

Overview

2021 Benefits in Higher Education Annual Report



CITATION FOR THIS REPORT

Fuesting, Melissa, & Schmidt, Anthony (2021, June). *Benefits in Higher Education Annual Report: Key Findings and Comprehensive Tables on Healthcare, Wellness, Paid Time Off, Tuition, and Retirement Benefits for the 2020-21 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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**ALL SECTIONS
AVAILABLE IN
FULL REPORT**

Highlights

The following are highlighted results from the CUPA-HR 2021 *Benefits in Higher Education Annual Report*:

- Most (55%) institutions offer their full-time employees a choice between two healthcare plan types. The most common healthcare plan combination (offered by 37% of institutions) is a 2-plan combination of a Preferred Provider Organization (PPO) plan and High Deductible Health (HDH) plan.
- Institutions are more likely to offer healthcare benefits to staff and faculty retirees under 65 than those who are 65 and older and thus eligible for Medicare.
- Most institutions already have (62%) or will soon have (25%) a formal wellness program.
- Employees at institutions with separate paid time off (PTO) plans receive more total PTO days than employees at institutions with combined PTO plans.
- Less than 40% of institutions surveyed offer paid parental leave in addition to vacation and sick time.
- More than half of institutions (58%) offer some form of short-term disability leave. Short-term disability leave is more common at private institutions than at public institutions.
- Institutions are slightly more likely to offer tuition benefits to unmarried same-sex partners (42%) than unmarried opposite-sex partners (37%).
- The 403(b) plan is the most popular retirement plan for both private institutions (where 96% offer it) and public institutions (where 97% offer it).

Introduction

CUPA-HR's survey of benefits for higher education employees has been conducted since 2003. Prior to 2020-21, data were collected on healthcare benefits in odd years and non-healthcare benefits in even years. This year, we collected data on all benefits: healthcare benefits, including healthcare plans and wellness programs; and non-healthcare benefits, including paid time off, tuition benefits, and retirement benefits. Data on healthcare benefits were last collected in 2018-19, and data on non-healthcare benefits were last collected in 2019-20.

This marks a special year for data collection and reporting for all CUPA-HR surveys. The severe budget cuts in the wake of the COVID-19 pandemic forced many institutions to freeze hiring, cut positions, and, in some cases, decrease salaries and benefits. This report provides an overview of the current state of benefit offerings in higher education after the arrival of the COVID-19 pandemic. Additional analyses that highlight changes to benefits over the past year will be released on the CUPA-HR website.

BENEFITS SURVEYED

For this year's survey, the following benefits data were collected with an effective date of January 1, 2021:¹

Healthcare Plans

For Preferred Provider Organization (PPO) plans, High Deductible Health (HDH) plans, Health Maintenance Organization (HMO) plans, and Point of Service (POS) plans, data were collected on enrollment and contributions for the employee and any dependents covered. Additional data were collected on stand-alone dental, stand-alone vision, and long-term care plans.

Wellness Programs

Data collected on wellness programs included budget amounts, staffing, components, and incentives.

Paid Time Off (PTO)

Data collected included number of holidays, plan type (i.e., combined sick and vacation leave or separate), details on number of PTO days and accrual limits, and additional paid leave such as parental leave and short-term disability leave.

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

Tuition Benefits

Data collected on tuition benefits included the availability of tuition benefits for employees, their partners, and their children. Detailed information was also collected on parameters such as minimum length of service, credit-hour limits, and where and when classes could be taken. In addition, usage data were collected.

Retirement

Data collected on retirement benefits included number of plans and providers, types of plans offered, details of each plan, and record-keeping fee structure and costs. Data on phased retirement programs and retirement incentives were also collected.

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- Benchmark salaries
- Analyze industry pay equity by sex, race/ethnicity, and age
- Benchmark department size
- Conduct geographic comparisons
- Plan for next year's budgets and salary increases
- Create prevailing wage reports
- Generate charts and graphs to visualize data and make more strategic compensation decisions

www.cupahr.org/surveys/dataondemand

PARTICIPATING INSTITUTION CHARACTERISTICS

Figure 1 summarizes the institutional characteristics of respondents to this year's *Benefits in Higher Education Survey*. In total, 349 institutions provided data.² Institutions are well represented in this year's data by classification, affiliation, and region.

2021 BENEFITS IN HIGHER EDUCATION

Benefits Survey Participants

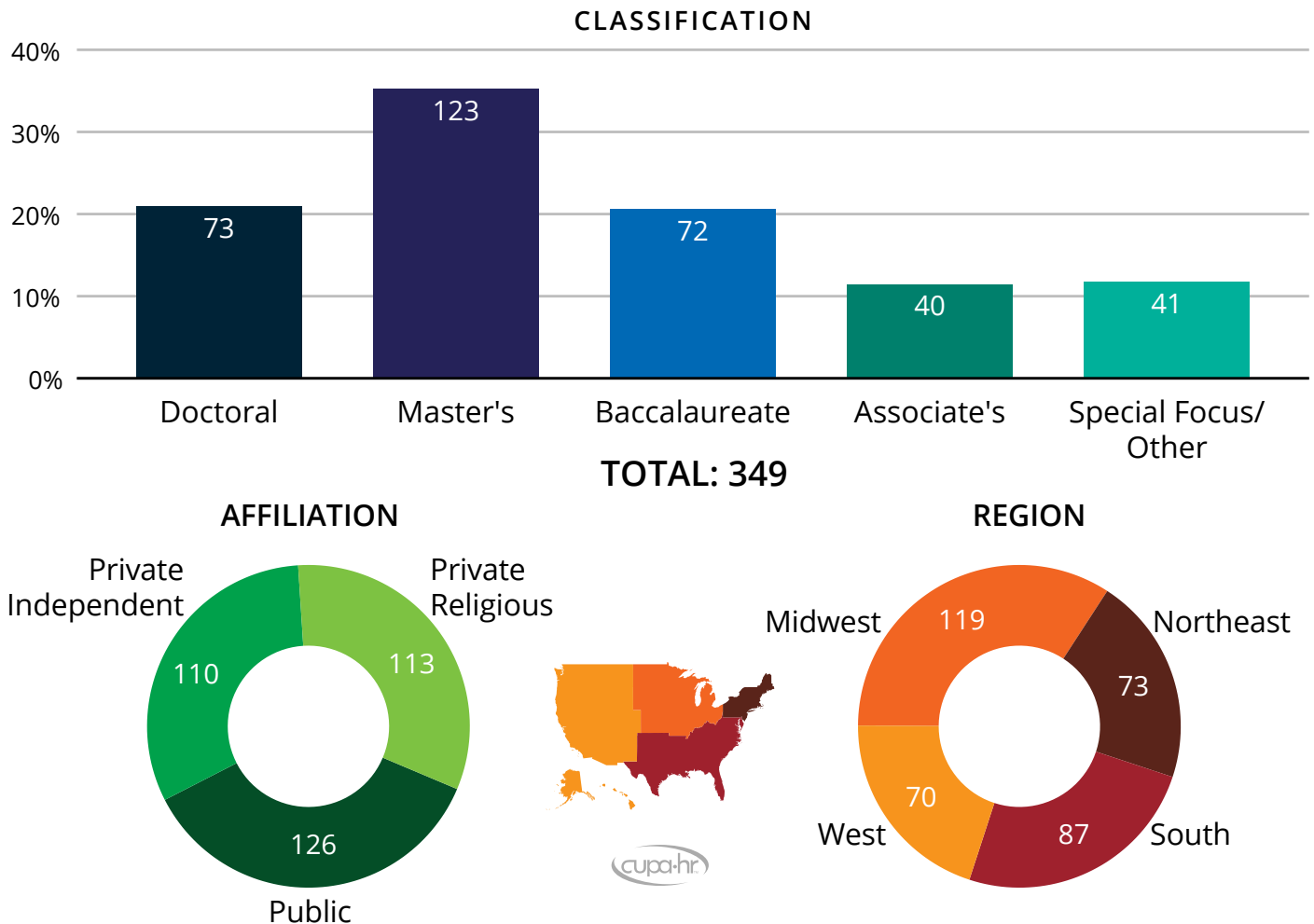


Figure 1

² See Appendix B for a list of all participating institutions. Special focus and other institutions (including for-profit institutions) were excluded from some analyses for this report. See the Methodology section for more details on these exclusions.

Methodology

SURVEY

The data collection period for CUPA-HR's *Benefits in Higher Education Survey* ran from November 2, 2020 to January 15, 2021. 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, 2021 (projected if necessary).⁴ This year's survey was completed by 349 institutions.⁵ The following information was collected:

General Healthcare Data

General questions consisted of the following:

- Whether healthcare plans are provided through a private health insurance exchange
- Whether the institution offers health benefits to the following and if so, whether the institution pays part of the premium:
 - Staff retirees under 65
 - Staff retirees over 65
 - Faculty retirees under 65
 - Faculty retirees over 65
 - Part-time staff
 - Part-time faculty
- Whether dependent health benefits are offered to same-sex or opposite-sex domestic partners
- If a salary-based system is used to determine healthcare premiums
- Whether the institution offers healthcare or dependent care flexible spending accounts
- If the institution provides access to on-campus medical services and if yes, whether a user fee is incurred
- If the institution provides access to an on-campus fitness center and if yes, whether a user fee is incurred
- Whether healthcare coverage is offered for spouses or partners who are eligible for coverage elsewhere and if so, whether a surcharge is imposed
- Changes to healthcare plans during the past year

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 341 institutions, as data from for-profit institutions was excluded.

Details on Healthcare Plans

For Preferred Provider Organization (PPO), Health Maintenance Organization (HMO), Point of Service (POS), and High Deductible Health (HDH) plans, the following data were collected:

- Percentage of employees enrolled in each plan offered
- Plan funding: fully-insured or self-insured
- Whether plan includes the following:
 - Dental insurance
 - Vision insurance
- Employee and institution monthly premium amounts, annual deductible amounts, and annual out-of-pocket maximum amounts for the following categories where offered:
 - Employee only
 - Employee + Spouse
 - Employee + Child(ren)
 - Employee + Family
- Percentage of allowable charges paid by the plan and by the employee after deductibles and co-pay for a) in-network benefits and b) out-of-network benefits
- Whether prescription drug plans (when offered):
 - Require a co-pay
 - Use a closed formulary
 - Require mail order
 - Provide Rx benefits for dental or dental trauma
 - Cover oral contraceptives
 - Cover contraceptive devices
 - Cover fertility drugs
 - Cover erectile dysfunction drugs
 - Cover diabetic supplies
 - Provide incentives for using mail order for maintenance drugs

For stand-alone dental plans, the following data were collected:

- Employee and institution monthly premium amounts, annual deductible amounts, and annual maximum plan benefit amounts for the following categories where offered:
 - Employee only
 - Employee + Spouse
 - Employee + Child(ren)
 - Employee + Family

For stand-alone vision plans and long-term care plans, the following data were collected:

- Percentage of employees enrolled in each plan offered
- Whether the institution pays part of the premium

Wellness Programs

Institutions designated whether they had a wellness program in place and if not, whether they had plans to develop a wellness program within the next year. Those with a wellness program in place were asked the following:

- Whether there's a separate budget for the wellness program and if so, the budget amount
- Whether there are dedicated staff for the wellness program and if so, the staff FTE dedicated
- The area responsible for administering the wellness program
- Whether the wellness program contains the following components:
 - Physical wellness education
 - Physical wellness activities
 - Physical wellness tracking
 - Financial wellness education
 - Financial wellness activities
 - Financial wellness tracking
- Whether any of the following incentives for participating are provided:
 - Discount on health insurance and if so, the percentage discount
 - Financial incentive other than a health insurance discount
 - Non-financial incentive

Paid Time Off (PTO)

- Number of paid holidays each year
- Whether institution has a formal paid time off (PTO) plan that combines vacation and sick leave or other benefits
- Number of PTO days
- 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
- 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
- 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

Retirement

- Whether institution offers phased retirement or retirement incentive programs, and whether programs were added or expanded in response to the COVID-19 pandemic
- Number of plans available to full-time employees
- 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))
- For each retirement plan offered: funding type (i.e., state employee plan, self-funded, or purchased insurance product), 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
- Record-keeping fee structure and costs per plan participant

Institutional Characteristics

In addition, data on institutional characteristics were collected from all participants:⁶

- Total expenses reported to IPEDS in 2019-20
- Student enrollment (effective date approximately October 15, 2020)
- Faculty size (effective date November 1, 2020) and number of separations in the past year
- Staff size (effective date November 1, 2020) 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.

⁶ See the *Benefits Survey Participation and Information Template (SPIT)* for more specific information about the data collected in this year's survey, as well as the instructions provided to participants.

RESPONDENTS

Respondents were largely human resources professionals from higher education institutions in the U.S.⁷ There were 349 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	21	18	34	73
Master's	34	54	35	123
Baccalaureate	25	37	10	72
Associate's	0	0	40	40
Special Focus/Other	30	4	7	41
Total Participants	110	113	126	349

⁷ Special focus or other institutions include medical or law institutions, tribal colleges, research foundations, international institutions, for-profit institutions, higher ed affiliates, and unclassified institutions that typically have much different salary structures than traditional institutions and differ greatly from each other, so reporting them as a single category is not appropriate, and they do not appear in this report. However, their data are available for benchmarking in DataOnDemand, and their names appear in the participant list in Appendix B.

Acknowledgments

CUPA-HR's *Benefits in Higher Education Annual Report* provides data on benefits at a cross-section of the nation's colleges and universities.

We are indebted to the human resources professionals and institutional research professionals 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 marketing, 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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Institution	Classification	Affiliation	Entity Type	Census Region
Abilene Christian University	Master's	Private Religious	Single Unit Institution	West South Central
Adams State University	Master's	Public	Single Unit Institution	Mountain
Aims Community College	Associate's	Public	Single Unit Institution	Mountain
Albany College of Pharmacy and Health Sciences	Special	Private Independent	Single Unit Institution	Middle Atlantic
Albright College	Baccalaureate	Private Religious	Single Unit Institution	Middle Atlantic
Alfred State College	Baccalaureate	Public	Institution Within a System	Middle Atlantic
Alfred University	Master's	Private Independent	Single Unit Institution	Middle Atlantic
Alliant International University	Doctoral	Private Independent	Single Unit Institution	Pacific
Alma College	Baccalaureate	Private Independent	Single Unit Institution	East North Central
American Public University System (APUS)	Master's	Private for-Profit	Single Unit Institution	South Atlantic
American University	Doctoral	Private Religious	Single Unit Institution	South Atlantic
Andrews University	Doctoral	Private Religious	Single Unit Institution	East North Central
Anna Maria College	Master's	Private Religious	Single Unit Institution	New England
Aquinas College	Baccalaureate	Private Religious	Single Unit Institution	East North Central
Ashland University	Master's	Private Religious	Single Unit Institution	East North Central
Augsburg University	Master's	Private Religious	Single Unit Institution	West North Central
Augustana College	Baccalaureate	Private Religious	Single Unit Institution	East North Central
Augustana University	Master's	Private Religious	Single Unit Institution	West North Central
Azusa Pacific University	Doctoral	Private Independent	Single Unit Institution	Pacific
Baker College	Master's	Private Independent	Single Unit Institution	East North Central
Barry University	Doctoral	Private Religious	Single Unit Institution	South Atlantic
Barton College	Baccalaureate	Private Religious	Single Unit Institution	South Atlantic
Bellarmino University	Doctoral	Private Independent	Single Unit Institution	East South Central
Bennington College	Baccalaureate	Private Independent	Single Unit Institution	New England
Berry College	Master's	Private Independent	Single Unit Institution	South Atlantic
Black Hills State University	Master's	Public	Institution Within a System	West North Central
Boise State University	Doctoral	Public	Single Unit Institution	Mountain
Bowling Green State University	Doctoral	Public	Institution Within a System	East North Central
Bryant University	Master's	Private Independent	Single Unit Institution	New England
Bucknell University	Baccalaureate	Private Independent	Single Unit Institution	Middle Atlantic
Cabrini University	Master's	Private Religious	Single Unit Institution	Middle Atlantic
Caldwell University	Master's	Private Religious	Single Unit Institution	Middle Atlantic
California Lutheran University	Master's	Private Religious	Single Unit Institution	Pacific
California University of Science and Medicine			Higher Ed Affiliate	
Cameron University	Master's	Public	Single Unit Institution	West South Central
Canisius College	Master's	Private Religious	Single Unit Institution	Middle Atlantic
Capital University	Master's	Private Religious	Single Unit Institution	East North Central
Carroll College	Baccalaureate	Private Religious	Single Unit Institution	Mountain
Catawba College	Baccalaureate	Private Religious	Single Unit Institution	South Atlantic
Central College	Baccalaureate	Private Religious	Single Unit Institution	West North Central
Central Methodist University	Baccalaureate	Private Religious	Single Unit Institution	West North Central
Central New Mexico Community College	Associate's	Public	Single Unit Institution	Mountain
Central Wyoming College	Associate's	Public	Single Unit Institution	Mountain
Chadron State College	Master's	Public	Institution Within a System	West North Central
Chapman University	Doctoral	Private Religious	Institution Within a System	Pacific
Charles R. Drew University of Medicine & Science	Special	Private Independent	Single Unit Institution	Pacific
Chatham University	Doctoral	Private Independent	Single Unit Institution	Middle Atlantic
Christian Brothers University	Master's	Private Religious	Single Unit Institution	East South Central
Cleveland Institute of Music	Special	Private Independent	Single Unit Institution	East North Central
Cleveland University - Kansas City	Special	Private Independent	Single Unit Institution	West North Central
Clovis Community College	Associate's	Public	Single Unit Institution	Mountain
Cochise College	Associate's	Public	Single Unit Institution	Mountain
Colby-Sawyer College	Baccalaureate	Private Independent	Single Unit Institution	New England
College of Lake County	Associate's	Public	Single Unit Institution	East North Central
College of the Holy Cross	Baccalaureate	Private Religious	Single Unit Institution	New England
Collin County Community College District	Associate's	Public	Single Unit Institution	West South Central
Colorado Christian University	Master's	Private Independent	Single Unit Institution	Mountain
Colorado Mesa University	Master's	Public	Institution Within a System	Mountain
Colorado Mountain College	Baccalaureate	Public	Single Unit Institution	Mountain
Colorado School of Mines	Doctoral	Public	Single Unit Institution	Mountain
Colorado State University	Doctoral	Public	Institution Within a System	Mountain
Columbia College	Master's	Private Religious	Single Unit Institution	West North Central
Columbia International University	Master's	Private Independent	Single Unit Institution	South Atlantic
Columbus State Community College	Associate's	Public	Single Unit Institution	East North Central
Community College of Allegheny County	Associate's	Public	Single Unit Institution	Middle Atlantic
Community College of Rhode Island	Associate's	Public	Single Unit Institution	New England
Concordia College	Baccalaureate	Private Religious	Single Unit Institution	West North Central
Concordia Seminary	Special	Private Religious	Single Unit Institution	West North Central

Concordia University Wisconsin	Doctoral	Private Religious	Single Unit Institution	East North Central
Corban University	Baccalaureate	Private Independent	Single Unit Institution	Pacific
Crown College	Master's	Private Religious	Single Unit Institution	West North Central
Curry College	Master's	Private Independent	Single Unit Institution	New England
Daemen College	Doctoral	Private Independent	Single Unit Institution	Middle Atlantic
Dakota State University	Master's	Public	Institution Within a System	West North Central
Dalton State College	Baccalaureate	Public	Institution Within a System	South Atlantic
Davenport University	Master's	Private Independent	Single Unit Institution	East North Central
Davidson College	Baccalaureate	Private Independent	Single Unit Institution	South Atlantic
Davis Technical College		Public	Single Unit Institution	Mountain
Delaware Valley University	Master's	Private Independent	Single Unit Institution	Middle Atlantic
Denison University	Baccalaureate	Private Independent	Single Unit Institution	East North Central
Des Moines University	Special	Private Independent	Single Unit Institution	West North Central
Dickinson College	Baccalaureate	Private Independent	Single Unit Institution	Middle Atlantic
Dickinson State University	Baccalaureate	Public	Institution Within a System	West North Central
Dixie State University	Baccalaureate	Public	Institution Within a System	Mountain
Dominican University	Master's	Private Religious	Single Unit Institution	East North Central
Drake University	Doctoral	Private Independent	Single Unit Institution	West North Central
Drexel University	Doctoral	Private Independent	Single Unit Institution	Middle Atlantic
Duquesne University	Doctoral	Private Religious	Single Unit Institution	Middle Atlantic
Eastern Kentucky University	Master's	Public	Single Unit Institution	East South Central
Eastern Mennonite University	Master's	Private Religious	Single Unit Institution	South Atlantic
Eckerd College	Baccalaureate	Private Religious	Single Unit Institution	South Atlantic
Edison State Community College	Associate's	Public	Single Unit Institution	East North Central
Elizabethtown College	Baccalaureate	Private Religious	Single Unit Institution	Middle Atlantic
Elon University	Doctoral	Private Independent	Single Unit Institution	South Atlantic
Emerson College	Master's	Private Independent	Single Unit Institution	New England
Faulkner University	Master's	Private Religious	Single Unit Institution	East South Central
Florida Atlantic University	Doctoral	Public	Institution Within a System	South Atlantic
Florida Gulf Coast University	Master's	Public	Institution Within a System	South Atlantic
Florida Institute of Technology	Doctoral	Private Independent	Single Unit Institution	South Atlantic
Florida Southern College	Master's	Private Religious	Single Unit Institution	South Atlantic
Fort Lewis College	Baccalaureate	Public	Single Unit Institution	Mountain
Franciscan Missionaries of Our Lady University	Special	Private Religious	Single Unit Institution	West South Central
Franklin & Marshall College	Baccalaureate	Private Independent	Single Unit Institution	Middle Atlantic
Franklin Pierce University	Master's	Private Independent	Single Unit Institution	New England
Frederick Community College	Associate's	Public	Single Unit Institution	South Atlantic
Friends University	Master's	Private Independent	Single Unit Institution	West North Central
Frostburg State University	Master's	Public	Institution Within a System	South Atlantic
Galen College of Nursing	Special	Private for-Profit	Single Unit Institution	East South Central
Gannon University	Doctoral	Private Religious	Single Unit Institution	Middle Atlantic
Georgian Court University	Master's	Private Religious	Single Unit Institution	Middle Atlantic
Goldey-Beacom College	Special	Private Independent	Single Unit Institution	South Atlantic
Goshen College	Baccalaureate	Private Religious	Single Unit Institution	East North Central
Grand Canyon University	Doctoral	Private for-Profit	Single Unit Institution	Mountain
Great Falls College Montana State University	Associate's	Public	Institution Within a System	Mountain
Hardin-Simmons University	Master's	Private Religious	Single Unit Institution	West South Central
Hartwick College	Baccalaureate	Private Independent	Single Unit Institution	Middle Atlantic
Hastings College	Baccalaureate	Private Religious	Single Unit Institution	West North Central
Hawaii Pacific University	Master's	Private Independent	Single Unit Institution	Pacific
Hebrew Union College-Jewish Institute of Religion	Special	Private Religious	Single Unit Institution	East North Central
Hobart and William Smith Colleges	Baccalaureate	Private Independent	Single Unit Institution	Middle Atlantic
Holy Cross College	Baccalaureate	Private Religious	Single Unit Institution	East North Central
Holy Family University	Master's	Private Religious	Single Unit Institution	Middle Atlantic
Holy Names University	Master's	Private Independent	Single Unit Institution	Pacific
Idaho College of Osteopathic Medicine		Private for-Profit	Single Unit Institution	Mountain
Illinois State University	Doctoral	Public	Single Unit Institution	East North Central
Illinois Valley Community College	Associate's	Public	Single Unit Institution	East North Central
Illinois Wesleyan University	Baccalaureate	Private Independent	Single Unit Institution	East North Central
Indiana State University	Doctoral	Public	Single Unit Institution	East North Central
Indiana University	Doctoral	Public	Institution Within a System	East North Central
Indiana University East	Master's	Public	Institution Within a System	East North Central
Indiana University Kokomo	Baccalaureate	Public	Institution Within a System	East North Central
Indiana University Northwest	Master's	Public	Institution Within a System	East North Central
Indiana University South Bend	Master's	Public	Institution Within a System	East North Central
Indiana University Southeast	Master's	Public	Institution Within a System	East North Central
Indiana University-Purdue University Indianapolis	Doctoral	Public	Institution Within a System	East North Central
Iowa State University	Doctoral	Public	Single Unit Institution	West North Central
Ivy Tech Community College		Public	Single Unit Institution	East North Central

Jefferson College	Associate's	Public	Single Unit Institution	West North Central
John Brown University	Master's	Private Independent	Single Unit Institution	West South Central
John Carroll University	Master's	Private Religious	Single Unit Institution	East North Central
Johnson & Wales University	Master's	Private Independent	Single Unit Institution	New England
Johnson County Community College	Associate's	Public	Single Unit Institution	West North Central
Juniata College	Baccalaureate	Private Independent	Single Unit Institution	Middle Atlantic
Kentucky Christian University	Baccalaureate	Private Religious	Single Unit Institution	East South Central
Kentucky Wesleyan College	Baccalaureate	Private Religious	Single Unit Institution	East South Central
Knox College	Baccalaureate	Private Independent	Single Unit Institution	East North Central
La Roche College	Master's	Private Religious	Single Unit Institution	Middle Atlantic
Lake Superior State University	Baccalaureate	Public	Single Unit Institution	East North Central
Lansing Community College	Associate's	Public	Single Unit Institution	East North Central
Laramie County Community College	Associate's	Public	Single Unit Institution	Mountain
Le Moyne College	Master's	Private Independent	Single Unit Institution	Middle Atlantic
Lebanon Valley College	Master's	Private Religious	Single Unit Institution	Middle Atlantic
Lee University	Master's	Private Religious	Single Unit Institution	East South Central
Lewis and Clark College	Baccalaureate	Private Independent	Single Unit Institution	Pacific
Lewis University	Master's	Private Religious	Single Unit Institution	East North Central
Lincoln University	Master's	Public	Single Unit Institution	Middle Atlantic
Lone Star College			Single Unit Institution	West South Central
Loyola University Maryland	Master's	Private Religious	Single Unit Institution	South Atlantic
Loyola University New Orleans	Doctoral	Private Religious	Single Unit Institution	West South Central
Lycoming College	Baccalaureate	Private Religious	Single Unit Institution	Middle Atlantic
Macalester College	Baccalaureate	Private Religious	Single Unit Institution	West North Central
Madison Area Technical College	Associate's	Public	Single Unit Institution	East North Central
Malone University	Master's	Private Religious	Single Unit Institution	East North Central
Manchester University	Baccalaureate	Private Religious	Single Unit Institution	East North Central
Marshall B. Ketchum University	Special	Private Independent	Single Unit Institution	Pacific
Maryland Institute College of Art	Special	Private Independent	Single Unit Institution	South Atlantic
Maryville University of Saint Louis	Doctoral	Private Independent	Single Unit Institution	West North Central
McKendree University	Master's	Private Religious	Single Unit Institution	East North Central
McLennan Community College	Associate's	Public	Single Unit Institution	West South Central
McNeese State University	Master's	Public	Institution Within a System	West South Central
Medical College of Wisconsin	Special	Private Independent	Single Unit Institution	East North Central
Methodist University	Master's	Private Religious	Single Unit Institution	South Atlantic
Miami University	Doctoral	Public	Institution Within a System	East North Central
Michigan State University	Doctoral	Public	Single Unit Institution	East North Central
Mid-America Christian University	Master's	Private Religious	Single Unit Institution	West South Central
Middle Tennessee State University	Doctoral	Public	Institution Within a System	East South Central
Midway University	Master's	Private Religious	Single Unit Institution	East South Central
Millikin University	Baccalaureate	Private Religious	Single Unit Institution	East North Central
Minneapolis College of Art and Design	Special	Private Independent	Single Unit Institution	West North Central
Misericordia University	Doctoral	Private Religious	Single Unit Institution	Middle Atlantic
Missouri Baptist University	Master's	Private Religious	Single Unit Institution	West North Central
Moberly Area Community College	Associate's	Public	Single Unit Institution	West North Central
Mohave Community College	Associate's	Public	Single Unit Institution	Mountain
Monmouth University	Master's	Private Independent	Single Unit Institution	Middle Atlantic
Moraine Park Technical College	Associate's	Public	Single Unit Institution	East North Central
Morehead State University	Master's	Public	Single Unit Institution	East South Central
Mount Holyoke College	Baccalaureate	Private Independent	Single Unit Institution	New England
Mount Saint Mary's University	Master's	Private Religious	Single Unit Institution	Pacific
Mount St. Mary's University	Master's	Private Religious	Single Unit Institution	South Atlantic
National University	Master's	Private Independent	Institution Within a System	Pacific
Nazareth College of Rochester	Master's	Private Independent	Single Unit Institution	Middle Atlantic
Neumann University	Master's	Private Religious	Single Unit Institution	Middle Atlantic
New College of Florida	Baccalaureate	Public	Institution Within a System	South Atlantic
New York School of Interior Design	Special	Private Independent	Single Unit Institution	Middle Atlantic
Newman University	Master's	Private Religious	Single Unit Institution	West North Central
Niagara County Community College	Associate's	Public	Single Unit Institution	Middle Atlantic
Niagara University	Master's	Private Independent	Single Unit Institution	Middle Atlantic
North Carolina State University	Doctoral	Public	Institution Within a System	South Atlantic
North Carolina Wesleyan College	Baccalaureate	Private Religious	Single Unit Institution	South Atlantic
North Central Michigan College	Associate's	Public	Single Unit Institution	East North Central
Northeast Community College	Associate's	Public	Single Unit Institution	West North Central
Northeast Ohio Medical University	Special	Public	Single Unit Institution	East North Central
Northeastern State University	Master's	Public	Institution Within a System	West South Central
Northern Illinois University	Doctoral	Public	Single Unit Institution	East North Central
Northern Michigan University	Master's	Public	Single Unit Institution	East North Central
Northwestern Health Sciences University	Special	Private Independent	Single Unit Institution	West North Central

Oberlin College	Baccalaureate	Private Independent	Single Unit Institution	East North Central
Oglethorpe University	Baccalaureate	Private Independent	Single Unit Institution	South Atlantic
Oklahoma Christian University	Master's	Private Independent	Single Unit Institution	West South Central
Oklahoma City University	Doctoral	Private Religious	Single Unit Institution	West South Central
Oklahoma State University	Doctoral	Public	Institution Within a System	West South Central
Oklahoma State University Center for Health Sciences	Special	Public	Institution Within a System	West South Central
Otterbein University	Master's	Private Religious	Single Unit Institution	East North Central
Palm Beach State College	Associate's	Public	Single Unit Institution	South Atlantic
Pardee RAND Graduate School of Policy Studies	Special	Private Independent	Single Unit Institution	Pacific
Parkland College	Associate's	Public	Single Unit Institution	East North Central
Pepperdine University	Doctoral	Private Religious	Single Unit Institution	Pacific
Peru State College	Master's	Public	Institution Within a System	West North Central
Philadelphia College of Osteopathic Medicine	Special	Private Independent	Single Unit Institution	Middle Atlantic
Phillips Exeter Academy			Higher Ed Affiliate	New England
Phoenix Seminary	Special	Private Religious	Single Unit Institution	
Pomona College	Baccalaureate	Private Independent	Institution Within a System	Pacific
Prescott College	Master's	Private Independent	Single Unit Institution	Mountain
Providence College	Master's	Private Religious	Single Unit Institution	New England
Quinnipiac University	Doctoral	Private Independent	Single Unit Institution	New England
Reading Area Community College	Associate's	Public	Single Unit Institution	Middle Atlantic
Regent University	Doctoral	Private Independent	Single Unit Institution	South Atlantic
Regis University	Doctoral	Private Religious	Single Unit Institution	Mountain
Rhodes College	Baccalaureate	Private Religious	Single Unit Institution	East South Central
Ringling College of Art and Design	Special	Private Independent	Single Unit Institution	South Atlantic
Roanoke College	Baccalaureate	Private Religious	Single Unit Institution	South Atlantic
Rocky Mountain College	Master's	Private Religious	Single Unit Institution	Mountain
Rocky Mountain College of Art & Design	Special	Private for-Profit	Single Unit Institution	Mountain
Rocky Vista University	Special	Private for-Profit	Single Unit Institution	Mountain
Rollins College	Master's	Private Independent	Single Unit Institution	South Atlantic
Roosevelt University	Doctoral	Private Independent	Single Unit Institution	East North Central
Saint Anselm College	Baccalaureate	Private Religious	Single Unit Institution	New England
Saint Francis University	Master's	Private Religious	Single Unit Institution	Middle Atlantic
Saint Joseph's University	Master's	Private Religious	Single Unit Institution	Middle Atlantic
Saint Mary's College	Baccalaureate	Private Religious	Single Unit Institution	East North Central
Saint Mary's College of California	Master's	Private Religious	Single Unit Institution	Pacific
Saint Mary's University of Minnesota	Master's	Private Religious	Single Unit Institution	West North Central
Saint Norbert College	Baccalaureate	Private Religious	Single Unit Institution	East North Central
Saint Xavier University	Master's	Private Religious	Single Unit Institution	East North Central
Salem State University	Master's	Public	Institution Within a System	New England
Salt Lake Community College	Associate's	Public	Institution Within a System	Mountain
Salve Regina University	Master's	Private Religious	Single Unit Institution	New England
Sam Houston State University	Doctoral	Public	Institution Within a System	West South Central
San Diego State University	Doctoral	Public	Institution Within a System	Pacific
San Juan College	Associate's	Public	Single Unit Institution	Mountain
School of the Art Institute of Chicago	Special	Private Independent	Single Unit Institution	East North Central
Schreiner University	Baccalaureate	Private Religious	Single Unit Institution	West South Central
Seton Hill University	Master's	Private Religious	Single Unit Institution	Middle Atlantic
Sewanee: The University of the South	Baccalaureate	Private Religious	Single Unit Institution	East South Central
Sinclair Community College	Associate's	Public	Single Unit Institution	East North Central
Southeast Arkansas College	Associate's	Public	Single Unit Institution	West South Central
Southeastern Baptist Theological Seminary	Master's	Private Religious	Single Unit Institution	South Atlantic
Southern College of Optometry	Special	Private Independent	Single Unit Institution	East South Central
Southwest Baptist University	Master's	Private Religious	Single Unit Institution	West North Central
Southwestern Oregon Community College	Associate's	Public	Single Unit Institution	Pacific
Spring Hill College	Baccalaureate	Private Religious	Single Unit Institution	East South Central
Springfield College	Master's	Private Independent	Single Unit Institution	New England
St. Edward's University	Master's	Private Independent	Single Unit Institution	West South Central
St. John Fisher College	Doctoral	Private Independent	Single Unit Institution	Middle Atlantic
St. Olaf College	Baccalaureate	Private Religious	Single Unit Institution	West North Central
State Technical College of Missouri	Associate's	Public	Single Unit Institution	West North Central
Susquehanna University	Baccalaureate	Private Religious	Single Unit Institution	Middle Atlantic
Swarthmore College	Baccalaureate	Private Independent	Single Unit Institution	Middle Atlantic
Texas Chiropractic College	Special	Private Independent	Single Unit Institution	West South Central
Texas Tech University Health Sciences Center-Lubbock	Special	Public	Institution Within a System	West South Central
The Culinary Institute of America	Special	Private Independent	Single Unit Institution	Middle Atlantic
The Ohio State University	Doctoral	Public	Institution Within a System	East North Central
The University of Arizona	Doctoral	Public	Institution Within a System	Mountain
The University of Findlay	Doctoral	Private Religious	Single Unit Institution	East North Central
The University of South Dakota	Doctoral	Public	Institution Within a System	West North Central

The University of the Arts	Special	Private Independent	Single Unit Institution	Middle Atlantic
The University of Utah	Doctoral	Public	Institution Within a System	Mountain
Thomas College	Master's	Private Independent	Single Unit Institution	New England
Trocaire College	Special	Private Independent	Single Unit Institution	Middle Atlantic
Tulsa Community College	Associate's	Public	Single Unit Institution	West South Central
United States Sports Academy	Special	Private Independent	Single Unit Institution	East South Central
University of Alaska Anchorage	Master's	Public	Institution Within a System	Pacific
University of Alaska Fairbanks	Doctoral	Public	Institution Within a System	Pacific
University of Alaska Southeast	Master's	Public	Institution Within a System	Pacific
University of Central Missouri	Master's	Public	Single Unit Institution	West North Central
University of Chicago	Doctoral	Private Independent	Single Unit Institution	East North Central
University of Denver	Doctoral	Private Independent	Single Unit Institution	Mountain
University of Florida	Doctoral	Public	Institution Within a System	South Atlantic
University of Houston - Downtown	Master's	Public	Institution Within a System	West South Central
University of Illinois at Chicago	Doctoral	Public	Institution Within a System	East North Central
University of Illinois at Springfield	Master's	Public	Institution Within a System	East North Central
University of Illinois at Urbana-Champaign	Doctoral	Public	Institution Within a System	East North Central
University of Indianapolis	Doctoral	Private Religious	Single Unit Institution	East North Central
University of Kansas Main Campus	Doctoral	Public	Institution Within a System	West North Central
University of Kansas Medical Center		Public	Institution Within a System	West North Central
University of Kansas School of Medicine, Wichita Campus		Public	Institution Within a System	West North Central
University of Kentucky	Doctoral	Public	Single Unit Institution	East South Central
University of Louisville	Doctoral	Public	Single Unit Institution	East South Central
University of Mary	Doctoral	Private Religious	Single Unit Institution	West North Central
University of Montevallo	Master's	Public	Single Unit Institution	East South Central
University of Mount Union	Baccalaureate	Private Religious	Single Unit Institution	East North Central
University of North Alabama	Master's	Public	Single Unit Institution	East South Central
University of Northern Iowa	Master's	Public	Single Unit Institution	West North Central
University of Oregon	Doctoral	Public	Single Unit Institution	Pacific
University of Pikeville	Baccalaureate	Private Religious	Single Unit Institution	East South Central
University of Pittsburgh	Doctoral	Public	Institution Within a System	Middle Atlantic
University of Redlands	Master's	Private Independent	Single Unit Institution	Pacific
University of Rhode Island	Doctoral	Public	Single Unit Institution	New England
University of Richmond	Baccalaureate	Private Independent	Single Unit Institution	South Atlantic
University of Saint Francis	Master's	Private Religious	Single Unit Institution	East North Central
University of San Diego	Doctoral	Private Religious	Single Unit Institution	Pacific
University of San Francisco	Doctoral	Private Religious	Single Unit Institution	Pacific
University of South Carolina Aiken	Baccalaureate	Public	Institution Within a System	South Atlantic
University of South Florida	Doctoral	Public	Single Unit Institution	South Atlantic
University of St. Augustine for Health Sciences	Special	Private for-Profit	Single Unit Institution	Pacific
University of St. Francis	Doctoral	Private Religious	Single Unit Institution	East North Central
University of the Pacific	Doctoral	Private Independent	Single Unit Institution	Pacific
University of the Southwest	Master's	Private Independent	Single Unit Institution	Mountain
University of West Florida	Master's	Public	Institution Within a System	South Atlantic
University of West Georgia	Doctoral	Public	Institution Within a System	South Atlantic
University of Wisconsin-Green Bay	Master's	Public	Institution Within a System	East North Central
Utah Valley University	Master's	Public	Institution Within a System	Mountain
Utica College	Master's	Private Independent	Single Unit Institution	Middle Atlantic
Vanderbilt University	Doctoral	Private Independent	Single Unit Institution	East South Central
Vanguard University of Southern California	Master's	Private Religious	Single Unit Institution	Pacific
Viterbo University	Master's	Private Religious	Single Unit Institution	East North Central
Wagner College	Master's	Private Independent	Single Unit Institution	Middle Atlantic
Walsh College of Accountancy and Business Administration	Special	Private Independent	Single Unit Institution	East North Central
Warner Pacific University	Baccalaureate	Private Religious	Single Unit Institution	Pacific
Waubensee Community College	Associate's	Public	Single Unit Institution	East North Central
Wayne State College	Master's	Public	Institution Within a System	West North Central
Weber State University	Master's	Public	Institution Within a System	Mountain
Webster University	Master's	Private Independent	Single Unit Institution	West North Central
Wesleyan University	Baccalaureate	Private Independent	Single Unit Institution	New England
Western New England University	Doctoral	Private Independent	Single Unit Institution	New England
Western New Mexico University	Master's	Public	Single Unit Institution	Mountain
Western Wyoming Community College	Associate's	Public	Single Unit Institution	Mountain
Wheaton College	Baccalaureate	Private Independent	Single Unit Institution	East North Central
Whitman College	Baccalaureate	Private Independent	Single Unit Institution	Pacific
Whitworth University	Master's	Private Religious	Single Unit Institution	Pacific
Widener University	Doctoral	Private Independent	Single Unit Institution	Middle Atlantic
William Jewell College	Baccalaureate	Private Independent	Single Unit Institution	West North Central
William Peace University	Baccalaureate	Private Religious	Single Unit Institution	South Atlantic
Wittenberg University	Baccalaureate	Private Religious	Single Unit Institution	East North Central

Xavier University	Master's	Private Religious	Single Unit Institution	East North Central
Xavier University of Louisiana	Master's	Private Religious	Single Unit Institution	West South Central
Yavapai College	Associate's	Public	Single Unit Institution	Mountain
York College of Pennsylvania	Master's	Private Independent	Single Unit Institution	Middle Atlantic
Youngstown State University	Master's	Public	Single Unit Institution	East North Central