# CodeSignal's 2024 University Ranking Report

A ranking of national universities based on coding assessment results







## Introduction

Talented engineers can come from anywhere. Yet, university recruiting programs often concentrate their new grad sourcing on name-brand schools like MIT, Caltech, and Stanford. The result? Companies miss out on hiring exceptional early-career developers from lesser-known schools, and candidates from these schools struggle to land an interview—despite having the skills needed to succeed on the job.

Today, <u>over 94% of computer science degrees granted every year are not from name-brand programs</u>. It's time for employers to open up their university recruiting to more—and more diverse—new grad talent.

This report is the **only** ranking of top colleges and universities for software engineering talent based on an objective measure of technical skills that is used across many organizations and industries. To produce these lists, CodeSignal's <u>Talent Science team</u> has ranked universities based on their students' average scores on the <u>General Coding Framework</u>, the industry-standard <u>Certified Evaluation</u> taken by more than 50% of graduating computer science students in the US.

We hope that recruiters and hiring managers will use this report to help them find top early-career developer talent using fair and objective measures of candidate skill.

# CodeSignal's skills-based university ranking

We ranked colleges and universities based on their students' objective coding skills. The results may surprise you.

#### Key findings of our 2024 report

- 12 of the top 30 schools in our skill-based ranking did not make the US News & World Report's top 30 undergraduate engineering programs.
- Three of the top 10 US schools in our rankings, **University of Chicago, Yale, and Stony Brook University,** didn't make the US News top 30.
- 21 of the schools that made our top 50 list are designated as **Hispanic-Serving**Institutions (HSIs) or Emerging HSIs.
- When we open up our rankings to all schools across the globe, **5 schools outside**of the US would make our top 50 list.
- The **University of Cambridge** was the top non-US school for software engineering talent, ranking just below MIT (#2 on the US list).

## **Top 30 US Universities**

			Percentile
1	<b>CMU</b> <sup>*</sup>	Carnegie Mellon University	82nd
2	MiT	Massachusetts Institute of Technology	81st
3	<b>₩</b> RICE	Rice University	76th
4	Penn University of Pennsylvania	University of Pennsylvania	74th
5	UCLA	University of California, Los Angeles	74th
6	Caltech	California Institute of Technology	74th
7	THE UNIVERSITY OF CHICAGO	University of Chicago	74th
8	Yale	Yale University	74th
9	UC San Diego	University of California, San Diego	74th
10	Stony Brook University	Stony Brook University	74th

On NOT appear on the US News & World Report's 30 Best Undergraduate Engineering Programs

# **Top 30 US Universities**

			Percentile
11	Berkeley	UC Berkeley	74th
12	TEXAS The University of Texas at Austin	University of Texas at Austin	74th
13	UCI	UC Irvine	74th
14	Duke	Duke University	74th
15	BROWN	Brown University	74th
16	<b>USC</b>	University of Southern California	74th
17	ILLINOIS WORKER OF ILLINOIS OF	University of Illinois, Urbana-Champaign	73rd
18	Stanford	Stanford University	73rd
19	© COLUMBIA	Columbia University	73rd
20	Dartmouth	Dartmouth College	73rd

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## **Top 30 US Universities**

			Percentile
21	University of Massachusetts Amherst	University of Massachusetts at Amherst	73rd
22	Cornell University	Cornell University	73rd
23	Georgia Institute of Technology	Georgia Institute of Technology	73rd
24	UCSB	University of California, Santa Barbara	73rd
25	UNIVERSITY OF MICHIGAN	University of Michigan - Ann Arbor	72nd
26	Rensselaer	Rensselaer Polytechnic Institute	72nd
27	JOHNS HOPKINS UNIVERSITY	Johns Hopkins University	72nd
28	PRINCETON UNIVERSITY	Princeton University	72nd
29		Arizona State University	71st
30	<b>MYU</b>	New York University	71st

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## **Emerging leaders**

These universities, ranked 31 to 50 in CodeSignal's skill-based university ranking, are rarely targeted by university recruiters.

			Percentile
31	TEXAS A&M	Texas A&M University - College Station	70th
32	SJSU SAN JOSÉ STATE UNIVERSITY	San Jose State University	70th
33	THE UNIVERSITY OF ARIZONA	University of Arizona	70th
34	RUTGERS THE STATE UNIVERSITY OF NEW JERSEY	Rutgers University	70th
35	NC STATE UNIVERSITY	North Carolina State University	69th
36	WISCONSIN UNIVERSITY OF PRINCIPLES AND DESCRIPT	University of Wisconsin - Madison	69th
37	PURDUE UNIVERSITY	Purdue University	69th
38	₩ indiana university	Indiana University	69th
39	Washington University in St. Louis	Washington University, Saint Louis	69th
40	MARYLAND	University of Maryland, College Park	69th

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## **Emerging leaders**

			Percentile
41	Santa Clara University	Santa Clara University	69th
42	UF FLORIDA	University of Florida	68th
43	VANDERBILT UNIVERSITY	Vanderbilt University	68th
44	Northeastern University	Northeastern University	67th
45	Tufts	Tufts University	67th
46	University at Buffalo	State University of New York at Buffalo	67th
47	RIT   Rochester Institute of Technology	Rochester Institute of Technology	66th
48	THE UNIVERSITY OF TEXAS AT DALLAS	University of Texas at Dallas	66th
49	University Virginia	University of Virginia, Charlottesville	65th
50	RIVERSIDE	University of California, Riverside	65th

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## Noteworthy schools for diverse talent

21 of the schools that make our top 50 list are designated as

#### **Hispanic-Serving Institutions** (HSIs) or Emerging HSIs.

This means that a significant portion of the student body identifies as Hispanic or Latino/a.

		Rank
EMERGING HSI	Rice University	#3
EMERGING HSI	University of Cal., Los Angeles	#5
EMERGING HSI	California Institute of Technology	#6
EMERGING HSI	University of Chicago	#7
EMERGING HSI	University of California, San Diego	#9
EMERGING HSI	University of California, Berkeley	#11
HSI	The University of Texas at Austin	#12
HSI	University of California, Irvine	#13
EMERGING HSI	University of Southern California	#16

HSI	Stanford University	#18
EMERGING HSI	Columbia University	#19
HSI	University of Cal., Santa Barbara	#24
EMERGING HSI	Johns Hopkins University	#27
EMERGING HSI	New York University	#30
HSI	Texas A&M University - College Station	#31
HSI	San Jose State University	#32
HSI	University of Arizona	#33
EMERGING HSI	Santa Clara University	#41
EMERGING HSI	University of Florida	#42
EMERGING HSI	University of Texas at Dallas	#48
HSI	University of California, Riverside	#50

# Top global schools for developer talent

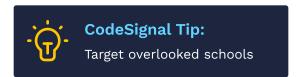
This year, we also looked at schools outside of the US by the same objective measure of students' skills. We found that when we open up our rankings to all schools across the globe, **5 schools outside of the US** would make our top 50 list. Those schools are:

			Percentile
	UNIVERSITY OF CAMBRIDGE	University of Cambridge	80th
*	WATERLOO	University of Waterloo	75th
	Imperial College London	Imperial College London	72th
*	UNIVERSITY OF ALBERTA	University of Alberta	68th
	INDIAN INSTITUTE OF TECHNOLOGY KANPUR	Indian Institute of Technology, Kanpur	67th



# Using coding skills assessment results helps you identify qualified candidates

These universities made our top 50, but they're significantly less likely to be targeted by recruiters than Stanford, MIT, or UC Berkeley:



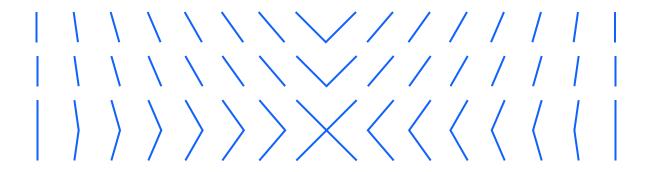
9 UCSanDiego University of California, San Diego

10 Stony Brook University

12 TEXAS The University of Texas at Austin

13 UCI University of California, Irvine

17 University of Illinois, Urbana-Champaign



## **Conclusion**

The results are clear: When you rank schools by an objective measure of their students' technical skills, you'll find that talent comes from everywhere—not just the schools traditionally recognized as top engineering schools. Directly measuring candidates' skills, rather than looking at what school they attended, is a proven way to build a stronger and more diverse team.

#### **Key Takeaways**

- Companies recruiting early career developers should expand the scope of their target universities.
- Much of the top new grad engineering talent is coming out of schools not typically recognized for their engineering programs.
- Top talent is also diverse talent; many of the top schools in our skill-based ranking are Hispanic-Serving Institutions.

# About the author: CodeSignal's Talent Science Team

The <u>Talent Science team</u> is comprised of experts in Industrial-Organizational (IO) psychology, which is the scientific study of human behavior in the workplace. A core topic within IO is the science of personnel selection or talent assessment.

Together with CodeSignal's engineering teams, the Talent Science team sets the standard for fair and predictive technical hiring by developing, validating, maintaining, and ensuring compliance for CodeSignal's <u>Certified Evaluations</u>. Leading companies use these research-backed evaluations to generate a stronger signal of skill, reduce legal risk in the hiring process, and give time back to engineers.

## Methodology

We analyzed the results of the General Coding Framework, which measures core programming and computer science fundamentals.

- For this analysis, we've inferred the name of educational institutions from the email domains associated with each candidate who completed the General Coding Framework.
- To support valid comparisons, we've adopted U.S. News & World Report's grouping of colleges and included schools that met the criteria for the "National University" group.
- For our ranking analyses, we only included universities that had more than 30 student candidates.
- The 2023 ranking dataset includes all student candidates with university emails who completed the General Coding Framework between April 22, 2023 and April 22, 2024 (n > 21,000).

# What is the General Coding Framework?

The General Coding Framework is the industry standard for evaluation of core programming and computer science fundamentals taught in most undergraduate programs in the US.

- Consists of 4 language-agnostic code writing tasks
- Developed and validated by our Talent Science Team
- Used by top-tier companies like Meta, Uber, and Zoom as their primary technical assessment for early talent hiring

## Additional information

#### References

- US News & World Report's 2024 Best Undergraduate Engineering Programs
- US News & World Report's Ranking Methodology
- List of Hispanic-Serving Institutions (HSIs)
- List of Emerging HSIs

#### Resources

- General Coding Framework Technical Research Paper
- How CodeSignal's Talent Science team reduces bias in technical hiring
- New survey reveals: College students prioritize hybrid work and DE&I in job search
- 3 key ways you can rethink University Recruiting for engineering roles

