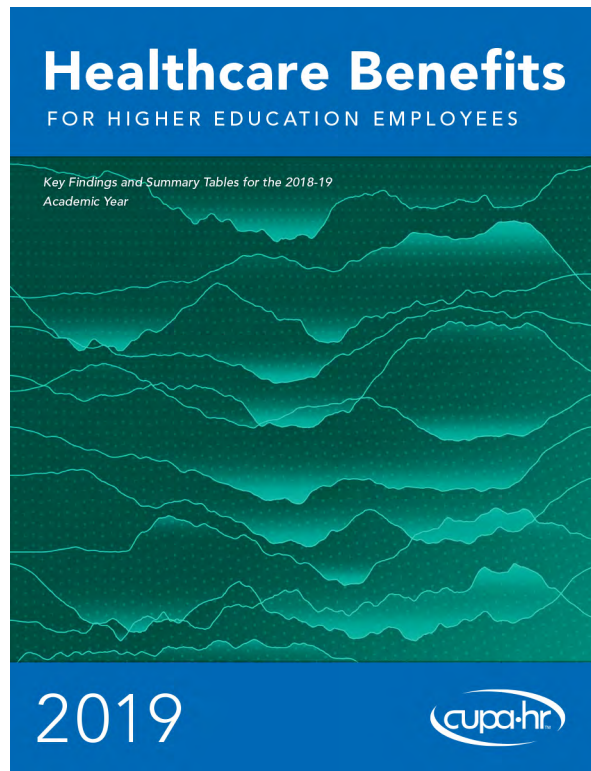


## Overview

# 2019 Healthcare Benefits for Higher Education Employees



### CITATION FOR THIS REPORT:

Bichsel, Jacqueline; McChesney, Jasper; & Pritchard, Adam. (2019, July). *Healthcare Benefits for Higher Education Employees: Key Findings and Summary Tables for the 2018-19 Academic Year* (Research Report). CUPA-HR. Available from <https://www.cupahr.org/surveys/results/>.



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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 31,000 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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Bichsel, Jacqueline; McChesney, Jasper; & Pritchard, Adam. (2019, July). *Healthcare Benefits for Higher Education Employees: Key Findings and Summary Tables for the 2018-19 Academic Year* (Research Report). CUPA-HR. Available from <https://www.cupahr.org/surveys/results/>.

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**ALL SECTIONS  
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FULL REPORT**

## Highlights

The following are highlighted results from the *CUPA-HR 2019 Healthcare Benefits for Higher Education Employees Report*:

- Little has changed since 2017 in terms of the frequency with which healthcare plan types are offered. The most popular plan type, Preferred Provider Organization (PPO) plans, are offered by 83% of institutions. Point of Service (POS) plans remain the least popular, offered by only 12% of institutions.
- More than half of institutions offer two types of healthcare plans. Of the 55% that offer two plans, two-thirds (67%) offer both PPO and High Deductible Health (HDH) plans.
- Offerings of stand-alone dental, vision, and long-term care plans have decreased slightly over the past two years.
- Healthcare benefit offerings for both same-sex and opposite-sex partners have decreased since 2017, and the gap between the percentage of institutions that offer benefits to same- and opposite-sex partners has shrunk.
- Over the past two years, there has been a decline in the percentage of institutions offering healthcare benefits to retirees over the age of 65, retirees under the age of 65, and part-time employees.
- Although the percentage of institutions with wellness programs has not changed much in the past two years, resources for wellness programs (in the form of both budgets and dedicated staff) have declined.
- Nearly all wellness programs have physical wellness education and activities as components. Fewer (around three-fourths) have financial wellness components. More than 4 in 5 institutions provide at least one incentive (financial or non-financial) for participating in their wellness program.

# Introduction

CUPA-HR's surveys of benefits for higher education employees have been conducted since 2003. Data on healthcare benefits are collected in odd years (e.g., 2018-19), and data on non-healthcare benefits are collected in even years (e.g., 2017-18).<sup>1</sup> This report covers the data we collected this year on healthcare benefits. Data on non-healthcare benefits (paid time off, tuition reimbursement, and retirement) will be collected next in 2019-20.

The following summarizes the healthcare benefits data collected for this year's survey.<sup>2</sup>

## HEALTHCARE PLANS

For each of the following plans offered, data were collected on enrollment and contributions for the employee and any dependents covered.

### Preferred Provider Organization (PPO) Plans

Preferred Provider Organization (PPO) plans have both in-network and out-of-network benefits. Participants are free to choose out-of-network providers, but their benefits are lower than for in-network providers. A referral from a primary care physician is not required to receive specialty and hospital services. PPO plans include open-access, open-ended HMOs as well as open-access POS plans.

### Health Maintenance Organization (HMO) Plans

Health Maintenance Organization (HMO) plans provide a full range of benefits and services within a certain geographic area. The provider is usually located in one facility/clinic or is connected by an administrative component. No benefits are available if the participant uses out-of-network providers. HMO plans include Exclusive Provider Organizations (EPOs).

### Point of Service (POS) Plans

Point of Service (POS) plans have both in-network and out-of-network benefits. Services provided by out-of-network providers are covered, but the benefits are lower than for in-network providers. POS plans include open-ended HMOs.

<sup>1</sup> Until 2017, data on healthcare benefits were collected annually.

<sup>2</sup> See the Methodology section of this report for more detail.

## High Deductible Health (HDH) Plans

A High Deductible Health (HDH) plan, also called a consumer-driven health plan, is a health insurance plan that allows members to use personal Health Savings Accounts (HSAs), Health Reimbursement Arrangements (HRAs), or similar medical payment products to pay routine healthcare expenses directly, while a high-deductible health insurance policy protects them from catastrophic medical expenses. High-deductible policies cost less than low-deductible policies, but the user must pay more up front for medical procedures.

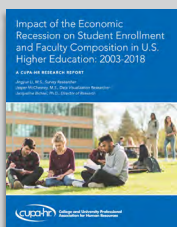
## OTHER HEALTHCARE PLANS

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.

## OTHER RESEARCH PRODUCTS FROM CUPA-HR



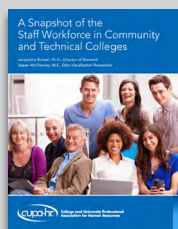
RESEARCH REPORT

*Impact of the Economic Recession on Student Enrollment and Faculty Composition in U.S. Higher Education: 2003-2018*

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RESEARCH REPORT  
*A Snapshot of the Staff Workforce in Community and Technical Colleges*

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RESEARCH REPORT

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- Analyze industry pay equity by gender and ethnicity
- Conduct geographic comparisons
- Plan for next year's budgets and salary increases
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- Generate charts and graphs to see the data in a new way and make more strategic compensation decisions

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# Participating Institution Characteristics

The information in Figure 1 summarizes the institutional characteristics of the 365 institutions responding to this year's *Healthcare Benefits for Higher Education Employees Survey*.<sup>3</sup>

2019 BENEFITS IN HIGHER EDUCATION

## Benefits Survey Participants

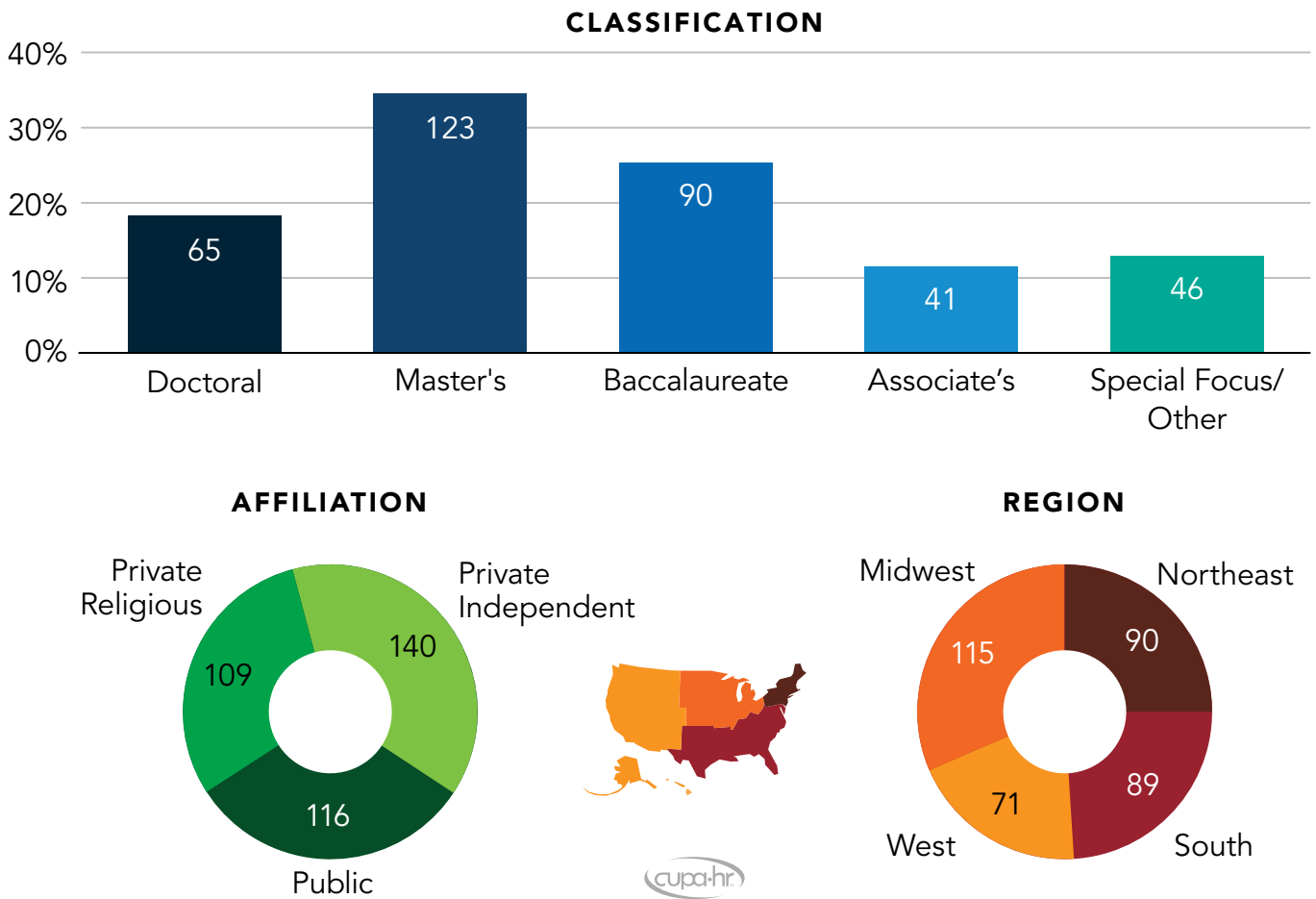


Figure 1

<sup>3</sup> See Appendix B for a list of all participating institutions. For-profit institutions and higher ed affiliates were excluded from the analyses for this report. See the Methodology section for more detail on these exclusions.



# Methodology

## SURVEY

The data collection period for CUPA-HR's *Healthcare Benefits for Higher Education Employees Survey* ran from November 1, 2018 to January 19, 2019. The survey was conducted through Surveys Online.<sup>4</sup> The following data were 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 plans are fully insured or self-insured
- Whether healthcare coverage is offered for spouses/partners who are eligible for coverage elsewhere and if so, whether a surcharge is imposed

### 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
- Whether plan includes the following:
  - Dental insurance
  - Vision insurance

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

- 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 + 1
  - 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 out-of-pocket maximum amounts for the following categories where offered:
  - Employee only
  - Employee + 1
  - 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

## INSTITUTIONAL CHARACTERISTICS

In addition, data on institutional characteristics were collected from all participants:<sup>5</sup>

- Total expenses reported to IPEDS in 2017-18
- Student enrollment (effective date October 15, 2018)
- Faculty size (effective date November 1, 2018) and number of separations in the past year
- Staff size (effective date November 1, 2018) 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.

<sup>5</sup> See the [Benefits Survey Participation and Information Template \(SPIT\)](#) for more specific information about the data collected on this year's survey, as well as the instructions provided to participants.

## RESPONDENTS

Respondents were largely human resources professionals and benefits administrators from higher education institutions in the U.S.<sup>6</sup> There were 365 institutions that completed the survey. All participating institutions are listed in Appendix B.

**Table 1. Number of Responding Institutions by Classification and Affiliation**

		Affiliation			<b>Total</b>
		Private Independent	Private Religious	Public	
<b>Classification</b>	Doctoral	19	20	26	65
	Master's	45	45	33	123
	Baccalaureate	36	41	13	90
	Associate's	2	0	39	41
	Special Focus/ Other	38	3	5	46
	<b>Total</b>	<b>140</b>	<b>109</b>	<b>116</b>	<b>365</b>
<b>Participating Institutions</b>					
<b>Total N for This Report</b>		<b>134</b>	<b>109</b>	<b>116</b>	<b>359</b>

<sup>6</sup> For-profit institutions ( $n = 5$ ) and higher ed affiliates ( $n = 1$ ) 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 the table above.

# Acknowledgments

CUPA-HR's *Healthcare Benefits for Higher Education Employees Report* provides data on healthcare benefits and wellness programs for those employed as faculty and staff in a cross-section of the nation's colleges and universities.

We are indebted to the human resources benefits professionals and other institutional 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. Peerfocus, Inc., our partner and collaborator in Surveys Online, provided web-based data collection and automated validation checks. This report was designed, reviewed, edited, and marketed by members of our research, communications, and executive teams, acknowledged below.

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**Rob Shomaker** Vice President and Chief Operating Officer

# Appendix A. Summary Tables<sup>7</sup>

**TABLES  
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FULL REPORT**

Table #	Title
1	% of Institutions Offering Each Plan Type and Median % of Insured Employees Enrolled
2	% of Institutions Offering Stand-Alone Dental, Vision, and Long-Term Care Plans; Median % Employees Enrolled; and % of Institutions Paying Part of Premium
3	% of Institutions Offering Domestic Partner Benefits
4	% of Institutions Offering Health Benefits for Retirees and % Paying Part of Premium
5	% of Institutions Offering Health Benefits for Part-Time Employees and % Paying Part of the Premium
6	% of Institutions Using a Salary-Based Model for Premiums; % Using a Private Health Insurance Exchange; % Offering Healthcare and Dependent Care Flexible Spending Accounts
7	% of Institutions Offering Healthcare Coverage for Spouses/Partners Eligible for Coverage Elsewhere and % Imposing a Surcharge for This Coverage
8	% of Institutions Providing Employees Access to On-Campus Medical Services or On-Campus Fitness Centers and % Charging a Fee for Use
9	% of Institutions With Fully-Insured Versus Self-Insured Health Plans
10	Wellness Program Offerings, Budget, Staffing, and Administration
11	Components of Wellness Programs
12	Changes in Healthcare Plans for the Current Year to Help Control Healthcare Costs
13	% of Institutions With High-Value/Cadillac Healthcare Plan That Will be Subject to Excise Tax in 2020
14	Median Monthly Healthcare Premiums for Employee-Only Coverage
15	Median Monthly Healthcare Premiums for Employee + 1 Coverage
16	Median Monthly Healthcare Premiums for Employee + Family Coverage
17	% of Health Plans With Annual Deductible
18	Median Annual Deductibles and Out-of-Pocket Maximums for In-Network Services; Coinsurance
19	% of Health Plans That Include/Integrate Dental, Vision, and Prescription Drug Insurance
20	Prescription Drug Details, if Offered
21	Median Monthly Stand-Alone Dental Plan Premiums
22	Stand-Alone Dental Plan Annual Deductibles and Maximums

<sup>7</sup> Summary tables provide overall healthcare benefits information for 2019 only. To compare figures with earlier years, see other statistics (e.g., averages), obtain data for non-healthcare benefits collected in even years, or view benefits data for custom comparison groups, subscribe to [DataOnDemand](#).

## 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
Albertus Magnus College	Master's	Private Independent	Single Unit Institution	Northeast
Albright College	Baccalaureate	Private Religious	Single Unit Institution	Northeast
Alfred University	Master's	Private Independent	Single Unit Institution	Northeast
Alma College	Baccalaureate	Private Independent	Single Unit Institution	Midwest
American Jewish University	Baccalaureate	Private Independent	Single Unit Institution	West
American Public University System (APUS)	Master's	Private for-Profit	Single Unit Institution	South
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
Arkansas State University-Jonesboro	Doctoral	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
Austin College	Baccalaureate	Private Religious	Single Unit Institution	South
Averett University	Baccalaureate	Private Independent	Single Unit Institution	South
Azusa Pacific University	Doctoral	Private Independent	Single Unit Institution	West
Baker University	Doctoral	Private Religious	Single Unit Institution	Midwest
Barry University	Doctoral	Private Religious	Single Unit Institution	South
Bellarmine University	Doctoral	Private Independent	Single Unit Institution	South
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
Briar Cliff University	Baccalaureate	Private Religious	Single Unit Institution	Midwest
Brigham Young University-Idaho	Baccalaureate	Private Religious	Single Unit Institution	West
Bryant University	Master's	Private Independent	Single Unit Institution	Northeast
Bryn Athyn College of the New Church	Baccalaureate	Private Religious	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 Lutheran University	Master's	Private Religious	Single Unit Institution	West
California University of Pennsylvania	Master's	Public	Institution Within a System	Northeast
Calumet College of Saint Joseph	Master's	Private Religious	Single Unit Institution	Midwest
Cameron University	Master's	Public	Single Unit Institution	South
Canisius College	Master's	Private Religious	Single Unit Institution	Northeast

Cape Fear Community College	Associate's	Public	Institution Within a System	South
Carroll College	Baccalaureate	Private Religious	Single Unit Institution	West
Casper College	Associate's	Public	Single Unit Institution	West
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
Champlain College	Master's	Private Independent	Single Unit Institution	Northeast
Chapman University	Doctoral	Private Independent	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
Clarion University of Pennsylvania	Master's	Public	Institution Within a System	Northeast
Clarkson University	Doctoral	Private Independent	Single Unit Institution	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 Biblical Studies	Special	Private Independent	Single Unit Institution	South
College of Lake County	Associate's	Public	Single Unit Institution	Midwest
Collin County Community College District	Associate's	Public	Single Unit Institution	South
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 University	Master's	Private Religious	Single Unit Institution	Midwest
Concordia University	Master's	Private Religious	Single Unit Institution	West
Concordia University Wisconsin	Doctoral	Private Religious	Single Unit Institution	Midwest
Corban University	Baccalaureate	Private Independent	Single Unit Institution	West
Cornell College	Baccalaureate	Private Religious	Single Unit Institution	Midwest
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
Cuyahoga Community College	Associate's	Public	Single Unit Institution	Midwest
Dallas Nursing Institute	Special	Private Independent	Institution Within a System	South
Dallas Theological Seminary	Special	Private Independent	Single Unit Institution	South
Daniel Morgan Graduate School	Special	Private Independent	Single Unit Institution	Northeast
Davenport University	Master's	Private Independent	Single Unit Institution	Midwest
Davidson College	Baccalaureate	Private Religious	Single Unit Institution	South
Davis Technical College	Special	Public	Single Unit Institution	West
Del Mar College	Associate's	Public	Single Unit Institution	South



Delta College	Associate's	Public	Single Unit Institution	Midwest
DePauw University	Baccalaureate	Private Religious	Single Unit Institution	Midwest
Des Moines University	Special	Private Independent	Single Unit Institution	Midwest
Dickinson State University	Baccalaureate	Public	Institution Within a System	Midwest
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
Drury University	Master's	Private Independent	Single Unit Institution	Midwest
Duquesne University	Doctoral	Private Religious	Single Unit Institution	Northeast
East Stroudsburg University of Pennsylvania	Master's	Public	Institution Within a System	Northeast
Eastern Michigan University	Doctoral	Public	Single Unit Institution	Midwest
Eastern Washington University	Master's	Public	Single Unit Institution	West
Edinboro University	Master's	Public	Institution Within a System	Northeast
Elizabethtown College	Baccalaureate	Private Religious	Single Unit Institution	Northeast
Elon University	Doctoral	Private Religious	Single Unit Institution	South
Emory University	Doctoral	Private Religious	Single Unit Institution	South
Faulkner University	Master's	Private Religious	Single Unit Institution	South
Fielding Graduate University	Doctoral	Private Independent	Single Unit Institution	West
Flagler College	Baccalaureate	Private Independent	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
Franklin W. Olin College of Engineering	Special	Private Independent	Single Unit Institution	Northeast
Friends University	Master's	Private Independent	Single Unit Institution	Midwest
Galen College of Nursing	Special	Private for-Profit	Single Unit Institution	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
Golden Gate University	Master's	Private Independent	Single Unit Institution	West
Goldey-Beacom College	Special	Private Independent	Single Unit Institution	South
Goshen College	Baccalaureate	Private Religious	Single Unit Institution	Midwest
Goucher College	Baccalaureate	Private Independent	Single Unit Institution	South
Grace College and Seminary	Master's	Private Religious	Single Unit Institution	Midwest
Graceland University	Master's	Private Religious	Single Unit Institution	Midwest
Grantham University	Master's	Private for-Profit	Single Unit Institution	Midwest
Great Falls College Montana State University	Associate's	Public	Institution Within a System	West
Guilford College	Baccalaureate	Private Religious	Single Unit Institution	South
Gwynedd Mercy University	Master's	Private Religious	Single Unit Institution	Northeast
Hardin-Simmons University	Master's	Private Religious	Single Unit Institution	South
Hartwick College	Baccalaureate	Private Independent	Single Unit Institution	Northeast
Harvey Mudd College	Baccalaureate	Private Independent	Institution Within a System	West
Hawaii Pacific University	Master's	Private Independent	Single Unit Institution	West

Heidelberg University	Baccalaureate	Private Religious	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 - Toledo	Baccalaureate	Private Independent	Institution Within a System	Midwest
Herzing University - Winter Park	Special	Private Independent	Institution Within a System	South
Hillsborough Community College	Associate's	Public	Single Unit Institution	South
Hobart and William Smith Colleges	Baccalaureate	Private Independent	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 Wesleyan University	Baccalaureate	Private Independent	Single Unit Institution	Midwest
Indian Hills Community College	Associate's	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
Jacksonville University	Master's	Private Independent	Single Unit Institution	South
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	Special	Private Religious	Institution Within a System	South
Joliet Junior College	Associate's	Public	Single Unit Institution	Midwest
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
Lackawanna College	Associate's	Private Independent	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
Lane College	Baccalaureate	Private Religious	Single Unit Institution	South
Laramie County Community College	Associate's	Public	Single Unit Institution	West
Le Moyne College	Master's	Private Independent	Single Unit Institution	Northeast
Lee University	Master's	Private Religious	Single Unit Institution	South
Lewis University	Master's	Private Religious	Single Unit Institution	Midwest
Lincoln Christian University	Special	Private Religious	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
Loyola University Maryland	Master's	Private Religious	Single Unit Institution	South
Macalester College	Baccalaureate	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
Maryland Institute College of Art	Special	Private Independent	Single Unit Institution	South
Marymount Manhattan College	Baccalaureate	Private Independent	Single Unit Institution	Northeast
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
Mayville State University	Baccalaureate	Public	Institution Within a System	Midwest
McKendree University	Master's	Private Religious	Single Unit Institution	Midwest
McLennan Community College	Associate's	Public	Single Unit Institution	South
Mercyhurst University	Master's	Private Religious	Single Unit Institution	Northeast
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
Milligan College	Master's	Private Independent	Single Unit Institution	South
Millikin University	Baccalaureate	Private Religious	Single Unit Institution	Midwest
Missouri Baptist University	Master's	Private Religious	Single Unit Institution	Midwest
Mohave Community College	Associate's	Public	Single Unit Institution	West
Monmouth University	Master's	Private Independent	Single Unit Institution	Northeast
Morehead State University	Master's	Public	Single Unit Institution	South
Morehouse School of Medicine	Special	Private Independent	Single Unit Institution	South
Mount Aloysius College	Baccalaureate	Private Independent	Single Unit Institution	Northeast
Mount Holyoke College	Baccalaureate	Private Independent	Single Unit Institution	Northeast
Mount St. Mary's University	Master's	Private Religious	Single Unit Institution	South
Muskingum University	Master's	Private Religious	Single Unit Institution	Midwest
National University	Master's	Private Independent	Single Unit Institution	West
Neumann University	Master's	Private Religious	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
Nightingale College	Special	Private for-Profit	Single Unit Institution	West
North Carolina State University	Doctoral	Public	Institution Within a System	South
North Carolina Wesleyan College	Baccalaureate	Private Religious	Single Unit Institution	South

Northeast Community College	Associate's	Public	Single Unit Institution	Midwest
Northeast State Community College	Associate's	Public	Institution Within a System	South
Northern Michigan University	Master's	Public	Single Unit Institution	Midwest
Northland Pioneer College	Associate's	Public	Single Unit Institution	West
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
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 - Oklahoma City	Associate's	Public	Institution Within a System	South
Oklahoma State University Center for Health Sciences	Special	Public	Institution Within a System	South
Oklahoma State University Institute of Technology	Baccalaureate	Public	Institution Within a System	South
Oregon Institute of Technology	Baccalaureate	Public	Single Unit Institution	West
Otterbein University	Master's	Private Religious	Single Unit Institution	Midwest
Ozarks Technical 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
Patrick Henry College	Baccalaureate	Private Independent	Single Unit Institution	South
Philadelphia College of Osteopathic Medicine	Special	Private Independent	Single Unit Institution	Northeast
Pittsburgh Technical College	Associate's	Private Independent	Single Unit Institution	Northeast
Pomona College	Baccalaureate	Private Independent	Institution Within a System	West
Providence Christian College	Baccalaureate	Private Independent	Single Unit Institution	West
Providence College	Master's	Private Religious	Single Unit Institution	Northeast
Purdue University Main Campus	Doctoral	Public	Institution Within a System	Midwest
Quincy University	Baccalaureate	Private Religious	Single Unit Institution	Midwest
Quinnipiac University	Doctoral	Private Independent	Single Unit Institution	Northeast
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
Ringling College of Art and Design	Special	Private Independent	Single Unit Institution	South
Rivier University	Master's	Private Religious	Single Unit Institution	Northeast
Rochester College	Baccalaureate	Private Independent	Single Unit Institution	Midwest
Rocky Vista University	Special	Private for-Profit	Single Unit Institution	West
Rollins College	Master's	Private Independent	Single Unit Institution	South
Saint Mary's College	Baccalaureate	Private Religious	Single Unit Institution	Midwest
Saint Michael's College	Baccalaureate	Private Religious	Single Unit Institution	Northeast
Saint Norbert College	Baccalaureate	Private Religious	Single Unit Institution	Midwest
Saint Xavier University	Master's	Private Religious	Single Unit Institution	Midwest
Salt Lake Community College	Associate's	Public	Institution Within a System	West

Sam Houston State University	Doctoral	Public	Institution Within a System	South
Samuel Merritt University	Special	Private Independent	Single Unit Institution	West
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
Saybrook University	Special	Private Independent	Single Unit Institution	West
School of the Art Institute of Chicago	Special	Private Independent	Single Unit Institution	Midwest
Schreiner University	Baccalaureate	Private Religious	Single Unit Institution	South
Seton Hill University	Master's	Private Religious	Single Unit Institution	Northeast
Shippensburg University of Pennsylvania	Master's	Public	Institution Within a System	Northeast
Slippery Rock University of Pennsylvania	Master's	Public	Institution Within a System	Northeast
Snow College	Associate's	Public	Institution Within a System	West
Southern College of Optometry	Special	Private Independent	Single Unit Institution	South
Southern Utah University	Master's	Public	Institution Within a System	West
Southwestern Michigan College	Associate's	Public	Single Unit Institution	Midwest
Sowela Technical Community College	Special	Public	Institution Within a System	South
Spelman College	Baccalaureate	Private Independent	Single Unit Institution	South
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 Independent	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
State College of Florida, Manatee-Sarasota	Baccalaureate	Public	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
Swarthmore College	Baccalaureate	Private Independent	Single Unit Institution	Northeast
Sweet Briar College	Baccalaureate	Private Independent	Single Unit Institution	South
Texas Chiropractic College	Special	Private Independent	Single Unit Institution	South
Texas Southmost College	Associate's	Public	Single Unit Institution	South
The College of Saint Scholastica	Doctoral	Private Religious	Single Unit Institution	Midwest
The Culinary Institute of America	Special	Private Independent	Single Unit Institution	Northeast
The New School	Doctoral	Private Independent	Single Unit Institution	Northeast
The Ohio State University	Doctoral	Public	Institution Within a System	Midwest
The Research Foundation for the State University of New York	Special	Private Independent	Higher Ed Affiliate	Northeast
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 Tampa	Master's	Private Independent	Single Unit Institution	South
The University of the Arts	Special	Private Independent	Single Unit Institution	Northeast
The University of Utah	Doctoral	Public	Institution Within a System	West
Thiel College	Baccalaureate	Private Religious	Single Unit Institution	Northeast
Thomas College	Master's	Private Independent	Single Unit Institution	Northeast
Touro University - Nevada	Special	Private Independent	Institution Within a System	West
Touro University-California	Special	Private Religious	Institution Within a System	West

Trocaire College	Special	Private Independent	Single Unit Institution	Northeast
Turtle Mountain Community College	Special	Private Independent	Single Unit Institution	Midwest
Union Institute & University	Doctoral	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 Denver	Doctoral	Private Independent	Single Unit Institution	West
University of Hartford	Doctoral	Private Independent	Single Unit Institution	Northeast
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 Medical Center	Special	Public	Institution Within a System	Midwest
University of Montevallo	Master's	Public	Single Unit Institution	South
University of Mount Union	Baccalaureate	Private Religious	Single Unit Institution	Midwest
University of Northern Iowa	Master's	Public	Single Unit Institution	Midwest
University of Pikeville	Baccalaureate	Private Religious	Single Unit Institution	South
University of Portland	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 San Diego	Doctoral	Private Religious	Single Unit Institution	West
University of San Francisco	Doctoral	Private Religious	Single Unit Institution	West
University of Sioux Falls	Master's	Private Religious	Single Unit Institution	Midwest
University of South Florida Manatee-Sarasota	Master's	Public	Institution Within a System	South
University of South Florida St. Petersburg	Master's	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 Southwest	Master's	Private Independent	Single Unit Institution	West
University of Virginia	Doctoral	Public	Institution Within a System	South
University of Wyoming	Doctoral	Public	Single Unit Institution	West
Utica College	Master's	Private Independent	Single Unit Institution	Northeast
Valparaiso University	Doctoral	Private Religious	Single Unit Institution	Midwest
Vanguard University of Southern California	Master's	Private Religious	Single Unit Institution	West
Viterbo University	Master's	Private Religious	Single Unit Institution	Midwest
Walsh College of Accountancy and Business Administration	Special	Private Independent	Single Unit Institution	Midwest
Warner University	Baccalaureate	Private Religious	Single Unit Institution	South
Waubensee Community College	Associate's	Public	Single Unit Institution	Midwest
Weber State University	Master's	Public	Institution Within a System	West
Webster University	Master's	Private Independent	Single Unit Institution	Midwest
Wesleyan University	Baccalaureate	Private Independent	Single Unit Institution	Northeast

West Chester University of Pennsylvania	Master's	Public	Institution Within a System	Northeast
Western New England University	Doctoral	Private Independent	Single Unit Institution	Northeast
Western New Mexico University	Master's	Public	Single Unit Institution	West
Western Oregon University	Master'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 Jessup University	Baccalaureate	Private Independent	Single Unit Institution	West
Wilson College	Master's	Private Religious	Single Unit Institution	Northeast
Wittenberg University	Baccalaureate	Private Religious	Single Unit Institution	Midwest
World Learning - School for International Training	Special	Private Independent	Single Unit Institution	Northeast
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