

National Survey of Student Engagement (NSSE) Diversity and Inclusion module results, Spring 2018.

The National Survey of Student Engagement (NSSE) Diversity and Inclusion module was administered to Vanguard freshmen (N=119) and seniors (N=97) in the Spring of 2018. The Diversity and Inclusion module examines engagement and validation of cultural diversity, with questions exploring students' exposure to inclusive teaching practices, perceptions of Vanguard's commitment to diversity, and participation in diversity-related activities. Overall results suggest that Vanguard academic and co-curricular experiences facilitate engagement and validation of cultural diversity to a **similar or larger extent** than other schools who participate in this module (N=201). In particular, 2018 freshmen scored significantly higher than the comparison groups.

Engagement with Intercultural diversity was measured across 5 constructs:

- 1) Coursework connecting to diversity
- 2) Institutional emphasis on diversity
- 3) Creating an inclusive environment
- 4) Personal experience at institution
- 5) Activities and practices engaging with diversity

Vanguard Freshmen were significantly more likely than Vanguard seniors to indicate that the university fostered an environment that was supportive of diversity ($p=.006$), including racial/ethnic diversity, gender identity, economic background, political affiliation religious affiliation, and disability status. Vanguard seniors were also much less likely than Vanguard freshmen to indicate that they felt comfortable being themselves, valued by the institution, or a part of a community at Vanguard ($p=.015$). These findings suggest that Vanguard students feel less represented and included by the university over time. Freshmen students likely benefit from high-touch student life practices and "first year experience" interventions, which are largely absent for senior students. Vanguard freshmen and seniors were equally likely to participate in activities engaging with diversity, complete coursework with a diversity emphasis, and indicate that Vanguard emphasized diversity. Racial/ethnic minority students were more likely to participate in activities engaging with diversity than non-minority students ($p=.002$). There was no significant difference in any of the diversity constructs by department or major.

Compared to their peers, Vanguard students were significantly more likely to indicate that their coursework emphasized:

- Developing the skills necessary to work effectively with people from various backgrounds ($p<.001$, $d=.31$)
- Recognizing their own cultural norms and biases ($p<.001$, $d=.35$)
- Sharing their own perspectives and experiences ($p<.001$, $d=.33$)
- Learning about other cultures ($p<.001$, $d=.42$)
- Recognizing their own cultural biases ($p<.05$, $d=.20$)
- Sharing their own perspectives and experiences ($p<.05$, $d=.21$)
- Discussing issues of equity or privilege ($p<.05$, $d=.18$)

Vanguard freshmen, but not seniors, were more likely than their peers to indicate that the university was supportive of racial/ethnic identity ($p<.001$, $d=.34$); religious affiliation ($p<.001$, $d=.54$); and disability status ($p<.01$, $d=.28$). Vanguard was much less supportive of gender identity ($p<.001$, $d=-.59$) and sexual orientation ($p<.001$, $d=-.79$) than institutions in the comparison group. Vanguard was rated similarly to the comparison group on support for economic background; however, considering the large proportion of low income students at VU, support for students from diverse economic backgrounds may warrant further exploration. Additionally, it is worth considering how the issue of gender identity and sexual orientation may be addressed in the context of holistic support for diversity and inclusion.

Vanguard students were much more likely than their peers to indicate that their school emphasized creating a sense of community among students, and Vanguard freshmen were somewhat more likely to report that they felt valued by the institution ($p < .05$, $d = .22$). Vanguard seniors, however, were less likely than their peers to indicate that they felt comfortable at Vanguard.

These data suggest that, in general, Vanguard succeeds in creating an environment that supports engagement with and validation of cultural diversity; however, first year students tend to experience a greater sense of community and belonging than senior students. Additionally, while students indicated that Vanguard coursework and co-curricular activities are supportive of racial/ethnic diversity, they did not believe that Vanguard creates an environment that is supportive of gender identity or sexual orientation. Because the Diversity and Inclusion module has not been previously administered at Vanguard, there is no longitudinal data for Senior and Freshmen experience and thus cohort effects cannot be ruled out. Additional information is provided in tables below.

First-Year Students

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b			
				VUSC		Diversity		VUSC	Diversity	Effect size ^d	
				Count	%	Count	%	Mean	Mean		
1. During the current school year, how much has your coursework emphasized the following?											
a. Developing the skills necessary to work effectively with people from various backgrounds	ICD01a	1	Very little	10	8	5,764	13	2.8	2.6	***	.31
		2	Some	31	26	15,307	34				
		3	Quite a bit	48	39	16,042	36				
		4	Very much	30	26	7,061	16				
		Total		119	100	44,174	100				
b. Recognizing your own cultural norms and biases	ICD01b	1	Very little	8	7	5,566	13	2.9	2.6	***	.35
		2	Some	26	22	14,177	32				
		3	Quite a bit	53	44	16,508	37				
		4	Very much	32	27	7,887	18				
		Total		119	100	44,138	100				
c. Sharing your own perspectives and experiences	ICD01c	1	Very little	6	5	3,088	7	3.0	2.8	***	.33
		2	Some	17	14	12,750	29				
		3	Quite a bit	61	52	19,073	43				
		4	Very much	34	29	9,243	21				
		Total		118	100	44,154	100				
d. Exploring your own background through projects, assignments, or programs	ICD01d	1	Very little	20	16	8,428	19	2.4	2.4		.02
		2	Some	47	42	14,713	33				
		3	Quite a bit	29	22	14,289	32				
		4	Very much	23	19	6,707	15				
		Total		119	100	44,137	100				

e.	Learning about other cultures	ICD01e	1	Very little	8	6	6,442	15	2.9	2.5	***	.42
			2	Some	29	24	15,204	35				
			3	Quite a bit	47	40	14,726	33				
			4	Very much	35	30	7,775	18				
			Total		119	100	44,147	100				
f.	Discussing issues of equity or privilege	ICD01f	1	Very little	11	9	7,119	17	2.8	2.5	**	.28
			2	Some	34	28	14,141	32				
			3	Quite a bit	43	37	14,700	33				
			4	Very much	31	26	8,176	18				
			Total		119	100	44,136	100				
g.	Respecting the expression of diverse ideas	ICD01g	1	Very little	3	3	3,943	9	3.0	2.8	***	.29
			2	Some	27	22	12,219	28				
			3	Quite a bit	52	44	17,628	39				
			4	Very much	37	31	10,359	23				
			Total		119	100	44,149	100				
2. How much does your institution emphasize the following?												
a.	Demonstrating a commitment to diversity	ICD02a	1	Very little	0	0	2,388	6	3.3	3.0	***	.35
			2	Some	20	16	10,444	24				
			3	Quite a bit	49	42	17,850	40				
			4	Very much	50	42	13,415	30				
			Total		119	100	44,097	100				
b.	Providing students with the resources needed for success in a multicultural world	ICD02b	1	Very little	3	2	2,867	7	3.2	2.9	***	.36
			2	Some	28	22	12,093	27				
			3	Quite a bit	38	32	17,879	41				
			4	Very much	50	43	11,218	26				
			Total		119	100	44,057	100				
c.	Creating an overall sense of community among students	ICD02c	1	Very little	2	1	2,491	6	3.3	2.9	***	.45
			2	Some	14	12	10,310	24				
			3	Quite a bit	45	39	18,205	41				
			4	Very much	58	48	13,069	29				
			Total		119	100	44,075	100				
d.	Ensuring that you are not stigmatized because of your identity (racial/ethnic, gender, religious, sexual orientation, etc.)	ICD02d	1	Very little	4	3	2,418	6				
			2	Some	18	15	9,626	22				

			3	Quite a bit	46	39	17,667	40	3.2	3.0	**	.28	
			4	Very much	51	44	14,343	32					Δ
			Total		119	100	44,054	100					
e.	Providing information about anti-discrimination and harassment policies	ICD02e	1	Very little	1	1	2,760	6	3.1	2.9	*	.20	
			2	Some	31	25	10,588	24					Δ
			3	Quite a bit	43	37	17,614	40					
			4	Very much	44	37	13,059	30					
			Total		119	100	44,021	100					
f.	Taking allegations of discrimination or harassment seriously	ICD02f	1	Very little	1	1	2,181	5	3.2	3.0	**	.25	
			2	Some	22	18	9,064	20					Δ
			3	Quite a bit	44	37	17,870	40					
			4	Very much	52	44	14,850	34					
			Total		119	100	43,965	100					
g.	Helping students develop the skills to confront discrimination and harassment	ICD02g	1	Very little	11	9	3,871	9	2.9	2.8		.15	
			2	Some	28	23	12,322	28					
			3	Quite a bit	40	35	16,705	38					
			4	Very much	39	34	11,034	25					
			Total		118	100	43,932	100					
3. How much does your institution provide a supportive environment for the following forms of diversity?													
a.	Racial/ethnic identity	ICD03a	1	Very little	2	1	1,626	4	3.3	3.1	***	.34	
			2	Some	16	13	9,152	20					▲
			3	Quite a bit	42	35	18,143	41					
			4	Very much	59	50	15,033	34					
			Total		119	100	43,954	100					
b.	Gender identity	ICD03b	1	Very little	25	22	2,245	5	2.5	3.0	***	-.59	
			2	Some	38	31	9,616	22					▼
			3	Quite a bit	27	22	16,978	39					
			4	Very much	29	25	15,091	34					
			Total		119	100	43,930	100					
c.	Economic background	ICD03c	1	Very little	12	9	4,101	9	2.9	2.8		.10	
			2	Some	30	26	13,168	29					
			3	Quite a bit	40	34	15,745	36					
			4	Very much	37	31	10,909	25					
			Total		119	100	43,923	100					

d.	Political affiliation	ICD03d	1	Very little	23	19	5,460	12	2.5	2.6	-.10	
			2	Some	37	31	14,732	33				
			3	Quite a bit	32	27	14,707	34				
			4	Very much	27	23	9,022	21				
			Total		119	100	43,921	100				
e.	Religious affiliation	ICD03e	1	Very little	7	5	3,219	8	3.3	2.9	***	.54
			2	Some	13	12	11,919	27				
			3	Quite a bit	33	26	16,694	38				
			4	Very much	66	57	12,095	28				
			Total		119	100	43,927	100				
f.	Sexual orientation	ICD03f	1	Very little	34	30	2,681	6	2.3	3.0	***	-.79
			2	Some	41	33	10,261	23				
			3	Quite a bit	24	20	16,356	37				
			4	Very much	20	18	14,620	33				
			Total		119	100	43,918	100				
g.	Disability status	ICD03g	1	Very little	8	6	3,436	8	3.1	2.9	**	.28
			2	Some	21	19	11,444	26				
			3	Quite a bit	38	31	16,137	37				
			4	Very much	52	45	12,954	30				
			Total		119	100	43,971	100				
4. To what extent do you agree or disagree with the following statements?												
a.	I feel comfortable being myself at this institution.	ICD04a_18	1	Strongly disagree	1	1	373	2	3.2	3.3	-.13	
			2	Disagree	19	14	1,611	7				
			3	Agree	53	46	11,327	49				
			4	Strongly agree	46	39	9,629	42				
			Total		119	100	22,940	100				
b.	I feel valued by this institution.	ICD04b_18	1	Strongly disagree	4	3	728	4	3.2	3.0	*	.19
			2	Disagree	10	8	3,496	15				
			3	Agree	65	55	12,489	54				
			4	Strongly agree	40	34	6,222	27				
			Total		119	100	22,935	100				
c.	I feel like part of the community at this institution.	ICD04c_18	1	Strongly disagree	6	5	800	4	3.1	3.0	.08	
			2	Disagree	17	15	3,820	17				
			3	Agree	56	47	11,850	51				
			4	Strongly agree	40	34	6,482	28				
			Total		119	100	22,935	100				

		Total		119	100	22,952	100				
5. During the current school year, about how often have you done the following?											
a.	Attended events, activities, or presentations that reflect an appreciation for diverse groups of people	ICD05a_18	1	Never	13	12	4,542	22	2.5	2.3 *	.22
			2	Sometimes	51	44	9,083	39			
			3	Often	34	26	6,331	26			
			4	Very often	21	18	2,968	13			
			Total		119	100	22,924	100			
b.	Participated in the activities of centers related to specific groups (racial-ethnic, cultural, religious, gender, LGBT, etc.)	ICD05b_18	1	Never	46	41	9,869	45	2.0	1.9	.11
			2	Sometimes	41	34	7,144	30			
			3	Often	13	10	3,861	16			
			4	Very often	18	15	2,008	9			
			Total		118	100	22,882	100			
c.	Participated in a diversity-related club or organization	ICD05c_18	1	Never	65	56	12,410	56	1.6	1.7	-.09
			2	Sometimes	37	30	5,581	24			
			3	Often	10	8	3,090	13			
			4	Very often	6	6	1,713	7			
			Total		118	100	22,794	100			
d.	Participated in a demonstration for a diversity-related cause (rally, protest, etc.)	ICD05d_18	1	Never	87	74	15,587	69	1.4	1.5	-.10
			2	Sometimes	19	16	4,112	17			
			3	Often	7	5	2,124	9			
			4	Very often	5	5	980	4			
			Total		118	100	22,803	100			
e.	Reflected on your cultural identity	ICD05e_18	1	Never	20	19	6,590	31	2.3	2.2 *	.20
			2	Sometimes	47	40	8,219	35			
			3	Often	35	29	5,214	22			
			4	Very often	15	12	2,855	12			
			Total		117	100	22,878	100			

Seniors

Frequency Distributions^a

Statistical Comparisons^b

Item wording or description	Variable name	Values ^c	Response options	VUSC		Diversity		VUSC		Diversity		Effect size ^d
				Count	%	Count	%	Mean	Mean			
1. During the current school year, how much has your coursework emphasized the following?												
a.	Developing the skills necessary to work effectively with people from various backgrounds	ICD01a	1	Very little	9	9	6,722	13				
			2	Some	22	24	16,413	29				

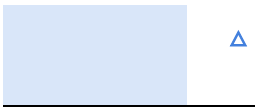
			3	Quite a bit	43	44	20,109	35	2.8	2.7		.12
			4	Very much	23	23	13,776	24				
			Total		97	100	57,020	100				
b.	Recognizing your own cultural norms and biases	ICD01b	1	Very little	5	5	8,308	16	2.8	2.6	*	.20
			2	Some	30	31	15,577	28				
			3	Quite a bit	38	39	19,495	33				
			4	Very much	24	25	13,555	23				
			Total		97	100	56,935	100				
c.	Sharing your own perspectives and experiences	ICD01c	1	Very little	4	4	4,856	10	3.0	2.8	*	.21
			2	Some	20	21	14,120	26				
			3	Quite a bit	43	45	22,547	39				
			4	Very much	30	30	15,428	26				
			Total		97	100	56,951	100				
d.	Exploring your own background through projects, assignments, or programs	ICD01d	1	Very little	10	10	11,176	21	2.7	2.5		.20
			2	Some	33	34	16,542	29				
			3	Quite a bit	31	32	17,479	30				
			4	Very much	23	24	11,755	20				
			Total		97	100	56,952	100				
e.	Learning about other cultures	ICD01e	1	Very little	10	10	9,701	18	2.7	2.5		.14
			2	Some	30	32	17,677	31				
			3	Quite a bit	39	40	17,088	29				
			4	Very much	18	19	12,484	21				
			Total		97	100	56,950	100				
f.	Discussing issues of equity or privilege	ICD01f	1	Very little	9	9	11,605	22	2.7	2.5	*	.18
			2	Some	35	37	16,341	29				
			3	Quite a bit	32	33	16,095	27				
			4	Very much	21	22	12,878	22				
			Total		97	100	56,919	100				
g.	Respecting the expression of diverse ideas	ICD01g	1	Very little	6	7	6,435	12	2.9	2.8		.09
			2	Some	27	28	13,998	25				
			3	Quite a bit	37	38	20,650	36				
			4	Very much	27	27	15,850	27				
			Total		97	100	56,933	100				
2. How much does your institution emphasize the following?												
a.	Demonstrating a commitment to diversity	ICD02a	1	Very little	2	2	3,703	7				
			2	Some	22	25	13,414	23				

			3	Quite a bit	38	39	21,957	38	3.1	2.9	.13
			4	Very much	35	34	17,783	31			
			Total		97	100	56,857	100			
b.	Providing students with the resources needed for success in a multicultural world	ICD02b	1	Very little	5	5	4,839	9	2.8	2.8	.03
			2	Some	28	31	16,851	29			
			3	Quite a bit	42	43	21,087	37			
			4	Very much	21	21	14,028	25			
			Total		96	100	56,805	100			
c.	Creating an overall sense of community among students	ICD02c	1	Very little	3	3	4,627	9	3.1	2.8	*** ▲ .34
			2	Some	17	18	15,138	27			
			3	Quite a bit	40	42	21,867	38			
			4	Very much	36	38	15,216	26			
			Total		96	100	56,848	100			
d.	Ensuring that you are not stigmatized because of your identity (racial/ethnic, gender, religious, sexual orientation, etc.)	ICD02d	1	Very little	10	10	4,750	9	2.8	2.9	-.03
			2	Some	21	23	13,858	24			
			3	Quite a bit	38	39	21,597	37			
			4	Very much	27	28	16,567	29			
			Total		96	100	56,772	100			
e.	Providing information about anti-discrimination and harassment policies	ICD02e	1	Very little	6	6	5,050	9	2.8	2.8	-.05
			2	Some	32	33	15,144	26			
			3	Quite a bit	37	40	21,117	37			
			4	Very much	21	22	15,432	27			
			Total		96	100	56,743	100			
f.	Taking allegations of discrimination or harassment seriously	ICD02f	1	Very little	7	7	4,950	9	3.0	2.9	.11
			2	Some	19	19	13,183	23			
			3	Quite a bit	39	41	21,134	37			
			4	Very much	30	33	17,385	31			
			Total		95	100	56,652	100			
g.	Helping students develop the skills to confront discrimination and harassment	ICD02g	1	Very little	16	15	7,868	14	2.7	2.6	.02
			2	Some	24	26	17,795	31			
			3	Quite a bit	35	38	18,476	32			
			4	Very much	21	21	12,450	22			
			Total		96	100	56,589	100			
3. How much does your institution provide a supportive environment for the following forms of diversity?											
a.	Racial/ethnic identity	ICD03a	1	Very little	1	1	3,375	6	3.1	2.9	.18
			2	Some	25	26	14,269	25			
			3	Quite a bit	34	34	21,863	38			
			4	Very much	36	38	17,079	31			

			Total		96	100	56,586	100				
b.	Gender identity	ICD03b	1	Very little	33	33	4,458	8	2.2	2.9 ***	▼	-.69
			2	Some	28	30	14,682	26				
			3	Quite a bit	19	20	20,507	36				
			4	Very much	16	18	16,915	30				
				Total	96	100	56,562	100				
c.	Economic background	ICD03c	1	Very little	12	12	7,575	13	2.7	2.6		.02
			2	Some	34	35	18,520	32				
			3	Quite a bit	27	28	17,941	32				
			4	Very much	23	25	12,490	23				
				Total	96	100	56,526	100				
d.	Political affiliation	ICD03d	1	Very little	14	14	9,122	17	2.6	2.5		.06
			2	Some	35	37	20,399	35				
			3	Quite a bit	27	28	16,738	29				
			4	Very much	20	21	10,253	19				
				Total	96	100	56,512	100				
e.	Religious affiliation	ICD03e	1	Very little	14	14	6,200	11	2.8	2.7		.15
			2	Some	24	26	17,865	31				
			3	Quite a bit	22	23	19,294	34				
			4	Very much	36	37	13,189	23				
				Total	96	100	56,548	100				
f.	Sexual orientation	ICD03f	1	Very little	39	39	4,914	9	2.0	2.8 ***	▼	-.85
			2	Some	31	33	15,325	27				
			3	Quite a bit	12	13	19,903	35				
			4	Very much	13	14	16,371	29				
				Total	95	100	56,513	100				
g.	Disability status	ICD03g	1	Very little	9	8	5,793	10	2.9	2.8		.15
			2	Some	24	26	15,829	28				
			3	Quite a bit	28	29	19,446	34				
			4	Very much	34	37	15,463	28				
				Total	95	100	56,531	100				
4. To what extent do you agree or disagree with the following statements?												
a.	I feel comfortable being myself at this institution.	ICD04a_18	1	Strongly disagree	3	3	605	2	3.2	3.4 **	▼	-.26
			2	Disagree	12	13	1,772	6				
			3	Agree	45	46	13,465	45				
			4	Strongly agree	36	38	13,849	47				

			Total	96	100	29,691	100				
b.	I feel valued by this institution.	ICD04b_18	1 Strongly disagree	5	5	1,773	7	3.1	3.0	.11	
			2 Disagree	13	15	5,057	17				
			3 Agree	46	47	14,412	48				
			4 Strongly agree	32	33	8,432	29				
			Total	96	100	29,674	100				
c.	I feel like part of the community at this institution.	ICD04c_18	1 Strongly disagree	7	7	1,532	6	3.0	3.0	-.04	
			2 Disagree	16	17	5,361	18				
			3 Agree	47	49	14,402	48				
			4 Strongly agree	26	27	8,388	28				
			Total	96	100	29,683	100				
5. During the current school year, about how often have you done the following?											
a.	Attended events, activities, or presentations that reflect an appreciation for diverse groups of people	ICD05a_18	1 Never	18	18	8,812	32	2.4	2.1	**	.34
			2 Sometimes	34	37	11,244	37				
			3 Often	29	30	6,363	20				
			4 Very often	15	15	3,233	11				
			Total	96	100	29,652	100				
b.	Participated in the activities of centers related to specific groups (racial-ethnic, cultural, religious, gender, LGBT, etc.)	ICD05b_18	1 Never	34	36	14,603	51	2.0	1.8	*	.24
			2 Sometimes	37	39	8,871	28				
			3 Often	15	16	3,923	13				
			4 Very often	9	9	2,202	7				
			Total	95	100	29,599	100				
c.	Participated in a diversity-related club or organization	ICD05c_18	1 Never	41	43	17,435	61	1.9	1.6	**	.28
			2 Sometimes	33	34	6,611	21				
			3 Often	12	13	3,305	11				
			4 Very often	10	10	2,149	7				
			Total	96	100	29,500	100				
d.	Participated in a demonstration for a diversity-related cause (rally, protest, etc.)	ICD05d_18	1 Never	64	66	20,653	71	1.6	1.4		.19
			2 Sometimes	15	16	5,307	17				
			3 Often	10	11	2,228	7				
			4 Very often	7	7	1,274	4				
			Total	96	100	29,462	100				
e.	Reflected on your cultural identity	ICD05e_18	1 Never	11	12	7,978	29	2.5	2.2	**	.30
			2 Sometimes	40	43	10,453	34				
			3 Often	26	27	6,664	22				

4	Very often	18	19	4,503	15
Total		95	100	29,598	100



Universities in Comparison Sample:

Adelphi University (Garden City, NY)*, American University (Washington, DC), Anderson University (Anderson, SC)*, Aquinas College (Grand Rapids, MI), Ashland University (Ashland, OH), Austin College (Sherman, TX)*, Austin Peay State University (Clarksville, TN), Ball State University (Muncie, IN), Barton College (Wilson, NC), Bay Path University (Longmeadow, MA)*, Beloit College (Beloit, WI)*, Bemidji State University (Bemidji, MN)*, Bethany College (Bethany, WV)*, Biola University (La Mirada, CA), Boston University (Boston, MA), Bradley University (Peoria, IL), Cabrini University (Radnor, PA)*, California College of the Arts (San Francisco, CA)*, California State University, Chico (Chico, CA), California State University, Fullerton (Fullerton, CA), Carroll University (Waukesha, WI)*, Carthage College (Kenosha, WI)*, Centre College (Danville, KY), Champlain College (Burlington, VT), Chapman University (Orange, CA)*, Chestnut Hill College (Philadelphia, PA), Claremont McKenna College (Claremont, CA)*, Cleveland State University (Cleveland, OH), Coastal Carolina University (Conway, SC)*, Colby College (Waterville, ME)*, Colgate University (Hamilton, NY)*, College at Brockport, SUNY, The (Brockport, NY)*, College of New Jersey, The (Ewing, NJ), College of Saint Mary (Omaha, NE), College of Saint Scholastica, The (Duluth, MN)*, Colorado Technical University (Colorado Springs, CO), Columbia College (Columbia, MO)*, Concordia University (Portland, OR)*, Concordia University Irvine (Irvine, CA)*, Concordia University Texas (Austin, TX), Converse College (Spartanburg, SC), Dalton State College (Dalton, GA)*, Doane University (Crete, NE), Drew University (Madison, NJ)*, Emory and Henry College (Emory, VA)*, Emporia State University (Emporia, KS), Eureka College (Eureka, IL)*, Fairfield University (Fairfield, CT)*, Farmingdale State College (Farmingdale, NY)*, Flagler College (Saint Augustine, FL), Fontbonne University (Saint Louis, MO), Franklin and Marshall College (Lancaster, PA), Fredonia State University of New York (Fredonia, NY)*, Gallaudet University (Washington, DC)*, George Fox University (Newberg, OR), Hendrix College (Conway, AR), High Point University (High Point, NC)*, Humboldt State University (Arcata, CA)*, Illinois College (Jacksonville, IL)*, Immaculata University (Immaculata, PA)*, Indiana University Kokomo (Kokomo, IN), Indiana University South Bend (South Bend, IN), Jacksonville University (Jacksonville, FL), John Carroll University (University Heights, OH)*, Knox College (Galesburg, IL)*, La Salle University (Philadelphia, PA)*, Lamar University (Beaumont, TX), Lasell College (Newton, MA), Lewis-Clark State College (Lewiston, ID)*, Lindenwood University (Saint Charles, MO), Linfield College - McMinnville Campus (McMinnville, OR)*, Linfield College-School of Nursing (Portland, OR)*, Lipscomb University (Nashville, TN), Loras College (Dubuque, IA)*, Louisiana State University-Shreveport (Shreveport, LA), Lourdes University (Sylvania, OH), Loyola University Chicago (Chicago, IL), Loyola University New Orleans (New Orleans, LA)*, Macalester College (Saint Paul, MN)*, Manchester University (North Manchester, IN)*, Marist College (Poughkeepsie, NY), Mars Hill University (Mars Hill, NC)*, Marshall University (Huntington, WV), Mary Baldwin University (Staunton, VA), Massachusetts College of Art and Design (Boston, MA)*, McPherson College (McPherson, KS)*, Menlo College (Atherton, CA)*, Methodist College (Peoria, IL), Minnesota State University, Mankato (Mankato, MN), Moravian College (Bethlehem, PA), Mount St. Joseph University (Cincinnati, OH), Muskingum University (New Concord, OH), Naropa University (Boulder, CO), Nebraska Wesleyan University (Lincoln, NE)*, New Jersey City University (Jersey City, NJ)*, Newbury College-Brookline (Brookline, MA)*, North Carolina Central University (Durham, NC), Northeastern University (Boston, MA), Northern Michigan University (Marquette, MI), Northland College (Ashland, WI), Northwest Missouri State University (Maryville, MO)*, Oklahoma State University (Stillwater, OK), Olivet College (Olivet, MI)*, Ottawa University (Ottawa, KS)*, Otterbein University (Westerville, OH)*, Pacific Lutheran University (Tacoma, WA)*, Pennsylvania College of Technology (Williamsport, PA), Pepperdine University (Malibu, CA), Presbyterian College (Clinton, SC), Providence College (Providence, RI)*, Quinnipiac University (Hamden, CT), Radford University (Radford, VA), Ramapo College of New Jersey (Mahwah, NJ), Rensselaer Polytechnic Institute (Troy, NY)*, Robert Morris University (Moon Township, PA), Rochester College (Rochester Hills, MI), Rochester Institute of Technology (Rochester, NY)*, Rockhurst University (Kansas City, MO), Roger Williams University (Bristol, RI)*, Rutgers University-Newark (Newark, NJ), Saint Joseph's College (Standish, ME), Salve Regina University (Newport, RI)*, Santa Clara University (Santa Clara, CA), School of the Art Institute of Chicago (Chicago, IL)*, Scripps College (Claremont, CA), Seton Hall University (South Orange, NJ), Shenandoah University (Winchester, VA), Simmons College (Boston, MA), South Dakota State University (Brookings, SD), Southern Illinois Univ Edwardsville (Edwardsville, IL)*, Southwest Minnesota State University (Marshall, MN)*, St. Catherine University (Saint Paul, MN)*, St. Francis Xavier University (Antigonish, NS)*, St. John Fisher College (Rochester, NY), State University of New York at New Paltz (New Paltz, NY)*, State University of New York at Potsdam, The (Potsdam, NY)*, Stetson University (DeLand, FL)*, Stonehill College (Easton, MA), Stony Brook University (Stony Brook, NY)*, SUNY College at Oswego (Oswego, NY)*, SUNY College at Plattsburgh (Plattsburgh, NY)*, SUNY College of Environmental Science and Forestry (Syracuse, NY)*, SUNY College of Technology at Canton

(Canton, NY)*, SUNY College of Technology at Delhi (Delhi, NY)*, SUNY Empire State College (Saratoga Springs, NY)*, Tarleton State University (Stephenville, TX)*, Texas A&M University San Antonio (San Antonio, TX)*, Texas Lutheran University (Seguin, TX), Trent University (Peterborough, ON), Trinity Western University (Langley, BC), Tulane University (New Orleans, LA), Union College (Schenectady, NY), United States Merchant Marine Academy (Kings Point, NY), University at Buffalo, State University of New York (Buffalo, NY)*, University of British Columbia - Vancouver campus (Vancouver, BC)*, University of British Columbia Okanagan (Kelowna, BC)*, University of Central Arkansas (Conway, AR), University of Central Oklahoma (Edmond, OK), University of Cincinnati (Cincinnati, OH)*, University of Evansville (Evansville, IN)*, University of Illinois Springfield (Springfield, IL), University of Indianapolis (Indianapolis, IN), University of Louisiana Monroe (Monroe, LA), University of Lynchburg (Lynchburg, VA), University of Massachusetts Dartmouth (North Dartmouth, MA)*, University of Miami (Coral Gables, FL), University of Minnesota, Morris (Morris, MN)*, University of Mississippi (University, MS)*, University of New Hampshire (Durham, NH), University of North Carolina at Greensboro, The (Greensboro, NC), University of North Dakota (Grand Forks, ND)*, University of Northern Iowa (Cedar Falls, IA), University of Prince Edward Island (Charlottetown, PE)*, University of San Diego (San Diego, CA), University of South Alabama (Mobile, AL), University of South Dakota (Vermillion, SD), University of St. Thomas (Saint Paul, MN)*, University of Utah (Salt Lake City, UT), University of Wisconsin-Platteville (Platteville, WI)*, University of Wisconsin-Stout (Menomonie, WI)*, Utah Valley University (Orem, UT), Utica College (Utica, NY), Valley City State University (Valley City, ND)*, Valparaiso University (Valparaiso, IN), Virginia Commonwealth University (Richmond, VA)*, Virginia State University (Petersburg, VA), Warner Pacific University (Portland, OR), Washington Adventist University (Takoma Park, MD), Washington and Lee University (Lexington, VA)*, Washington State University (Pullman, WA)*, Wesleyan College, Macon, Georgia (Macon, GA)*, West Texas A&M University (Canyon, TX), Western Carolina University (Cullowhee, NC), Western Michigan University (Kalamazoo, MI)*, Wheelock College (Boston, MA)*, Whitman College (Walla Walla, WA)*, Wichita State University (Wichita, KS)*, William Jewell College (Liberty, MO), Wilson College (Chambersburg, PA), Winona State University (Winona, MN)*, Youngstown State University (Youngstown, OH)