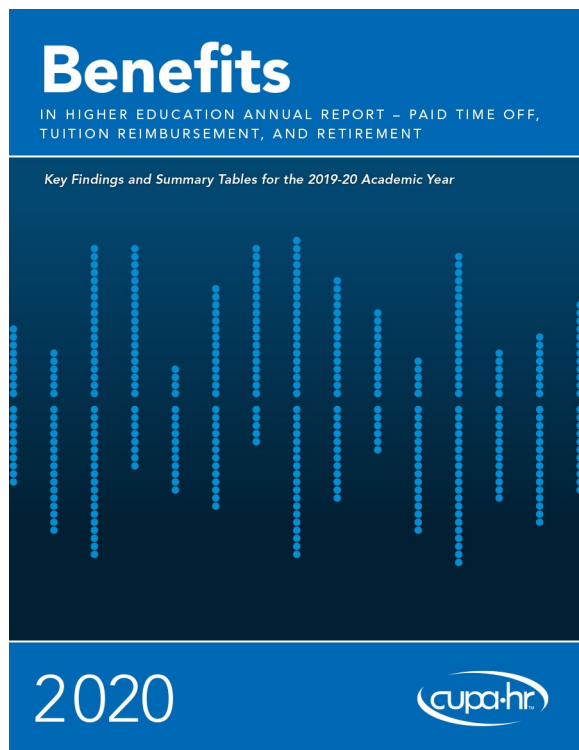


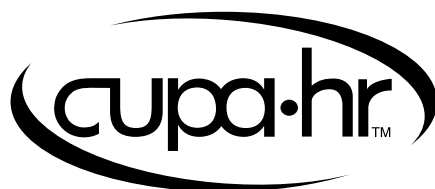
Overview

2020 Benefits in Higher Education Annual Report – Paid Time Off, Tuition Reimbursement, and Retirement



CITATION FOR THIS REPORT

Fuesting, Melissa; Schmidt, Anthony; & Bichsel, Jacqueline (2020, June). *Benefits in Higher Education Annual Report – Paid Time Off, Tuition Reimbursement, and Retirement: Key Findings and Summary Tables for the 2019-20 Academic Year* (Research Report). CUPA-HR. Available from <https://www.cupahr.org/surveys/results/>.



College and University Professional Association for Human Resources

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CUPA-HR is higher ed HR. We serve higher education by providing the knowledge, resources, advocacy and connections to achieve organizational and workforce excellence. Headquartered in Knoxville, Tennessee, and serving more than 30,000 HR professionals and other campus leaders at more than 2,000 institutions, the association offers learning and professional development programs, higher education workforce data, extensive online resources and just-in-time regulatory and legislative information.

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Highlights

The following are highlighted results from the *CUPA-HR 2020 Benefits in Higher Education Annual Report*:

- Only about one-third of institutions surveyed offer paid parental leave beyond vacation and sick time. Since 2018, the number of institutions offering paid parental leave for all types of new parents increased by about 9 percentage points.
- More than half of institutions (57%) offer some form of short-term disability leave. Short-term disability leave is more common at private institutions than at public institutions.
- Paid-time-off (PTO) plans that separate sick and vacation leave offer more PTO and higher PTO accrual limits than PTO plans that combine sick and vacation leave.
- Nearly all institutions (98%) offer tuition benefits to full-time employees, and most institutions also offer tuition benefits to full-time employees' spouses (87%) and children (91%). A smaller percentage of institutions offer these benefits to domestic partners, and these benefits are more commonly provided to same-sex domestic partners than to opposite-sex domestic partners.
- The 403(b) plan is the most popular retirement plan for both private institutions (where 92% offer it) and public institutions (where 95% offer it). The median maximum employer contribution is 8% of the employee's salary.
- More than half of institutions (56%) do not charge record-keeping fees for retirement plans. Among institutions that charge record-keeping fees, the basis-points structure (80%) is far more common than the flat-fee structure (20%). Private institutions charge higher fees than do public institutions.
- In comparison to other classifications, associate's institutions have some of the most generous retirement benefits.

Introduction

CUPA-HR's survey of benefits for higher education employees has been conducted since 2003. Data is collected on healthcare benefits in odd years and non-healthcare benefits in even years. This year, we collected data on non-healthcare benefits, including paid time off, tuition benefits, and retirement benefits. Data on healthcare benefits were last collected in 2018-19 and will be collected again in 2020-21.

At the time of this report, higher education institutions are responding to the national crisis created by the COVID-19 pandemic. As a result of severe budget cuts in the pandemic's wake, higher ed leaders will be faced with difficult decisions in planning for changes to the higher ed workforce, which may include reductions in benefits. It is important to document and report on the changes to benefits that occur over the next year so that institutions may make data-based decisions on benefits changes and strategically plan for future benefits offerings. In response to this need, CUPA-HR will collect data on all benefits for the 2020-21 cycle, including healthcare, paid time off, tuition reimbursement, and retirement benefits.

This report contains important analyses of current benefits offerings as a record of the baseline from which future changes can be compared.

BENEFITS SURVEYED

The following benefits data as of January 1, 2020 (projected if necessary), for regular full-time employees were collected for this year's survey:¹

Paid Time Off (PTO)

- Number of holidays
- Plan type: separate sick and vacation or combined
- Number of PTO days under each plan type and accrual limits
- Whether unused sick time is paid upon retirement or termination
- Personal/administrative days
- Paid leave for new parents
- Short-term disability leave

Tuition Benefits

- Availability for employees/partners/children
- Minimum length of service
- Credit-hour limit
- Ability to take courses during work hours
- Usage

Retirement

- Funding type
- Number of providers
- Types of plans provided
- Details of each plan
- Record-keeping fee structure and costs

¹ See the Methodology section of this report for more detail.

PARTICIPATING INSTITUTION CHARACTERISTICS

The information in Figure 1 summarizes the institutional characteristics of respondents to this year’s *Benefits in Higher Education Survey*. A total of 419 institutions completed the survey.² Institutions are well represented in this year’s data by classification, affiliation, and region.

2020 BENEFITS IN HIGHER EDUCATION

Benefits Survey Participants

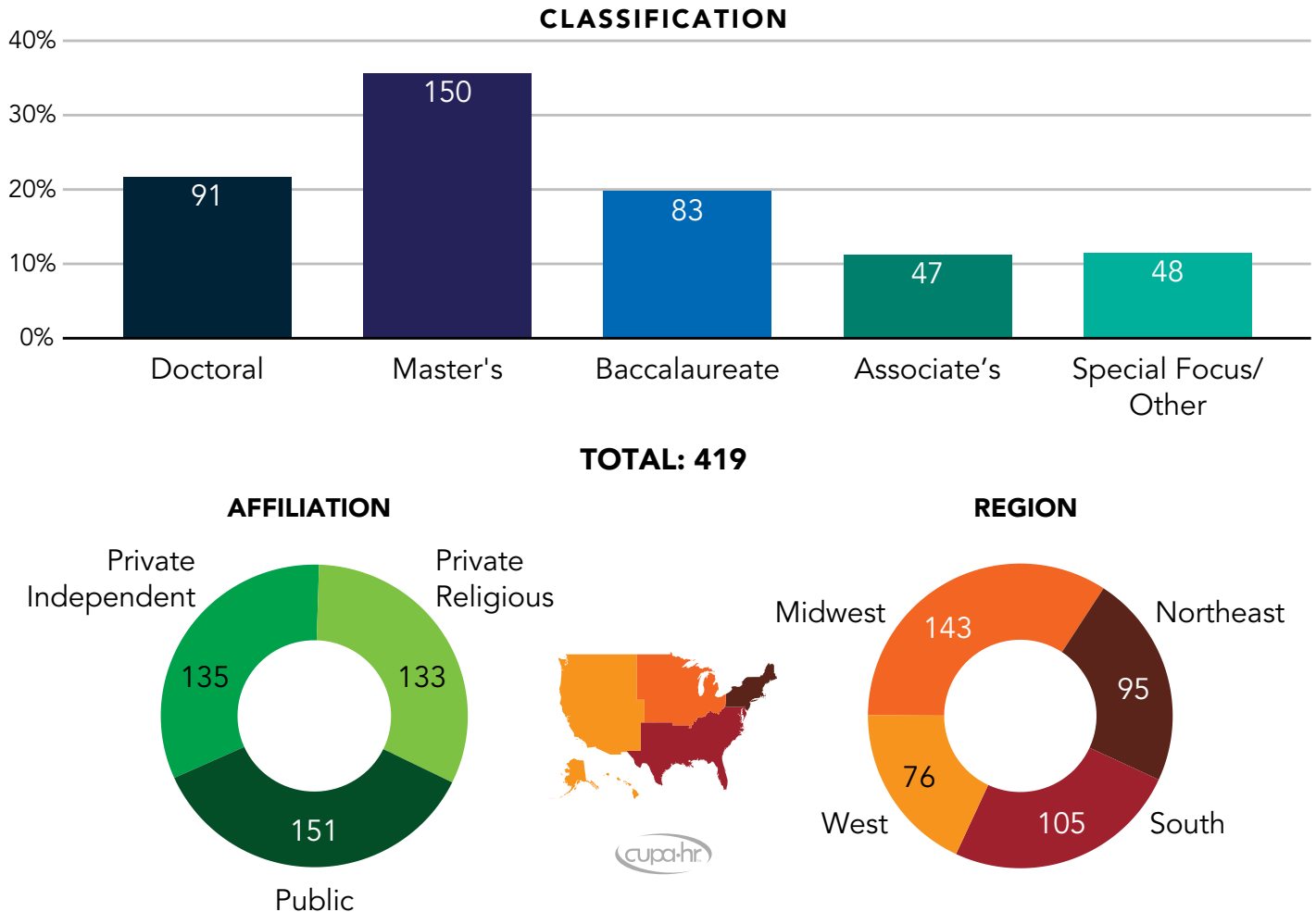


Figure 1

² See Appendix B for a list of all participating institutions. For-profit institutions were excluded from all analyses. See the Methodology section for more detail on these exclusions.

Methodology

SURVEY

The data collection period for CUPA-HR's *Benefits in Higher Education Survey– Paid Time Off, Tuition Reimbursement, and Retirement* ran from November 1, 2019, to January 17, 2020. The survey was conducted through Surveys Online.³

Data providers were given the instruction to report benefits information for regular full-time employees as of January 1, 2020 (projected if necessary).⁴ This year's survey was completed by 419 institutions.⁵ The following information was collected:

Paid Time Off (PTO)

- Number of paid holidays each year (required)
- Whether institution has a formal paid-time-off (PTO) plan that combines vacation and sick leave or other benefits (required)
- Number of PTO days (required)
- PTO accrual limits
- Whether unused sick leave is paid upon retirement or employment separation
- Number of personal days
- Information on paid leave for new parents
- Information on short-term disability leave

Tuition Benefits

- Availability of tuition benefits for employees (required)
- If offered to employees, minimum length of service required, number of credit hours eligible for assistance, and whether employees can attend classes during working hours
- Whether benefits are eligible for use in undergraduate or graduate courses
- Availability of tuition benefits for part-time and outside-contracted employees
- Whether tuition benefits can be used at other institutions (required)
- Availability of tuition benefits for spouses, domestic partners, and children of full-time employees, minimum length of service required, and number of credit hours eligible for assistance
- Percentage of employees receiving tuition benefits
- Percentage of exempt vs. non-exempt employees receiving tuition benefits

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

4 See the [Benefits in Higher Education Survey Participation and Information Template](#) for more specific information about the data collected in this year's survey, as well as the instructions provided to participants.

5 This report analyzes data from 414 institutions, as data from for-profit institutions was excluded.

Retirement

- Whether retirement plans are funded as part of a state employee plan, are self-funded, or are funded through a purchased insurance product (required)
- Whether more than one retirement services provider is used and how many are authorized to receive institution contributions
- Types of retirement plans offered (traditional defined benefit, cash balance, 403(b), 457(b), 401(a), 401(k)) (required)
- For each retirement plan offered: whether participation is mandatory, whether the plan is primary or supplemental, waiting period, mandatory employee contribution, institution contribution
- Primary retirement plan information: whether participation is mandatory, employer matching contribution, employer non-matching contribution, vesting period, number of loans allowed (required)
- Record-keeping fee structure and costs per plan participant (required)

Institutional Characteristics

Data on institutional characteristics were collected from all participants:

- Total expenses reported to IPEDS in 2018-19
- Student enrollment (effective date October 15, 2019)
- Faculty size (effective date November 1, 2019) and number of separations in the past year
- Staff size (effective date November 1, 2019) 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.

RESPONDENTS

Respondents were largely human resources professionals and benefits professionals from higher education institutions in the U.S.⁶ There were 419 institutions that completed the survey (Table 2). All participating institutions are listed in Appendix B.

Table 2. Number of Responding Institutions by Classification and Affiliation

Classification	Affiliation			Total
	Private Independent	Private Religious	Public	
Doctoral	28	25	38	91
Master's	43	59	48	150
Baccalaureate	29	42	12	83
Associate's	0	0	47	47
Special Focus/ Other	35	7	6	48
Total Participants	135	133	151	419
Total N for This Report	130	133	151	414

6 For-profit institutions ($n = 5$) were excluded from the analyses in this report. 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. They are included as "Other" institutions in Table 2.

Acknowledgments

CUPA-HR's *Benefits in Higher Education Annual Report* provides benefits data for employees in a cross-section of the nation's colleges and universities. We are indebted to the human resources professionals of the colleges and universities who completed the survey.

In the CUPA-HR national office, our research 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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Appendix A. Comprehensive Tables

Asterisks indicate that insufficient data was provided in response to a question. Categories may not add up to 100 because of rounding.

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**TABLES
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FULL REPORT**



Appendix B. Participating Institutions

Institution	Classification	Affiliation	Entity Type	Census Region
Abilene Christian University	Master's	Private Religious	Single Unit Institution	South
Adams State University	Master's	Public	Single Unit Institution	West
Aims Community College	Associate's	Public	Single Unit Institution	West
Albany Law School	Special	Private Independent	Single Unit Institution	Northeast
Albertus Magnus College	Master's	Private Independent	Single Unit Institution	Northeast
Albright College	Baccalaureate	Private Religious	Single Unit Institution	Northeast
Alfred State College	Baccalaureate	Public	Institution Within a System	Northeast
Alfred University	Master's	Private Independent	Single Unit Institution	Northeast
Allegheny College	Baccalaureate	Private Religious	Single Unit Institution	Northeast
Alliant International University President's Office	Doctoral	Private Independent	Single Unit Institution	West
Alma College	Baccalaureate	Private Independent	Single Unit Institution	Midwest
American University	Doctoral	Private Religious	Single Unit Institution	South
Andrews University	Doctoral	Private Religious	Single Unit Institution	Midwest
Antioch University Los Angeles	Master's	Private Independent	Institution Within a System	West
Antioch University New England	Master's	Private Independent	Institution Within a System	Northeast
Antioch University Seattle	Master's	Private Independent	Institution Within a System	West
Aquinas College	Baccalaureate	Private Religious	Single Unit Institution	Midwest
Arkansas Tech University	Master's	Public	Institution Within a System	South
Arkansas Tech University Ozark Campus	Associate's	Public	Institution Within a System	South
Art Academy of Cincinnati	Special	Private Independent	Single Unit Institution	Midwest
Ashland University	Master's	Private Religious	Single Unit Institution	Midwest
Augsburg University	Master's	Private Religious	Single Unit Institution	Midwest
Augustana College	Baccalaureate	Private Religious	Single Unit Institution	Midwest
Augustana University	Master's	Private Religious	Single Unit Institution	Midwest
Aurora University	Doctoral	Private Independent	Single Unit Institution	Midwest
Austin College	Baccalaureate	Private Religious	Single Unit Institution	South
Austin Community College District	Associate's	Public	Single Unit Institution	South
Averett University	Baccalaureate	Private Independent	Single Unit Institution	South
Azusa Pacific University	Doctoral	Private Independent	Single Unit Institution	West
Baker College	Master's	Private Independent	Institution Within a System	Midwest
Baker University	Doctoral	Private Religious	Single Unit Institution	Midwest
Barry University	Doctoral	Private Religious	Single Unit Institution	South
Barton College	Baccalaureate	Private Religious	Single Unit Institution	South
Bates College	Baccalaureate	Private Independent	Single Unit Institution	Northeast
Bellarmino University	Doctoral	Private Independent	Single Unit Institution	South
Bennington College	Baccalaureate	Private Independent	Single Unit Institution	Northeast
Biola University	Doctoral	Private Independent	Single Unit Institution	West
Black Hills State University	Master's	Public	Institution Within a System	Midwest
Bloomsburg University of Pennsylvania	Master's	Public	Institution Within a System	Northeast
Bluffton University	Baccalaureate	Private Religious	Single Unit Institution	Midwest
Bowling Green State University	Doctoral	Public	Institution Within a System	Midwest
Bryant University	Master's	Private Independent	Single Unit Institution	Northeast
Butler County Community College	Associate's	Public	Single Unit Institution	Northeast
Cabrini University	Master's	Private Religious	Single Unit Institution	Northeast
Caldwell University	Master's	Private Religious	Single Unit Institution	Northeast
California Baptist University	Master's	Private Religious	Single Unit Institution	West
California Lutheran University	Master's	Private Religious	Single Unit Institution	West
California State University-Fullerton	Master's	Public	Institution Within a System	West
California University of Pennsylvania	Master's	Public	Institution Within a System	Northeast
Cameron University	Master's	Public	Single Unit Institution	South
Canisius College	Master's	Private Religious	Single Unit Institution	Northeast
Capital University	Master's	Private Religious	Single Unit Institution	Midwest
Carroll College	Baccalaureate	Private Religious	Single Unit Institution	West
Casper College	Associate's	Public	Single Unit Institution	West
Catawba College	Baccalaureate	Private Religious	Single Unit Institution	South
Central Baptist College	Baccalaureate	Private Religious	Single Unit Institution	South
Central College	Baccalaureate	Private Religious	Single Unit Institution	Midwest
Central Methodist University	Baccalaureate	Private Religious	Single Unit Institution	Midwest
Central New Mexico Community College	Associate's	Public	Single Unit Institution	West
Central Wyoming College	Associate's	Public	Single Unit Institution	West
Chadron State College	Master's	Public	Institution Within a System	Midwest
Chapman University	Doctoral	Private Religious	Institution Within a System	West
Chatham University	Doctoral	Private Independent	Single Unit Institution	Northeast
Cheyney University of Pennsylvania	Baccalaureate	Public	Institution Within a System	Northeast
Christian Brothers University	Master's	Private Religious	Single Unit Institution	South
Clarion University of Pennsylvania	Master's	Public	Institution Within a System	Northeast
Cleveland Institute of Music	Special	Private Independent	Single Unit Institution	Midwest
Cleveland University - Kansas City	Special	Private Independent	Single Unit Institution	Midwest

Clovis Community College	Associate's	Public	Single Unit Institution	West
Colby-Sawyer College	Baccalaureate	Private Independent	Single Unit Institution	Northeast
College of Lake County	Associate's	Public	Single Unit Institution	Midwest
Colorado Christian University	Master's	Private Independent	Single Unit Institution	West
Colorado Mesa University	Master's	Public	Institution Within a System	West
Colorado Mountain College	Baccalaureate	Public	Single Unit Institution	West
Colorado School of Mines	Doctoral	Public	Single Unit Institution	West
Colorado State University	Doctoral	Public	Institution Within a System	West
Columbia College	Master's	Private Religious	Single Unit Institution	Midwest
Columbia International University	Master's	Private Independent	Single Unit Institution	South
Community College of Allegheny County	Associate's	Public	Single Unit Institution	Northeast
Community College of Rhode Island	Associate's	Public	Single Unit Institution	Northeast
Concordia College	Baccalaureate	Private Religious	Single Unit Institution	Midwest
Concordia Seminary	Special	Private Religious	Single Unit Institution	Midwest
Concordia University	Master's	Private Religious	Single Unit Institution	Midwest
Concordia University Wisconsin	Doctoral	Private Religious	Single Unit Institution	Midwest
Corban University	Baccalaureate	Private Independent	Single Unit Institution	West
Cornell University	Doctoral	Private Independent	Institution Within a System	Northeast
Cottey College	Baccalaureate	Private Independent	Single Unit Institution	Midwest
Crown College	Master's	Private Religious	Single Unit Institution	Midwest
Curry College	Master's	Private Independent	Single Unit Institution	Northeast
Daemen College	Doctoral	Private Independent	Single Unit Institution	Northeast
Dakota State University	Master's	Public	Institution Within a System	Midwest
Dalton State College	Baccalaureate	Public	Institution Within a System	South
Davenport University	Master's	Private Independent	Single Unit Institution	Midwest
Davidson College	Baccalaureate	Private Independent	Single Unit Institution	South
Davis Technical College	Special	Public	Single Unit Institution	West
Delta College	Associate's	Public	Single Unit Institution	Midwest
Denver Seminary	Special	Private Religious	Single Unit Institution	West
Des Moines University	Special	Private Independent	Single Unit Institution	Midwest
Dickinson College	Baccalaureate	Private Independent	Single Unit Institution	Northeast
Dixie State University	Baccalaureate	Public	Institution Within a System	West
Dominican College of Blauvelt	Master's	Private Independent	Single Unit Institution	Northeast
Dominican University	Master's	Private Religious	Single Unit Institution	Midwest
Drake University	Doctoral	Private Independent	Single Unit Institution	Midwest
Drew University	Baccalaureate	Private Independent	Single Unit Institution	Northeast
Duquesne University	Doctoral	Private Religious	Single Unit Institution	Northeast
East Stroudsburg University of Pennsylvania	Master's	Public	Institution Within a System	Northeast
Eastern Arizona College	Associate's	Public	Single Unit Institution	West
Edinboro University	Master's	Public	Institution Within a System	Northeast
Edison State Community College	Associate's	Public	Single Unit Institution	Midwest
Elizabethtown College	Baccalaureate	Private Religious	Single Unit Institution	Northeast
Elon University	Doctoral	Private Independent	Single Unit Institution	South
Faulkner University	Master's	Private Religious	Single Unit Institution	South
Flathead Valley Community College	Associate's	Public	Institution Within a System	West
Florida Atlantic University	Doctoral	Public	Institution Within a System	South
Florida Southern College	Master's	Private Religious	Single Unit Institution	South
Florida SouthWestern State College	Baccalaureate	Public	Single Unit Institution	South
Fort Lewis College	Baccalaureate	Public	Single Unit Institution	West
Franklin Pierce University	Master's	Private Independent	Single Unit Institution	Northeast
Frederick Community College	Associate's	Public	Single Unit Institution	South
Friends University	Master's	Private Independent	Single Unit Institution	Midwest
Frostburg State University	Master's	Public	Institution Within a System	South
Gannon University	Doctoral	Private Religious	Single Unit Institution	Northeast
Geneva College	Master's	Private Religious	Single Unit Institution	Northeast
George Fox University	Doctoral	Private Religious	Single Unit Institution	West
Georgian Court University	Master's	Private Religious	Single Unit Institution	Northeast
Gettysburg College	Baccalaureate	Private Religious	Single Unit Institution	Northeast
Goldey-Beacom College	Special	Private Independent	Single Unit Institution	South
Goshen College	Baccalaureate	Private Religious	Single Unit Institution	Midwest
Great Falls College Montana State University	Associate's	Public	Institution Within a System	West
Hallmark University	Baccalaureate	Private Independent	Single Unit Institution	South
Hardin-Simmons University	Master's	Private Religious	Single Unit Institution	South
Hartwick College	Baccalaureate	Private Independent	Single Unit Institution	Northeast
Hawaii Pacific University	Master's	Private Independent	Single Unit Institution	West
Heartland Community College	Associate's	Public	Single Unit Institution	Midwest
Herzing University - Akron	Baccalaureate	Private Independent	Institution Within a System	Midwest
Herzing University - Atlanta	Master's	Private Independent	Institution Within a System	South

Herzing University - Birmingham	Baccalaureate	Private Independent	Institution Within a System	South
Herzing University - Brookfield	Special	Private Independent	Institution Within a System	Midwest
Herzing University - Kenner	Baccalaureate	Private Independent	Institution Within a System	Midwest
Herzing University - Kenosha	Special	Private Independent	Institution Within a System	Midwest
Herzing University - Madison	Master's	Private Independent	Institution Within a System	Midwest
Herzing University - Minneapolis	Special	Private Independent	Institution Within a System	Midwest
Herzing University - Winter Park	Special	Private Independent	Institution Within a System	South
Hobart and William Smith Colleges	Baccalaureate	Private Independent	Single Unit Institution	Northeast
Holy Cross College	Baccalaureate	Private Religious	Single Unit Institution	Midwest
Holy Family University	Master's	Private Religious	Single Unit Institution	Northeast
Holy Names University	Master's	Private Independent	Single Unit Institution	West
Huntingdon College	Baccalaureate	Private Religious	Single Unit Institution	South
Husson University	Doctoral	Private Independent	Single Unit Institution	Northeast
Illinois State University	Doctoral	Public	Single Unit Institution	Midwest
Illinois Valley Community College	Associate's	Public	Single Unit Institution	Midwest
Illinois Wesleyan University	Baccalaureate	Private Independent	Single Unit Institution	Midwest
Indiana State University	Doctoral	Public	Single Unit Institution	Midwest
Indiana Tech	Master's	Private Independent	Single Unit Institution	Midwest
Indiana University	Doctoral	Public	Institution Within a System	Midwest
Indiana University East	Master's	Public	Institution Within a System	Midwest
Indiana University Kokomo	Baccalaureate	Public	Institution Within a System	Midwest
Indiana University Northwest	Master's	Public	Institution Within a System	Midwest
Indiana University of Pennsylvania	Doctoral	Public	Institution Within a System	Northeast
Indiana University South Bend	Master's	Public	Institution Within a System	Midwest
Indiana University Southeast	Master's	Public	Institution Within a System	Midwest
Indiana University-Purdue University Indianapolis	Doctoral	Public	Institution Within a System	Midwest
John Brown University	Master's	Private Independent	Single Unit Institution	South
John Carroll University	Master's	Private Religious	Single Unit Institution	Midwest
Johnson County Community College	Associate's	Public	Single Unit Institution	Midwest
Johnson University Florida	Special	Private Religious	Institution Within a System	South
Juniata College	Baccalaureate	Private Independent	Single Unit Institution	Northeast
Kentucky Christian University	Baccalaureate	Private Religious	Single Unit Institution	South
Kentucky Wesleyan College	Baccalaureate	Private Religious	Single Unit Institution	South
Kirtland Community College	Associate's	Public	Single Unit Institution	Midwest
Knox College	Baccalaureate	Private Independent	Single Unit Institution	Midwest
Kutztown University of Pennsylvania	Master's	Public	Institution Within a System	Northeast
La Roche College	Master's	Private Religious	Single Unit Institution	Northeast
Lake Region State College	Associate's	Public	Institution Within a System	Midwest
Lake Superior State University	Baccalaureate	Public	Single Unit Institution	Midwest
Lamar State College-Orange	Associate's	Public	Institution Within a System	South
Laramie County Community College	Associate's	Public	Single Unit Institution	West
Le Moyne College	Master's	Private Independent	Single Unit Institution	Northeast
Lebanon Valley College	Master's	Private Religious	Single Unit Institution	Northeast
Lee College	Associate's	Public	Single Unit Institution	South
Lee University	Master's	Private Religious	Single Unit Institution	South
Lehigh University	Doctoral	Private Independent	Single Unit Institution	Northeast
Lewis University	Master's	Private Religious	Single Unit Institution	Midwest
Lincoln Christian University	Special	Private Religious	Single Unit Institution	Midwest
Lincoln University	Baccalaureate	Public	Single Unit Institution	Midwest
Lipscomb University	Doctoral	Private Religious	Single Unit Institution	South
Lock Haven University of Pennsylvania	Master's	Public	Institution Within a System	Northeast
Loma Linda University	Special	Private Religious	Single Unit Institution	West
Loyola University Maryland	Master's	Private Religious	Single Unit Institution	South
Lutheran School of Theology at Chicago	Special	Private Religious	Single Unit Institution	Midwest
Lycoming College	Baccalaureate	Private Religious	Single Unit Institution	Northeast
Macalester College	Baccalaureate	Private Religious	Single Unit Institution	Midwest
Madison Area Technical College	Associate's	Public	Single Unit Institution	Midwest
Malone University	Master's	Private Religious	Single Unit Institution	Midwest
Manchester University	Baccalaureate	Private Religious	Single Unit Institution	Midwest
Mansfield University of Pennsylvania	Baccalaureate	Public	Institution Within a System	Northeast
Marian University	Master's	Private Religious	Single Unit Institution	Midwest
Marietta College	Baccalaureate	Private Independent	Single Unit Institution	Midwest
Marymount University	Master's	Private Religious	Single Unit Institution	South
Maryville University of Saint Louis	Doctoral	Private Independent	Single Unit Institution	Midwest
Massachusetts College of Art	Special	Public	Institution Within a System	Northeast
Massachusetts Institute of Technology	Doctoral	Private Independent	Single Unit Institution	Northeast
McKendree University	Master's	Private Religious	Single Unit Institution	Midwest
McLennan Community College	Associate's	Public	Single Unit Institution	South
McNeese State University	Master's	Public	Institution Within a System	South

Methodist University	Master's	Private Religious	Single Unit Institution	South
Metropolitan Community College	Associate's	Public	Single Unit Institution	Midwest
Miami University	Doctoral	Public	Institution Within a System	Midwest
Michigan State University	Doctoral	Public	Single Unit Institution	Midwest
Middle Tennessee State University	Doctoral	Public	Institution Within a System	South
Millersville University of Pennsylvania	Master's	Public	Institution Within a System	Northeast
Millikin University	Baccalaureate	Private Religious	Single Unit Institution	Midwest
Milwaukee Area Technical College	Associate's	Public	Single Unit Institution	Midwest
Milwaukee School of Engineering	Master's	Private Independent	Single Unit Institution	Midwest
Minneapolis College of Art and Design	Special	Private Independent	Single Unit Institution	Midwest
Minot State University	Master's	Public	Institution Within a System	Midwest
Misericordia University	Doctoral	Private Religious	Single Unit Institution	Northeast
Missouri Baptist University	Master's	Private Religious	Single Unit Institution	Midwest
Missouri Western State University	Master's	Public	Single Unit Institution	Midwest
Mitchell Hamline School of Law	Special	Private Independent	Single Unit Institution	Midwest
Moberly Area Community College	Associate's	Public	Single Unit Institution	Midwest
Monmouth University	Master's	Private Independent	Single Unit Institution	Northeast
Montgomery College	Associate's	Public	Single Unit Institution	South
Morehead State University	Master's	Public	Single Unit Institution	South
Mount Holyoke College	Baccalaureate	Private Independent	Single Unit Institution	Northeast
Mount St. Joseph University	Master's	Private Religious	Single Unit Institution	Midwest
Mount St. Mary's University	Master's	Private Religious	Single Unit Institution	South
Mountainland Applied Technology College	Special	Public	Single Unit Institution	West
Muskingum University	Master's	Private Religious	Single Unit Institution	Midwest
National University	Master's	Private Independent	Institution Within a System	West
Nazareth College of Rochester	Master's	Private Independent	Single Unit Institution	Northeast
Nebraska Wesleyan University	Master's	Private Religious	Single Unit Institution	Midwest
Neumann University	Master's	Private Religious	Single Unit Institution	Northeast
New England Conservatory of Music	Special	Private Independent	Single Unit Institution	Northeast
New York School of Interior Design	Special	Private Independent	Single Unit Institution	Northeast
Niagara University	Master's	Private Independent	Single Unit Institution	Northeast
North Carolina State University	Doctoral	Public	Institution Within a System	South
North Carolina Wesleyan College	Baccalaureate	Private Religious	Single Unit Institution	South
North Central College	Master's	Private Religious	Single Unit Institution	Midwest
North Dakota State College of Science	Associate's	Public	Institution Within a System	Midwest
Northeastern Illinois University	Master's	Public	Single Unit Institution	Midwest
Northern Michigan University	Master's	Public	Single Unit Institution	Midwest
Northern State University	Master's	Public	Institution Within a System	Midwest
Northland Pioneer College	Associate's	Public	Single Unit Institution	West
Northwest State Community College	Associate's	Public	Single Unit Institution	Midwest
Northwestern Health Sciences University	Special	Private Independent	Single Unit Institution	Midwest
Northwood University	Special	Private Independent	Institution Within a System	Midwest
Norwich University	Master's	Private Independent	Single Unit Institution	Northeast
Notre Dame de Namur University	Master's	Private Independent	Single Unit Institution	West
Nunez Community College	Associate's	Public	Institution Within a System	South
Oglethorpe University	Baccalaureate	Private Independent	Single Unit Institution	South
Ohio Dominican University	Master's	Private Religious	Single Unit Institution	Midwest
Oklahoma Christian University	Master's	Private Independent	Single Unit Institution	South
Oklahoma City University	Doctoral	Private Religious	Single Unit Institution	South
Oklahoma State University	Doctoral	Public	Institution Within a System	South
Oklahoma State University Center for Health Sciences	Special	Public	Institution Within a System	South
Oklahoma Wesleyan University	Master's	Private Religious	Single Unit Institution	South
Otis College of Art & Design	Special	Private Independent	Single Unit Institution	West
Otterbein University	Master's	Private Religious	Single Unit Institution	Midwest
Our Lady of the Lake University	Doctoral	Private Religious	Single Unit Institution	South
Owens Community College	Associate's	Public	Single Unit Institution	Midwest
Palm Beach State College	Associate's	Public	Single Unit Institution	South
Park University	Master's	Private Independent	Single Unit Institution	Midwest
Parker University	Special	Private Independent	Single Unit Institution	South
Parkland College	Associate's	Public	Single Unit Institution	Midwest
Pennsylvania State University	Doctoral	Public	Institution Within a System	Northeast
Pepperdine University	Doctoral	Private Religious	Single Unit Institution	West
Peru State College	Master's	Public	Institution Within a System	Midwest
Pomona College	Baccalaureate	Private Independent	Institution Within a System	West
Prescott College	Master's	Private Independent	Single Unit Institution	West
Providence Christian College	Baccalaureate	Private Religious	Single Unit Institution	West
Providence College	Master's	Private Religious	Single Unit Institution	Northeast
Queens University of Charlotte	Master's	Private Religious	Single Unit Institution	South

Quinnipiac University	Doctoral	Private Independent	Single Unit Institution	Northeast
Randolph-Macon College	Baccalaureate	Private Religious	Single Unit Institution	South
Reading Area Community College	Associate's	Public	Single Unit Institution	Northeast
Regent University	Doctoral	Private Independent	Single Unit Institution	South
Regis University	Doctoral	Private Religious	Single Unit Institution	West
Rhodes College	Baccalaureate	Private Religious	Single Unit Institution	South
Rice University	Doctoral	Private Independent	Single Unit Institution	South
Ringling College of Art and Design	Special	Private Independent	Single Unit Institution	South
Rivier University	Master's	Private Religious	Single Unit Institution	Northeast
Roanoke College	Baccalaureate	Private Religious	Single Unit Institution	South
Rochester College	Baccalaureate	Private Independent	Single Unit Institution	Midwest
Rochester Institute of Technology	Doctoral	Private Independent	Single Unit Institution	Northeast
Rocky Mountain College	Master's	Private Religious	Single Unit Institution	West
Rollins College	Master's	Private Independent	Single Unit Institution	South
Roosevelt University	Doctoral	Private Independent	Single Unit Institution	Midwest
Rutgers the State University of New Jersey Camden Campus	Doctoral	Public	Institution Within a System	Northeast
Saint Francis University	Master's	Private Religious	Single Unit Institution	Northeast
Saint Joseph's University	Master's	Private Religious	Single Unit Institution	Northeast
Saint Mary's College	Baccalaureate	Private Religious	Single Unit Institution	Midwest
Saint Mary's University of Minnesota	Master's	Private Religious	Single Unit Institution	Midwest
Saint Norbert College	Baccalaureate	Private Religious	Single Unit Institution	Midwest
Saint Xavier University	Master's	Private Religious	Single Unit Institution	Midwest
Salem State University	Master's	Public	Institution Within a System	Northeast
Salt Lake Community College	Associate's	Public	Institution Within a System	West
Sam Houston State University	Doctoral	Public	Institution Within a System	South
San Diego State University	Doctoral	Public	Institution Within a System	West
San Jacinto College District	Associate's	Public	Single Unit Institution	South
San Juan College	Associate's	Public	Single Unit Institution	West
Santa Clara University	Doctoral	Private Independent	Single Unit Institution	West
Sarah Lawrence College	Baccalaureate	Private Independent	Single Unit Institution	Northeast
School of the Art Institute of Chicago	Special	Private Independent	Single Unit Institution	Midwest
Schreiner University	Baccalaureate	Private Religious	Single Unit Institution	South
Sewanee: The University of the South	Baccalaureate	Private Religious	Single Unit Institution	South
Shippensburg University of Pennsylvania	Master's	Public	Institution Within a System	Northeast
Siena College	Master's	Private Independent	Single Unit Institution	Northeast
Sinclair Community College	Associate's	Public	Single Unit Institution	Midwest
Slippery Rock University of Pennsylvania	Master's	Public	Institution Within a System	Northeast
Southeastern Baptist Theological Seminary	Master's	Private Religious	Single Unit Institution	South
Southern College of Optometry	Special	Private Independent	Single Unit Institution	South
Southwest Baptist University	Master's	Private Religious	Single Unit Institution	Midwest
Spring Hill College	Baccalaureate	Private Religious	Single Unit Institution	South
Springfield College	Master's	Private Independent	Single Unit Institution	Northeast
St. Bonaventure University	Master's	Private Religious	Single Unit Institution	Northeast
St. Edward's University	Master's	Private Independent	Single Unit Institution	South
St. John Fisher College	Doctoral	Private Independent	Single Unit Institution	Northeast
St. Olaf College	Baccalaureate	Private Religious	Single Unit Institution	Midwest
St. Vincent De Paul Regional Seminary	Special	Private Religious	Single Unit Institution	South
State Technical College of Missouri	Associate's	Public	Single Unit Institution	Midwest
Susquehanna University	Baccalaureate	Private Religious	Single Unit Institution	Northeast
Texas A & M University - Central Texas	Master's	Public	Institution Within a System	South
Texas A&M University - Commerce	Doctoral	Public	Institution Within a System	South
Texas Chiropractic College	Special	Private Independent	Single Unit Institution	South
Texas Christian University	Doctoral	Private Religious	Single Unit Institution	South
The Ohio State University	Doctoral	Public	Institution Within a System	Midwest
The Scripps Research Institute	Special	Private Independent	Single Unit Institution	West
The University of Arizona	Doctoral	Public	Institution Within a System	West
The University of Findlay	Doctoral	Private Religious	Single Unit Institution	Midwest
The University of Scranton	Master's	Private Religious	Single Unit Institution	Northeast
The University of South Dakota	Doctoral	Public	Institution Within a System	Midwest
The University of Tampa	Master's	Private Independent	Single Unit Institution	South
The University of Texas at Dallas	Doctoral	Public	Institution Within a System	South
The University of the Arts	Special	Private Independent	Single Unit Institution	Northeast
The University of Utah	Doctoral	Public	Institution Within a System	West
Touro University - Nevada	Special	Private Independent	Institution Within a System	West
Touro University-California	Special	Private Independent	Institution Within a System	West
Trinity College	Baccalaureate	Private Independent	Single Unit Institution	Northeast
Trocaire College	Special	Private Independent	Single Unit Institution	Northeast
Turtle Mountain Community College	Special	Private Independent	Single Unit Institution	Midwest
United States Sports Academy	Special	Private Independent	Single Unit Institution	South

University of Alaska Anchorage	Master's	Public	Institution Within a System	West
University of Alaska Fairbanks	Doctoral	Public	Institution Within a System	West
University of Alaska Southeast	Master's	Public	Institution Within a System	West
University of Arkansas Main Campus	Doctoral	Public	Institution Within a System	South
University of Central Missouri	Master's	Public	Single Unit Institution	Midwest
University of Chicago	Doctoral	Private Independent	Single Unit Institution	Midwest
University of Denver	Doctoral	Private Independent	Single Unit Institution	West
University of Hartford	Doctoral	Private Independent	Single Unit Institution	Northeast
University of Houston	Doctoral	Public	Institution Within a System	South
University of Houston - Downtown	Master's	Public	Institution Within a System	South
University of Illinois at Chicago	Doctoral	Public	Institution Within a System	Midwest
University of Illinois at Springfield	Master's	Public	Institution Within a System	Midwest
University of Illinois at Urbana-Champaign	Doctoral	Public	Institution Within a System	Midwest
University of Indianapolis	Doctoral	Private Religious	Single Unit Institution	Midwest
University of Kansas Main Campus	Doctoral	Public	Institution Within a System	Midwest
University of Kansas School of Medicine, Wichita Campus	Special	Public	Institution Within a System	Midwest
University of Louisiana at Lafayette	Doctoral	Public	Institution Within a System	South
University of Louisville	Doctoral	Public	Single Unit Institution	South
University of Mary	Doctoral	Private Religious	Single Unit Institution	Midwest
University of Montevallo	Master's	Public	Single Unit Institution	South
University of Mount Union	Baccalaureate	Private Religious	Single Unit Institution	Midwest
University of Nevada, Las Vegas	Doctoral	Public	Institution Within a System	West
University of North Alabama	Master's	Public	Single Unit Institution	South
University of Northern Iowa	Master's	Public	Single Unit Institution	Midwest
University of Pikeville	Baccalaureate	Private Religious	Single Unit Institution	South
University of Redlands	Master's	Private Independent	Single Unit Institution	West
University of Rhode Island	Doctoral	Public	Single Unit Institution	Northeast
University of Richmond	Baccalaureate	Private Independent	Single Unit Institution	South
University of Saint Francis	Master's	Private Religious	Single Unit Institution	Midwest
University of Saint Joseph	Doctoral	Private Religious	Single Unit Institution	Northeast
University of Saint Thomas	Doctoral	Private Religious	Single Unit Institution	Midwest
University of San Diego	Doctoral	Private Religious	Single Unit Institution	West
University of San Francisco	Doctoral	Private Religious	Single Unit Institution	West
University of South Alabama	Doctoral	Public	Single Unit Institution	South
University of South Carolina Aiken	Baccalaureate	Public	Institution Within a System	South
University of South Florida Tampa	Doctoral	Public	Institution Within a System	South
University of St. Francis	Doctoral	Private Religious	Single Unit Institution	Midwest
University of the Pacific	Doctoral	Private Independent	Single Unit Institution	West
University of the Southwest	Master's	Private Independent	Single Unit Institution	West
University of West Florida	Master's	Public	Institution Within a System	South
Utah State University	Doctoral	Public	Institution Within a System	West
Utah Valley University	Master's	Public	Institution Within a System	West
Utica College	Master's	Private Independent	Single Unit Institution	Northeast
Valparaiso University	Doctoral	Private Religious	Single Unit Institution	Midwest
Vanderbilt University	Doctoral	Private Independent	Single Unit Institution	South
Virginia Tech	Doctoral	Public	Single Unit Institution	South
Viterbo University	Master's	Private Religious	Single Unit Institution	Midwest
Wagner College	Master's	Private Independent	Single Unit Institution	Northeast
Walsh College of Accountancy and Business Administration	Special	Private Independent	Single Unit Institution	Midwest
Walsh University	Master's	Private Religious	Single Unit Institution	Midwest
Waubonsee Community College	Associate's	Public	Single Unit Institution	Midwest
Wayne State College	Master's	Public	Institution Within a System	Midwest
Weber State University	Master's	Public	Institution Within a System	West
Webster University	Master's	Private Independent	Single Unit Institution	Midwest
West Chester University of Pennsylvania	Master's	Public	Institution Within a System	Northeast
West Virginia School of Osteopathic Medicine	Special	Public	Institution Within a System	South
Western New England University	Doctoral	Private Independent	Single Unit Institution	Northeast
Western New Mexico University	Master's	Public	Single Unit Institution	West
Western Wyoming Community College	Associate's	Public	Single Unit Institution	West
Westminster College	Master's	Private Independent	Single Unit Institution	West
Westmont College	Baccalaureate	Private Independent	Single Unit Institution	West
Whitman College	Baccalaureate	Private Independent	Single Unit Institution	West
Whitworth University	Master's	Private Religious	Single Unit Institution	West
Widener University	Doctoral	Private Independent	Single Unit Institution	Northeast
William Peace University	Baccalaureate	Private Religious	Single Unit Institution	South
Wilmington College	Baccalaureate	Private Religious	Single Unit Institution	Midwest
Wilson College	Master's	Private Religious	Single Unit Institution	Northeast

Wittenberg University	Baccalaureate	Private Religious	Single Unit Institution	Midwest
Yavapai College	Associate's	Public	Single Unit Institution	West
York College of Pennsylvania	Master's	Private Independent	Single Unit Institution	Northeast
Young Harris College	Baccalaureate	Private Religious	Single Unit Institution	South
Youngstown State University	Master's	Public	Single Unit Institution	Midwest
Idaho College of Osteopathic Medicine	Special	Private for-Profit	Single Unit Institution	West
Rocky Vista University	Special	Private for-Profit	Single Unit Institution	West
Galen College of Nursing	Special	Private for-Profit	Single Unit Institution	South
University of St. Augustine for Health Sciences	Special	Private for-Profit	Single Unit Institution	South
American Public University System (APUS)	Special	Private for-Profit	Single Unit Institution	South