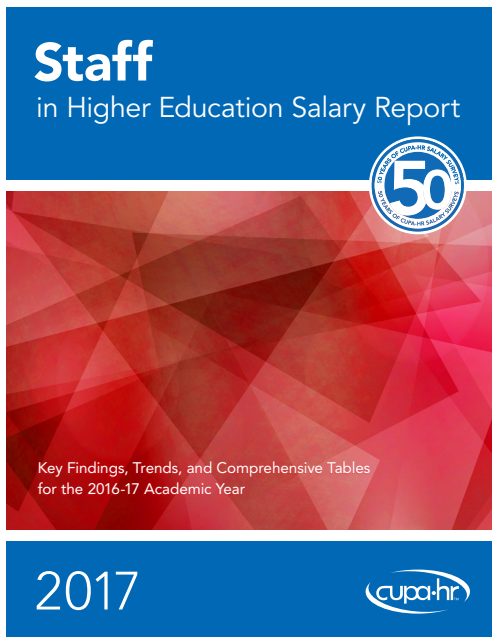


Overview

2017 Staff in Higher Education Salary Report



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**ALL SECTIONS
AVAILABLE IN
FULL REPORT**

Highlights

The following are highlighted results from the *CUPA-HR Staff in Higher Education Salary Report*:

- Overall, higher ed staff have an annualized median pay of \$35,000. Skilled craft workers have the highest pay, and service/maintenance workers have the lowest.
- There are large regional differences in staff salaries, particularly in the areas of skilled craft and service/maintenance. The Northeast pays the highest salaries, and the South pays the lowest.
- Racial/ethnic minorities are underrepresented in higher ed staff for all but service/maintenance positions. In addition, there is a minority pay gap for all but office/clerical positions.
- Women are well-represented in all staff areas except skilled craft. However, they are paid less than men in all areas except office/clerical work.
- The gender pay gap is greater at older ages. Experience (years in position) does not mitigate this relation, as the pay gap is also greater in those with more experience.
- The age ranges for staff positions are wide, ranging from the early 20s to age 65 and beyond. The exception is in the area of skilled craft positions, where ages of incumbents are most likely to be in the late 40s and 50s.
- The overall median years in position for higher ed staff is 4. The lowest turnover is among skilled craft workers in the Northeast, who have a median of 11 years in their position.

Introduction

This year is a momentous one for CUPA-HR research. As we celebrate our 50th anniversary of collecting salary data, we are also celebrating transformations in the way data are collected for all salary surveys and in the ways we report this data. Rather than contributing aggregated (average) data for each position, participants now report salary data for each incumbent. This new method of data collection allows for the reporting of key demographic variables, including gender, race/ethnicity, birth year (estimated age), and years in position for all the positions we survey: administrators, professionals, faculty, and staff.¹

In addition to changes in data collection, we have also instituted changes in the design of our annual reports. Reports now feature “deep dive” analyses that explore aspects of our data that are of general interest to the higher education community. Reports also feature more data visualization — new graphs and charts help summarize data and aid in interpretation.

SURVEY POSITIONS

There were 149 staff positions surveyed this year.² These generally nonexempt positions are grouped into the following categories for the purpose of data collection:

- Office/Clerical Staff
- Technical/Paraprofessional Staff
- Skilled Craft Staff
- Service/Maintenance Staff

Positions are added or deleted each year on the basis of ongoing analysis of which positions are common enough to benchmark. Suggested position additions are evaluated by an advisory committee each year. Positions are deleted when analyses for this report show they are no longer common enough to provide sufficient benchmarking data.

1 See the [Staff Survey Participation Integrated Template](#) for a list of all survey questions.

2 See the [Staff Survey Participation Integrated Template](#) for a list of all positions surveyed. Data for executive and director-level positions are collected in the [Administrators Survey](#). Data for professional positions (usually requiring a college degree) are collected in the [Professionals Survey](#).

PARTICIPATING INSTITUTION CHARACTERISTICS

The information in Figure 1 summarizes the institutional characteristics of respondents on this year's *Staff in Higher Education Salary Survey*. In total, 737 institutions provided data on 169,358 staff for the 149 positions surveyed.¹ Institutions are well-represented by classification, affiliation, and region. These data show that CUPA-HR survey respondents are representative of the population of colleges and universities in the U.S.

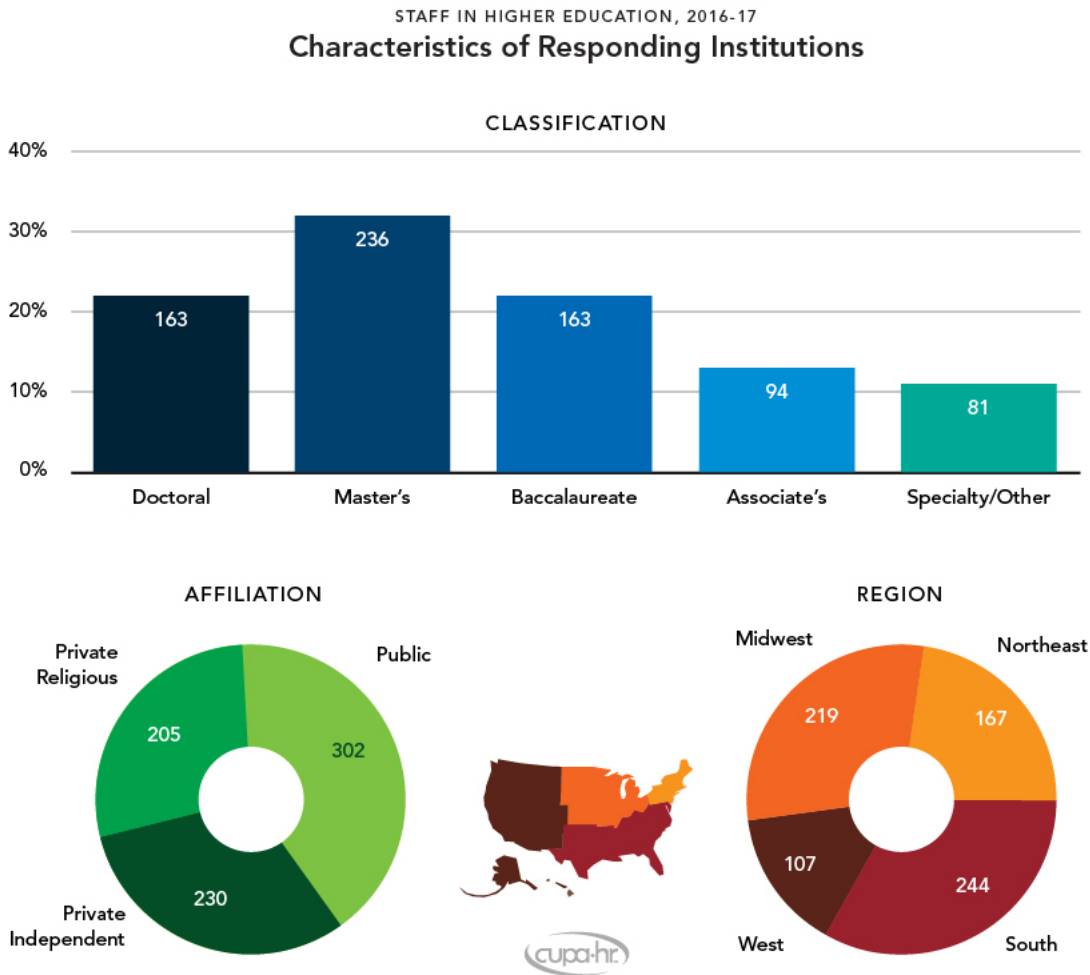


Figure 1

¹ See Appendix B for a list of all participating institutions.

Methodology

SURVEY

Data for CUPA-HR's *Staff in Higher Education Salary Survey* was collected November 1, 2016-February 5, 2017. The survey was conducted entirely online. Data were collected through Surveys Online, CUPA-HR's data collection and reporting system. Normally, salaries are collected with an effective date of November 1. However, this year, the effective date for all salary surveys was changed to December 1 to align with the date of implementation of the proposed new FLSA overtime threshold.

For this year's survey, annualized salary data for 169,358 staff were collected. Staff were both full- and part-time, although they had to be working at least half-time to be included in the survey. In addition to the annualized salaries collected for each staff member, data were collected on gender, race/ethnicity, year the professional entered the current position, and birth year. Except for salary information, provision of the other demographic information was voluntary. Participants could either enter this data manually or upload a file containing salary and demographic data.

In addition, data about institutional characteristics (operating expenses; student, faculty, and staff size; collective bargaining availability for certain groups; and number of separations in the past year) were collected.¹

RESPONDENTS

Respondents were largely human resource professionals from higher education institutions in the U.S.² There were 737 colleges and universities that completed the survey, including 11 systems reporting in the aggregate for all their campuses.³

Carnegie Class	Affiliation			Total
	Private Independent	Private Religious	Public	
Doctoral	34	23	106	163
Master's	69	96	71	236
Baccalaureate	74	72	17	163
Associate's	1	1	92	94
Special/Other	52	13	31	81
Total	230	205	302	737

1 See the [Staff Survey Participation Integrated Template](#) for more specific information about the instructions and questions asked on this year's survey.

2 There were no non-U.S. participants in this year's survey.

3 Private for-profit institutions were not included in the analyses for this report, as the number of for-profits reporting was too small to serve as a basis for comparison. However, data on for-profit institutions is available in [DataOnDemand](#).

Acknowledgments

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

We are indebted to the human resources professionals and institutional research professionals 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.

CUPA-HR RESEARCH STAFF

Jacqueline Bichsel, Ph.D.
Director of Research

Jasper McChesney, M.S.
Data Visualization Researcher

Suzi Bowen, M.A.
Research Operations
Manager

CUPA-HR COMMUNICATIONS STAFF

Gayle Kiser
Director of
Communications
and Marketing

Missy Kline
Content Manager

Sarah Carson
Marketing Manager

Jeremy Longmire
Sr. Graphic Designer

CUPA-HR EXECUTIVE REVIEWERS

Andy Brantley
President and CEO

Rob Shomaker
Vice President and
Chief Operating Officer

Appendix A

Comprehensive Tables

The salary tables report median salary and salary percentiles for all responding institutions.¹ The median divides salaries in half: 50% of all reported salaries fall above or below this salary. The median is a more reliable measure than the mean (average) in distributions that are skewed (containing a few extremely low or — in these data — high numbers).

Median salaries are obtained via averaging the salaries for incumbent-level data for each position at each institution and then calculating the median for all institutions that fall within the particular category for that table (e.g., public institutions). Median salaries are unweighted, meaning that there is no adjustment for the number of incumbents for a position reported per institution. To ensure compliance with Department of Justice “safe harbor” guidelines,² data is reported only for positions having at least five responding institutions.³

To compute the quartiles, the total expense/enrollment numbers reported by each institution were ranked from low to high, and one quarter of the institutions were assigned to each quartile. Quartile ranges are listed in the column headings of each applicable table.

1 Private for-profit institutions were not included in aggregated data for this report, as the number of respondents was relatively small for comparison. However, their data is available in [DataOnDemand](#).

2 An explanation of these guidelines can be found here: http://compforce.typepad.com/compensation_force/2007/02/antitrust_regul.html.

3 More data and reporting options are available in [DataOnDemand](#), a data subscription service for higher ed institutions that allows users to create custom reports for all positions surveyed using comparison institutions selected by the user. DataOnDemand also follows DOJ Safe Harbor guidelines.

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Appendix B Responding Institutions

Institution	Classification	Affiliation	US 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
Aims Community College	Associate's	Public	West
Albany College of Pharmacy of Union University	Special	Private Independent	Northeast
Albany Law School of Union University	Special	Private Independent	Northeast
Albert Einstein College of Medicine	Special	Private Independent	Northeast
Albertus Magnus College	Master's	Private Independent	Northeast
Albright College	Baccalaureate	Private Religious	Northeast
Allegheny College	Baccalaureate	Private Independent	Northeast
Alliant International University President's Office	Special	Private Independent	West
Alvernia University	Master's	Private Religious	Northeast
Alverno College	Master's	Private Independent	Midwest
American Jewish University	Baccalaureate	Private Independent	West
American University	Doctoral	Private Religious	South
Amherst College	Baccalaureate	Private Independent	Northeast
Anderson University	Master's	Private Religious	Midwest
Andrews University	Doctoral	Private Religious	Midwest
Anne Arundel Community College	Associate's	Public	South
Appalachian State University	Master's	Public	South
Arapahoe Community College	Associate's	Public	West
Arcadia University	Baccalaureate	Private Independent	Northeast
Arizona State University	Doctoral	Public	West
Arkansas Tech University	Master's	Public	South
Asbury Theological Seminary	Special	Private Independent	South
Asbury University	Master's	Private Independent	South
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 College	Master's	Private Religious	Midwest
Augusta University	Doctoral	Public	South
Aurora University	Master's	Private Independent	Midwest
Austin College	Baccalaureate	Private Religious	South
Austin Community College District	Associate's	Public	South
Austin Peay State University	Master's	Public	South
Averett University	Baccalaureate	Private Independent	South
Azusa Pacific University	Doctoral	Private Independent	West
Babson College	Special	Private Independent	Northeast
Baker College	Baccalaureate	Private Independent	Midwest
Baker University	Master's	Private Religious	Midwest
Ball State University	Doctoral	Public	Midwest
Baptist College of Health Science	Special	Private Independent	South
Barnard College	Baccalaureate	Private Independent	Northeast

Bastyr University	Special	Private Independent	West
Bates College	Baccalaureate	Private Independent	Northeast
Bates Technical College	Associate's	Public	West
Bay Path University	Master's	Private Independent	Northeast
Bellin College	Special	Private Independent	Midwest
Belmont College	Associate's	Public	Midwest
Belmont University	Master's	Private Religious	South
Benedictine College	Baccalaureate	Private Religious	Midwest
Benedictine University	Doctoral	Private Religious	Midwest
Bennington College	Baccalaureate	Private Independent	Northeast
Berea College	Baccalaureate	Private Independent	South
Berry College	Master's	Private Independent	South
Bethany Lutheran College	Baccalaureate	Private Religious	Midwest
Bethel College	Master's	Private Religious	Midwest
Bethel University	Master's	Private Religious	Midwest
Bethlehem College and Seminary	Special	Private Religious	Midwest
Bismarck State College	Associate's	Public	Midwest
Black Hills State University	Master's	Public	Midwest
Black River Technical College	Associate's	Public	South
Bloomfield College	Baccalaureate	Private Religious	Northeast
Bluefield State College	Baccalaureate	Public	South
Bluffton University	Baccalaureate	Private Religious	Midwest
Bowdoin College	Baccalaureate	Private Independent	Northeast
Bowie State University	Master's	Public	South
Bowling Green State University	Doctoral	Public	Midwest
Brandman University	Master's	Private Independent	West
Bridgewater College	Baccalaureate	Private Independent	South
Brigham Young University-Idaho	Baccalaureate	Private Religious	West
Broward College	Associate's	Public	South
Bryant University	Master's	Private Independent	Northeast
Bryn Mawr College	Baccalaureate	Private Independent	Northeast
Bucknell University	Baccalaureate	Private Independent	Northeast
Bucks County Community College	Associate's	Public	Northeast
Buena Vista University	Baccalaureate	Private Religious	Midwest
Butler County Community College	Associate's	Public	Northeast
Butler University	Master's	Private Independent	Midwest
Cabrini University	Master's	Private Religious	Northeast
Caldwell University	Master's	Private Religious	Northeast
California Institute of Integral Studies	Doctoral	Private Independent	West
California Institute of the Arts	Special	Private Independent	West
California Lutheran University	Master's	Private Religious	West
Calvin College	Baccalaureate	Private Religious	Midwest
Canisius College	Master's	Private Independent	Northeast
Capital University	Master's	Private Religious	Midwest
Carleton College	Baccalaureate	Private Independent	Midwest
Carroll College	Baccalaureate	Private Religious	West
Carroll University	Master's	Private Religious	Midwest

Case Western Reserve University	Doctoral	Private Independent	Midwest
Casper College	Associate's	Public	West
Catawba College	Baccalaureate	Private Religious	South
Cedar Crest College	Baccalaureate	Private Religious	Northeast
Centenary College of Louisiana	Baccalaureate	Private Religious	South
Centenary University	Master's	Private Independent	Northeast
Central Arizona College	Associate's	Public	West
Central Carolina Community College	Associate's	Public	South
Central College	Baccalaureate	Private Religious	Midwest
Central Methodist University	Master's	Private Religious	Midwest
Central New Mexico Community College	Associate's	Public	West
Central Wyoming College	Associate's	Public	West
Champlain College	Master's	Private Independent	Northeast
Chapman University	Master's	Private Independent	West
Chatham University	Master's	Private Independent	Northeast
Christopher Newport University	Master's	Public	South
City Colleges of Chicago	Associate's	Public	Midwest
Claremont Graduate University	Doctoral	Private Independent	West
Clarkson University	Doctoral	Private Independent	Northeast
Cleveland Institute of Art	Special	Private Independent	Midwest
Clovis Community College	Associate's	Public	West
Coastal Carolina University	Master's	Public	South
Coconino Community College	Associate's	Public	West
Colby-Sawyer College	Baccalaureate	Private Independent	Northeast
Cold Spring Harbor Laboratory	Special	Private Independent	Northeast
Colgate University	Baccalaureate	Private Independent	Northeast
College of Biblical Studies	Special	Private Independent	South
College of Charleston	Master's	Public	South
College of Lake County	Associate's	Public	Midwest
College of Our Lady of the Elms	Master's	Private Religious	Northeast
College of Saint Benedict	Baccalaureate	Private Religious	Midwest
College of Saint Elizabeth	Master's	Private Religious	Northeast
College of the Holy Cross	Baccalaureate	Private Religious	Northeast
College of William & Mary	Doctoral	Public	South
Collin County Community College District	Associate's	Public	South
Colorado College	Baccalaureate	Private Independent	West
Colorado Community College System	Associate's	Public	West
Colorado Mountain College	Baccalaureate	Public	West
Columbia International University	Master's	Private Independent	South
Columbus College of Art & Design	Special	Private Independent	Midwest
Columbus State Community College	Associate's	Public	Midwest
Community College of Allegheny County	Associate's	Public	Northeast
Community College of Beaver County	Associate's	Public	Northeast
Community College of Rhode Island	Associate's	Public	Northeast
Concordia College	Baccalaureate	Private Religious	Midwest
Concordia University	Master's	Private Religious	Midwest
Concordia University	Special	Private Religious	West

Concordia University Wisconsin	Master's	Private Religious	Midwest
Coppin State University	Master's	Public	South
Corban University	Master's	Private Independent	West
Cornell College	Baccalaureate	Private Religious	Midwest
Cornell University	Doctoral	Private Independent	Northeast
Cottey College	Baccalaureate	Private Independent	Midwest
Covenant College	Baccalaureate	Private Religious	South
Cox College	Special	Private Independent	Midwest
Creighton University	Master's	Private Religious	Midwest
Curry College	Master's	Private Independent	Northeast
Cuyahoga Community College	Associate's	Public	Midwest
Dakota State University	Master's	Public	Midwest
Dallas County Community College District System Summary	Associate's	Public	South
Davenport University	Master's	Private Independent	Midwest
Davidson College	Baccalaureate	Private Religious	South
Davis Applied Technology College	Special	Public	West
Dean College	Baccalaureate	Private Independent	Northeast
Delta College	Associate's	Public	Midwest
Delta State University	Master's	Public	South
Denison University	Baccalaureate	Private Independent	Midwest
DePaul University	Doctoral	Private Religious	Midwest
Des Moines University-Osteopathic Medical Center	Special	Private Independent	Midwest
DeSales University	Master's	Private Religious	Northeast
Desert Research Institute	Special	Public	West
Dickinson College	Baccalaureate	Private Independent	Northeast
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
Dordt College	Baccalaureate	Private Religious	Midwest
Drake University	Master's	Private Independent	Midwest
Drew University	Baccalaureate	Private Independent	Northeast
Drexel University	Doctoral	Private Independent	Northeast
Drury University	Baccalaureate	Private Independent	Midwest
Duquesne University	Doctoral	Private Religious	Northeast
East Carolina University	Doctoral	Public	South
East Tennessee State University	Doctoral	Public	South
Eastern Illinois University	Master's	Public	Midwest
Eastern Kentucky University	Master's	Public	South
Eastern Mennonite University	Master's	Private Religious	South
Eastern Michigan University	Doctoral	Public	Midwest
Eastern Oregon University	Master's	Public	West
Eastern University	Master's	Private Religious	Northeast
Edgewood College	Doctoral	Private Religious	Midwest
Edison State Community College	Associate's	Public	Midwest
El Paso Community College	Associate's	Public	South
Elizabethtown College	Baccalaureate	Private Religious	Northeast

Elon University	Master's	Private Religious	South
Embry-Riddle Aeronautical University	Master's	Private Independent	South
Emmanuel College	Baccalaureate	Private Religious	Northeast
Emory University	Doctoral	Private Religious	South
Emporia State University	Master's	Public	Midwest
Eureka College	Baccalaureate	Private Religious	Midwest
Fairleigh Dickinson University	Doctoral	Private Independent	Northeast
Faulkner University	Master's	Private Religious	South
Ferris State University	Master's	Public	Midwest
Ferrum College	Baccalaureate	Private Religious	South
Fielding Graduate University	Doctoral	Private Independent	West
Flagler College	Baccalaureate	Private Independent	South
Florida Agricultural and Mechanical University	Doctoral	Public	South
Florida Atlantic University	Doctoral	Public	South
Florida Gulf Coast University	Master's	Public	South
Florida International University	Doctoral	Public	South
Florida Polytechnic University	Special	Public	South
Florida Southern College	Master's	Private Religious	South
Florida SouthWestern State College	Baccalaureate	Public	South
Florida State University	Doctoral	Public	South
Fontbonne University	Master's	Private Religious	Midwest
Franciscan University of Steubenville	Master's	Private Religious	Midwest
Franklin Pierce University	Master's	Private Independent	Northeast
Franklin University	Special	Private Independent	Midwest
Frostburg State University	Master's	Public	South
Furman University	Baccalaureate	Private Independent	South
Gallaudet University	Master's	Private Independent	South
Gannon University	Master's	Private Religious	Northeast
George Mason University	Doctoral	Public	South
Georgetown College	Baccalaureate	Private Religious	South
Georgetown University	Doctoral	Private Religious	South
Georgia Gwinnett College	Baccalaureate	Public	South
Georgia Institute of Technology	Doctoral	Public	South
Georgia Southern University	Doctoral	Public	South
Georgia State University	Doctoral	Public	South
Georgian Court University	Master's	Private Religious	Northeast
Gettysburg College	Baccalaureate	Private Religious	Northeast
Goldey-Beacom College	Special	Private Independent	South
Gordon College	Baccalaureate	Private Independent	Northeast
Goshen College	Baccalaureate	Private Religious	Midwest
Goucher College	Baccalaureate	Private Independent	South
Governors State University	Master's	Public	Midwest
Grace College and Seminary	Master's	Private Religious	Midwest
Grand Canyon University	Doctoral	Private Independent	West
Great Falls College Montana State University	Associate's	Public	West
Guilford College	Baccalaureate	Private Religious	South
Gustavus Adolphus College	Baccalaureate	Private Religious	Midwest

Gwynedd Mercy University	Master's	Private Religious	Northeast
Hamilton College	Baccalaureate	Private Independent	Northeast
Hamline University	Master's	Private Religious	Midwest
Hampshire College	Baccalaureate	Private Independent	Northeast
Harding University Main Campus	Master's	Private Religious	South
Harrisburg Area Community College	Associate's	Public	Northeast
Hartwick College	Baccalaureate	Private Independent	Northeast
Harvey Mudd College	Baccalaureate	Private Independent	West
Hastings College	Baccalaureate	Private Religious	Midwest
Hawaii Pacific University	Master's	Private Independent	West
Hendrix College	Baccalaureate	Private Religious	South
Henry Ford Community College	Associate's	Public	Midwest
Highland Community College	Associate's	Public	Midwest
Hilbert College	Baccalaureate	Private Independent	Northeast
Hillsborough Community College	Associate's	Public	South
Hobart and William Smith Colleges	Baccalaureate	Private Independent	Northeast
Holy Names University	Master's	Private Independent	West
Holyoke Community College	Associate's	Public	Northeast
Houston Baptist University	Master's	Private Religious	South
Houston Community College System	Associate's	Public	South
Huntingdon College	Baccalaureate	Private Religious	South
Illinois Wesleyan University	Baccalaureate	Private Independent	Midwest
Indiana State University	Doctoral	Public	Midwest
Indiana University Bloomington	Doctoral	Public	Midwest
Indiana University-Purdue University Indianapolis	Doctoral	Public	Midwest
Iona College	Master's	Private Independent	Northeast
Ithaca College	Master's	Private Independent	Northeast
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	Baccalaureate	Private Religious	Midwest
John Wood Community College	Associate's	Public	Midwest
Johnson University	Special	Private Independent	South
Juniata College	Baccalaureate	Private Independent	Northeast
Kansas City University of Medicine and Biosciences	Special	Private Independent	Midwest
Kansas State University	Doctoral	Public	Midwest
Kent State University Main Campus	Doctoral	Public	Midwest
Kentucky Christian University	Baccalaureate	Private Religious	South
Kentucky Community and Tech. College System Summary	Associate's	Public	South
Kentucky State University	Baccalaureate	Public	South
Kentucky Wesleyan College	Baccalaureate	Private Religious	South
Kenyon College	Baccalaureate	Private Independent	Midwest
Kettering University	Master's	Private Independent	Midwest
Keuka College	Master's	Private Independent	Northeast
Kirkwood Community College	Associate's	Public	Midwest
Kirtland Community College	Associate's	Public	Midwest
Knox College	Baccalaureate	Private Independent	Midwest

Laboure College	Special	Private Religious	Northeast
Lafayette College	Baccalaureate	Private Independent	Northeast
Lake Region State College	Associate's	Public	Midwest
Lake Superior State University	Baccalaureate	Public	Midwest
Lakeland College	Master's	Private Religious	Midwest
Lamar University	Doctoral	Public	South
Lander University	Baccalaureate	Public	South
Landmark College	Associate's	Private Independent	Northeast
Le Moyne College	Master's	Private Independent	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
Lesley University	Doctoral	Private Independent	Northeast
Lewis University	Master's	Private Religious	Midwest
Lewis-Clark State College	Baccalaureate	Public	West
Lincoln Christian University	Special	Private Religious	Midwest
Loma Linda University	Special	Private Religious	West
Lone Star College System	Associate's	Public	South
Longwood University	Master's	Public	South
Loras College	Baccalaureate	Private Religious	Midwest
Los Angeles Community College District Office	Associate's	Public	West
Louisiana College	Master's	Private Religious	South
Louisville Presbyterian Theological Seminary	Special	Private Religious	South
Loyola Marymount University	Master's	Private Religious	West
Loyola University Chicago	Doctoral	Private Religious	Midwest
Loyola University New Orleans	Master's	Private Religious	South
Lutheran School of Theology at Chicago	Special	Private Religious	Midwest
Lycoming College	Baccalaureate	Private Religious	Northeast
Lynn University	Master's	Private Independent	South
Macalester College	Baccalaureate	Private Religious	Midwest
MacMurray College	Baccalaureate	Private Religious	Midwest
Manchester University	Baccalaureate	Private Religious	Midwest
Manhattan College	Master's	Private Independent	Northeast
Maricopa County Community College District System Summary	Associate's	Public	West
Marietta College	Baccalaureate	Private Independent	Midwest
Marist College	Master's	Private Independent	Northeast
Marquette University	Doctoral	Private Religious	Midwest
Maryland Institute College of Art	Special	Private Independent	South
Marymount Manhattan College	Baccalaureate	Private Independent	Northeast
Marymount University	Master's	Private Religious	South
Maryville College	Baccalaureate	Private Religious	South
Maryville University of Saint Louis	Doctoral	Private Independent	Midwest
McKendree University	Master's	Private Religious	Midwest
McNeese State University	Master's	Public	South
Medical College of Wisconsin	Special	Private Independent	Midwest
Medical University of South Carolina	Special	Public	South

Meharry Medical College	Special	Private Independent	South
Mercer University	Doctoral	Private Religious	South
Mercy College of Health Sciences	Special	Private Religious	Midwest
Meredith College	Baccalaureate	Private Independent	South
Messiah College	Baccalaureate	Private Religious	Northeast
Methodist College	Special	Private Independent	Midwest
Methodist University	Master's	Private Religious	South
Metropolitan Community College	Associate's	Public	Midwest
MGH Institute of Health Professions	Special	Private Independent	Northeast
Miami University	Doctoral	Public	Midwest
Michigan Technological University	Doctoral	Public	Midwest
Mid-America Christian University	Master's	Private Religious	South
Middle Tennessee State University	Doctoral	Public	South
Middlebury College	Baccalaureate	Private Independent	Northeast
Millikin University	Baccalaureate	Private Religious	Midwest
Minneapolis College of Art and Design	Special	Private Independent	Midwest
Misericordia University	Master's	Private Religious	Northeast
Mississippi State University	Doctoral	Public	South
Missouri Baptist University	Master's	Private Religious	Midwest
Missouri State University	Master's	Public	Midwest
Missouri University of Science and Technology	Doctoral	Public	Midwest
Missouri Western State University	Baccalaureate	Public	Midwest
Molloy College	Master's	Private Independent	Northeast
Monroe Community College	Associate's	Public	Northeast
Montana State University	Doctoral	Public	West
Montana Tech of The University of Montana	Baccalaureate	Public	West
Montgomery College	Associate's	Public	South
Montgomery County Community College	Associate's	Public	Northeast
Moody Bible Institute	Special	Private Independent	Midwest
Moraine Park Technical College	Associate's	Public	Midwest
Morehead State University	Master's	Public	South
Morningside College	Master's	Private Religious	Midwest
Mount Carmel College of Nursing	Special	Private Religious	Midwest
Mount Holyoke College	Baccalaureate	Private Independent	Northeast
Mount Mary University	Master's	Private Religious	Midwest
Mount Mercy University	Master's	Private Religious	Midwest
Mount St. Joseph University	Master's	Private Religious	Midwest
Mountwest Community and Technical College	Associate's	Public	South
Muhlenberg College	Baccalaureate	Private Religious	Northeast
Muskingum University	Master's	Private Religious	Midwest
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 Independent	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 England College of Optometry	Special	Private Independent	Northeast
New Mexico Junior College	Associate's	Public	West
New York Conservatory for Dramatic Arts	Special	Private Independent	Northeast
New York School of Interior Design	Special	Private Independent	Northeast
Newman University	Master's	Private Religious	Midwest
Niagara University	Master's	Private Independent	Northeast
Nicholls State University	Master's	Public	South
Nicolet College	Associate's	Public	Midwest
North Arkansas College	Associate's	Public	South
North Carolina Agricultural and Technical State University	Doctoral	Public	South
North Carolina Wesleyan College	Baccalaureate	Private Religious	South
North Central College	Master's	Private Independent	Midwest
North Dakota State College of Science	Associate's	Public	Midwest
North Dakota State University Main Campus	Doctoral	Public	Midwest
North Idaho College	Associate's	Public	West
North Park University	Master's	Private Religious	Midwest
Northampton Community College	Associate's	Public	Northeast
Northeast Ohio Medical University	Special	Public	Midwest
Northeastern State University	Master's	Public	South
Northern Illinois University	Doctoral	Public	Midwest
Northern Kentucky University	Master's	Public	South
Northern Michigan University	Master's	Public	Midwest
Northern Wyoming Community College District	Associate's	Public	West
Northland Pioneer College	Associate's	Public	West
Northshore Technical Community College	Associate's	Public	South
Northwest Missouri State University	Master's	Public	Midwest
Northwest State Community College	Associate's	Public	Midwest
Northwestern College	Baccalaureate	Private Religious	Midwest
Northwestern Health Sciences University	Special	Private Independent	Midwest
Northwood University	Special	Private Independent	Midwest
Norwich University	Master's	Private Independent	Northeast
Notre Dame of Maryland University	Master's	Private Religious	South
Oberlin College	Baccalaureate	Private Independent	Midwest
Occidental College	Baccalaureate	Private Independent	West
Ohio Northern University	Baccalaureate	Private Religious	Midwest
Ohio University	Doctoral	Public	Midwest
Oklahoma Christian University	Master's	Private Independent	South
Oklahoma City University	Master's	Private Religious	South
Old Dominion University	Doctoral	Public	South
Olivet Nazarene University	Master's	Private Religious	Midwest
Otis College of Art & Design	Special	Private Independent	West
Otterbein University	Master's	Private Religious	Midwest
Our Lady of the Lake College	Special	Private Religious	South
Our Lady of the Lake University	Master's	Private Religious	South
Pacific Lutheran University	Master's	Private Religious	West

Palm Beach Atlantic University	Master's	Private Religious	South
Palm Beach State College	Associate's	Public	South
Parker University	Special	Private Independent	South
Paul Smith's College	Baccalaureate	Private Independent	Northeast
Pennsylvania College of Health Sciences	Special	Private Independent	Northeast
Pennsylvania Highlands Community College	Associate's	Public	Northeast
Pepperdine University	Doctoral	Private Independent	West
Philadelphia University	Master's	Private Independent	Northeast
Pima County Community College District	Associate's	Public	West
Point Loma Nazarene University	Master's	Private Religious	West
Pomona College	Baccalaureate	Private Independent	West
Portland Community College	Associate's	Public	West
Portland State University	Doctoral	Public	West
Prairie View A & M University	Doctoral	Public	South
Presentation College	Special	Private Religious	Midwest
Providence College	Master's	Private Religious	Northeast
Pueblo Community College	Associate's	Public	West
Queens University of Charlotte	Master's	Private Religious	South
Radford University	Master's	Public	South
Randolph College	Baccalaureate	Private Religious	South
Randolph-Macon College	Baccalaureate	Private Religious	South
Reading Area Community College	Associate's	Public	Northeast
Reed College	Baccalaureate	Private Independent	West
Regent University	Doctoral	Private Independent	South
Regis University	Master's	Private Religious	West
Rensselaer Polytechnic Institute	Doctoral	Private Independent	Northeast
Research Foundation of State University of New York	Special	Private Independent	Northeast
Rhode Island School of Design	Special	Private Independent	Northeast
Rhodes College	Baccalaureate	Private Religious	South
Rice University	Doctoral	Private Independent	South
Rider University	Master's	Private Independent	Northeast
Rivier University	Master's	Private Religious	Northeast
Roanoke College	Baccalaureate	Private Religious	South
Robert Morris University	Doctoral	Private Independent	Northeast
Rock Valley College	Associate's	Public	Midwest
Rockford University	Master's	Private Independent	Midwest
Rocky Mountain College	Baccalaureate	Private Religious	West
Rollins College	Master's	Private Independent	South
Sacred Heart University	Master's	Private Independent	Northeast
Saginaw Valley State University	Master's	Public	Midwest
Saint Anselm College	Baccalaureate	Private Religious	Northeast
Saint Francis University	Master's	Private Religious	Northeast
Saint John's University	Baccalaureate	Private Religious	Midwest
Saint Joseph's College of Maine	Master's	Private Religious	Northeast
Saint Louis University	Doctoral	Private Religious	Midwest
Saint Martin's University	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
Salem Academy and College	Baccalaureate	Private Religious	South
Salem State University	Master's	Public	Northeast
Salt Lake Community College	Associate's	Public	West
Salve Regina University	Master's	Private Religious	Northeast
Sam Houston State University	Doctoral	Public	South
Samuel Merritt University	Special	Private Independent	West
San Diego State University	Doctoral	Public	West
San Jacinto College District	Associate's	Public	South
Santa Clara University	Master's	Private Independent	West
Santa Monica College District	Associate's	Public	West
Sarah Lawrence College	Baccalaureate	Private Independent	Northeast
Schenectady County Community College	Associate's	Public	Northeast
Schoolcraft College	Associate's	Public	Midwest
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 Hall University	Doctoral	Private Religious	Northeast
Seton Hill University	Master's	Private Religious	Northeast
Sewanee: The University of the South	Baccalaureate	Private Religious	South
Shenandoah University	Doctoral	Private Religious	South
Shepherd University	Baccalaureate	Public	South
Skidmore College	Baccalaureate	Private Independent	Northeast
Smith College	Baccalaureate	Private Independent	Northeast
Snow College	Associate's	Public	West
South Arkansas Community College	Associate's	Public	South
South Dakota School of Mines and Technology	Special	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 College of Optometry	Special	Private Independent	South
Southern New Hampshire University	Master's	Private Independent	Northeast
Southern Oregon University	Master's	Public	West
Southern Vermont College	Baccalaureate	Private Independent	Northeast
Southwestern Michigan College	Associate's	Public	Midwest
Southwestern Oklahoma State University	Master's	Public	South
Southwestern University	Baccalaureate	Private Religious	South
Sowela Technical Community College	Associate's	Public	South
Spartanburg Community College	Associate's	Public	South
Spartanburg Methodist College	Associate's	Private Religious	South
Spelman College	Baccalaureate	Private Independent	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. Charles Community College	Associate's	Public	Midwest
St. John Fisher College	Doctoral	Private Independent	Northeast
St. John's University	Doctoral	Private Religious	Northeast
St. Lawrence University	Baccalaureate	Private Independent	Northeast
St. Mary's University	Master's	Private Religious	South
St. Olaf College	Baccalaureate	Private Religious	Midwest
St. Vincent De Paul Regional Seminary	Special	Private Religious	South
Stark State College	Associate's	Public	Midwest
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
SUNY College of Environmental Science and Forestry	Doctoral	Public	Northeast
Susquehanna University	Baccalaureate	Private Religious	Northeast
Syracuse University Main Campus	Doctoral	Private Independent	Northeast
Tarleton State University	Master's	Public	South
Tarrant County College District	Associate's	Public	South
Taylor University	Baccalaureate	Private Independent	Midwest
Temple University	Doctoral	Public	Northeast
Tennessee Technological University	Doctoral	Public	South
Texas A&M University - Kingsville	Doctoral	Public	South
Texas Christian University	Doctoral	Private Religious	South
Texas Lutheran University	Baccalaureate	Private Religious	South
Texas Southern University	Doctoral	Public	South
Texas Woman's University	Doctoral	Public	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 Rose	Master's	Private Independent	Northeast
The College of Saint Scholastica	Master's	Private Religious	Midwest
The College of Wooster	Baccalaureate	Private Independent	Midwest
The Defiance College	Baccalaureate	Private Independent	Midwest
The George Washington University	Doctoral	Private Independent	South
The Ohio State University System Summary	Doctoral	Public	Midwest
The Scripps Research Institute	Doctoral	Private Independent	West
The University of Akron, Main Campus	Doctoral	Public	Midwest
The University of Findlay	Master's	Private Religious	Midwest
The University of Memphis	Doctoral	Public	South
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
The University of Utah	Doctoral	Public	West
The University of Virginia's College at Wise	Baccalaureate	Public	South
Thomas College	Master's	Private Independent	Northeast
Touro University - Nevada	Special	Private Independent	West
Towson University	Master's	Public	South

Transylvania University	Baccalaureate	Private Religious	South
Trinity Christian College	Baccalaureate	Private Independent	Midwest
Trinity College of Florida	Special	Private Independent	South
Trinity University	Master's	Private Independent	South
Trinity Valley Community College	Associate's	Public	South
Trocaire College	Special	Private Independent	Northeast
Tulsa Community College	Associate's	Public	South
Turtle Mountain Community College	Special	Private Independent	Midwest
Tyler Junior College	Associate's	Public	South
Union College	Baccalaureate	Private Independent	Northeast
United States Sports Academy	Special	Private Independent	South
Univ. of North Texas Health Science Center at Fort Worth	Special	Public	South
University At Buffalo, State University of New York	Doctoral	Public	Northeast
University of Alabama	Doctoral	Public	South
University of Alabama at Birmingham	Doctoral	Public	South
University of Alabama in Huntsville	Doctoral	Public	South
University of Arkansas Main Campus	Doctoral	Public	South
University of Baltimore	Master's	Public	South
University of Bridgeport	Master's	Private Independent	Northeast
University of California-Merced	Doctoral	Public	West
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 System Summary	Doctoral	Public	Midwest
University of Colorado Boulder	Doctoral	Public	West
University of Colorado Colorado Springs	Master's	Public	West
University of Dayton	Doctoral	Private Independent	Midwest
University of Delaware	Doctoral	Public	South
University of Denver	Doctoral	Private Independent	West
University of Florida	Doctoral	Public	South
University of Georgia	Doctoral	Public	South
University of Hartford	Doctoral	Private Independent	Northeast
University of Houston	Doctoral	Public	South
University of Houston - Clear Lake	Master's	Public	South
University of Houston - Downtown	Master's	Public	South
University of Idaho	Doctoral	Public	West
University of Illinois at Chicago	Doctoral	Public	Midwest
University of Indianapolis	Master's	Private Religious	Midwest
University of Kansas Main Campus	Doctoral	Public	Midwest
University of Kansas School of Medicine, Wichita Campus	Special	Public	Midwest
University of La Verne	Doctoral	Private Independent	West
University of Louisville	Doctoral	Public	South
University of Maine System Summary	Doctoral	Public	Northeast
University of Mary	Master's	Private Religious	Midwest
University of Maryland Baltimore County	Doctoral	Public	South
University of Massachusetts	Doctoral	Public	Northeast
University of Massachusetts Lowell	Doctoral	Public	Northeast

University of Massachusetts System Office	Special	Public	Northeast
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-Twin Cities	Doctoral	Public	Midwest
University of Mississippi	Doctoral	Public	South
University of Missouri - Columbia	Doctoral	Public	Midwest
University of Missouri - Kansas City	Doctoral	Public	Midwest
University of Missouri - Saint Louis	Doctoral	Public	Midwest
University of Missouri System Summary	Doctoral	Public	Midwest
University of Montana - Missoula	Doctoral	Public	West
University of Montevallo	Master's	Public	South
University of Nebraska at Kearney	Master's	Public	Midwest
University of Nebraska at Omaha	Doctoral	Public	Midwest
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 Chapel Hill	Doctoral	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 General Administration	Special	Public	South
University of North Carolina Wilmington	Master's	Public	South
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 North Texas at Dallas	Master's	Public	South
University of North Texas System Administration	Special	Public	South
University of Notre Dame	Doctoral	Private Religious	Midwest
University of Oklahoma Health Sciences Center	Special	Public	South
University of Oklahoma Norman Campus	Doctoral	Public	South
University of Oregon	Doctoral	Public	West
University of Pikeville	Baccalaureate	Private Religious	South
University of Portland	Master's	Private Independent	West
University of Puget Sound	Baccalaureate	Private Independent	West
University of Redlands	Master's	Private Independent	West
University of Rhode Island	Doctoral	Public	Northeast
University of Rochester	Doctoral	Private Independent	Northeast
University of Saint Francis	Master's	Private Religious	Midwest
University of Saint Joseph	Master's	Private Independent	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
University of South Florida Tampa	Doctoral	Public	South
University of Southern Mississippi	Doctoral	Public	South

University of Tennessee at Chattanooga	Master's	Public	South
University of Tennessee at Martin	Master's	Public	South
University of Tennessee Health Science Center	Special	Public	South
University of Tennessee System Office	Special	Public	South
University of Tennessee, Knoxville	Doctoral	Public	South
University of Texas at San Antonio	Doctoral	Public	South
University of Texas at Tyler	Master's	Public	South
University of Texas Health Science Center at San Antonio	Special	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 Vermont	Doctoral	Public	Northeast
University of West Florida	Doctoral	Public	South
University of West Georgia	Doctoral	Public	South
University of Wisconsin Colleges	Associate's	Public	Midwest
University of Wisconsin System Office	Special	Public	Midwest
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-Stevens Point	Master's	Public	Midwest
University of Wyoming	Doctoral	Public	West
Urbana University	Baccalaureate	Private Independent	Midwest
Ursinus College	Baccalaureate	Private Independent	Northeast
Ursuline College	Master's	Private Religious	Midwest
Utah State University	Doctoral	Public	West
Utah Valley University	Master's	Public	West
Utica College	Master's	Private Independent	Northeast
Valdosta State University	Doctoral	Public	South
Valencia College	Associate's	Public	South
Valparaiso University	Master's	Private Religious	Midwest
Vanderbilt University	Doctoral	Private Independent	South
Vanguard University of Southern California	Master's	Private Religious	West
Villanova University	Doctoral	Private Religious	Northeast
Viterbo University	Master's	Private Religious	Midwest
Volunteer State Community College	Associate's	Public	South
Walsh College of Accountancy and Business Administration	Special	Private Independent	Midwest
Wartburg College	Baccalaureate	Private Religious	Midwest
Washington and Lee University	Baccalaureate	Private Independent	South
Washington College	Baccalaureate	Private Independent	South
Waubensee Community College	Associate's	Public	Midwest
Wayne State University	Doctoral	Public	Midwest
Weber State University	Master's	Public	West
Webster University	Master's	Private Independent	Midwest

Wells College	Baccalaureate	Private Independent	Northeast
Wentworth Institute of Technology	Master's	Private Independent	Northeast
Wesleyan University	Baccalaureate	Private Independent	Northeast
West Liberty University	Baccalaureate	Public	South
West Shore Community College	Associate's	Public	Midwest
West Virginia University	Doctoral	Public	South
Western Carolina University	Master's	Public	South
Western Michigan University	Doctoral	Public	Midwest
Western Nebraska Community College	Associate's	Public	Midwest
Western New England University	Master's	Private Independent	Northeast
Western New Mexico University	Master's	Public	West
Westfield State University	Master's	Public	Northeast
Westminster College	Master's	Private Independent	West
Westmont College	Baccalaureate	Private Independent	West
Wheaton College	Baccalaureate	Private Independent	Northeast
Wheeling Jesuit University	Master's	Private Religious	South
Whitman College	Baccalaureate	Private Independent	West
Whitworth University	Master's	Private Religious	West
Widener University	Doctoral	Private Independent	Northeast
William Jessup University	Baccalaureate	Private Independent	West
William Peace University	Baccalaureate	Private Religious	South
William Woods University	Master's	Private Religious	Midwest
Williams College	Baccalaureate	Private Independent	Northeast
Wilmington College	Baccalaureate	Private Religious	Midwest
Wilmington University	Doctoral	Private Independent	South
Winthrop University	Master's	Public	South
Wittenberg University	Baccalaureate	Private Religious	Midwest
Woods Hole Oceanographic Institution	Special	Private Independent	Northeast
Worcester Polytechnic Institute	Doctoral	Private Independent	Northeast
Wright State University Main Campus	Doctoral	Public	Midwest
Xavier University	Master's	Private Religious	Midwest
Yavapai College	Associate's	Public	West
Yeshiva University	Doctoral	Private Independent	Northeast
York College of Pennsylvania	Master's	Private Independent	Northeast
Youngstown State University	Master's	Public	Midwest