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Todd A Finkle



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SALARIES OF ENTREPRENEURSHIP FACULTY WITHIN HIGHER EDUCATION

Todd A. Finkle
Gonzaga University
502 East Boone Ave.
Spokane, WA 99208
509-313-7048
finkle@gonzaga.edu

ACADEMIC ABSTRACT

Based on an annual survey of 325 American Association for Colleges and Schools of Business (AACSB) schools within the United States, this study examines the trends in salaries for entrepreneurship faculty from 2004-2015. The study breaks down the faculty into rank (Full Professor, Associate Professor, Assistant Professor, and Instructor), type of school (Public versus Private) and gender. The findings and their implications to administrators and faculty are discussed.

EXECUTIVE SUMMARY

This article examines the salaries for entrepreneurship faculty based on rank, type of school, and gender at 325 AACSB schools of higher education in the United States from 2004 to 2015. The findings indicate that during 2014/15, the average salaries for entrepreneurship faculty at AACSB schools of higher education within the US were: Full Professor (\$162,000), Associate Professor (\$131,400), Assistant Professor (\$113,600), and Instructor (\$85,800).

In 2014/15, the average salaries for entrepreneurship faculty broken down by gender were the following: Full Professor (Male: \$159,800; Female: \$171,700), Associate Professor (\$133,200; \$125,600), Assistant Professor (\$114,000; \$112,500), and Instructor (\$87,500; \$77,700).

Average salaries for entrepreneurship faculty broken down by type of school were the following: Full Professor (Public: \$157,700; Private: \$173,000), Associate Professor (\$129,500; \$135,000), Assistant Professor (\$112,400; \$117,000), and Instructor (\$79,300; \$98,200).

The average salaries of entrepreneurship faculty at public schools by rank and gender at AACSB schools in the US during 2014-2015 were: Full Professor (Male: \$154,100; Female: \$163,600), Associate Professor (\$130,700; \$125,200), Assistant Professor (\$112,800; \$111,100), and Instructor (\$80,300; \$72,300).

The average salaries of entrepreneurship faculty at private schools by rank and gender at AACSB schools in the US during 2014-2015 were: Full Professor (Male: \$168,200; Female: \$174,800), Associate Professor (\$134,900; \$126,200), Assistant Professor (\$114,100; \$114,000), and Instructor (\$100,400; \$90,100).

INTRODUCTION

This purpose of this article is to fill a gap within the field of entrepreneurship by examining the salary trends of entrepreneurship faculty broken down by rank, type of school, and gender from 2004-2015.

A significant amount of research done within the field of entrepreneurship education, (see Buller & Finkle, 2013; DeTienne & Chandler, 2004; Finkle, 1998; 2002; 2006; 2007a; 2007b; 2008; 2010a; 2010b; 2010c; 2011; 2012a; 2013a; 2013b; 2014; Finkle & Buller, 2012a; 2012b; Finkle & Deeds, 2002; Finkle, Figler, & Dunning, 2001; Finkle & Greenwood, 1996; Finkle & Kuratko, 2004; Finkle, Kuratko, & Goldsby, 2006; Finkle & Mallin, 2010; Finkle & Scoresby, 2012; Finkle & Shrader, 2015a; 2015b; Finkle, Soper, Fox, Reece, & Messing, 2009; Finkle, Stetz & Deeds, 2004; Finkle & Thomas, 2008; Katz, 2003; 2004; Kuratko, 2005; Mallin & Finkle, 2011; Stetz, Finkle, & O'Neil, 2008; Thomas, Finkle, & Wilkinson, 2010; Vesper & Gartner, 1997). However, sparse research exists on the subject of salaries for entrepreneurship faculty. Information does exist on faculty salaries in places like *HigherEdJobs* and the *Chronicle of Higher Education*, however entrepreneurship is often coupled with other fields like management, marketing or even business. This article overcomes these challenges by focusing specifically on entrepreneurship faculty. This will allow both faculty and administrators to determine the current trends in faculty salaries. It will allow them to be more informed when making decisions on their futures.

The specific research questions that will be answered in this study are the following:

(1) What are the average salaries for entrepreneurship faculty by gender at AACSB schools within the US from 2004-2015? And (2) What are the average salaries for entrepreneurship faculty by type of school, rank, and gender at AACSB schools within the US during 2014-2015?

RESEARCH ON ENTREPRENEURSHIP SALARIES

Katz's (2004) was the first entrepreneurship researcher that investigated salaries within the field. His initial study that was sponsored by the Ewing Marion Kauffman Foundation where he looked at salaries, stipends, travel and research funding, and course loads for endowed chairs in the field of entrepreneurship and related areas (e.g., small business, family business, free enterprise, private enterprise, etc.). He found that the average annual salary for an endowed chair was \$162,018 (Median = \$148,500).

Finkle, Menzies, Kuratko, & Goldsby's (2010; 2012; 2013) studies examined entrepreneurship center director salaries. Their first study in 2012 found that the average annual salary of a US center director was \$145,948. In 2013 they found that the average US entrepreneurship center director's annual salary was \$136,989 versus \$131,250 for an international center director.

This findings of this study will fill a much needed gap in the field of entrepreneurship by examining faculty salaries from 2004-2015.

METHODOLOGY

The data for this study was based on an annual survey of 325 American Association for Colleges and Schools of Business (AACSB) schools within the US from 2004-2015. Appendix 1 has a list of the schools that participated in the survey that was done by the AACSB. The survey only includes nine month salaries and does not include summer pay, stipends, or other benefits.

RESULTS

To evaluate the trends in salaries for entrepreneurship faculty over the past 10 years, four tables were created. Table 1 examines the average salaries by rank (Full Professor, Associate Professor, Assistant Professor, and Instructor) for entrepreneurship faculty broken down by gender (Male versus Female) at AACSB schools of higher education in the US. Tables 2 through 4 look at the average salaries for entrepreneurship faculty broken down by rank, type of school (Public versus Private), and gender at AACSB schools of higher education in the US.

Average Entrepreneurship Faculty Salaries by Rank and Gender at AACSB Schools 2004–2015

Table 1 shows the average salaries of entrepreneurship faculty by rank and gender at AACSB schools in the US from 2004-2015. During the most recent year, 2014/15, the average salaries for entrepreneurship faculty were: Full Professor (Male: \$159,800; Female: \$171,700), Associate Professor (\$133,200; \$125,600), Assistant Professor (\$114,000; \$112,500), and Instructor (\$87,500; \$77,700).

Table 1: Average Entrepreneurship Faculty Salaries by Gender at AACSB Schools 2004–2015

Academic Year	Full Professor		Associate Professor		Assistant Professor		Instructor	
	Male	Female	Male	Female	Male	Female	Male	Female
2004-2005	116,400	108,600	97,100	84,000	86,500	88,700	61,600	50,000
2005-2006	125,200	112,500	97,500	89,200	89,800	93,100	75,100	55,300
2006-2007	133,200	113,200	100,000	113,000	93,200	98,400	77,000	56,300
2007-2008	141,700	124,900	103,300	112,100	95,700	101,000	84,800	52,600
2008-2009	148,700	142,000	107,600	127,500	100,900	100,000	83,800	59,500
2009-2010	155,600	142,500	109,100	126,300	103,400	102,500	79,300	64,200
2010-2011	153,800	147,500	111,000	126,200	108,300	102,200	82,300	66,600
2011-2012	155,600	169,500	116,300	134,100	111,800	105,000	84,300	69,600
2012-2013	161,500	182,200	123,400	125,800	113,400	105,800	80,500	68,200
2013-2014	166,700	160,600	125,100	124,700	114,500	111,700	80,100	75,500
2014-2015	159,800	171,700	133,200	125,600	114,000	112,500	87,500	77,700

Source: The data is based upon a controlled group of 325 US schools that completed an AACSB Salary Survey in each of the benchmarking years (See Appendix 1).

Since 2013-14, average salaries decreased for male Professors (\$6,900; 4.1%) and Assistant Professors (\$500; .4%) while average salaries increased for male Associate Professors and Instructors \$8,100 (6.5%) and \$7,400 (9.2%).

Since last academic year (2013-14), average salaries increased for all ranks of female faculty members: Professors (\$11,100; 14.5%), Associate Professors (\$900; .7%), Assistant Professors (\$800; .7%), and Instructors (\$2,200; 2.9%).

In 2014-15, the average difference in salary between a male Assistant and Associate Professor was \$19,200 (16.8%). The average difference in salary between a male Associate Professor and Full Professor was \$26,600 (20%). In 2014-15, the average difference in salary between a female Assistant and Associate Professor was \$13,100 (11.6%). The average difference in salary between a female Associate Professor and Full Professor was \$46,100 (36.7%).

Salaries over a 10 year period from 2004-05 to 2014-15 broken down by gender show the following dollar and percentage increases: Full Professor (Male: \$46,500: 40%; Female: \$63,100: 58%), Associate Professor (\$36,100: 37%; \$41,600: 49%), Assistant Professor (\$27,500: 32%; \$23,800: 27%), and Instructor (\$25,900: 42%; \$27,700: 55.4%).

During the initial year of the study, 2004-05, the average salary of a male Full Professor was \$116,400 versus \$108,600 for a female for a ratio of 1.07. Over a 10 year period that ratio decreased to .93 where the average salary for a female Full Professor increased to \$171,700 versus \$159,800 for males. This shows that the salary gap actually reversed where females are now earning more than male Full Professors.

During the initial year of the study, 2004-05, the average salary of a male Associate Professor was \$97,100 versus \$84,000 for a female Associate Professor for a ratio of 1.16. By 2014-15, the average salary for a male Associate Professor increased to \$133,200 versus \$125,600 for females. This is a ratio of 1.06. This shows that the salary gap actually decreased over time.

During the initial year of the study, 2004-05, the average salary of a male Assistant Professor was \$86,500 versus \$88,700 for a female Assistant Professor for a ratio of .98. By 2014-15, the average salary for a male Assistant Professor increased to \$114,000 versus \$112,500 for females. This is a ratio of 1.01. This shows that the salary gap actually reversed slightly in favor of male Assistant Professors.

Finally, in 2004-05, the average salary of a male Instructor was \$61,000 versus \$50,000 for a female Instructor for a ratio of 1.22. By 2014-15, the average salary for a male Instructor increased to \$87,500 versus \$77,700 for a female Instructor. This is a ratio of 1.13. This shows that the salary gap decreased, however male Instructors still made more money than females.

Average Entrepreneurship Faculty Salaries by Type of School, Rank, and Gender at AACSB Schools 2014–2015

Table 2 shows the average salaries of entrepreneurship faculty at public schools by rank and gender at AACSB schools in the US during 2014-2015. The average salaries for entrepreneurship faculty were: Full Professor (Male: \$154,100; Female: \$163,600), Associate Professor (\$130,700; \$125,200), Assistant Professor (\$112,800; \$111,100), and Instructor (\$80,300; \$72,300).

Table 2: Average Entrepreneurship Faculty Salaries by Public School, Rank, and Gender at AACSB Schools 2014–2015

PUBLIC SCHOOLS								
Academic Year	Full Professor		Associate Professor		Assistant Professor		Instructor	
	Male	Female	Male	Female	Male	Female	Male	Female
2014-2015	154,100	163,600	130,700	125,200	112,800	111,100	80,300	72,300
2014-2015	N=69	11	53	15	76	27	75	15

Source: The data is based upon a controlled group of 325 US schools that completed an AACSB Salary Survey in each of the benchmarking years (See Appendix 1).

Table 3: Average Entrepreneurship Faculty Salaries by Private School, Rank, and Gender at AACSB Schools 2014–2015

PRIVATE SCHOOLS								
Academic Year	Full Professor		Associate Professor		Assistant Professor		Instructor	
	Male	Female	Male	Female	Male	Female	Male	Female
2014-2015	168,200	174,800	134,900	126,200	114,100	114,000	100,400	90,100
2014-2015	N=26	10	29	10	31	12	40	9

Source: The data is based upon a controlled group of 325 US schools that completed an AACSB Salary Survey in each of the benchmarking years (See Appendix 1).

Table 3 shows the average salaries of entrepreneurship faculty at private schools by rank and gender at AACSB schools in the US during 2014-2015. The average salaries for entrepreneurship faculty were: Full Professor (Male: \$168,200; Female: \$174,800), Associate Professor (\$134,900; \$126,200), Assistant Professor (\$114,100; \$114,000), and Instructor (\$100,400; \$90,100). In every category, private schools salaries were higher than public school salaries.

Table 4: Percentage Difference in Salary of Entrepreneurship Faculty at Private versus Public Schools by Rank and Gender at AACSB Schools 2014–2015

Type of School	Full Professor		Associate Professor		Assistant Professor		Instructor	
	Male	Female	Male	Female	Male	Female	Male	Female
Private	168,200	174,800	134,900	126,200	114,100	114,000	100,400	90,100
Public	154,100	163,600	130,700	125,200	112,800	111,100	80,300	72,300
% Difference	9.2	6.9	3.2	.8	1.2	2.6	25	25

Table 4 shows the differences in salaries between private versus public school faculty in percentages. As stated earlier, all of the private school salaries were higher than their respective public school counterparts. The most significant differences can be seen at the Instructor level where the average salaries were 25% higher for both males and females at private schools. This was followed by differences at the Full Professor level where male salaries at private schools were 9.2% higher. Female salaries at private schools were 6.9% higher. Associate Professor and Assistant Professor salaries were not that different.

CONCLUSIONS AND IMPLICATIONS

“So What”

The purpose of this article is to fill a gap in the existing literature in the field of entrepreneurship. Sparse research exists on faculty salaries within the field. This research attempts to fill that void by answering the following research questions: (1) What are the average salaries for entrepreneurship faculty by rank and gender at AACSB schools within the US from 2004-2015? and (2) What are the average salaries for entrepreneurship faculty by type of school, rank, and gender at AACSB schools within the US during 2014-2015? The findings of this research will make a significant contribution to faculty seeking positions and administrators seeking to fill openings at their schools.

Historically, salary data on entrepreneurship faculty existed in aggregate; oftentimes mixed with management, marketing or even business administration. It is extremely difficult to find specific salaries for the different ranks, type of schools, and gender. This article provides entrepreneurship faculty and administrators with data that will enhance their ability to understand the dynamics that are occurring within the marketplace. By understanding the current market value for entrepreneurship faculty, candidates seeking positions can negotiate from a point of strength. Likewise, administrators that are aware of the average salaries that faculty are earning at different types of institutions will now have the ability to be more proactive when seeking candidates and making competitive offers.

The first part of the study looked at the average salaries by rank and gender at the AACSB schools in the US from 2004-2015. Table 1 showed that the average salaries for each rank show that in 2014-15 males have higher salaries than females except for Full Professors, which

females outpaced males \$171,700 to \$159,800. A closer look at the salary trends for male versus female Full Professors shows male salaries outpacing females in the early part of the study. However, during three of the past four years there has been a significant change in direction. Female Full Professor salaries have outpaced males from 2011-12, 2012-13, and 2014-15 by \$13,900, \$20,700, and \$11,900.

The findings also show that from 2006-07 to 2012-13 female Associate Professor salaries outpaced male salaries by \$13,000, \$8,800, \$19,900, \$17,200, \$15,200, \$17,800, and \$2,400. Furthermore, from 2004-05 to 2007-08 female Assistant Professor salaries were higher by \$1,200, \$3,300, \$5,200, and \$5,300. Surprisingly, for instructors, women have lagged behind men throughout the study.

The data in this study indicate that there is a trend or a premium for female entrepreneurship professors. The data show that this trend continued from Assistant to Associate to Full. But why? In the early parts of the field's existence, it was made up of mostly men. Thus, there has been a premium for women. Additionally, there is a need for women in the entrepreneurship classroom. Administrators understand that as the field of entrepreneurship grows, it is attracting more women and these women need role models. Guest speakers and mentors help, but women faculty bring much needed diversity to the field.

Tables 2 through 4 examined the average salaries for entrepreneurship faculty by type of school, rank, and gender at AACSB schools within the US during 2014-2015. Table 2 shows the average salaries of entrepreneurship faculty at public schools by rank and gender at AACSB schools in the US during 2014-2015. The average salaries for entrepreneurship faculty were: Full Professor (Male: \$154,100; Female: \$163,600), Associate Professor (\$130,700; \$125,200), Assistant Professor (\$112,800; \$111,100), and Instructor (\$80,300; \$72,300).

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Table 4 shows the differences in salaries between private versus public school faculty in percentages. As stated earlier, all of the private school salaries were higher than their respective public school counterparts. The most significant differences can be seen at the Instructor level where the average salaries were 25% higher for both males and females at private schools. This was followed by differences at the Full Professor level where male salaries at private schools were 9.2% higher. Female salaries at private schools were 6.9% higher. Associate Professor and Assistant Professor salaries were not that different.

RECOMMENDATIONS TO ADMINISTRATORS

Administrators can use the findings of this study as a benchmark when they are budgeting and making offers to potential candidates. Through the findings of this study, administrators now

have the salary range for the different ranks of entrepreneurship openings. This should allow them to plan proactively and make competitive offers so they can hire their first choice candidates.

For example, let's say that the University of Colorado is seeking to hire an experienced senior level Full Professor of entrepreneurship to assist with their teaching, research, and entrepreneurship center activities. According to the numbers in this study, the average nine month salary for a Full Professor at a public school is \$154,100 (Male) and \$163,600 (Female). At a private school, the average salaries range from \$168,200 (Male) to \$174,800 (Female). According to the data, the average salary range for a Full Professor of entrepreneurship at all schools is between \$154,100 and \$174,800. Private schools are included in the analysis because Colorado may be competing for the services of highly qualified candidates that may also be applying to private schools.

It is recommended that the University of Colorado seek out what other comparable public schools are paying for Full Professors. The field of entrepreneurship is small enough where this can be done in a few phone calls. For example, Colorado may want to contact other public schools that have doctoral programs in entrepreneurship. Colorado must also be aware that if a woman is applying for the position, they will have to pay more of a premium for her services. Furthermore, these are historical numbers so it may take a little more money to hire faculty as salaries tend to increase every year.

RECOMMENDATIONS TO FACULTY

For doctoral students it must be noted that the average salaries at private schools for Assistant Professors is slightly higher than public schools (1.2% for Males and 2.6% for Females).

For entrepreneurship faculty, the average salaries at AACSB schools in the US over the past 5 years from 2010-2011 to 2014-2015 have increased: Full Professors: 8.4% (1.68%/year), Associate Professors: 12.6% (2.5%/year), and Assistant Professors: 7.1% (1.4%/year).

It is recommended that Assistant and Associate Professors continue to work hard, earn tenure and be promoted as salaries are significantly higher at the next levels. Be aware that it is increasingly difficult to earn tenure (Finkle, Stetz, & Mallin, 2007). There are fewer tenure track positions (see Finkle 2012; 2013a; 2013b; 2014; 2015) and schools are making it increasingly more difficult to earn tenure. Some states like Wisconsin are threatening the abolishment of tenure at their state universities all together (Schneider, 2015).

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Appendix 1: AACSB Schools in the United States Used in Study

School Name
Abilene Christian University, College of Business Administration (Abilene, TX)
Akron, University of, College of Business Administration (Akron, OH)
Alabama at Birmingham, University of, Collat School of Business (Birmingham, AL)
Alabama in Huntsville, University of, College of Business Administration (Huntsville, AL)
Alabama, University of, Culverhouse College of Commerce and Business Administration (Tuscaloosa, AL)
Alaska Anchorage, University of, College of Business and Public Policy (Anchorage, AK)
Alaska Fairbanks, University of, School of Management (Fairbanks, AK)
American University, Kogod School of Business (Washington, DC)
Appalachian State University, John A. Walker College of Business (Boone, NC)
Arizona State University, W. P. Carey School of Business (Tempe, AZ)
Arizona, University of, Eller College of Management (Tucson, AZ)
Arkansas at Fort Smith, University of, College of Business (Fort Smith, AR)
Arkansas Tech University, School of Business (Russellville, AR)
Arkansas, University of, Sam M. Walton College of Business (Fayetteville, AR)
Auburn University, Raymond J. Harbert College of Business (Auburn, AL)
Babson College, School of Management (Babson Park, MA)
Ball State University, Miller College of Business (Muncie, IN)
Baltimore, University of, Robert G. Merrick School of Business (Baltimore, MD)
Barry University, D. Inez Andreas School of Business (Miami Shores, FL)
Baruch College-City University of New York, Zicklin School of Business (New York, NY)
Baylor University, Hankamer School of Business (Waco, TX)
Bellarmine University, W. Fielding Rubel School of Business (Louisville, KY)
Bentley University, McCallum Graduate School of Business (Waltham, MA)
Berry College, Campbell School of Business (Mount Berry, GA)
Binghamton, State University of New York, School of Management (Binghamton, NY)
Bloomsburg University, College of Business (Bloomsburg, PA)
Boise State University, College of Business and Economics (Boise, ID)
Boston College, Wallace E. Carroll School of Management (Chestnut Hill, MA)
Boston University, School of Management (Boston, MA)
Bowling Green State University, College of Business Administration (Bowling Green, OH)
Bradley University, Foster College of Business (Peoria, IL)
Bucknell University, School of Management (Lewisburg, PA)
Buffalo, State University of New York at, School of Management (Buffalo, NY)
Butler University, College of Business Administration (Indianapolis, IN)

California, Berkeley, U of, Haas School of Business (Berkeley, CA)
California, Davis, University of, Graduate School of Management (Davis, CA)
California, Irvine, University of, Paul Merage School of Business (Irvine, CA)
California, Los Angeles, University of, UCLA Anderson School of Management (Los Angeles, CA)
California Polytechnic State University, San Luis Obispo, Orfalea College of Business (San Luis Obispo, CA)
California State University, Bakersfield, School of Business and Public Administration (Bakersfield, CA)
California State University, East Bay, College of Business and Economics (Hayward, CA)
California State University, Fresno, Craig School of Business (Fresno, CA)
California State University, Fullerton, Steven G. Mihaylo College of Business and Economics (Fullerton, CA)
California State University, Northridge, David Nazarian College of Business and Economics (Northridge, CA)
California State University, Sacramento, College of Business Administration (Sacramento, CA)
California State University, San Bernardino, College of Business and Public Administration (San Bernardino, CA)
Central Arkansas, University of, College of Business Administration (Conway, AR)
Central Florida, University of, College of Business Administration (Orlando, FL)
Central Michigan University, College of Business Administration (Mount Pleasant, MI)
Central Missouri University of, Harmon College of Business and professional Studies (Warrensburg, MO)
Charleston, College of, School of Business (Charleston, SC)
Cincinnati, University of, Carl H. Lindner College of Business (Cincinnati, OH)
Clarion University of Pennsylvania, College of Business Administration (Clarion, PA)
Clark University, Graduate School of Management (Worcester, MA)
Cleveland State University, Ahuja College of Business Administration (Cleveland, OH)
Coastal Carolina University, E. Craig Wall Sr. College of Business Administration (Conway, SC)
Colorado at Boulder, University of, Leeds School of Business (Boulder, CO)
Colorado at Colorado Springs, University of, College of Bus and Admin and Grad School of Bus Admin (Colorado Springs, CO)
Colorado, Denver, University of, Business School (Denver, CO)
Columbus State University, D. Abbott Turner College of Business (Columbus, GA)
Connecticut, University of, School of Business (Storrs, CT)
Cornell University, Samuel Curtis Johnson Graduate School of Management (Ithaca, NY)
Creighton University, College of Business Administration (Omaha, NE)
Dalton State College, Division of Business Administration (Dalton, GA)

Dartmouth College, Tuck School of Business at Dartmouth (Hanover, NH)
Dayton, University of, School of Business Administration (Dayton, OH)
Delaware, University of, Alfred Lerner College of Business and Economics (Newark, DE)
Denver, University of, Daniels College of Business (Denver, CO)
DePaul University, Richard H. Driehaus College of Business (Chicago, IL)
Detroit Mercy, University of, College of Business Administration (Detroit, MI)
Drexel University, Bennett S. LeBow College of Business (Philadelphia, PA)
Duquesne University, A.J. Palumbo School of Bus Admin and John F. Donahue Grad School of Bus (Pittsburgh, PA)
East Carolina University, College of Business (Greenville, NC)
Eastern Illinois University, School of Business (Charleston, IL)
Eastern Kentucky University, College of Business and Tech (Richmond, KY)
Eastern Michigan University, College of Business (Ypsilanti, MI)
Eastern Washington University, College of Business and Public Administration (Spokane, WA)
East Tennessee State University, College of Business and Tech (Johnson City, TN)
Emory University, Goizueta Business School (Atlanta, GA)
Emporia State University, School of Business (Emporia, KS)
Evansville, University of, The Schroeder Family School of Business Administration (Evansville, IN)
Fairfield University, Charles F. Dolan School of Business (Fairfield, CT)
Florida Atlantic University, College of Business (Boca Raton, FL)
Florida Gulf Coast University, College of Business (Fort Myers, FL)
Florida International University, College of Business (Miami, FL)
Florida State University, College of Business (Tallahassee, FL)
Florida, University of, Warrington College of Business Administration (Gainesville, FL)
Fordham University, Gabelli School of Business (New York, NY)
Fort Lewis College, School of Business Administration (Durango, CO)
Frostburg State University, College of Business (Frostburg, MD)
George Mason University, School of Business (Fairfax, VA)
Georgetown University, McDonough School of Business (Washington, DC)
Georgia College & State University, J. Whitney Bunting School of Business (Milledgeville, GA)
Georgia Institute of Tech, Ernest Scheller Jr. College of Business (Atlanta, GA)
Georgia Regents University, James M. Hull College of Business (Augusta, GA)
Georgia Southern University, College of Business Administration (Statesboro, GA)
Georgia State University, J. Mack Robinson College of Business (Atlanta, GA)
Georgia, The University of, Terry College of Business (Athens, GA)
Gonzaga University, School of Business Administration (Spokane, WA)
Hawaii at Hilo, University of, College of Business and Economics (Hilo, HI)
Hawaii at Manoa, University of, Shidler College of Business (Honolulu, HI)

Hofstra University, Frank G. Zarb School of Business (Hempstead, NY)
Houston-Clear Lake, University of, School of Business (Houston, TX)
Houston-Downtown, University of, College of Business (Houston, TX)
Houston, University of, C.T. Bauer College of Business (Houston, TX)
Houston-Victoria, University of, School of Business Administration (Victoria, TX)
Idaho State University, College of Business (Pocatello, ID)
Idaho, University of, College of Business and Economics (Moscow, ID)
Illinois at Springfield, University of, College of Business and Management (Springfield, IL)
Illinois at Urbana-Champaign, University of, College of Business (Champaign, IL)
Illinois State University, College of Business (Normal, IL)
Indiana State University, Scott College of Business (Terre Haute, IN)
Indiana University, Bloomington/Indianapolis, Kelley School of Business (Bloomington, IN)
Indiana University Northwest, School of Business and Economics (Gary, IN)
Indiana University South Bend, School of Business and Economics (South Bend, IN)
Indiana University Southeast, School of Business (New Albany, IN)
Iona College, Hagan School of Business (New Rochelle, NY)
Iowa State University, College of Business (Ames, IA)
Iowa, University of, Henry B. Tippie College of Business (Iowa City, IA)
Ithaca College, School of Business (Ithaca, NY)
Jacksonville State University, College of Commerce and Business Administration (Jacksonville, AL)
James Madison University, College of Business (Harrisonburg, VA)
John Carroll University, John M. and Mary Jo Boler School of Business (University Heights, OH)
Kansas State University, College of Business Administration (Manhattan, KS)
Kennesaw State University, Coles College of Business (Kennesaw, GA)
Kent State University, College of Business Administration (Kent, OH)
Kentucky, University of, Carol Martin Gatton College of Business and Economics (Lexington, KY)
King's College, William G. McGowan School of Business (Wilkes-Barre, PA)
Lamar University, College of Business (Beaumont, TX)
La Salle University, School of Business (Philadelphia, PA)
Lehigh University, College of Business and Economics (Bethlehem, PA)
Long Island University- Post Campus, College of Management (Brookville, NY)
Louisiana at Monroe, University of, College of Business Administration (Monroe, LA)
Louisiana State University, E. J. Ourso College of Business (Baton Rouge, LA)
Louisiana State University in Shreveport, College of Business, Education, and Human Development (Shreveport, LA)
Louisiana Tech University, College of Business (Ruston, LA)
Louisville, University of, College of Business (Louisville, KY)

Loyola University Maryland, Sellinger School of Business and Management (Baltimore, MD)
Maine, University of, Maine Business School (Orono, ME)
Marist College, School of Management (Poughkeepsie, NY)
Marquette University, College of Business Administration (Milwaukee, WI)
Marshall University, Lewis College of Business (Huntington, WV)
Massachusetts, Amherst, University of, Eugene M. Isenberg School of Management (Amherst, MA)
Massachusetts Boston, University of, College of Management (Boston, MA)
Memphis, University of, Fogelman College of Business and Economics (Memphis, TN)
Meredith College, School of Business (Raleigh, NC)
Miami University, Farmer School of Business (Oxford, OH)
Miami, University of, School of Business Administration (Coral Gables, FL)
Michigan-Dearborn, University of, College of Business (Dearborn, MI)
Michigan-Flint, University of, School of Management (Flint, MI)
Michigan State University, Eli Broad College of Bus and Eli Broad Grad School of Mgt (East Lansing, MI)
Michigan Technological University, School of Business and Economics (Houghton, MI)
Michigan, University of, Stephen M. Ross School of Business (Ann Arbor, MI)
Middle Tennessee State University, Jones College of Business (Murfreesboro, TN)
Midwestern State University, Dillard College of Business Administration (Wichita Falls, TX)
Minnesota, Duluth, University of, Labovitz School of Business and Economics (Duluth, MN)
Minnesota State University, Mankato, College of Business (Mankato, MN)
Minnesota, University of, Carlson School of Management (Minneapolis, MN)
Mississippi State University, College of Business (Mississippi State, MS)
Mississippi, University of, School of Business Administration (University, MS)
Missouri-Columbia, University of, Robert J. Trulaske, Sr. College of Business (Columbia, MO)
Missouri-Kansas City, University of, Bloch School of Management (Kansas City, MO)
Missouri State University, College of Business Administration (Springfield, MO)
Missouri-St. Louis, University of, College of Business Administration (St. Louis, MO)
Missouri Western State University, Steven L. Craig School of Business (St. Joseph, MO)
Montana State University - College of Business (Bozeman, MT)
Montclair State University, School of Business (Montclair, NJ)
Monterey Institute of International Studies, Robert L. and Marilyn J. Fisher Graduate School of International Business (Monterey, CA)
Morehead State University, College of Business (Morehead, KY)

Morgan State University, Earl G. Graves School of Business and Management (Baltimore, MD)
Nebraska at Kearney, University of, College of Business and Tech (Kearney, NE)
Nebraska at Omaha, University of, College of Business Administration (Omaha, NE)
Nebraska-Lincoln, University of, College of Business Administration (Lincoln, NE)
New Jersey, College of, School of Business (Ewing, NJ)
New Mexico State University, College of Business (Las Cruces, NM)
New Mexico, University of, Robert O. Anderson Schools of Management (Albuquerque, NM)
New York University, Leonard N. Stern School of Business (New York, NY)
Nicholls State University, College of Business Administration (Thibodaux, LA)
North Carolina at Asheville, University of, Department of Management and Accountancy (Asheville, NC)
North Carolina at Charlotte, University of, Belk College of Business (Charlotte, NC)
North Carolina A&T State University, School of Business and Economics (Greensboro, NC)
North Carolina Wilmington, University of, Cameron School of Business (Wilmington, NC)
North Dakota State University, College of Business Administration (Fargo, ND)
North Dakota, University of, College of Business and Public Administration (Grand Forks, ND)
Northeastern University, D'Amore-McKim School of Business (Boston, MA)
Northern Arizona University, College of Business Administration (Flagstaff, AZ)
Northern Colorado, University of, Kenneth W. Monfort College of Business (Greeley, CO)
Northern Illinois University, College of Business (DeKalb, IL)
Northern Kentucky University, College of Business (Highland Heights, KY)
North Florida, University of, Coggin College of Business (Jacksonville, FL)
North Texas, University of, College of Business (Denton, TX)
Notre Dame, University of, Mendoza College of Business (Notre Dame, IN)
Oakland University, School of Business Administration (Rochester, MI)
Ohio Northern University, James F. Dicke College of Business Administration (Ada, OH)
Ohio State University, Max M. Fisher College of Business (Columbus, OH)
Oklahoma State University, Spears School of Business (Stillwater, OK)
Oklahoma, University of, Michael F. Price College of Business (Norman, OK)
Old Dominion University, Strome College of Business (Norfolk, VA)
Oregon State University, College of Business (Corvallis, OR)
Oregon, University of, Charles H. Lundquist College of Business (Eugene, OR)
Pace University, Lubin School of Business (New York, NY)
Pacific Lutheran University, School of Business (Tacoma, WA)
Pennsylvania State University at Erie, Behrend College, Sam and Irene Black School of Business (Erie, PA)

Pennsylvania State University at Harrisburg, School of Business Administration (Middletown, PA)
Pennsylvania State University, Mary Jean and Frank P. Smeal College of Business Administration (University Park, PA)
Pennsylvania, University of, Wharton School (Philadelphia, PA)
Pepperdine University, Graziadio School of Business and Management (Los Angeles, CA)
Pittsburgh, University of, Joseph M. Katz Graduate School of Business (Pittsburgh, PA)
Pittsburg State University, Gladys A. Kelce College of Business (Pittsburg, KS)
Portland State University - School of Business Administration (Portland, OR)
Prairie View A & M University, College of Business (Prairie View, TX)
Providence College, School of Business (Providence, RI)
Radford University, College of Business and Economics (Radford, VA)
Rensselaer Polytechnic Institute, Lally School of Management (Troy, NY)
Richmond, University of, Robins School of Business (Richmond, VA)
Rider University, College of Business Administration (Lawrenceville, NJ)
Rochester Institute of Tech, Saunders College of Business (Rochester, NY)
Roger Williams University, Gabelli School of Business (Bristol, RI)
Roy E. Crummer Graduate School of Business (Winter Park, FL)
Saginaw Valley State University, College of Business and Management (University Center, MI)
Saint Louis University, John Cook School of Business (St. Louis, MO)
Samford University, Brock School of Business (Birmingham, AL)
Sam Houston State University, College of Business Administration (Huntsville, TX)
San Diego State University, College of Business Administration (San Diego, CA)
San Diego, University of, School of Business Administration (San Diego, CA)
San Francisco, University of, School of Management (San Francisco, CA)
Santa Clara University, Leavey School of Business (Santa Clara, CA)
School of Hotel Administration, Cornell University (Ithaca, NY)
Seattle Pacific University, School of Business and Economics (Seattle, WA)
Seattle University, Albers School of Business and Economics (Seattle, WA)
Seton Hall University, Stillman School of Business (South Orange, NJ)
Shippensburg University, John L. Grove College of Business (Shippensburg, PA)
Siena College, School of Business (Loudonville, NY)
South Alabama, University of, Mitchell College of Business (Mobile, AL)
South Carolina Aiken, University of, School of Business Administration (Aiken, SC)
South Carolina, University of, Darla Moore School of Business (Columbia, SC)
South Carolina Upstate, University of, School of Business Administration and Economics (Spartanburg, SC)
South Dakota, University of, School of Business (Vermillion, SD)
Southeast Missouri State University, Donald L. Harrison College of Business (Cape Girardeau, MO)

Southern Arkansas University, College of Business (Magnolia, AR)
Southern California, University of, Marshall School of Business (Los Angeles, CA)
Southern Illinois University Carbondale, College of Business and Administration (Carbondale, IL)
Southern Illinois University Edwardsville, School of Business (Edwardsville, IL)
Southern Indiana, University of, Romain College of Business (Evansville, IN)
Southern Maine, University of, College of Management and Human Service (Portland, ME)
Southern Methodist University, Edwin L. Cox School of Business (Dallas, TX)
Southern Utah University, School of Business (Cedar City, UT)
St. Cloud State University, Herberger Business School (Saint Cloud, MN)
Stephen F Austin State University, Nelson Rusche College of Business (Nacogdoches, TX)
St. John Fisher College, School of Business (Rochester, NY)
St. Joseph's University, Erivan K. Haub School of Business (Philadelphia, PA)
Stonehill College, Department of Business Administration (Easton, MA)
St. Thomas-Minnesota, University of, Opus College of Business (St. Paul, MN)
Suffolk University, Sawyer School of Management (Boston, MA)
SUNY at New Paltz, School of Business (New Paltz, NY)
SUNY College at Brockport, Department of Business Administration and Economics (Brockport, NY)
SUNY College at Geneseo, School of Business (Geneseo, NY)
SUNY College at Oneonta, School of Economics and Business (Oneonta, NY)
SUNY College at Oswego- School of Business (Oswego, NY)
Susquehanna University, Sigmund Weis School of Business (Selinsgrove, PA)
Temple University, Fox School of Business and Management (Philadelphia, PA)
Tennessee at Knoxville, University of, College of Business Administration (Knoxville, TN)
Tennessee at Martin, University of, College of Business and Public Affairs (Martin, TN)
Tennessee State University, College of Business (Nashville, TN)
Tennessee Tech University, College of Business (Cookeville, TN)
Texas A&M International University, College of Business Administration (Laredo, TX)
Texas A&M University-Commerce, College of Business and Entrepreneurship (Commerce, TX)
Texas A&M University-Corpus Christi, College of Business (Corpus Christi, TX)
Texas A&M University, Mays Business School (College Station, TX)
Texas at Arlington, University of, College of Business Administration (Arlington, TX)
Texas at Dallas, University of, Naveen Jindal School of Management (Richardson, TX)
Texas at El Paso, University of, College of Business Administration (El Paso, TX)
Texas at San Antonio, University of, College of Business (San Antonio, TX)

Texas at Tyler, University of, College of Business and Tech (Tyler, TX)
Texas Christian University, Neeley School of Business (Fort Worth, TX)
Texas-Pan American, University of, College of Business Administration (Edinburg, TX)
Texas State University, Emmett and Miriam McCoy College of Business Administration (San Marcos, TX)
Texas Tech University, Jerry S. Rawls College of Business Administration (Lubbock, TX)
The Citadel, School of Business Administration (Charleston, SC)
Thunderbird School of Global Management (Glendale, AZ)
Toledo, University of, College of Business Administration (Toledo, OH)
Towson University, College of Business and Economics (Towson, MD)
Truman State University, School of Business (Kirksville, MO)
Tulane University, A. B. Freeman School of Business (New Orleans, LA)
Tulsa, University of, Collins College of Business (Tulsa, OK)
Union Graduate College, School of Management (Schenectady, NY)
Utah State University, Jon M. Huntsman School of Business (Logan, UT)
Valdosta State University, Harley Langdale, Jr. College of Business Administration (Valdosta, GA)
Valparaiso University, College of Business (Valparaiso, IN)
Vanderbilt University, Owen Graduate School of Management (Nashville, TN)
Vermont, University of, School of Business Administration (Burlington, VT)
Virginia Commonwealth University, School of Business (Richmond, VA)
Virginia-McIntire, University of, McIntire School of Commerce (Charlottesville, VA)
Virginia Polytechnic Institute and State University, Pamplin College of Business (Blacksburg, VA)
Wake Forest University-Schools of Business (Winston-Salem, NC)
Washburn University, School of Business (Topeka, KS)
Washington University in St. Louis, Olin School of Business (St. Louis, MO)
Washington, University of, Michael G. Foster School of Business (Seattle, WA)
Wayne State University, School of Business Administration (Detroit, MI)
Weber State University, John B. Goddard School of Business and Economics (Ogden, UT)
Western Carolina University, College of Business (Cullowhee, NC)
Western Illinois University, College of Business and Tech (Macomb, IL)
Western Kentucky University, Gordon Ford College of Business (Bowling Green, KY)
Western Michigan University, Haworth College of Business (Kalamazoo, MI)
Western Washington University, College of Business and Economics (Bellingham, WA)
West Florida, University of, College of Business (Pensacola, FL)
West Georgia, University of, Richards College of Business (Carrollton, GA)
West Virginia University, College of Business and Economics (Morgantown, WV)
Wichita State University, W. Frank Barton School of Business (Wichita, KS)

Widener University, School of Business Administration (Chester, PA)
Willamette University, Atkinson Graduate School of Management (Salem, OR)
William and Mary, College of, Mason School of Business (Williamsburg, VA)
William Paterson University, Cotsakos College of Business (Wayne, NJ)
Winston-Salem State University, School of Business and Economics (Winston-Salem, NC)
Winthrop University, College of Business Administration (Rock Hill, SC)
Wisconsin-La Crosse, University of, College of Business Administration (La Crosse, WI)
Wisconsin-Madison, University of, School of Business (Madison, WI)
Wisconsin-Parkside, University of, School of Business and Technology (Kenosha, WI)
Wisconsin-River Falls, University of, College of Business and Economics (River Falls, WI)
Wisconsin-Whitewater, University of, College of Business and Economics (Whitewater, WI)
Worcester Polytech Institute, School of Business (Worcester, MA)
Wright State University, Raj Soin College of Business (Dayton, OH)
Wyoming, University of, College of Business (Laramie, WY)
Xavier University, Williams College of Business (Cincinnati, OH)
Youngstown State University, Warren P. Williamson, Jr. College of Business Administration (Youngstown, OH)