

Chapter 4

Advising Personnel

Tables

In this chapter, the responses to two survey questions are examined to better understand the different employment positions of persons responsible for advising undergraduates. The use of part-time professional advisors is also specifically examined.

In one question, respondents were asked to indicate the positions held by personnel responsible for advising undergraduates. They could select from seven response options: full-time faculty, adjunct (part-time) faculty, full-time professional advisors, adjunct (part-time) professional advisors, paraprofessional advisors, graduate students, and peer advisors. They could also use an open response option to identify a position not listed as an answer option on the survey. The answers provided to the open response option were categorized as support staff. Respondents could mark more than one answer to this question, and *multiple positions* was used as the label for those cases in which one respondent indicated that multiple individuals employed in various positions took responsibility for advising.

Responses to the item on personnel responsible for advising are presented in two ways. In Tables 4.1 to 4.5, responses are categorized by eight positions (e.g., full-time faculty, adjunct faculty, paraprofessional) as they relate to specific institutional characteristics, such as size and mandatory advising policy. Tables 4.6 to 4.10 document the responses by three categories of advisors employed in the respondents' situations: full-time professional advisors; full-time faculty advisors; and both full-time professional and faculty advisors. Each category may include use of adjunct (part-time) professional advisors or adjunct (part-time) faculty members as advisors of undergraduates.

In another question, respondents were asked to indicate the extent to which part-time professional advisors were employed (Tables 4.11 to 4.16). They could select from three answer options: We do not use part-time professional advisors; we employ part-time advisors on a regularly

scheduled basis (e.g., 20 hours per week throughout the term); and we use part-time professional advisors in peak advising times. An open response item allowed individuals to report an answer not listed as an option on the survey. The following describes the two categories of responses to the open-ended option: (a) full-time professionals at the institution had limited advising responsibilities as part of other job responsibilities and (b) graduate students. Respondents could select more than one response to the question on part-time hires, which could vary across an institution and college.

Only respondents who reported the employment of professional advisors ($N = 603$) were asked about the use of part-time professional advisors. Approximately 78.6% ($n = 474$) of eligible respondents provided an answer to the item on part-time advisors, but the percentages are reported based on the 603 respondents who had indicated the use of professional advisors.

Results from samples with fewer than 50 respondents are marked with an * (e.g., $n = 30^*$). A change in the answer of one respondent in this sample would change the degree of difference by more than 2%. Therefore, inferences involving these groups should be made cautiously.

Table 4.1

ADVISING PERSONNEL (N = 770)

Advisor	<i>f</i>	%
Full-time professional	628	81.6
Full-time faculty	602	78.2
Adjunct professional	119	15.5
Adjunct faculty	116	15.1
Peer	75	9.7
Graduate student	62	8.1
Paraprofessional	58	7.5
Support staff	9	1.2
Multiple positions	485	63.0
Don't know	1	0.1
Choose not to reply	2	0.3

Table 4.2

ADVISING PERSONNEL BY INSTITUTIONAL SIZE

	Small		Medium		Large	
	<i>n</i> = 425		<i>n</i> = 258		<i>n</i> = 84	
Advisor	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%
Full-time professional	305	71.8	240	93.0	80	95.2
Full-time faculty	359	84.5	185	71.7	55	65.5
Adjunct professional	45	10.6	49	19.0	25	29.8
Adjunct faculty	52	12.2	41	15.9	23	27.4
Peer	25	5.9	30	11.6	20	23.8
Graduate student	12	2.8	38	14.7	12	14.3
Paraprofessional	25	5.9	24	9.3	9	10.7
Support staff	8	1.9	1	0.4	0	0.0
Multiple positions	257	60.5	169	65.5	59	70.2

Note. Small = 5,999 or fewer; medium = 6,000-23,999; large = 24,000 or more undergraduate enrollments.

Table 4.3

ADVISING PERSONNEL BY INSTITUTIONAL TYPE

Advisor	2-year		Public bachelor		Private bachelor		Public master		Private master		Public doctorate		Private doctorate		Proprietary	
	<i>n</i> = 239		<i>n</i> = 30*		<i>n</i> = 74		<i>n</i> = 89		<i>n</i> = 117		<i>n</i> = 127		<i>n</i> = 70		<i>n</i> = 24*	
	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%
Full-time professional	205	85.8	25	83.3	39	52.7	77	86.5	78	66.7	122	96.1	59	84.3	23	95.8
Full-time faculty	197	82.4	25	83.3	70	94.6	70	78.7	98	83.8	83	65.4	50	71.4	9	37.5
Adjunct professional	60	25.1	5	16.7	4	5.4	10	11.2	11	9.4	21	16.5	8	11.4	0	0.0
Adjunct faculty	32	13.4	6	20.0	10	13.5	14	15.7	13	11.1	27	21.3	14	20.0	0	0.0
Peer	10	4.2	1	3.3	6	8.1	14	15.7	6	5.1	30	23.6	8	11.4	0	0.0
Graduate student	4	1.7	0	0.0	0	0.0	13	14.6	7	6.0	31	24.4	7	10.0	0	0.0
Paraprofessional	23	9.6	1	3.3	1	1.4	7	7.9	8	6.8	12	9.4	5	7.1	1	4.2
Support staff	2	0.8	0	0.0	5	6.8	1	1.1	1	0.9	0	0.0	0	0.0	0	0.0
Multiple positions	172	72.0	23	76.7	38	51.4	62	69.7	63	53.8	79	62.2	41	58.6	7	29.2

Note. *Fewer than 50 respondents; interpret with caution.

Table 4.4

ADVISING PERSONNEL BY MANDATORY ADVISING POLICY

Advisor	Yes		No		For some	
	<i>n</i> = 330		<i>n</i> = 264		<i>n</i> = 176	
	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%
Full-time professional	230	69.7	233	88.3	165	93.8
Full-time faculty	279	84.5	184	69.7	139	79.0
Adjunct professional	35	10.6	46	17.4	38	21.6
Adjunct faculty	50	15.2	36	13.6	30	17.0
Peer	18	5.5	31	11.7	26	14.8
Graduate student	21	6.4	15	5.7	26	14.8
Paraprofessional	23	7.0	16	6.1	19	10.8
Support staff	8	2.4	1	0.4	0	0.0
Multiple positions	191	57.9	162	61.4	132	75.0

Table 4.5

ADVISING PERSONNEL BY ADVISING SITUATION (N = 795)

Advisor	Institution		College, school, division		Department	
	<i>n</i> = 547		<i>n</i> = 206		<i>n</i> = 42*	
	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%
Full-time professional	442	80.8	179	86.9	29	69.0
Full-time faculty	460	84.1	127	61.7	33	78.6
Adjunct professional	91	16.6	25	12.1	5	11.9
Adjunct faculty	86	15.7	29	14.1	5	11.9
Peer	59	10.8	15	7.3	3	7.1
Graduate student	44	8.0	18	8.7	2	4.8
Paraprofessional	43	7.9	15	7.3	1	2.4
Support staff	7	1.3	2	1.0	0	0.0
Multiple positions	381	69.7	98	47.6	18	42.9

Note. *Fewer than 50 respondents; interpret with caution.

Table 4.6

ADVISING PERSONNEL CATEGORIES: PROFESSIONAL AND FACULTY ADVISORS (N = 770)

Advisor	<i>f</i>	%
Full-time professional	168	21.8
Full-time faculty	142	18.4
Both full-time professional & faculty	460	59.7

Table 4.7

ADVISING PERSONNEL CATEGORIES BY INSTITUTIONAL SIZE

Advisor	Small		Medium		Large	
	<i>n</i> = 425		<i>n</i> = 258		<i>n</i> = 84	
	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%
Full-time professional	66	15.5	73	28.3	29	34.5
Full-time faculty	120	28.2	18	7.0	4	4.8
Both full-time professional & faculty	239	56.2	167	64.7	51	60.7

Note. Small = 5,999 or fewer; medium = 6,000-23,999; large = 24,000 or more undergraduate enrollments.

Table 4.8

ADVISING PERSONNEL CATEGORIES BY INSTITUTIONAL TYPE

Advisor	2-year		Public bachelor		Private bachelor		Public master		Private master		Public doctorate		Private doctorate		Proprietary	
	<i>n</i> = 239		<i>n</i> = 30*		<i>n</i> = 74		<i>n</i> = 89		<i>n</i> = 117		<i>n</i> = 127		<i>n</i> = 70		<i>n</i> = 24*	
	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%
Full-time professional	42	17.6	5	16.7	4	5.4	19	21.3	19	16.2	44	34.6	20	28.6	15	62.5
Full-time faculty	34	14.2	5	16.7	35	47.3	12	13.5	39	33.3	5	3.9	11	15.7	1	4.2
Both full-time professional & faculty	163	68.2	20	66.7	35	47.3	58	65.2	59	50.4	78	61.4	39	55.7	8	33.3

Table 4.9

ADVISING PERSONNEL CATEGORIES BY MANDATORY ADVISING POLICY

Advisor	Yes		No		For some	
	<i>n</i> = 330		<i>n</i> = 264		<i>n</i> = 176	
	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%
Full-time professional	51	15.5	80	30.3	37	21.0
Full-time faculty	100	30.3	31	11.7	11	6.3
Both full-time professional & faculty	179	54.2	153	58.0	128	72.7

Table 4.10

ADVISING PERSONNEL CATEGORIES BY SITUATION

	Institution		College, school, division		Department	
	<i>n</i> = 547		<i>n</i> = 206		<i>n</i> = 42*	
Advisor	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%
Full-time professional	87	15.9	79	38.3	9	21.4
Full-time faculty	105	19.2	27	13.1	13	31.0
Both full-time professional & faculty	355	64.9	100	48.5	20	47.6

Note. *Fewer than 50 respondents; interpret with caution.

Table 4.11

USE OF PART-TIME PROFESSIONAL ADVISORS (N = 603)

Status	f	%
Not used	299	49.6
Used regularly	126	20.9
Used in peak advising times	63	10.4
Full-time professional with limited advising responsibilities	12	2.0
Graduate students	4	0.7
Don't know	5	0.8
Choose not to reply	3	0.5
Did not reply	129	21.4

Table 4.12

USE OF PART-TIME PROFESSIONAL ADVISORS BY INSTITUTIONAL SIZE

Status	Small		Medium		Large	
	<i>n</i> = 286		<i>n</i> = 237		<i>n</i> = 77	
	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%
Not used	152	53.1	118	49.8	28	36.4
Used regularly	52	18.2	50	21.1	24	31.2
Used in peak advising times	22	7.7	31	13.1	10	13.0
Full-time professional with limited advising responsibilities	8	2.8	3	1.3	1	1.3
Graduate student	1	0.3	2	0.8	1	1.3
Did not reply	63	22.0	48	20.3	17	22.1

Note. Small = 5,999 or fewer; medium = 6,000-23,999; large = 24,000 or more undergraduate enrollments.

Table 4.13

USE OF PART-TIME PROFESSIONAL ADVISORS BY INSTITUTIONAL TYPE

Status	2-year		Public bachelor		Private bachelor		Public master		Private master		Public doctorate		Private doctorate		Proprietary	
	<i>n</i> = 195		<i>n</i> = 25*		<i>n</i> = 28*		<i>n</i> = 76		<i>n</i> = 77		<i>n</i> = 121		<i>n</i> = 58		<i>n</i> = 23*	
	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%
Not used	62	31.8	10	40.0	17	60.7	44	57.9	48	62.3	72	59.5	31	53.4	15	65.2
Used regularly	53	27.2	7	28.0	3	10.7	16	21.1	9	11.7	26	21.5	10	17.2	2	8.7
Used in peak advising times	47	24.1	1	4.0	1	3.6	5	6.6	1	1.3	5	4.1	2	3.4	1	4.3
Full-time professional with limited advising responsibilities	4	2.1	1	4.0	1	3.6	2	2.6	2	2.6	1	0.8	1	1.7	0	0.0
Graduate student	0	0.0	0	0.0	0	0.0	2	2.6	1	1.3	1	0.8	0	0.0	0	0.0
Did not reply	47	24.1	7	28.0	7	25.0	11	14.5	18	23.4	19	15.7	15	25.9	5	21.7

Note. *Fewer than 50 respondents; interpret with caution.

Table 4.14

USE OF PART-TIME PROFESSIONAL ADVISORS BY MANDATORY ADVISING POLICY

Status	Yes		No		For some	
	<i>n</i> = 220		<i>n</i> = 225		<i>n</i> = 158	
	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%
Not used	125	56.8	99	44.0	75	47.5
Used regularly	41	18.6	50	22.2	35	22.2
Used in peak advising times	14	6.4	22	9.8	27	17.1
Full-time professional with limited advising responsibilities	3	1.4	4	1.8	5	3.2
Graduate student	3	1.4	0	0.0	1	0.6
Did not reply	42	19.1	60	26.7	27	17.1

Table 4.15

USE OF PART-TIME PROFESSIONAL ADVISORS BY ADVISING PERSONNEL

Status	Full-time professional advisors		Both full-time professional & faculty advisors	
	<i>n</i> = 168		<i>n</i> = 426	
	<i>f</i>	%	<i>f</i>	%
Not used	80	47.6	219	51.4
Used regularly	40	23.8	83	19.5
Used in peak advising times	16	9.5	47	11.0
Full-time professional with limited advising responsibilities	2	1.2	10	2.3
Graduate students	1	0.6	3	0.7
Did not reply	35	20.8	88	20.7

Table 4.16

USE OF PART-TIME PROFESSIONAL ADVISORS BY ADVISING SITUATION (N = 623)

Status	Institution		College, school, division		Department	
	<i>n</i> = 417		<i>n</i> = 179		<i>n</i> = 27*	
	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%
Not used	180	43.2	114	63.7	18	66.7
Used regularly	102	24.5	24	13.4	3	11.1
Used in peak advising times	57	13.7	5	2.8	1	3.7
Full-time professional with limited advising responsibilities	11	2.6	1	0.6	0	0.0
Graduate student	3	0.7	1	0.6	1	3.7
Did not reply	95	22.8	33	18.4	5	18.5

Note. *Fewer than 50 respondents; interpret with caution.