

Council on **Education**®

# AMERICAN COUNCIL ON EDUCATION 2015 ANNUAL REPORT

# ACE STRATEGIC PRIORITIES

#### LEADERSHIP

- Develop and deliver high-quality programs, services, and thought leadership on current and emerging issues.
- This work will derive from our expertise in research, leadership development, internationalization, and attainment.

#### ADVOCACY

- Coordinate and lead the higher education community by providing strong advocacy strategies to advance policies and practices that ensure American higher education continues as a world leader in higher education access, quality, and student success.
- This work will derive from our efforts focused on federal, state, and international initiatives, as well as from legal, public affairs, and advancement activities.

#### ORGANIZATIONAL EXCELLENCE

- Recruit, serve, and retain members and employees by improving internal culture and effectiveness.
- This work will derive from our efforts to raise individual performance, accountability, and collaboration; improve management of our resources; and apply best practices and tools related to systems, media, communications, and data management.

## **Dear Colleagues:**

We are pleased to provide you with an overview of the work of the American Council on Education (ACE) during 2015. This report summarizes the programmatic and advocacy activities which, driven by our strategic priorities, enabled the Council to serve nearly 2,000 members nationwide during a period of both significant challenges and great opportunities for the entire higher education community.

The Center for Education Attainment and Innovation (CEAI) worked throughout 2015 on initiatives focused on alternative credential pathways so as to increase the number of Americans able to earn a college degree or credential. This included the innovative Alternative Credit Project. Also among CEAI's priorities last year was operating and expanding the ACE College Credit Recommendation Service (CREDIT®) to incorporate updated standards and newer types of reviews and validation services.

ACE continually enhances its premier suite of leadership development programming, providing a continuum of programs, products, and services to higher education leaders at all stages of their careers, from aspiring administrators to chief academic officers to presidents and chancellors. The Division of Leadership Programs (DLP) is engaged in significant strategic planning and is expanding its collaborations with other associations, as well as with the University of Michigan's National Center for Institutional Diversity (NCID); DLP and NCID are hosting convenings of scholars and practitioners (November 2015 and April 2016) focused on defining twenty-first century leadership and its implications on the development and delivery of leadership programs.

The Center for Policy Research and Strategy (CPRS) continued its efforts during 2015 on initiatives to heighten the prominence of the ACE research brand along two dimensions: industry trend analyses and thought leadership on evidence-based change. For example, the CPRS report *Race, Class, and College Access: Achieving Diversity in a Shifting Legal Landscape* broke new ground with its examination of how legal challenges to race-conscious admissions are influencing contemporary admissions practices at selective colleges and universities around the country.

The Center for Internationalization and Global Engagement (CIGE) continues to provide in-depth analysis of critical international education issues, and to administer programs and services in support of higher education institutions' internationalization and global engagement strategies. In 2015, the center's reports on academic programs and practices provided important information for institutions. It was also a record year for participation in the Internationalization Collaborative, the Internationalization Laboratory, and the Executive Forum.

Through its seats on the testing service's board of directors, ACE continues to provide direction and oversight to the GED Testing Service, created in 2011 as a joint venture between ACE and Pearson in order to launch the new GED® program, which is designed to help more adults prepare for and earn high school credentials, as well as prepare for success in college and careers.

ACE's advocacy at the federal level, encompassing Congress, the administration, and the courts, ensures that the voice of American higher education is part of important policy conversations that impact students, families, and institutions.

The successes of ACE are only possible with the support of our members and supporters, for which we are deeply grateful.

Sincerely,

 Molly Corbett Broad
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 President
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 American Council on Education
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Renu Khator Chair, 2015-16 ACE Board of Directors Chancellor, University of Houston System, and President, University of Houston

# 2015 ACTIVITIES

As the nation's most influential, respected, and visible higher education association, ACE represents the presidents and chancellors of two- and four-year public and private colleges and universities. No other association represents the broad interests of higher education's top leaders like ACE does.

The Council convenes the higher education community and its membership— ACE member institutions serve 80 percent of today's college students—to collectively tackle the toughest higher education challenges. Higher education is America's best hope for long-term economic growth and social progress, and ACE's core objective is to advance activities that support institutions, students, faculty, and staff. In 2015, ACE pursued that objective by working on behalf of its members in the following areas.



## Leadership Programs

ACE's Division of Leadership Programs continued to provide a rich suite of leadership development programs to a diverse spectrum of higher education leaders across the nation in 2015. Building on the solid foundation provided by Kevin P. Reilly, president emeritus of the University of Wisconsin System and then ACE presidential advisor for leadership programs, Lynn M. Gangone joined ACE in April 2015 as vice president for leadership programs. Under Gangone's leadership, the division has simultaneously continued its programmatic service to higher education leaders and launched a comprehensive strategic planning process designed to bolster the division's contribution to higher education, conserve the core values of ACE's long-standing excellence in leadership development, and strategically re-imagine programs, products, and services. The ACE New Leadership Initiative concept paper prepared by Kevin P. Reilly and SimpsonScarborough's Image & Identity Replication Study were key inputs that directly supported the planning process. In the five years since the last division-level strategic assessment, the division has worked to develop and deliver high-quality programs for higher education leaders at all stages of their careers, from faculty and entry-level administrators to presidents and chancellors.

The Spectrum Aspiring Leaders Program has been well received in its first two convenings, serving 70 mid-level leaders from diverse, underrepresented groups. The Moving the Needle: Advancing Women Leaders Initiative has four established goals engaging leaders across the nation in a commitment to advancing women leaders.

ACE's Institute for Chief Academic Officers and Advancing to the Presidency workshops both engaged record numbers of participants in 2015. The Fidelity Investments-sponsored ACE Institute for New Presidents received glowing evaluations from its participants and explored essential topics, including fundraising, board relations, working with the media, building an effective team, and an array of case studies drafted and presented by the participants. In 2015 ACE transitioned from supporting the Association of Chief Academic Officers (ACAO) with operational and convening support to a trusted partner relationship, as ACAO developed the capacities and staff to stand on its own.

Since 2015 was the 50th anniversary of the ACE Fellows Program, we saw increased involvement and participation of past and present ACE Fellows in ACE events, particularly in the Annual Meeting, attended by about 400 Fellows. The hiring process for the director and associate director of the emerging leaders group began in the winter of 2015. These roles are critical to the growth and continued excellence of ACE's landmark leadership development program—the ACE Fellows program. In 2015, we continued the collaboration with the University of Michigan's National Center for Institutional Diversity and the National Forum on Higher Education for the Public Good through curricular contributions to the ACE Fellows program and a November convening on leadership held at the University of Michigan in Ann Arbor.

The division has continued to build capacity through internal ACE collaborations with Membership and Advancement, and through external collaboration discussions with the National Association of System Heads, the Association of Academic Health Centers, the National Association of College and University Business Officers, the Bill & Melinda Gates Foundation, and American Express.

# Center for Internationalization and Global Engagement

The Center for Internationalization and Global Engagement (CIGE) supports and promotes internationalization and global engagement at ACE member institutions. In addition, it supports the strengthening of higher education globally. Below are some of the highlights of CIGE activities in 2015.

**Programs and services that focus on campus internationalization.** The Internationalization Collaborative convened in February 2015 and focused on the internationalization of the curriculum. It was attended by a record number of faculty and administrators, with evaluations indicating strong support for additional programming on the same topic. The Executive Forum for Leading Internationalization, convened in November 2015, addressed structures and policies for campus internationalization. Participation in the forum was limited to presidents, chief academic officers, and senior international officers.

The Internationalization Laboratory reached a major milestone in 2015, reaching a cumulative total of more than 100 participants. The lab guides each participating institution through a deep and comprehensive planning process that leads to a strategic plan for the internationalization of its campus. This achievement was celebrated with a reception at the Executive Forum.

In the research area, CIGE launched three new installments of CIGE Insights, a series of occasional papers that explores important international issues in higher education. *International Higher Education Partnerships: A Global Review of Standards and Practices* analyzed standards of effective practice in the management of international partnerships that have been drafted and promoted by organizations in the United States and around the world.

In addition, a pair of reports addressed national policies on international education. *Internationalization Higher Education Worldwide: National Policies and Programs* described and analyzed an array of government-initiated higher education internationalization programs and policies around the world. Numerous examples were presented, with an extensive discussion of challenges surrounding implementation and effectiveness. At the same time, CIGE launched *Internationalizing U.S. Higher Education: National Policies and Programs*, an in-depth look at international higher education policies in the United States, followed by a set of recommendations to improve their effectiveness. The paper also discussed the advantages and disadvantages of having a comprehensive national policy on international education.

**Global engagement.** CIGE continued to expand its strategic partnership with Santander Universidades/Universia. A delegation of nearly 50 rectors from Mexican institutions, sponsored by Santander, attended the ACE Annual Meeting in March 2015, culminating in a dinner hosted by ACE President Molly Corbett Broad and Sergio Alcocer, undersecretary for North American affairs in the Mexican Ministry of Foreign Affairs. Also at the ACE Annual Meeting, a group of higher education leaders from the United States and Mexico agreed to launch a "research observatory" to collect and analyze data on higher education relations between the two countries. Finally, in April 2015, ACE and Santander jointly launched a professional development institute for internationalization leaders based at Latin American institutions. Held in Miami, the institute hosted nearly 100 participants from throughout Latin America, with especially strong representation from Mexico and Colombia.

## Center for Policy Research and Strategy

The Center for Policy Research and Strategy (CPRS) produces research papers, issue briefs, infographics, and convenings spanning three broad themes: 1) reimagining diversity and equity in higher education in the twenty-first century, 2) public policy and higher education systems, and 3) transformational leadership.

In July 2015, CPRS released its groundbreaking research report Race, Class, and College Access: Achieving Diversity in a Shifting Legal Landscape, in collaboration with Pearson's Center for College & Career Success and the Civil Rights Project at the University of California, Los Angeles. Based on a national survey of admissions and enrollment management leaders, the report examines contemporary admission practices at four-year colleges and universities across a wide range of selectivity in the context of legal challenges to race-conscious admissions. A "report release convening" garnered more than 900 registrants for the online live-stream and over 100 in-person attendees. An additional convening of higher education leaders was sponsored by Hobsons and held at Hobsons University, a conference held in San Antonio. Texas one week later.

CPRS and CEAI released a research report in February 2015 titled *Credit for Prior Learning: Charting Institutional Practice for Sustainability*. The research consisted of seven case studies and addressed the cultural barriers and successful strategies to viewing credit for prior learning (CPL) as central to institutional mission and an essential component in the continuum of teaching, learning, and assessment. An associated "release convening" brought together individuals in person and online to discuss alternative pathways and approaches that assist post-traditional students in reaching their educational goals.

CPRS was awarded funds by the TIAA-CREF Institute for a September 2015 convening—in collaboration with the Delta Cost Project at the American Institutes for Research—to explore the financial data challenges faced by higher education leaders as they manage the twin issues of college affordability and pedagogical innovation. Outcomes of the convening will inform a research agenda that can help build a bridge between today's increasingly stretched financial models and a financially sustainable future for American higher education. Related products are scheduled for release in spring 2016.

CPRS released its first issue brief of a four-part series on public financing of minority-serving institutions (MSIs) in September of 2015, examining government investment in public Hispanic-serving institutions. The center also began study of National Student Clearinghouse data with a focus on the contribution of MSIs to national postsecondary degree attainment. In September 2014, CPRS launched Higher Ed Spotlight, a series of infographic fact sheets designed to illustratively inform institutional, policy, research, and media audiences on key issues and trends in higher education. Finally, analyses for two state-focused case studies was completed, with papers slated for release in fiscal 2016 on the ability of institutions to innovate academic and business models with systemic reform implications.

Dissemination of CPRS research in 2014–15—in addition to ACE, trade, and mainstream media channels—included presentations at national peer-review research conferences; Secretariat member conferences; sponsored webinars; feature articles; guest blog posts; and guest lectures at ACE member institutions.

# Center for Education Attainment and Innovation

The Center for Education Attainment and Innovation (CEAI) continues to shine a spotlight on the critical need for greater postsecondary attainment in the United States and the role that various innovations technological, pedagogical, structural, and financial—can play in supporting more flexible pathways, increased student persistence, and completion across all socioeconomic groups.

In 2015, CEAI developed and launched its first-ever customer service survey to help gauge the impact of all our current services and drive implementation of future initiatives to meet the desired needs of our constituents.

ACE's College Credit Recommendation Service (CREDIT®) client portfolio—as well as its marketing and outreach efforts—grew in 2015, adding 13 new organizations, including FIRM Freedom Foundation; U.S. Army Corp of Engineers; Collegis Education; CMCS Lebanon SAL; Virginia Department of Corrections; Prince George's County Community College (MD); Jack Welch Management Institute (VA); (ISC)2; Year Up; GE Transportation; ASIS International; Defense Equal Opportunity Management Institute; and the National Restaurant Association (NRA-ServSafe). In fiscal 2015, CREDIT conducted 90 distinct reviews of 630 courses. ACE launched the CREDIT Annual Benefit Program to bring additional, tangible value to organizations who participate in the CREDIT program.

CEAI was awarded an \$18.8 million contract by the Defense Activity for Non-Traditional Education Support (DANTES) to continue and expand its longtime military evaluations work aimed at helping service members and veterans gain access to higher education. The new contract offers a base year plus four option years. The new contract expands its capacity for evaluating military courses and occupations. It also increases the capacity to help service members, veterans, institutions, and civilian employers understand the value of accepting academic credit recommendations through the use of training, workshops, webinars, and other innovative technology.

Veterans' Programs was able to continue its mission of providing support and education to colleges and universities through a series of webinars focused on issues related to serving military-connected students. It also secured a \$71,000 grant through the Bob Woodruff Foundation to continue its partnership with the Center for Deployment Psychology on providing trainings for faculty, staff, and mental health-care practitioners at host institutions around the country on issues related to post-traumatic stress disorder and traumatic brain injury.

Also in 2015, CEAI hosted two student veteran research convenings in partnership with NASPA –

Student Affairs Administrators in Higher Education and ACE's Center for Policy Research and Strategy (CPRS). CEAI's Veterans' Programs, in partnership with NASPA and CPRS, published a white paper looking at the unique differences of military-connected students and the potential risk factors that might inhibit their ability to complete their postsecondary education.

CEAI launched the College and University Partnerships (CUP) Affiliate Initiative, which began with seven institutions, to implement and expand more effective credit for prior learning (CPL) practices across the country. CEAI convened a meeting of CUP affiliate institutions to identify and implement strategies to expand its existing work to advance CPL practices statewide and nationally. CUP has provided technical assistance and support to enable those institutions to expand CPL policies and practices, including the application of ACE credit recommendations for military and workforce credit. In addition, CUP has worked with CREDIT clients, such as Statistics. com, Year Up, and McDonald's, to create partnerships to align credit recommendations with degree programs. In collaboration with Pearson Education, CEAI also launched a national Credit for Prior Learning campaign that includes student success stories, infographics, podcasts, and blogs.

Utilizing CISCO systems, CUP launched a new customer service system for its Resource Center to more effectively serve students, institutions, CREDIT clients, and other stakeholders. In February 2015, CEAI and CPRS jointly sponsored a forum titled "Aligning Innovations to Promote Learning and Quality Credentials." The event provided attendees with an overview of two new papers released by CEAI, CPRS, and Blackboard on CPL and competency-based education.

In 2014, ACE received a \$1.89 million grant from the Bill & Melinda Gates Foundation to implement the Alternative Credit Project aimed at creating a more flexible pathway and ecosystem for postsecondary attainment. ACE launched the ecosystem in October 2015 with 111 low- and no-cost online lowerdivision general education courses. The ecosystem also includes 40 colleges and universities, and three systems who have agreed to accept many of these courses for transfer credit and communicate their acceptance to students. This project also includes a thought leadership component to inform the field about competency-based education (CBE) and connected credentials. ACE convened an expert group on CBE to examine employer perspectives on alternative credentials and identify ways higher education can better signal competency attainment to employers. The connected credentials group has examined the credentials ecosystem from multiple stakeholder perspectives and quality dimensions to better define the relationships between credentials. ACE will release white papers and host a convening in February 2016 to disseminate the findings of the CBE and connected credentials working groups.

With support from Lumina Foundation, CEAI launched a Change and Innovation Lab (CIL) in 2014 to help colleges and universities implement scalable and sustainable postsecondary attainment initiatives. ACE utilized remaining CIL funds and convened a second CIL cohort in 2015, including five Historically Black Colleges and Universities (HBCUs) and other minority-serving institutions. In July 2015, institutions met and pitched their innovative proposals to foundation and business representatives and received feedback on the design and implementation of their proposal.

CEAI is actively engaged in re-imagining business models, building strategic initiatives, and improving business processes with these key objectives as a focus:

- Recognizing that the external environment in higher education keeps changing and that in order to remain a leader in our activities and services, ACE must build processes that adapt to this evolution
- Outlining and coordinating the specific steps to expand revenue streams to become a profit center
- Mapping and documenting the Center's infrastructures in order to identify the specific gaps and needs to reinforce foundations to handle new capacities
- Implementing measurable and obtainable strategies to link key stakeholders internally and externally

## Division of Government and Public Affairs

Much of the higher education focus in Washington last year was devoted to the continuing effort in Congress to work toward the reauthorization of the Higher Education Act (HEA). ACE Government Relations (GR) staff worked with members and their staffs in both chambers, as well as at the Department of Education, to share the higher education community's perspective on a range of issues that are likely to be considered as a part of HEA reauthorization, including providing formal comments on topics such as campus sexual assault, accreditation, consumer information, and risk sharing.

GR staff also continued its work last year supporting the efforts of the Task Force on Federal Regulation of Higher Education, which released its final report to the public in mid-February. At the end of February, the Senate Committee on Health, Education, Labor, and Pensions held a hearing dedicated to the report and its findings, which featured testimony from the task force co-chairs, William E. (Brit) Kirwan, chancellor of the University System of Maryland, and Nicholas S. Zeppos, chancellor of Vanderbilt University (TN). The report was well received, with many favorable comparisons to the *Rising Above the Gathering Storm* report of several years ago, which spurred subsequent congressional legislation.

In addition, GR staff worked with the higher education community to submit formal comments and provide feedback on a number of regulatory matters under consideration this year. In particular, comments were submitted on proposed teacher preparation regulations; institutional cash management; the proposed Postsecondary Institution Ratings System; and the handling of student medical records, among others. GR also organized multiple meetings with senior federal regulatory staff concerning implementation of the Affordable Care Act, and the management of student employees, subsidies for student health insurance coverage provided to graduate students, and students participating in experiential learning programs.

Meanwhile, the ACE GR team continued its work to support institutions on the challenging issues surrounding sexual assault on campus; the team's work included holding roundtable sessions for policymakers and providing comment on legislation such as a revised version of the Campus Accountability and Safety Act. And the ACE GR and Public Affairs teams, along with General Counsel Peter McDonough, began research on areas of best practice in the area of academic integrity and intercollegiate athletics.

On the federal funding front, ACE GR staff coordinated higher education community advocacy efforts seeking to ensure that lawmakers made higher education a priority as they moved forward on fiscal 2016 spending bills, particularly in the areas of expanding student aid and research funding. As part of these efforts GR staff led the higher education community in advocating for an extension to the Federal Perkins Loan Program, which expired on September 30.

The GR staff also engaged with the congressional tax-writing committees regarding federal tax policy and provisions important to the higher education community. In early April, Senior Vice President Terry Hartle gave a presentation to the Senate Finance Committee Individual Tax Provisions Working Group concerning college costs and certain individual tax provisions. In early October, Hartle testified at a hearing of the House Ways and Means Oversight Subcommittee on college costs and tax policy.

ACE Public Affairs continued its efforts to maintain the Council's presence as one of the top sources for the media on federal policy, to advocate for the Council's membership on key issues, and to promote the important work of ACE's programs. The office produced and distributed a number of statements from President Molly Corbett Broad on major issues, including the Department of Education's college ratings proposal and the U.S. Supreme Court's decision to grant review in the case of *Fisher v. University of Texas at Austin.* 

## Office of the General Counsel

ACE's General Counsel (GC) supported the Center for Policy Research and Strategy (CPRS) as it prepared to report on its race, class, and college access survey results and perspective. CPRS's report (*Race, Class, and College Access: Achieving Diversity in a Shifting Legal Landscape*) is important in its own right, and the attention to it was heightened by the U.S. Supreme Court's decision last June to again consider the undergraduate admissions policy at the University of Texas's flagship Austin campus.

ACE's judicial advocacy efforts have been characterized historically by the preparation and submission of amicus briefs in broadly significant cases in the Supreme Court and elsewhere across the country. Continuing ACE's special attentiveness to admissionrelated diversity and affirmative action issues, ACE's GC played a role in formulating and presenting perspective to the high court regarding The University of Texas at Austin in *Fisher II*, including leading the preparation of an amicus brief on behalf of ACE and 37 other higher education associations, while also submitting amicus briefs in other matters during 2015.

A significant portion of ACE GC time in 2015 was devoted to campus sexual violence, certainly one of the most important and vexing issues in recent years. Supporting and collaborating with Government Relations staff, the GC worked to orient and educate legislative and regulatory policymakers to the complexities and challenges campuses face in this area.

Internal and external speaking and commenting across the spectrum of higher education legal issues is part of the ACE GC's engagement and support within and outside the organization. As an example, during the culminating retreat for the ACE Fellows Program in early June, the GC conducted a session devoted to higher education legal issues, as well as the contextual 2015 athletics landscape within which issues in that area are assessed and addressed by campus leaders across the spectrum of Divisions I, II, and III. Forums for the GC's external presentations included the Association of Governing Boards of Universities and Colleges' annual meeting (unionization) and the annual meeting of Association of American Universities' public affairs group (campus sexual violence).

## Other ACE Initiatives

GED Testing Service: For more than 70 years, ACE has been steward of the nation's preeminent high school equivalency exam, the GED® test. In 2015, the GED Testing Service delivered more than 770,000 tests in the United States and abroad, enabling adult learners to prepare for and earn high school credentials, as well as prepare for success in college and careers. It expanded services to adults by partnering with major employers to create GEDWorks<sup>®</sup>, an employer-funded program for working adults who lack a high school diploma. The ACE College Credit Recommendation Service (CREDIT<sup>®</sup>) recommends that students who achieve the GED<sup>®</sup> with Honors performance level be waived from developmental education and placement testing, signaling their readiness for college-level courses.

Career Flexibility: Over the past 11 years, ACE has received \$4.15 million in funds from the Alfred P. Sloan Foundation to investigate and champion faculty career flexibility in the higher education community. Included in this work is the Working Longer, Working Smarter grant, which enables ACE to help institutions address the fiscal and cultural implications as faculty continue to work past traditional retirement age in an era of no mandatory retirement. Two new toolkits on faculty career flexibility were updated to ACE's website: one addresses how to create, implement, evaluate, and sustain career flexibility in medical schools, and the other addresses faculty retirement.

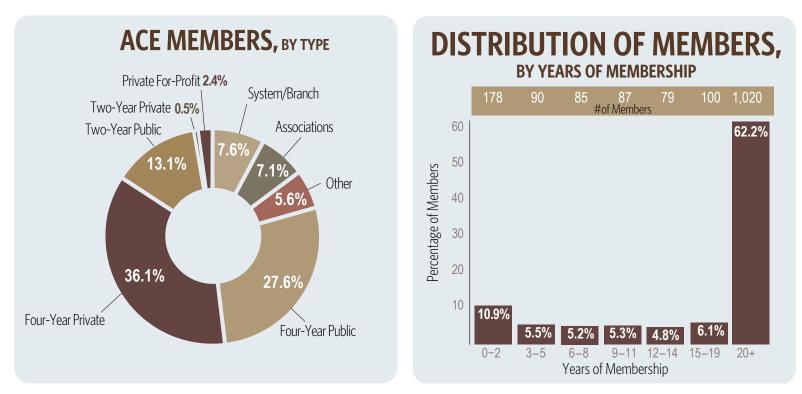
National Challenge for Higher Education: More than 130 presidents and chancellors have signed on to ACE's initiative to promote work-life balance for faculty within colleges and universities. Funded by the Alfred P. Sloan Foundation, the National Challenge Campaign web page (www.acenet.edu/nationalchallenge) features a toolkit, other materials, and a current listing of participating institutions.

American College Application Campaign (ACAC): This ACE-led initiative to increase the number of firstgeneration and low-income students pursuing a college or university degree reached more than 265,000 students in all 50 states and the District of Columbia during fall 2014. ACAC initially received support from Lumina Foundation, the Bill & Melinda Gates Foundation, The Kresge Foundation, and the Bank of America Charitable Foundation. Projections are that that ACAC can reach some 80 percent of all high schools in the next six to seven years, reaching 1.5 million students who might otherwise never have applied to college. More recently, the project has received grants from the KPMG Foundation and the U.S. Department of Education. In partnership with ACT, the National Student Clearinghouse, IBM, and Delaware State University, we will develop a best-match-and-fit tool. The College Matching Index will provide students with a list of postsecondary institutions that match their academic preparedness and fit with their career aspirations, finances, and lifestyle preferences.

ACE's Annual Meeting: Hundreds of higher education leaders convened March 14–17, 2015 in Washington, DC, to attend ACE's 97th Annual Meeting, "Promises to Keep: Higher Education and the Public Trust." The program addressed a variety of pressing higher education issues, including equity and income inequality, shared governance, the role of internationalization, competency-based education, and student success. The Annual Meeting, along with associated meetings and pre-conference programs, drew 1,952 attendees, an all-time record. Among the participants were attendees from all 50 states, as well as 120 international attendees from 18 countries.

# MEMBERSHIP PROFILE

Photo courtesy of ACE member institution Whitman College (WA).





## ACE ALLIANCE PROGRAM

The Alliance Program strengthens the connection between the business community and higher education, bringing together leaders in both sectors to address key issues our institutions face today. For further information on the Alliance Program, please contact ACE's Advancement Office at (202) 939-9385.

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The American Council on Education gratefully acknowledges the support of the following foundations, corporations, and organizations.

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Photo courtesy of ACE member institution Marquette University (WI).

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**Richard Ekman,** President, Council of Independent Colleges, Term Ending March 2016, representing the *Council of Independent Colleges* 

**Vacant Position,** Term Ending TBD, representing the National Association for Equal Opportunity in Higher Education

**Pamela Fox,** President, Mary Baldwin College (VA), Term Ending June 2016, representing the *National Association of Independent Colleges & Universities* 

#### Elected Associations—For One-Year Term, Ending March 2016

**Carol Geary Schneider,** President, Association of American Colleges and Universities

**Elliott Shore,** Executive Director, *Association of Research Libraries* 

#### Designated Representative, Washington Higher Education Secretariat—*For One-Year Term, Ending March 2016*

**Darrell G. Kirch,** President and CEO, Association of American Medical Colleges

#### ACT

Marten Roorda, Chief Executive Officer

American Association of Colleges for Teacher Education (AACTE) Sharon P. Robinson, President and Chief Executive Officer

American Association of Colleges of Nursing (AACN) Deborah E. Trautman, Executive Director

American Association of Collegiate Registrars and Admissions Officers (AACRAO) Michael V. Reilly, Executive Director

American Association of Community Colleges Walter G. Bumphus, President and CEO

American Association of State Colleges and Universities Muriel A. Howard, President

American Association of University Professors (AAUP) Julie Schmid, Executive Director

American College Personnel Association (ACPA) Cynthia (Cindi) Love, Executive Director

American Council on Education (ACE) Molly Corbett Broad, President Terry W. Hartle, Senior Vice President for Government and Public Affairs

American Dental Education Association (ADEA) Richard W. Valachovic, President and CEO

American Indian Higher Education Consortium (AIHEC) Carrie L. Billy, Executive Director

Association of Academic Health Centers (AAHC) Steven A. Wartman, President and Chief Executive Officer

Association of American Colleges and Universities (AAC&U) Carol Geary Schneider, President

Association of American Law Schools (AALS) Judith C. Areen, Interim Executive Director and Chief Executive Officer

Association of American Medical Colleges (AAMC) Darrell G. Kirch, President and CEO

Association of American Universities (AAU) Hunter R. Rawlings III, President

Association of Catholic Colleges and Universities (ACCU) Michael Galligan-Stierle, President and CEO Association of Community College Trustees (ACCT) J. Noah Brown, President and CEO

Association of Governing Boards of Universities and Colleges (AGB) Richard D. Legon, President

Association of Higher Education Facilities Officers (APPA) E. Lander Medlin, Executive Vice President

Association of Jesuit Colleges and Universities (AJCU) Michael J. Sheeran, President

Association of Public and Land-grant Universities (A·P·L·U) Peter McPherson, President

Association of Research Libraries (ARL) Elliott Shore, Executive Director

College and University Professional Association for Human Resources (CUPA-HR) Andy Brantley, President and Chief Executive Officer

The College Board (CB) David Coleman, President

Council for Advancement and Support of Education (CASE) Sue Cunningham, President

Council for Christian Colleges and Universities (CCCU) Shirley V. Hoogstra, President

Council for Higher Education Accreditation (CHEA) Judith S. Eaton, President

Council for Opportunity in Education (COE) Maureen Hoyler, President

Council of Graduate Schools (CGS) Suzanne Ortega, President

Council of Independent Colleges (CIC) Richard Ekman, President

Council on Governmental Relations (COGR) Anthony DeCrappeo, President

Educational Testing Service (ETS) Walter (Walt) MacDonald, President

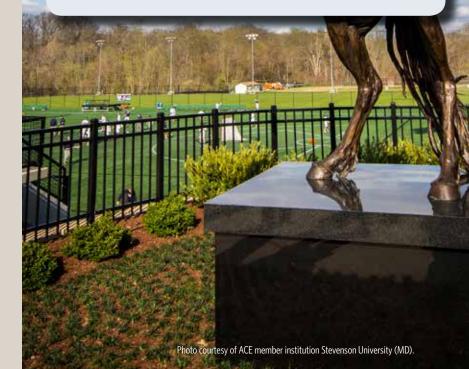
EDUCAUSE John O'Brien, President and CEO

Hispanic Association of Colleges and Universities (HACU) Antonio R. Flores, President

- NAFSA: Association of International Educators Marlene M. Johnson, Executive Director and Chief Executive Officer
- NASPA Student Affairs Administrators in Higher Education Kevin Kruger, President
- National Association for College Admission Counseling (NACAC) Joyce E. Smith, Chief Executive Officer
- National Association for Equal Opportunity in Higher Education (NAFEO) Lezli Baskerville, President and CEO
- National Association of College and University Attorneys (NACUA) Kathleen Curry Santora, Chief Executive Officer
- National Association of College and University Business Officers (NACUBO) John D. Walda, President
- National Association of Independent Colleges and Universities (NAICU) David L. Warren, President
- National Association of Student Financial Aid Administrators (NASFAA) Justin S. Draeger, President and CEO
- National Association of System Heads (NASH) Rebecca Martin, Executive Director
- National Collegiate Athletic Association (NCAA) Mark A. Emmert, President
- National Council of University Research Administrators (NCURA) Kathleen M. Larmett, Executive Director
- University Professional and Continuing Education Association (UPCEA) Robert J. (Bob) Hansen, Chief Executive Officer
- Washington Higher Education Secretariat (WHES) Philip Rogers, Executive Secretary, WHES; Vice President and Chief of Staff, ACE



# WASHINGTON HIGHER EDUCATION SECRETARIAT



## FINANCIAL HIGHLIGHTS

ACE has continued its commitment to sound, effective financial stewardship as part of its strategic goal to improve the organization's effectiveness, efficiency, and financial strength. By protecting and preserving its assets, ensuring compliance with financial reporting and control requirements, enhancing business performance and strategic decision making, and balancing cost and service levels, ACE ensures the sustainability of its ongoing programs and enables the development of new programs to support its mission.

The financial statements from which the accompanying financial highlights were derived have been determined to present fairly, in all material respects, the financial position of ACE as of September 30, 2015, and the changes in its net assets and cash flows for the year then ended in conformity with generally accepted accounting principles. For a complete set of the audited financial statements, including statements of functional expenses and cash flows, full footnote disclosure, and the unmodified opinion of the independent certified public accountants, please visit ACE online at www.acenet.edu or contact the ACE Department of Finance and Budget at One Dupont Circle NW, Washington, DC 20036.

	As of September 30					
	2015		2014			
ASSETS						
Cash and cash equivalents	\$	1,550,665	\$	3,510,847		
Accounts receivable		6,083,468		9,087,135		
Investments		54,918,224		55,347,044		
Investment in joint venture		14,263,841		17,754,305		
Property, net		8,455,594		8,858,939		
Other assets		3,050,782		3,136,722		
Total assets	\$	88,322,574	\$	97,694,991		
LIABILITIES AND NET ASSETS						
Liabilities						
Accounts payable and accrued expense	\$	3,735,560	\$	7,430,632		
Deferred revenue		12,165,404		11,402,233		
Notes payable		1,667,597		2,591,313		
Retiree medical benefit obligation		2,622,467		2,630,227		
Other liabilities		3,592,311		3,405,518		
Total liabilities		23,783,339		27,459,923		
Net assets						
Unrestricted		62,398,087		67,328,548		
Temporarily restricted		2,141,148		2,906,520		
Total net assets		64,539,235		70,235,068		
Total liabilities and net assets	\$	88,322,574	\$	97,694,991		

#### Summary Statements of Financial Position

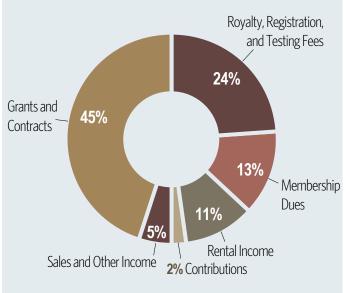
### Summary Statements of Activities

		Years Ended S	September 30	
		2015		2014
REVENUES				
Grants and contracts	\$	21,112,325	\$	22,765,628
Royalty, registration, and testing fees		12,068,458		12,487,091
Membership dues		7,227,582		6,887,846
Rental income		6,147,663		5,516,368
Contributions		1,113,775		932,900
Sales and other income		3,261,684		2,470,618
Total revenues		50,931,487		51,060,451
EXPENSES				
Program services		39,674,526		41,128,547
Supporting services:				
Building operations and other ancillary services		4,508,748		4,141,088
General and administrative		5,627,864		5,628,611
Fundraising		792,942		858,026
Total supporting services		10,929,554		10,627,725
Total expenses		50,604,080		51,756,272
Excess of revenues over expenses		327,407		(695,821)
NET GAINS		(6,023,240)		(593,664)
Change in net assets		(5,695,833)		(1,289,485)
Net assets, beginning of year		70,235,068		71,524,553
Net assets, end of year	\$	64,539,235	\$	70,235,068
	Grants and contracts Royalty, registration, and testing fees Membership dues Rental income Contributions Sales and other income Total revenues EXPENSES Program services Supporting services: Building operations and other ancillary services General and administrative Fundraising Total supporting services Total supporting services Excess of revenues over expenses Excess of revenues over expenses NET GAINS Change in net assets Net assets, beginning of year	Grants and contracts       \$         Royalty, registration, and testing fees         Membership dues         Rental income         Contributions         Sales and other income         Total revenues         EXPENSES         Program services         Supporting services:         Building operations and other ancillary services         General and administrative         Fundraising         Total expenses         Excess of revenues over expenses         NET GAINS         Change in net assets         Net assets, beginning of year	2015REVENUESGrants and contracts\$Royalty, registration, and testing fees12,068,458Membership dues7,227,582Rental income6,147,663Contributions1,113,775Sales and other income3,261,684Total revenues50,931,487EXPENSESProgram services39,674,526Supporting services:Building operations and other ancillary services5,627,864Fundraising792,942Total supporting services10,929,554Total expenses50,604,080Excess of revenues over expenses327,407NET GAINS(6,023,240)Change in net assets(5,695,833)Net assets, beginning of year70,235,068	REVENUESGrants and contracts\$21,112,325\$Royalty, registration, and testing fees12,068,458\$Membership dues7,227,582\$Rental income6,147,663\$Contributions1,113,775\$Sales and other income3,261,684\$Total revenues50,931,487\$EXPENSES\$\$Program services39,674,526\$Supporting services:\$\$Building operations and other ancillary services\$\$General and administrative\$,627,864\$Fundraising792,942\$\$Total supporting services10,929,554\$Total expenses50,604,080\$Excess of revenues over expenses327,407\$NET GAINS(6,023,240)\$\$Change in net assets(5,695,833)\$\$Net assets, beginning of year70,235,068\$\$

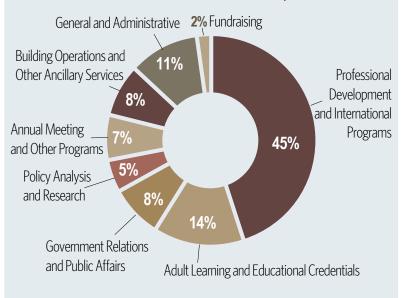
## GROWTH OF ORGANIZATIONAL ASSETS AND NET ASSETS



### **REVENUES,** BY SOURCE YEAR ENDED SEPTEMBER 30, 2015



### **EXPENSES,** BY ACTIVITY YEAR ENDED SEPTEMBER 30, 2015



#### Alabama

Air University\* Alabama A&M University\* Alabama State University\* Amridge University Athens State University\* Auburn University at Montgomery\* Auburn University\* Auburn University System\* Bevill State Community College Birmingham-Southern College\* Columbia Southern University\* Jacksonville State University\* Miles College\* Samford University\* Spring Hill College\* Tuskegee University\* University of Alabama\* University of Alabama at Birmingham University of Alabama System University of Montevallo\* University of North Alabama\* Virginia College

#### Alaska

llisagvik College University of Alaska Anchorage\* University of Alaska Fairbanks\* University of Alaska Southeast\* University of Alaska System\*

#### Arizona

Apollo Group Inc.\* Arizona Board of Regents\* Arizona Christian University Arizona State University\* Chandler-Gilbert Community College Diné College\* Estrella Mountain Community College GateWay Community College Glendale Community College Grand Canyon University Harrison Middleton University\* Maricopa County Community College District\* Mesa Community College\* Northcentral University Northern Arizona University\* Paradise Valley Community College Phoenix College\* Pima County Community College District

\* Indicates institution has been a member of ACE for more than 10 years



# ACE INSTITUTIONS & SYSTEM MEMBERS



Rio Salado Community College\* Scottsdale Community College\* South Mountain Community College Southwest College of Naturopathic Medicine & Health Sciences Tohono O'odham Community College University of Arizona\* University of Phoenix\* Western International University

#### Arkansas

Arkansas State University\* Arkansas State University-Beebe\* Henderson State University Hendrix College\* Lyon College\* Philander Smith College\* Southern Arkansas University\* University of Arkansas at Fayetteville\* University of Arkansas at Fort Smith\* University of Arkansas at Little Rock\* University of Arkansas for Medical Sciences\* University of Arkansas System Administration\* University of Central Arkansas\* University of the Ozarks\*

#### California

Abraham Lincoln University Allan Hancock Joint Community College District\* Alliant International University\* Alliant International University-San Diego Scripps Ranch Antelope Valley Community College District\* Argosy University\* Azusa Pacific University\* Brandman University Bryan University California Coast University\* California Community Colleges System Office California Institute of Technology\* California Institute of the Arts\* California InterContinental University California Lutheran University\* California Maritime Academy\* California National University for Advanced Studies California Polytechnic State University-San Luis Obispo\* California Southern University California State Polytechnic University-Pomona\*

California State University System\* California State University, Bakersfield\* California State University, Channel Islands California State University, Chico California State University, Dominguez Hills\* California State University, East Bay\* California State University, Fresno\* California State University, Fullerton\* California State University, Long Beach California State University, Los Angeles\* California State University, Monterey Bay\* California State University, Northridge\* California State University, Sacramento\* California State University, San Bernardino\* California State University, San Marcos\* Cerritos Community College District\* Chabot-Las Positas Community College District Chaffey College Chaffey Community College District Chapman University System Chapman University\* Chicago School of Professional Psychology City College of San Francisco\* Claremont Graduate University\* Claremont McKenna College\* Claremont University Consortium\* Coast Community College District\* Coleman University **Cosumnes River College** Desert Community College District\* Dominican University of California\* Fashion Institute of Design and Merchandising\* Fielding Graduate University\* Folsom Lake College Foothill College\* Foothill-De Anza Community College District Golden Gate University Grossmont-Cuyamaca Community College District Hartnell Community College District\* Harvey Mudd College\* Humboldt State University\* International Technological University John F. Kennedy University Laney College\* Los Angeles Community College District Los Angeles Mission College\* Los Angeles Trade-Technical College\* Los Angeles Valley College\* Los Medanos College

Los Rios Community College District Loyola Marymount University\* Menlo College Mills College\* Mount Saint Mary's University\* National University\* National University System New Charter University\* North Orange County Community College District Northwestern Polytechnic University Notre Dame de Namur University\* Occidental College\* Orange Coast College Pacific Oaks College\* Palo Alto University Palomar Community College District\* Pepperdine University\* Peralta Community College District Pitzer College\* Point Loma Nazarene University\* Pomona College\* Riverside Community College District\* Sacramento City College Saint Mary's College of California Samuel Merritt University\* San Bernardino Community College District\* San Diego City College\* San Diego Community College District\* San Diego Mesa College\* San Diego Miramar College\* San Diego State University\* San Francisco Community College District\* San Francisco State University\* San José State University\* Santa Barbara Community College District Santa Clara University\* Santa Monica Community College District\* Saybrook University\* Scripps College\* Silicon Valley University\* Siskiyou Joint Community College District\* Sofia University Sonoma State University\* Southern California University of Health Sciences Stanford University\* State Center Community College District Taft University System Inc. Touro University-California Trident University

United States Naval Postgraduate School\* University of Antelope Valley University of California Office of the President\* University of California, Berkeley\* University of California, Davis\* University of California, Irvine\* University of California, Los Angeles\* University of California, Merced University of California, Riverside\* University of California, San Diego University of California, Santa Barbara University of California, Santa Cruz\* University of La Verne\* University of Redlands\* University of San Diego\* University of San Francisco\* University of Southern California\* University of the Pacific\* Vanguard University of Southern California Ventura College Ventura County Community College District West Hills Community College District\* Westmont College\* Whittier College\* Woodbury University\* Yosemite Community College District\*

#### Colorado

Adams State University\* Aims Community College Arapahoe Community College Colorado Christian University Colorado College\* Colorado Community College System\* Colorado Northwestern Community College Colorado School of Mines\* Colorado State University System Colorado State University\* Colorado State University-Global Campus Colorado Technical University\* Community College of Aurora Community College of Denver\* Front Range Community College Metropolitan State University of Denver\* Morgan Community College Pikes Peak Community College Red Rocks Community College Regis University\* Rocky Vista University United States Air Force Academy\* University of Colorado Boulder\* University of Colorado Colorado Springs\*

University of Colorado Central Administration\* University of Colorado Denver\* University of Denver\* University of the Rockies

#### Connecticut

Albertus Magnus College\* Asnuntuck Community College\* Central Connecticut State University\* Charter Oak State College\* Connecticut College\* Connecticut State Colleges & Universities\* Eastern Connecticut State University\* Fairfield University\* Goodwin College Housatonic Community College Naugatuck Valley Community College\* Quinnipiac University\* Sacred Heart University Saint Vincent's College\* Southern Connecticut State University\* State of Connecticut Board of Regents for Higher Education\* Trinity College\* United States Coast Guard Academy\* University of Connecticut\* University of Hartford\* University of Saint Joseph\* Western Connecticut State University\* Yale University\*

#### Delaware

Delaware Higher Education Commission\* Goldey-Beacom College University of Delaware\* Wilmington University\*

#### **District of Columbia**

American University\* Catholic University of America\* Gallaudet University\* George Washington University\* Georgetown University\* Graduate School USA\* Institute of World Politics National Defense University\* National Intelligence University\* Trinity Washington University\* University of the District of Columbia\*

#### Florida

Bethune-Cookman University\* Broward College

Carlos Albizu University-Miami Campus\* Eastern Florida State College\* Eckerd College\* Edward Waters College **Everglades University** Flagler College Florida A&M University\* Florida Gateway College\* Florida Gulf Coast University\* Florida Institute of Technology\* Florida International University\* Florida Memorial University\* Florida National University Florida State College at Jacksonville Florida State University\* Hillsborough Community College District Hillsborough Community College\* Hodges University\* Indian River State College\* Jacksonville University\* Lynn University\* Miami Dade College\* Nova Southeastern University\* Palm Beach State College\* Rollins College\* Saint Leo University\* Santa Fe College\* South Florida State College\* St. Johns River State College\* St. Petersburg College St. Thomas University\* State University System of Florida\* Stetson University\* University of Central Florida\* University of Florida\* University of Miami\* University of North Florida\* University of South Florida Sarasota-Manatee University of South Florida St. Petersburg University of South Florida\* University of Tampa University of West Florida\* Valencia College\*

#### Georgia

Agnes Scott College\* Albany State University\* Albany Technical College Armstrong State University Art Institute of Atlanta\* Atlanta Technical College Berry College\* Board of Regents of the University System of

Georgia Brenau University\* Clark Atlanta University Clayton State University\* College of Coastal Georgia\* Dalton State College Darton State College East Georgia State College Emory University\* Georgia College & State University\* Georgia Gwinnett College Georgia Highlands College\* Georgia Institute of Technology\* Georgia Perimeter College\* Georgia Regents University Georgia State University\* Gordon State College Kennesaw State University\* Life University\* Mercer University\* Morehouse College\* Oglethorpe University\* Paine College\* Reinhardt University\* Savannah College of Art and Design\* Savannah State University\* South Georgia State College Spelman College\* Technical College System of Georgia Thomas University University of Georgia\* University of North Georgia\* University of West Georgia\* Valdosta State University\*

#### Guam

Guam Community College University of Guam\*

#### Hawaii

Hawaii Community College Hawaii Pacific University Honolulu Community College\* Kapi'olani Community College\* Kaua'i Community College\* Leeward Community College\* University of Hawaii at Hilo\* University of Hawaii at Manoa\* University of Hawaii at West Oahu\* University of Hawaii Maui College\* University of Hawaii System\* Windward Community College\*

#### Idaho

Boise State University\* Brigham Young University-Idaho University of Idaho\*

#### Illinois

Adler University Augustana College\* Benedictine University\* Black Hawk College\* Bradley University\* Chamberlain College of Nursing Chicago State University\* City Colleges of Chicago-Malcolm X College Columbia College Chicago\* Concordia University Chicago\* DePaul University\* DeVry University\* Elgin Community College Elmhurst College\* Governors State University\* Harold Washington College\* Illinois Board of Higher Education\* Illinois Community College Board\* Illinois Institute of Technology\* Illinois State University\* Illinois Wesleyan University\* Kaplan University Lewis University Lincoln Land Community College\* Loyola University of Chicago\* MacMurray College McKendree University\* Methodist College Midwestern University\* Monmouth College\* Moody Bible Institute Moraine Valley Community College\* Morton College\* National Louis University\* Northeastern Illinois University\* Northern Illinois University\* Northwestern University\* Oakton Community College\* Parkland College\* Prairie State College\* Principia College\* Robert Morris University\* Rockford University\* Roosevelt University\*

Rosalind Franklin University of Medicine & Science Saint Xavier University\* School of the Art Institute of Chicago Shimer College South Suburban College of Cook County\* Southern Illinois University Carbondale\* Southern Illinois University Edwardsville\* Southern Illinois University System\* Triton College\* University of Chicago\* University of Illinois at Chicago\* University of Illinois at Springfield\* University of Illinois at Urbana-Champaign\* University of Illinois Central Office\* University of Saint Francis\* Waubonsee Community College\* Western Illinois University\* William Rainey Harper College

#### Indiana

American College of Education Ball State University\* Butler University\* DePauw University\* Earlham College\* Franklin College\* Indiana Commission for Higher Education\* Indiana Institute of Technology\* Indiana State University\* Indiana University Bloomington\* Indiana University East\* Indiana University Kokomo\* Indiana University Northwest\* Indiana University South Bend\* Indiana University Southeast\* Indiana University System\* Indiana University-Purdue University Fort Wavne\* Indiana University-Purdue University Indianapolis\* Ivy Tech Community College-Central Indiana\* Ivy Tech Community College-Central Office\* Ivy Tech Community College-Columbus\* Ivy Tech Community College-East Central\* Ivy Tech Community College-Kokomo\* Ivy Tech Community College-Lafavette\* Ivy Tech Community College-Madison\* Ivy Tech Community College-Northeast\* Ivy Tech Community College-Northwest\* Ivy Tech Community College-Richmond\* Ivy Tech Community College-Sellersburg\*

Ivy Tech Community College-Southwest\* Ivy Tech Community College-Wabash Valley\* Marian University\* Purdue University Calumet Purdue University Calumet Purdue University System\* Rose-Hulman Institute of Technology\* Saint Mary-of-the Woods College Taylor University\* University of Indianapolis\* University of Indianapolis\* University of Notre Dame\* University of Southern Indiana Valparaiso University\* Vincennes University\*

#### lowa

Ashford University\* Board of Regents, State of Iowa\* Central College Clarke University\* Des Moines University-Osteopathic Medical Center\* Divine Word College\* Drake University\* Graceland University\* Grinnell College\* Iowa State University\* Morningside College\* Simpson College University of Iowa\* University of Northern Iowa\* William Penn University

#### Kansas

Cowley County Community College Emporia State University\* Fort Hays State University\* Grantham University\* Haskell Indian Nations University\* Kansas Board of Regents\* Kansas State University\* Newman University Seward County Community College University of Kansas\* University of Saint Mary\* Washburn University\*

#### Kentucky

Bellarmine University\* Berea College\* Bluegrass Community and Technical College District Campbellsville University\* Centre College\* Eastern Kentucky University\* Frontier Nursing University\* Georgetown College\* Hazard Community & Technical College District\* Kentucky Council on Postsecondary Education\* Kentucky State University\* Madisonville Community and Technical College District\* Morehead State University\* Northern Kentucky University\* Somerset Community and Technical College District\* Spalding University\* Sullivan University\* Transylvania University\* University of Kentucky\* University of Kentucky System\* University of Louisville\* University of Pikeville\*

#### Louisiana

Baton Rouge Community College Bossier Parish Community College\* Dillard University\* Grambling State University\* Louisiana State University at Eunice\* Louisiana State University Health Sciences Center in New Orleans\* Louisiana Tech University\* Loyola University New Orleans\* Northwestern State University\* Our Lady of the Lake College\* Southern University at New Orleans\* Southern University System\* Tulane University\* University of New Orleans\* Xavier University of Louisiana\*

#### Maine

Bates College Bowdoin College\* Central Maine Medical Center College\* Colby College\* Eastern Maine Community College\* University of New England\* University of Southern Maine York County Community College\*

#### Maryland

Anne Arundel Community College\* Bowie State University\*

Capitol College Community College of Baltimore County\* Coppin State University\* Frostburg State University\* Goucher College\* Hood College\* Johns Hopkins University\* Loyola University Maryland\* McDaniel College\* Montgomery College\* Morgan State University\* Mount Saint Mary's University\* National Labor College\* Notre Dame of Maryland University\* Prince George's Community College\* Saint Mary's College of Maryland\* Salisbury University\* Stevenson University\* St. John's College\* Towson University\* Uniformed Services University of the Health Sciences\* United States Naval Academy University of Baltimore\* University of Maryland Baltimore\* University of Maryland Baltimore County\* University of Maryland College Park\* University of Maryland Eastern Shore\* University of Maryland University College\* University System of Maryland\* Washington Adventist University\*

#### Massachusetts

Amherst College\* Assumption College Babson College\* **Becker College Bentley University** Berklee College of Music\* **Boston Architectural College** Boston University\* Brandeis University\* Bristol Community College\* Bunker Hill Community College\* Cambridge College\* Cape Cod Community College\* Clark University\* College of the Holy Cross\* Curry College\* Dean College\* Emerson College\* Emmanuel College\*

Episcopal Divinity School **Fisher College** Framingham State University Gordon College Hampshire College\* Harvard University\* Hellenic College/Holy Cross Greek Orthodox School of Theology\* Holyoke Community College\* Labouré College\* Lasell College Lesley University\* Massachusetts Department of Higher Education Massachusetts Institute of Technology Merrimack College MGH Institute of Health Professions\* Mount Holyoke College\* Mount Ida College\* Mount Wachusett Community College\* Newbury College Northeastern University\* Northern Essex Community College\* Quincy College\* Regis College\* Roxbury Community College\* Salem State University\* Simmons College\* Smith College\* Springfield College\* Tufts University\* University of Massachusetts\* University of Massachusetts Amherst\* University of Massachusetts Boston\* University of Massachusetts Dartmouth\* University of Massachusetts Lowell\* University of Massachusetts Medical School\* Wellesley College\* Wentworth Institute of Technology\* Western New England University\* Westfield State University\* Wheaton College\* Wheelock College\* Williams College\* Worcester Polytechnic Institute\* Worcester State University\*

#### Michigan

Adrian College Albion College\* Alma College\* Andrews University Baker College System\* Bay Mills Community College\* Calvin College Central Michigan University\* Davenport University\* Delta College\* Eastern Michigan University\* Grand Rapids Community College Grand Valley State University\* Griggs University Hope College\* Kalamazoo College\* Kettering University\* Lansing Community College Lawrence Technological University\* Marygrove College Michigan School of Professional Psychology Michigan State University\* Michigan Technological University\* Muskegon Community College Northern Michigan University\* Northwestern Michigan College Oakland Community College\* Oakland University\* Olivet College\* Robert B. Miller College Saginaw Chippewa Tribal College Saginaw Valley State University University of Detroit Mercy University of Michigan\* University of Michigan-Dearborn\* University of Michigan-Flint\* Washtenaw Community College\* Wayne County Community College District\* Wayne State University\* Western Michigan University\*

#### Minnesota

Augsburg College\* Bemidji State University\* Bethany Lutheran College\* Bethel University\* Capella University\* Carleton College\* College of Medicine, Mayo Clinic College of Saint Benedict\* Fond du Lac Tribal and Community College\* Gustavus Adolphus College\* Leech Lake Tribal College Macalester College\* Minneapolis Community and Technical College\* Minnesota State Colleges and Universities\* Minnesota State University-Mankato\* Normandale Community College\* Rasmussen College System **Riverland Community College-Austin Campus** Saint Olaf College\* Southwest Minnesota State University St. Cloud State University\* University of Minnesota System\* University of Minnesota-Crookston\* University of Minnesota-Duluth\* University of Minnesota-Morris\* University of Minnesota-Twin Cities\* University of Northwestern-St. Paul\* University of Saint Thomas\* Walden University\* White Earth Tribal and Community College

#### Mississippi

Alcorn State University Delta State University\* Jackson State University\* Millsaps College\* Mississippi Board of Trustees of State Institutions of Higher Learning\* Mississippi State University\* Mississippi Valley State University\* Tougaloo College\* University of Mississippi\* University of Southern Mississippi\*

#### Missouri

A.T. Still University of Health Sciences\* Cottey College\* Drury University Harris-Stowe State University\* Lincoln University\* Maryville University of St. Louis\* Missouri College Missouri University of Science and Technology\* Park University\* Saint Luke's College of Health Sciences St. Louis College of Pharmacv\* St. Louis Community College at Florissant\* St. Louis Community College at Forest Park\* St. Louis Community College at Meramec\* St. Louis Community College at Wildwood\* St. Louis Community College District\* St. Louis University Truman State University\* University of Central Missouri\* University of Missouri System\*

University of Missouri\* University of Missouri-Kansas City\* University of Missouri-St. Louis\* Washington University in St. Louis\* Webster University\* Westminster College\*

#### Montana

Aaniiih Nakoda College\* Blackfeet Community College\* Chief Dull Knife College\* Flathead Valley Community College Fort Peck Community College\* Little Big Horn College\* Montana State University\* Montana State University-Billings\* Montana University System\* Salish Kootenai College\* Stone Child College\* University of Montana\*

#### Nebraska

Bellevue University Concordia University\* Creighton University\* Little Priest Tribal College Midland University\* Nebraska Indian Community College\* Nebraska Wesleyan University\* University of Nebraska at Kearney\* University of Nebraska at Kearney\* University of Nebraska Central Administration\* University of Nebraska Central Administration\* University of Nebraska Medical Center\* University of Nebraska Omaha\*

#### Nevada

College of Southern Nevada Roseman University of Health Sciences Truckee Meadows Community College\* University of Nevada, Las Vegas\*

#### **New Hampshire**

Colby-Sawyer College\* Dartmouth College\* Granite State College Plymouth State University\* River Valley Community College Saint Anselm College\* Southern New Hampshire University University of New Hampshire\* University System of New Hampshire\*

#### New Jersey

Atlantic Cape Community College\* Bergen Community College Brookdale Community College\* Caldwell University\* College of New Jersey\* College of Saint Elizabeth\* County College of Morris\* Drew University\* Eastwick College Fairleigh Dickinson University\* Felician College Hudson County Community College Mercer County Community College Monmouth University\* Montclair State University\* New Jersey City University\* New Jersey Higher Education\* New Jersey Institute of Technology\* Ocean County College\* Princeton University\* Ramapo College of New Jersey\* Rider University\* Rowan University\* Rutgers, The State University of New Jersey Central Office\* Rutgers University-Camden\* Rutgers University-New Brunswick\* Rutgers University-Newark\* Saint Peter's University\* Seton Hall University\* Stockton University\* Sussex County Community College\* Thomas Edison State College\* William Paterson University of New Jersey\*

#### New Mexico

Institute of American Indian and Alaska Native Culture and Arts Development\* Navajo Technical College New Mexico State University\* Southwestern Indian Polytechnic Institute\* St. John's College\* University of New Mexico\* Western New Mexico University\*

#### New York

Adelphi University\* Albany College of Pharmacy and Health Sciences\* Albany Law School\* Bank Street College of Education\*

Bard College\* Barnard College\* Baruch College Berkeley College of New York and New Jersey\* Berkeley College of New York City\* Berkeley College-Garret Mountain Briarcliffe College\* City University of New York Borough of Manhattan Community College\* City University of New York Bronx Community College\* City University of New York Brooklyn College\* City University of New York City College\* City University of New York College of Staten Island\* City University of New York Graduate Center\* City University of New York Hostos Community College\* City University of New York Kingsborough Community College\* City University of New York LaGuardia Community College\* City University of New York Medgar Evers College\* City University of New York New York City College of Technology\* City University of New York Queens College\* City University of New York Queensborough Community College\* City University of New York Stella and Charles Guttman Community College City University of New York System\* Clarkson University Colgate University\* College of New Rochelle\* The College of Saint Rose College of Westchester Columbia University in the City of New York\* Cooper Union for the Advancement of Science and Art\* Cornell University\* Dominican College of Blauvelt\* Dowling College\* D'Youville College Erie Community College\* Excelsior College\* Farmingdale State College\* Fashion Institute of Technology\* Five Towns College\* Fordham University\* Hamilton College\*

Hartwick College\* Herkimer College Hobart & William Smith Colleges\* Hofstra University\* Ithaca College\* Jewish Theological Seminary\* Keuka College\* Lehman College, City University of New York\* LIM College\* Long Island University\* Manhattan College\* Manhattan School of Music Manhattanville College\* Marist College\* Mercy College\* Metropolitan College of New York\* Molloy College\* Monroe College Monroe Community College Nazareth College of Rochester\* New School\* New York Institute of Technology-Old Westbury New York Medical College New York School of Interior Design New York University\* Pace University\* Pratt Institute\* Rensselaer Polytechnic Institute\* Rochester Institute of Technology\* Sage Colleges\* Saint Bonaventure University Sarah Lawrence College\* Schenectady County Community College School of Visual Arts\* Skidmore College\* State University of New York at Binghamton\* State University of New York at Geneseo\* State University of New York at New Paltz\* State University of New York College at Brockport\* State University of New York College at Buffalo State\* State University of New York College at Cortland\* State University of New York College at Fredonia\* State University of New York College at Old Westburv\* State University of New York College at Oneonta

State University of New York College at Oswego\* State University of New York College at Plattsburgh\* State University of New York College at Potsdam\* State University of New York College of Agriculture & Technology at Cobleskill State University of New York College of Environmental Science and Forestry\* State University of New York College of Optometry\* State University of New York College of Technology at Canton State University of New York Empire State College\* State University of New York Maritime College\* State University of New York Polytechnic Institute State University of New York System Office\* State University of New York University at Buffalo\* Suffolk County Community College\* Syracuse University\* Teachers College of Columbia University\* **Trocaire College** United States Military Academy\* University at Albany\* University of Rochester\* Vassar College\* Vaughn College of Aeronautics and Technologv\* Wagner College\* Webb Institute Wells College\* Yeshiva University\*

#### North Carolina

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Cankdeska Cikana Community College\* Dickinson State University\* Fort Berthold Community College\* North Dakota State College of Science\* North Dakota State University\* Sitting Bull College\* Turtle Mountain Community College\* United Tribes Technical College\* University of North Dakota\*

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Antioch University\* Baldwin Wallace University\* Bowling Green State University\* Capital University\* Case Western Reserve University\* Cedarville University Central Ohio Technical College\* Central State University\* Christ College of Nursing and Health Sciences Clark State Community College\* Cleveland State University\* College of Wooster\* Columbus State Community College\* Cuyahoga Community College\* Denison University\* Franklin University\* Hiram College\* John Carroll University\*

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- Inter American University of Puerto Rico Guayama Campus\*
- Inter American University of Puerto Rico Metropolitan Campus\*
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- Inter American University of Puerto Rico San German Campus
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Universidad dei Este Universidad Metropolitana\*

Universidad Metropolitan

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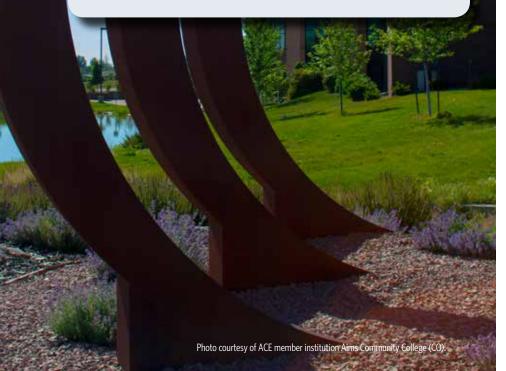
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#### Washington

Northwest Commission on Colleges and Universities\*

#### West Virginia

West Virginia Association of College and University Presidents\*

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