

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, [over 94% of computer science degrees granted every year are not from name-brand programs](#). **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 [Talent Science team](#) has ranked universities based on their students' average scores on the [General Coding Framework](#), the industry-standard [Certified Evaluation](#) 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		Carnegie Mellon University	82nd
2		Massachusetts Institute of Technology	81st
3		Rice University	76th
4		University of Pennsylvania	74th
5		University of California, Los Angeles	74th
6		California Institute of Technology	74th
7		University of Chicago	74th
8		Yale University	74th
9		University of California, San Diego	74th
10		Stony Brook University	74th











● Do 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 UNIVERSITY	Duke University	74th
15	 BROWN	Brown University	74th
16	 USC	University of Southern California	74th
17	 ILLINOIS UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN	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	 ASU	Arizona State University	71st
30	 NYU	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 University - College Station	70th
32		San Jose State University	70th
33		University of Arizona	70th
34		Rutgers University	70th
35		North Carolina State University	69th
36		University of Wisconsin - Madison	69th
37		Purdue University	69th
38		Indiana University	69th
39		Washington University, Saint Louis	69th
40		University of Maryland, College Park	69th

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Emerging leaders

			Percentile
41	 Santa Clara University	Santa Clara University	69th
42	 UNIVERSITY of FLORIDA	University of Florida	68th
43	 VANDERBILT UNIVERSITY	Vanderbilt University	68th
44	 Northeastern University	Northeastern University	67th
45	 Tufts UNIVERSITY	Tufts University	67th
46	 UB University at Buffalo	State University of New York at Buffalo	67th
47	 RIT Rochester Institute of Technology	Rochester Institute of Technology	66th
48	 UT D THE UNIVERSITY OF TEXAS AT DALLAS	University of Texas at Dallas	66th
49	 UNIVERSITY VIRGINIA	University of Virginia, Charlottesville	65th
50	 UC 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			Rank
EMERGING HSI	Rice University	#3	EMERGING HSI	Stanford University	#18
EMERGING HSI	University of Cal., Los Angeles	#5	EMERGING HSI	Columbia University	#19
EMERGING HSI	California Institute of Technology	#6	HSI	University of Cal., Santa Barbara	#24
EMERGING HSI	University of Chicago	#7	EMERGING HSI	Johns Hopkins University	#27
EMERGING HSI	University of California, San Diego	#9	EMERGING HSI	New York University	#30
EMERGING HSI	University of California, Berkeley	#11	HSI	Texas A&M University - College Station	#31
HSI	The University of Texas at Austin	#12	HSI	San Jose State University	#32
HSI	University of California, Irvine	#13	HSI	University of Arizona	#33
EMERGING HSI	University of Southern California	#16	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
	 UNIVERSITY OF 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:



CodeSignal Tip:

Target overlooked schools

- 9**  **University of California, San Diego**
- 10**  **Stony Brook University**
- 12**  **The University of Texas at Austin**
- 13**  **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

- 1** Companies recruiting early career developers should expand the scope of their target universities.
- 2** Much of the top new grad engineering talent is coming out of schools not typically recognized for their engineering programs.
- 3** 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 [Talent Science team](#) 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 [Certified Evaluations](#). 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](#)

