Master's	Private Religious	Midwest
Augusta University	Doctoral	Public	South
Augustana University	Baccalaureate	Private Religious	Midwest
Aultman College of Nursing and Health Sciences	Special	Private Independent	Midwest
Aurora University	Master's	Private Independent	Midwest
Austin College	Baccalaureate	Private Religious	South
Austin Peay State University	Master's	Public	South
Averett University	Baccalaureate	Private Independent	South
Avila University	Master's	Private Religious	Midwest
Baker University	Master's	Private Religious	Midwest
Baldwin Wallace University	Master's	Private Religious	Midwest
Ball State University	Doctoral	Public	Midwest
Baptist College of Health Sciences	Special	Private Religious	South
Barton College	Baccalaureate	Private Religious	South
Bastyr University	Special	Private Independent	West
Baylor University	Doctoral	Private Religious	South
Bellarmino University	Master's	Private Religious	South
Belmont University	Master's	Private Religious	South
Bemidji State University	Master's	Public	Midwest
Benedictine College	Baccalaureate	Private Religious	Midwest
Benedictine University	Doctoral	Private Religious	Midwest
Bentley University	Master's	Private Independent	Northeast

Institution	Classification	Affiliation	Census Region
Berea College	Baccalaureate	Private Independent	South
Bethel College	Master's	Private Religious	Midwest
Bethel University	Master's	Private Religious	Midwest
Bethlehem College and Seminary	Special	Private Religious	Midwest
Biola University	Doctoral	Private Religious	West
Birmingham-Southern College	Baccalaureate	Private Religious	South
Black Hills State University	Master's	Public	Midwest
Blessing Rieman College of Nursing	Special	Private Independent	Midwest
Bluefield State College	Baccalaureate	Public	South
Boise State University	Doctoral	Public	West
Bowie State University	Master's	Public	South
Bowling Green State University	Doctoral	Public	Midwest
Bradley University	Master's	Private Independent	Midwest
Bridgewater College	Baccalaureate	Private Independent	South
Bridgewater State University	Master's	Public	Northeast
Bryant University	Master's	Private Independent	Northeast
Bucknell University	Baccalaureate	Private Independent	Northeast
Buena Vista University	Baccalaureate	Private Religious	Midwest
Butler University	Master's	Private Independent	Midwest
Cabrini University	Master's	Private Religious	Northeast
Caldwell University	Master's	Private Religious	Northeast
California Institute of the Arts	Special	Private Independent	West
California Lutheran University	Master's	Private Religious	West
Calvin College	Baccalaureate	Private Religious	Midwest
Cameron University	Master's	Public	South
Campbell University	Master's	Private Religious	South
Canisius College	Master's	Private Religious	Northeast
Capella University	Doctoral	Private for-Profit	Midwest
Capital University	Master's	Private Religious	Midwest
Capitol Technology University	Special	Private Independent	South
Carroll College	Baccalaureate	Private Religious	West
Carroll University	Master's	Private Religious	Midwest
Case Western Reserve University	Doctoral	Private Independent	Midwest
Catawba College	Baccalaureate	Private Religious	South
Cedar Crest College	Baccalaureate	Private Religious	Northeast
Cedarville University	Baccalaureate	Private Religious	Midwest
Centenary College of Louisiana	Baccalaureate	Private Religious	South
Centenary University	Master's	Private Independent	Northeast
Central Baptist College	Baccalaureate	Private Religious	South
Central Connecticut State University	Master's	Public	Northeast
Central Methodist University	Master's	Private Religious	Midwest
Central Michigan University	Doctoral	Public	Midwest
Champlain College	Master's	Private Independent	Northeast
Chatham University	Master's	Private Independent	Northeast
Christian Brothers University	Master's	Private Religious	South
Christopher Newport University	Master's	Public	South
Claremont Graduate University	Doctoral	Private Independent	West
Clarkson University	Doctoral	Private Independent	Northeast
Clayton State University	Master's	Public	South
Clemson University	Doctoral	Public	South
Cleveland Institute of Art	Special	Private Independent	Midwest

Institution	Classification	Affiliation	Census Region
Cleveland State University	Doctoral	Public	Midwest
Cleveland University - Kansas City	Special	Private Independent	Midwest
Coastal Carolina University	Master's	Public	South
Colby-Sawyer College	Baccalaureate	Private Independent	Northeast
Colgate University	Baccalaureate	Private Independent	Northeast
College of Charleston	Master's	Public	South
College of Mount Saint Vincent	Master's	Private Religious	Northeast
College of Our Lady of the Elms	Master's	Private Religious	Northeast
College of Saint Elizabeth	Master's	Private Religious	Northeast
College of Saint Mary	Master's	Private Religious	Midwest
Colorado Christian University	Master's	Private Religious	West
Colorado College	Baccalaureate	Private Independent	West
Colorado School of Mines	Doctoral	Public	West
Colorado State University	Doctoral	Public	West
Columbia College	Master's	Private Religious	Midwest
Columbia International University	Master's	Private Independent	South
Columbia Southern University	Master's	Private for-Profit	South
Concord University	Master's	Public	South
Concordia College	Baccalaureate	Private Religious	Midwest
Concordia University	Master's	Private Religious	Midwest
Concordia University Wisconsin	Master's	Private Religious	Midwest
Converse College	Master's	Private Independent	South
Coppin State University	Master's	Public	South
Cornell College	Baccalaureate	Private Religious	Midwest
Cox College	Special	Private Independent	Midwest
Creighton University	Master's	Private Religious	Midwest
Crown College	Baccalaureate	Private Religious	Midwest
Culver-Stockton College	Baccalaureate	Private Religious	Midwest
Dakota State University	Master's	Public	Midwest
Davenport University	Master's	Private Independent	Midwest
Davidson College	Baccalaureate	Private Religious	South
Dean College	Baccalaureate	Private Independent	Northeast
Delaware Valley University	Master's	Private Independent	Northeast
Delta State University	Master's	Public	South
Denver Seminary	Special	Private Religious	West
DePaul University	Doctoral	Private Religious	Midwest
Des Moines University	Special	Private Independent	Midwest
Desert Research Institute	Special	Public	West
Dixie State University	Baccalaureate	Public	West
Doane University	Baccalaureate	Private Independent	Midwest
Dominican College of Blauvelt	Master's	Private Independent	Northeast
Dominican University	Master's	Private Religious	Midwest
Dominican University of California	Master's	Private Independent	West
Drake University	Master's	Private Independent	Midwest
Drew University	Baccalaureate	Private Independent	Northeast
Drury University	Master's	Private Independent	Midwest
Duquesne University	Doctoral	Private Religious	Northeast
East Carolina University	Doctoral	Public	South
East Central University	Master's	Public	South
East Tennessee State University	Doctoral	Public	South
Eastern Kentucky University	Master's	Public	South

Institution	Classification	Affiliation	Census Region
Eastern Oregon University	Master's	Public	West
Eastern University	Master's	Private Religious	Northeast
Eastern Washington University	Master's	Public	West
Elizabethtown College	Baccalaureate	Private Religious	Northeast
Elmhurst College	Master's	Private Religious	Midwest
Elon University	Master's	Private Independent	South
Embry-Riddle Aeronautical University	Master's	Private Independent	South
Emerson College	Master's	Private Independent	Northeast
Emmanuel College	Baccalaureate	Private Religious	Northeast
Emory & Henry College	Baccalaureate	Private Religious	South
Emporia State University	Master's	Public	Midwest
Eureka College	Baccalaureate	Private Religious	Midwest
Fairfield University	Master's	Private Religious	Northeast
Fairleigh Dickinson University	Master's	Private Independent	Northeast
Faulkner University	Master's	Private Religious	South
Fayetteville State University	Master's	Public	South
Ferris State University	Master's	Public	Midwest
Ferrum College	Baccalaureate	Private Religious	South
Fitchburg State University	Master's	Public	Northeast
Florida Gulf Coast University	Master's	Public	South
Florida Institute of Technology	Doctoral	Private Independent	South
Florida International University	Doctoral	Public	South
Florida Polytechnic University	Special	Public	South
Florida Southern College	Master's	Private Religious	South
Fort Hays State University	Master's	Public	Midwest
Fort Lewis College	Baccalaureate	Public	West
Francis Marion University	Master's	Public	South
Franciscan Missionaries of Our Lady University	Special	Private Religious	South
Franciscan University of Steubenville	Master's	Private Religious	Midwest
Franklin Pierce University	Master's	Private Independent	Northeast
Friends University	Master's	Private Independent	Midwest
Furman University	Baccalaureate	Private Independent	South
Gannon University	Master's	Private Religious	Northeast
George Fox University	Master's	Private Religious	West
George Mason University	Doctoral	Public	South
Georgetown College	Baccalaureate	Private Religious	South
Georgia College & State University	Master's	Public	South
Georgia Southern University	Doctoral	Public	South
Georgian Court University	Master's	Private Religious	Northeast
Goldey-Beacom College	Special	Private Independent	South
Gonzaga University	Master's	Private Religious	West
Gordon State College	Baccalaureate	Public	South
Goshen College	Baccalaureate	Private Religious	Midwest
Governors State University	Master's	Public	Midwest
Grand Canyon University	Doctoral	Private for-Profit	West
Grand Valley State University	Master's	Public	Midwest
Grand View University	Baccalaureate	Private Religious	Midwest
Greenville University	Master's	Private Religious	Midwest
Gustavus Adolphus College	Baccalaureate	Private Religious	Midwest
Gwynedd Mercy University	Master's	Private Religious	Northeast
Hamline University	Master's	Private Religious	Midwest

Institution	Classification	Affiliation	Census Region
Hardin-Simmons University	Master's	Private Religious	South
Hartwick College	Baccalaureate	Private Independent	Northeast
Hastings College	Baccalaureate	Private Religious	Midwest
Hawaii Pacific University	Master's	Private Independent	West
Heidelberg University	Baccalaureate	Private Religious	Midwest
Henderson State University	Master's	Public	South
Hofstra University	Doctoral	Private Independent	Northeast
Holy Family University	Master's	Private Religious	Northeast
Holy Names University	Master's	Private Religious	West
Houston Baptist University	Master's	Private Religious	South
Huntingdon College	Baccalaureate	Private Religious	South
Huntington University	Baccalaureate	Private Religious	Midwest
Idaho State University	Doctoral	Public	West
Illinois Institute of Technology	Doctoral	Private Independent	Midwest
Illinois State University	Doctoral	Public	Midwest
Immaculata University	Doctoral	Private Religious	Northeast
Indiana Institute of Technology	Special	Private Independent	Midwest
Indiana State University	Doctoral	Public	Midwest
Indiana University Kokomo	Baccalaureate	Public	Midwest
Indiana University of Pennsylvania	Doctoral	Public	Northeast
Indiana University Southeast	Master's	Public	Midwest
Indiana University-Purdue University Fort Wayne	Master's	Public	Midwest
Indiana Wesleyan University	Master's	Private Religious	Midwest
Iona College	Master's	Private Religious	Northeast
Ithaca College	Master's	Private Independent	Northeast
Jacksonville University	Master's	Private Independent	South
James Madison University	Master's	Public	South
Jefferson College of Health Sciences	Special	Private Independent	South
John Brown University	Master's	Private Independent	South
John Carroll University	Master's	Private Religious	Midwest
Johnson University	Special	Private Religious	South
Judson College	Baccalaureate	Private Religious	South
Juniata College	Baccalaureate	Private Independent	Northeast
Kansas City University of Medicine & Biosciences	Special	Private Independent	Midwest
Keene State College	Master's	Public	Northeast
Kennesaw State University	Doctoral	Public	South
Kent State University Main Campus	Doctoral	Public	Midwest
Kentucky Christian University	Baccalaureate	Private Religious	South
Kentucky State University	Baccalaureate	Public	South
Kentucky Wesleyan College	Baccalaureate	Private Religious	South
Kenyon College	Baccalaureate	Private Independent	Midwest
Kettering College	Special	Private Religious	Midwest
Kettering University	Master's	Private Independent	Midwest
Keuka College	Master's	Private Independent	Northeast
Keystone College	Baccalaureate	Private Independent	Northeast
King's College	Master's	Private Religious	Northeast
Knox College	Baccalaureate	Private Independent	Midwest
La Salle University	Master's	Private Religious	Northeast
Laboure College	Special	Private Religious	Northeast
Lake Superior State University	Baccalaureate	Public	Midwest
Lander University	Baccalaureate	Public	South

Institution	Classification	Affiliation	Census Region
Le Moyne College	Master's	Private Religious	Northeast
Lebanon Valley College	Master's	Private Religious	Northeast
Lee University	Master's	Private Religious	South
Lees-McRae College	Baccalaureate	Private Religious	South
Lehigh University	Doctoral	Private Independent	Northeast
Lewis and Clark College	Baccalaureate	Private Independent	West
Lewis University	Master's	Private Religious	Midwest
Lewis-Clark State College	Baccalaureate	Public	West
Life University	Special	Private Independent	South
Lincoln Christian University	Special	Private Religious	Midwest
Lipscomb University	Doctoral	Private Religious	South
Long Island University Brooklyn Campus	Master's	Private Independent	Northeast
Long Island University C.W. Post Campus	Master's	Private Independent	Northeast
Loras College	Baccalaureate	Private Religious	Midwest
Louisiana State University and Agricultural and Mechanical College - Baton Rouge	Doctoral	Public	South
Louisiana State University Health Sciences Center	Special	Public	South
Loyola Marymount University	Master's	Private Religious	West
Loyola University Chicago	Doctoral	Private Religious	Midwest
Loyola University Maryland	Master's	Private Religious	South
Loyola University New Orleans	Master's	Private Religious	South
Lycoming College	Baccalaureate	Private Religious	Northeast
Lynchburg College	Master's	Private Religious	South
Lynn University	Master's	Private Independent	South
MacMurray College	Baccalaureate	Private Religious	Midwest
Malone University	Master's	Private Religious	Midwest
Manchester University	Baccalaureate	Private Religious	Midwest
Marian University	Master's	Private Religious	Midwest
Marietta College	Baccalaureate	Private Independent	Midwest
Marist College	Master's	Private Independent	Northeast
Marshall University	Master's	Public	South
Mary Baldwin University	Master's	Private Religious	South
Marymount Manhattan College	Baccalaureate	Private Independent	Northeast
Maryville College	Baccalaureate	Private Religious	South
Maryville University of Saint Louis	Doctoral	Private Independent	Midwest
Marywood University	Master's	Private Religious	Northeast
Mayo Clinic	Special	Private Independent	Midwest
McKendree University	Master's	Private Religious	Midwest
McNeese State University	Master's	Public	South
Mercer University	Doctoral	Private Independent	South
Mercy College	Master's	Private Independent	Northeast
Mercy College of Health Sciences	Special	Private Religious	Midwest
Messiah College	Baccalaureate	Private Religious	Northeast
Methodist College	Special	Private Independent	Midwest
Methodist University	Master's	Private Religious	South
Metropolitan State University	Master's	Public	Midwest
Metropolitan State University of Denver	Master's	Public	West
MGH Institute of Health Professions	Special	Private Independent	Northeast
Miami University	Doctoral	Public	Midwest
Michigan Technological University	Doctoral	Public	Midwest
Middle Tennessee State University	Doctoral	Public	South

Institution	Classification	Affiliation	Census Region
Midland University	Baccalaureate	Private Religious	Midwest
Millikin University	Baccalaureate	Private Religious	Midwest
Millsaps College	Baccalaureate	Private Religious	South
Milwaukee School of Engineering	Master's	Private Independent	Midwest
Minneapolis College of Art and Design	Special	Private Independent	Midwest
Minnesota State University Moorhead	Master's	Public	Midwest
Minnesota State University, Mankato	Master's	Public	Midwest
Minot State University	Master's	Public	Midwest
Misericordia University	Master's	Private Religious	Northeast
Mississippi College	Master's	Private Religious	South
Mississippi State University	Doctoral	Public	South
Mississippi University for Women	Master's	Public	South
Missouri Baptist University	Master's	Private Religious	Midwest
Missouri State University	Master's	Public	Midwest
Missouri University of Science & Technology	Doctoral	Public	Midwest
Missouri Western State University	Baccalaureate	Public	Midwest
Monmouth University	Master's	Private Independent	Northeast
Montana State University	Doctoral	Public	West
Montana State University - Billings	Master's	Public	West
Montana Tech of The University of Montana	Baccalaureate	Public	West
Montclair State University	Doctoral	Public	Northeast
Moravian College	Baccalaureate	Private Religious	Northeast
Morehead State University	Master's	Public	South
Mount Ida College	Baccalaureate	Private Independent	Northeast
Mount Marty College	Master's	Private Religious	Midwest
Mount Mercy University	Master's	Private Religious	Midwest
Mount St. Joseph University	Master's	Private Religious	Midwest
Muhlenberg College	Baccalaureate	Private Religious	Northeast
Murray State University	Master's	Public	South
Naropa University	Master's	Private Independent	West
National University	Master's	Private Independent	West
National-Louis University	Doctoral	Private Independent	Midwest
Nazareth College of Rochester	Master's	Private Independent	Northeast
Nebraska Methodist College	Special	Private Religious	Midwest
Nebraska Wesleyan University	Master's	Private Religious	Midwest
Neumann University	Master's	Private Religious	Northeast
Nevada State College	Baccalaureate	Public	West
New England College	Master's	Private Independent	Northeast
New York Institute of Technology	Master's	Private Independent	Northeast
Newbury College	Baccalaureate	Private Independent	Northeast
Niagara University	Master's	Private Religious	Northeast
Nicholls State University	Master's	Public	South
North Carolina Agricultural and Technical State	Doctoral	Public	South
North Carolina State University	Doctoral	Public	South
North Carolina Wesleyan College	Baccalaureate	Private Religious	South
North Central College	Master's	Private Independent	Midwest
Northeastern State University	Master's	Public	South
Northeastern University	Doctoral	Private Independent	Northeast
Northern Arizona University	Doctoral	Public	West
Northern Illinois University	Doctoral	Public	Midwest
Northern Kentucky University	Master's	Public	South

Institution	Classification	Affiliation	Census Region
Northern Michigan University	Master's	Public	Midwest
Northern State University	Master's	Public	Midwest
Northwest Missouri State University	Master's	Public	Midwest
Northwestern Health Sciences University	Special	Private Independent	Midwest
Northwood University	Special	Private Independent	Midwest
Norwich University	Master's	Private Independent	Northeast
Notre Dame de Namur University	Master's	Private Religious	West
Notre Dame of Maryland University	Master's	Private Religious	South
Oakland University	Doctoral	Public	Midwest
Oberlin College	Baccalaureate	Private Independent	Midwest
Occidental College	Baccalaureate	Private Independent	West
Oglethorpe University	Baccalaureate	Private Independent	South
Ohio Northern University	Baccalaureate	Private Religious	Midwest
Ohio University	Doctoral	Public	Midwest
Oklahoma Christian University	Master's	Private Religious	South
Oklahoma City University	Master's	Private Religious	South
Old Dominion University	Doctoral	Public	South
Oregon Institute of Technology	Baccalaureate	Public	West
Oregon State University	Doctoral	Public	West
Otterbein University	Master's	Private Religious	Midwest
Our Lady of the Lake University	Master's	Private Religious	South
Pace University	Doctoral	Private Independent	Northeast
Palm Beach Atlantic University	Master's	Private Religious	South
Parker University	Special	Private Independent	South
Pennsylvania College of Health Sciences	Special	Private Independent	Northeast
Pepperdine University	Doctoral	Private Religious	West
Pittsburg State University	Master's	Public	Midwest
Plymouth State University	Master's	Public	Northeast
Portland State University	Doctoral	Public	West
Prairie View A&M University	Doctoral	Public	South
Presentation College	Special	Private Religious	Midwest
Principia College	Baccalaureate	Private Independent	Midwest
Providence Christian College	Baccalaureate	Private Independent	West
Providence College	Master's	Private Religious	Northeast
Purdue University Northwest	Master's	Public	Midwest
Queens University of Charlotte	Master's	Private Religious	South
Quincy University	Master's	Private Religious	Midwest
Quinnipiac University	Master's	Private Independent	Northeast
Radford University	Master's	Public	South
Ramapo College of New Jersey	Master's	Public	Northeast
Randolph-Macon College	Baccalaureate	Private Religious	South
Regent University	Doctoral	Private Independent	South
Rhode Island College	Master's	Public	Northeast
Rhode Island School of Design	Special	Private Independent	Northeast
Rhodes College	Baccalaureate	Private Religious	South
Rider University	Master's	Private Independent	Northeast
Ringling College of Art and Design	Special	Private Independent	South
Roanoke College	Baccalaureate	Private Religious	South
Robert Morris University	Doctoral	Private Independent	Northeast
Rochester Institute of Technology	Doctoral	Private Independent	Northeast
Rockford University	Master's	Private Independent	Midwest

Institution	Classification	Affiliation	Census Region
Rockhurst University	Master's	Private Religious	Midwest
Rocky Mountain College	Baccalaureate	Private Religious	West
Roger Williams University	Master's	Private Independent	Northeast
Rollins College	Master's	Private Independent	South
Roosevelt University	Master's	Private Independent	Midwest
Rose-Hulman Institute of Technology	Special	Private Independent	Midwest
Sacred Heart University	Master's	Private Religious	Northeast
Saginaw Valley State University	Master's	Public	Midwest
Saint Francis University	Master's	Private Religious	Northeast
Saint Joseph's College of Maine	Master's	Private Religious	Northeast
Saint Joseph's University	Master's	Private Religious	Northeast
Saint Louis University	Doctoral	Private Religious	Midwest
Saint Martin's University	Master's	Private Religious	West
Saint Mary's College of California	Master's	Private Religious	West
Saint Mary's University of Minnesota	Master's	Private Religious	Midwest
Saint Norbert College	Baccalaureate	Private Religious	Midwest
Saint Peter's University	Master's	Private Religious	Northeast
Saint Vincent College	Baccalaureate	Private Religious	Northeast
Salem Academy and College	Baccalaureate	Private Religious	South
Salem State University	Master's	Public	Northeast
Samford University	Master's	Private Religious	South
Samuel Merritt University	Special	Private Independent	West
Santa Clara University	Master's	Private Religious	West
Schreiner University	Baccalaureate	Private Religious	South
Scripps College	Baccalaureate	Private Independent	West
Seattle Pacific University	Doctoral	Private Religious	West
Seattle University	Master's	Private Religious	West
Seton Hill University	Master's	Private Religious	Northeast
Shenandoah University	Doctoral	Private Religious	South
Shepherd University	Baccalaureate	Public	South
Siena College	Baccalaureate	Private Religious	Northeast
South Dakota School of Mines and Technology	Special	Public	Midwest
South Dakota State University	Doctoral	Public	Midwest
Southeast Missouri State University	Master's	Public	Midwest
Southeastern Baptist Theological Seminary	Master's	Private Religious	South
Southeastern Louisiana University	Master's	Public	South
Southeastern University	Master's	Private Religious	South
Southern Illinois University Edwardsville	Master's	Public	Midwest
Southern Methodist University	Doctoral	Private Religious	South
Southern New Hampshire University	Master's	Private Independent	Northeast
Southern Oregon University	Master's	Public	West
Southern Utah University	Master's	Public	West
Southern Vermont College	Baccalaureate	Private Independent	Northeast
Southwest Minnesota State University	Master's	Public	Midwest
Southwestern Oklahoma State University	Master's	Public	South
Spring Hill College	Baccalaureate	Private Religious	South
Springfield College	Master's	Private Independent	Northeast
St. Ambrose University	Master's	Private Religious	Midwest
St. Anthony College of Nursing	Special	Private Religious	Midwest
St. Bonaventure University	Master's	Private Religious	Northeast
St. Catherine University	Master's	Private Religious	Midwest

Institution	Classification	Affiliation	Census Region
St. Cloud State University	Master's	Public	Midwest
St. Edward's University	Master's	Private Religious	South
St. John Fisher College	Doctoral	Private Religious	Northeast
St. John's University	Doctoral	Private Religious	Northeast
St. Mary's University	Master's	Private Religious	South
St. Olaf College	Baccalaureate	Private Religious	Midwest
St. Thomas University	Master's	Private Religious	South
St. Vincent De Paul Regional Seminary	Special	Private Religious	South
State University of New York At Albany	Doctoral	Public	Northeast
State University of New York College at Brockport	Master's	Public	Northeast
State University of New York College at Cortland	Master's	Public	Northeast
State University of New York College at Geneseo	Master's	Public	Northeast
State University of New York College at Oneonta	Master's	Public	Northeast
State University of New York College at Oswego	Master's	Public	Northeast
Stephen F. Austin State University	Master's	Public	South
Stetson University	Master's	Private Independent	South
Stevenson University	Master's	Private Independent	South
Stonehill College	Baccalaureate	Private Religious	Northeast
Suffolk University	Doctoral	Private Independent	Northeast
Susquehanna University	Baccalaureate	Private Religious	Northeast
Syracuse University Main Campus	Doctoral	Private Independent	Northeast
Taylor University	Baccalaureate	Private Religious	Midwest
Temple University	Doctoral	Public	Northeast
Tennessee Technological University	Doctoral	Public	South
Texas A&M International University	Master's	Public	South
Texas A&M University - Central Texas	Master's	Public	South
Texas A&M University - Corpus Christi	Doctoral	Public	South
Texas A&M University - Kingsville	Doctoral	Public	South
Texas Christian University	Doctoral	Private Religious	South
Texas Southern University	Doctoral	Public	South
Texas State University	Doctoral	Public	South
Texas Tech University	Doctoral	Public	South
Texas Woman's University	Doctoral	Public	South
The Catholic University of America	Doctoral	Private Religious	South
The Christ College of Nursing and Health Sciences	Special	Private Independent	Midwest
The Citadel, the Military College of South Carolina	Master's	Public	South
The College of Saint Scholastica	Master's	Private Religious	Midwest
The Defiance College	Baccalaureate	Private Independent	Midwest
The New School	Doctoral	Private Independent	Northeast
The Seattle School of Theology & Psychology	Special	Private Independent	West
The University of Akron, Main Campus	Doctoral	Public	Midwest
The University of Memphis	Doctoral	Public	South
The University of Montana - Western	Baccalaureate	Public	West
The University of Scranton	Master's	Private Religious	Northeast
The University of South Dakota	Doctoral	Public	Midwest
The University of Tampa	Master's	Private Independent	South
The University of Texas at Arlington	Doctoral	Public	South
The University of Texas At El Paso	Doctoral	Public	South
Thomas College	Master's	Private Independent	Northeast
Touro University - Nevada	Special	Private Independent	West
Towson University	Master's	Public	South

Institution	Classification	Affiliation	Census Region
Transylvania University	Baccalaureate	Private Religious	South
Trevecca Nazarene University	Doctoral	Private Religious	South
Trinity Christian College	Baccalaureate	Private Religious	Midwest
Trinity University	Master's	Private Independent	South
Trocaire College	Special	Private Religious	Northeast
Troy University	Master's	Public	South
Truman State University	Master's	Public	Midwest
Tulane University	Doctoral	Private Independent	South
United States Sports Academy	Special	Private Independent	South
University At Buffalo, State University of New York	Doctoral	Public	Northeast
University of Alabama in Huntsville	Doctoral	Public	South
University of Alaska Anchorage	Master's	Public	West
University of Alaska Fairbanks	Doctoral	Public	West
University of Alaska Southeast	Master's	Public	West
University of Arkansas at Little Rock	Doctoral	Public	South
University of California-Hastings College of the Law	Special	Public	West
University of Central Arkansas	Master's	Public	South
University of Central Florida	Doctoral	Public	South
University of Central Missouri	Master's	Public	Midwest
University of Central Oklahoma	Master's	Public	South
University of Cincinnati Main Campus	Doctoral	Public	Midwest
University of Colorado Colorado Springs	Master's	Public	West
University of Colorado Denver	Doctoral	Public	West
University of Dayton	Doctoral	Private Religious	Midwest
University of Denver	Doctoral	Private Independent	West
University of Evansville	Master's	Private Religious	Midwest
University of Florida	Doctoral	Public	South
University of Georgia	Doctoral	Public	South
University of Hartford	Doctoral	Private Independent	Northeast
University of Hawaii at Manoa	Doctoral	Public	West
University of Houston - Clear Lake	Master's	Public	South
University of Houston - Downtown	Master's	Public	South
University of Houston - Victoria	Master's	Public	South
University of Idaho	Doctoral	Public	West
University of Illinois at Chicago	Doctoral	Public	Midwest
University of Illinois at Springfield	Master's	Public	Midwest
University of Illinois at Urbana-Champaign	Doctoral	Public	Midwest
University of Indianapolis	Master's	Private Religious	Midwest
University of Kansas Medical Center	Special	Public	Midwest
University of Kentucky	Doctoral	Public	South
University of La Verne	Doctoral	Private Independent	West
University of Louisiana at Lafayette	Doctoral	Public	South
University of Louisville	Doctoral	Public	South
University of Maine	Doctoral	Public	Northeast
University of Maine at Augusta	Baccalaureate	Public	Northeast
University of Maine at Farmington	Baccalaureate	Public	Northeast
University of Maine at Fort Kent	Baccalaureate	Public	Northeast
University of Maine at Machias	Baccalaureate	Public	Northeast
University of Maine at Presque Isle	Baccalaureate	Public	Northeast
University of Mary	Master's	Private Religious	Midwest
University of Mary Hardin-Baylor	Master's	Private Religious	South

Institution	Classification	Affiliation	Census Region
University of Maryland Baltimore	Special	Public	South
University of Maryland Baltimore County	Doctoral	Public	South
University of Maryland College Park	Doctoral	Public	South
University of Maryland Eastern Shore	Doctoral	Public	South
University of Maryland University College	Master's	Public	South
University of Massachusetts	Doctoral	Public	Northeast
University of Massachusetts Boston	Doctoral	Public	Northeast
University of Massachusetts Dartmouth	Doctoral	Public	Northeast
University of Massachusetts Lowell	Doctoral	Public	Northeast
University of Miami	Doctoral	Private Independent	South
University of Michigan-Ann Arbor	Doctoral	Public	Midwest
University of Michigan-Dearborn	Master's	Public	Midwest
University of Michigan-Flint	Master's	Public	Midwest
University of Minnesota Duluth	Master's	Public	Midwest
University of Minnesota-Crookston	Baccalaureate	Public	Midwest
University of Minnesota-Morris	Baccalaureate	Public	Midwest
University of Minnesota-Twin Cities	Doctoral	Public	Midwest
University of Missouri - Kansas City	Doctoral	Public	Midwest
University of Missouri - Saint Louis	Doctoral	Public	Midwest
University of Montana - Missoula	Doctoral	Public	West
University of Montevallo	Master's	Public	South
University of Mount Union	Baccalaureate	Private Religious	Midwest
University of Nebraska at Kearney	Master's	Public	Midwest
University of Nebraska at Omaha	Doctoral	Public	Midwest
University of Nevada, Las Vegas	Doctoral	Public	West
University of Nevada, Reno	Doctoral	Public	West
University of New Hampshire	Doctoral	Public	Northeast
University of New Haven	Master's	Private Independent	Northeast
University of New Mexico Main Campus	Doctoral	Public	West
University of North Alabama	Master's	Public	South
University of North Carolina at Asheville	Baccalaureate	Public	South
University of North Carolina at Charlotte	Doctoral	Public	South
University of North Carolina at Greensboro	Doctoral	Public	South
University of North Carolina at Pembroke	Master's	Public	South
University of North Carolina Wilmington	Master's	Public	South
University of North Dakota Main Campus	Doctoral	Public	Midwest
University of North Florida	Master's	Public	South
University of North Georgia	Master's	Public	South
University of North Texas	Doctoral	Public	South
University of Northern Colorado	Doctoral	Public	West
University of Northern Iowa	Master's	Public	Midwest
University of Oregon	Doctoral	Public	West
University of Pikeville	Baccalaureate	Private Religious	South
University of Redlands	Master's	Private Independent	West
University of Richmond	Baccalaureate	Private Independent	South
University of Saint Francis	Master's	Private Religious	Midwest
University of Saint Joseph	Master's	Private Religious	Northeast
University of Saint Thomas	Doctoral	Private Religious	Midwest
University of San Diego	Doctoral	Private Religious	West
University of San Francisco	Doctoral	Private Religious	West
University of South Alabama	Doctoral	Public	South

Institution	Classification	Affiliation	Census Region
University of South Carolina - Columbia	Doctoral	Public	South
University of South Carolina Aiken	Baccalaureate	Public	South
University of South Carolina Upstate	Baccalaureate	Public	South
University of South Florida Manatee-Sarasota	Master's	Public	South
University of South Florida St. Petersburg	Master's	Public	South
University of South Florida Tampa	Doctoral	Public	South
University of Southern Maine	Master's	Public	Northeast
University of St. Francis	Master's	Private Religious	Midwest
University of Tennessee at Martin	Master's	Public	South
University of Tennessee, Knoxville	Doctoral	Public	South
University of Texas at Dallas	Doctoral	Public	South
University of Texas at San Antonio	Doctoral	Public	South
University of Texas at Tyler	Master's	Public	South
University of Texas Rio Grande Valley	Doctoral	Public	South
University of the Arts	Special	Private Independent	Northeast
University of the Incarnate Word	Master's	Private Religious	South
University of the Pacific	Doctoral	Private Independent	West
University of the Sciences in Philadelphia	Special	Private Independent	Northeast
University of the Southwest	Master's	Private Independent	West
University of Toledo	Doctoral	Public	Midwest
University of Tulsa	Doctoral	Private Independent	South
University of Virginia	Doctoral	Public	South
University of West Florida	Doctoral	Public	South
University of West Georgia	Doctoral	Public	South
University of Wisconsin-Eau Claire	Master's	Public	Midwest
University of Wisconsin-Green Bay	Master's	Public	Midwest
University of Wisconsin-La Crosse	Master's	Public	Midwest
University of Wisconsin-Milwaukee	Doctoral	Public	Midwest
University of Wisconsin-Oshkosh	Master's	Public	Midwest
University of Wisconsin-Platteville	Master's	Public	Midwest
University of Wisconsin-Stevens Point	Master's	Public	Midwest
University of Wisconsin-Stout	Master's	Public	Midwest
University of Wisconsin-Superior	Baccalaureate	Public	Midwest
Ursuline College	Master's	Private Religious	Midwest
Utah Valley University	Master's	Public	West
Utica College	Master's	Private Independent	Northeast
Valdosta State University	Doctoral	Public	South
Valley City State University	Baccalaureate	Public	Midwest
Valparaiso University	Master's	Private Religious	Midwest
Vanguard University of Southern California	Master's	Private Religious	West
Villanova University	Doctoral	Private Religious	Northeast
Virginia Commonwealth University	Doctoral	Public	South
Virginia Tech	Doctoral	Public	South
Virginia Wesleyan College	Baccalaureate	Private Religious	South
Viterbo University	Master's	Private Religious	Midwest
Wagner College	Master's	Private Independent	Northeast
Walsh College of Accountancy and Business	Special	Private Independent	Midwest
Washburn University	Master's	Public	Midwest
Washington & Jefferson College	Baccalaureate	Private Independent	Northeast
Washington and Lee University	Baccalaureate	Private Independent	South
Washington College	Baccalaureate	Private Independent	South

Institution	Classification	Affiliation	Census Region
Wayne State University	Doctoral	Public	Midwest
Weber State University	Master's	Public	West
Webster University	Master's	Private Independent	Midwest
West Liberty University	Baccalaureate	Public	South
Western Carolina University	Master's	Public	South
Western Illinois University	Master's	Public	Midwest
Western Kentucky University	Master's	Public	South
Western Michigan University	Doctoral	Public	Midwest
Western New England University	Master's	Private Independent	Northeast
Western New Mexico University	Master's	Public	West
Western Oregon University	Master's	Public	West
Western State Colorado University	Master's	Public	West
Western Washington University	Master's	Public	West
Westfield State University	Master's	Public	Northeast
Westminster College	Baccalaureate	Private Religious	Northeast
Wheaton College	Baccalaureate	Private Religious	Midwest
Wheaton College	Baccalaureate	Private Independent	Northeast
Whitworth University	Master's	Private Religious	West
Widener University	Doctoral	Private Independent	Northeast
Wilkes University	Master's	Private Independent	Northeast
William Jessup University	Baccalaureate	Private Religious	West
William Woods University	Master's	Private Religious	Midwest
Wilmington University	Doctoral	Private Independent	South
Wilson College	Baccalaureate	Private Religious	Northeast
Winona State University	Master's	Public	Midwest
Winthrop University	Master's	Public	South
Wittenberg University	Baccalaureate	Private Religious	Midwest
Worcester Polytechnic Institute	Doctoral	Private Independent	Northeast
Wright State University Main Campus	Doctoral	Public	Midwest
Xavier University	Master's	Private Religious	Midwest
Yeshiva University	Doctoral	Private Independent	Northeast
York College of Pennsylvania	Master's	Private Independent	Northeast
Young Harris College	Baccalaureate	Private Religious	South
Youngstown State University	Master's	Public	Midwest