

# Initial Report









Last Modified: 03/17/2014

## 1. What best describes your institutional type?

#	Answer	Bar	Response	%
1	2-year public or private college		255	15%
2	4-year private college or univeristy		379	23%
3	4-year public college or university		1,035	62%
4	not affiliated with a college or university		5	0%
5	N/R		3	0%
	Total		1,677	

Statistic	Value
Min Value	1
Max Value	5
Mean	2.48
Variance	0.57
Standard Deviation	0.76
Total Responses	1,677

2. Institutional Size (number of students enrolled)

#	Answer	Bar	Response	%
1	Less than 2,500		143	9%
2	2,500 - 4,999		173	10%
3	5,000 - 9,999		241	14%
4	10,000 - 19 999		319	19%
5	20,000 - 29,999		287	17%
6	30,000 - 39,999		284	17%
7	More than 40,000		218	13%
9	N/R		10	1%
	Total		1,675	

Statistic	Value
Min Value	1
Max Value	9
Mean	4.32
Variance	3.39
Standard Deviation	1.84
Total Responses	1,675

3. Please provide the name of your institution







Text Response
Kansas State University
Grand Valley State University
DePaul University
Howard College - San Angelo
University of Nevada, Reno
Del Mar College
Cleveland State Community College
University of Southern Indiana
Uw bothell
University of Hawaii at Manoa
Delaware State University
University College Maastricht (actually 3 year liberal arts college)
Le Cordon Bleu College of Culinary Arts - Chicago
Franklin Pierce University
Gardner-Webb University
University of North Florida
Southern Crescent Technical College
University of Saint Francis
University of Wisconsin - Platteville
Kettering University
Emmanuel College
University of Vermont
Oakland University
Lehigh Carbon Community College
Indiana University Purdue University Indianapolis
University of Maine
University of Wisconsin-Madison
University of Akron
Purdue University
MCPHS University-Boston
Guilford College
Binghamton University
Millersville University
Rochester Institute of Technology
University of Alabama at Birmingham
Indiana University
UNC Charlotte
Penn State University
University of TN, Knoxville
Miami University
The University of Tennessee
Florida State University
Brigham Young University
Bellevue University
Columbus State University
Florida International University
The Ohio State University- Newark
Kent State University
Western Connecticut State University
University of North Florida
Saginaw Valley State University
SIUE

University of Maryland College Park
University of South Florida Tampa
Florida State University
Penn State University
George Mason University
Clemson University
Duquesne University
The University of Findlay
Temple University
University of Central Florida
Auburn University
University of Rhode Island
Western Michigan University
Central Carolina Community College
Ferris State University
University of Massachusetts, Dartmouth
Georgia State University
Iowa State University
Georgia Regents University
Old Dominion University
Rutgers-the State University of New Jersey
Central Ohio Technical College
Clemson University
Norfolk State University
Columbia College Chicago
Virginia Commonwealth University
Brock University
Tompkins Cortland Community College
Drexel
Rutgers University - Camden
University of Wisconsin-Stout
West Virginia University
University of Wisconsin-Madison
Virginia Commonwealth University
University of Rochester
Excelsior College
Georgia Institute of technology
Great Bay Community College
East Carolina University
Georgia State University
SNHU
Johnson C. Smith University
University of Michigan-Dearborn
Raritan Valley Community College
Great Bay Community College
Oakland University
Virginia Tech
University of North Alabama

**This table has more than 100 rows. [Click here to view all responses](#)**





Statistic	Value
Total Responses	1,607

4. Which of the following best describes your primary role at your institution?

#	Answer	Bar	Response	%
1	Faculty advisor		81	5%
2	Academic advisor/counselor		1,097	65%
3	Advising administrator		262	16%
4	Administrator with responsibilities over several areas, one of which is advising		198	12%
5	Graduate student		3	0%
6	Institutional position that supports advising, e.g., registrar, admissions, financial aid		27	2%
7	Affiliated with a college or university but not in any of the roles previously mentioned		8	0%
8	Not affiliated with a college or university		1	0%
9	N/R		3	0%
	Total		1,680	





Statistic	Value
Min Value	1
Max Value	9
Mean	2.45
Variance	0.97
Standard Deviation	0.99
Total Responses	1,680

5. What best describes the advising model in your institution?

#	Answer	Bar	Response	%
1	CENTRALIZED: where professional and faculty advisors are housed in one academic or administrative unit		176	11%
2	DECENTRALIZED: where professional or faculty advisors are located in their respective academic departments		570	34%
3	SHARED: where some advisors meet with student in a central administrative unit (i.e., an advising center), while others advise students in the academic department of their major discipline		908	54%
4	N/R		22	1%
Total			1,676	






Statistic	Value
Min Value	1
Max Value	4
Mean	2.46
Variance	0.49
Standard Deviation	0.70
Total Responses	1,676

6. Who advises on your campus? (check all that apply)

#	Answer	Bar	Response	%
1	Faculty advisors		1,403	84%
2	Professional advisors		1,579	94%
3	Peer advisors		580	35%
4	Other		157	9%
5	N/R		3	0%

Statistic	Value
Min Value	1
Max Value	5
Total Responses	1,676

7. How would you describe advisor training/professional development opportunities offered at your institution?

#	Answer	Bar	Response	%
1	Very extensive		95	6%
2	Extensive		569	34%
3	Not very extensive		915	55%
4	None at all		79	5%
5	N/R		16	1%
	Total		1,674	

Statistic	Value
Min Value	1
Max Value	5
Mean	2.61
Variance	0.50
Standard Deviation	0.71
Total Responses	1,674



8. What types of internal (institutional or campus association sponsored) structured advisor training and development activities are provided for your PROFESSIONAL ADVISORS in your advising situation? (check all that apply)

#	Answer	Bar	Response	%
1	Pre-service training before the advisor works with students		836	52%
2	Single workshop of one day or less per year		443	28%
3	A series of workshops throughout the year		687	43%
4	Regularly scheduled meeting (e.g., monthly) throughout the year		1,014	64%
5	Out of office retreats		472	30%
6	Individualized development based on advisors' needs		594	37%
7	Training manual online		283	18%
8	Training manual in hard copy		273	17%
9	Advisor handbook online		450	28%
10	Advisor handbook in hard copy		333	21%
12	Don't know		65	4%
13	Choose not to reply		14	1%
14	Other		155	10%

Other
Online modular certification program
There are no professional advisers only faculty
Depends on individual college
one 2 day conference per year
one or two webinars per year
Master Advisor Certificate
Pro advisors have begun monthly advising round-tables; however, these were not instigated by any higher offices.
past advisor created handbook for specific area of responsibility.
Ongoing mentoring relationship w/ senior academic advisors
Just setting up a training
website
Electronic Advising FOLDER with the latest information
College-specific advisor handbook (College of Liberal Arts)
Sit in on appts. with other advisors
We bring in speakers across campus to address any issues we might have (ie: how does ROTC work on our campus) that kind of thing
twice a year a short workshop is offered
N/A
training offered 2x per year, not necessarily pre-service.
State-/University-mandated (new) employee trainings
Lots of e-mail consultation
Advisors can request to attend webinars individually if they are interested in the topic
Student Handbook
Our campus is just starting so it's hard to say what structure it will take yet.
Out of office retreats= team building or conferences
one-day academic advising conference held at University Park each year; 6 brown bag seminars/year
Various unit by unit no centralized training
Two one-day workshops annually
Annual advisor conference
I started almost 6 years ago and there was a workshop that you went to once a month, I think for an hour, for three months. So, three hours of formal training, the rest is on your own. Different units use different methods of training their staff.
conferences
not a "manual" but on-line resources
Annual on-campus advising conference
periodic "new advisor training" that may not occur before a new advisor starts
Administrator / Advisor one-to-one training prior to seeing students
Job shadowing

Varies by unit
4 Wk job shadow before seeing students alone
We do not have professional advisors on our campus
Master Advisor Certificate
At the institutional level, it varies, in our college, we have pre-servece (usually about 4 weeks), regularly scheduled meetings, retreats, etc.
Currently peer training, but beginning this fall annual faculty training and monthly spotlights
training/resource wiki
No true professional advisors outside of a director of first-year advising and an overall director of advising.
It depends on the department
LMS site for all things advising
Three-day Advising 101
not applicable
Advising Conference Annually
The Academic Advising staff sometimes offers a training, and their department does their own advisor meetings but does not include prof staff advisors from outside AA
advising summit/conferences on campus
Wiki
One-One meeting with new faculty to describe the process, provide instruction related to advising technology, introduce the SSG containing advisor/advisee responsibilities.
Online News Letter and Resource Portal
NACADA presenters yearly
Very comprehensive training within the centralized advising office. Unaware/variable training for faculty and departments
Observed other advisors as they conducted campus visits and events to listen to discussions and conversations.
Advising website with links to pertinent contacts and information
The responses are in regard to my individual unit, but not campus altogether. At this time, there is no formal/structured training for all new advisors shared across campus; however, there is an administrative and advisor 'grassroots' movement to have this remedied soon.
own efforts to learn
currently developing a policy and procedure as well as advising handbook
prior to decentralization we had extensive advisor training and regular meetings design for training purposes. When our deans decided they wanted the advisors in their respective colleges the stated they were against cross training and wanted all training internal to each individual college.
advising webpage
Book/Article Reads to keep up on what's happening - then we meet over a lunch hour to discuss topics
job shadowing
Conferences
Training is different for full-time staff and part-time staff
Each academic unit and advising office handles its training differently, so I may not be aware of everything that occurs institution-wide
Advising Workshop/Training Meeting Once After the School Year Has Started for New Advisors
Not applicable
we have a website with multiple learning opportunities. We have a director of professional development for academic advisors. We have an ePortfolio system where advisors log prof. dev. units and reflect on what we are doing.
one on one
Our department has an advising handbook
faculty advising manual in development
No professional advisors here
brown bag discussions
New In Position
mentorships
workshops and handbooks are all adviser driven and not provided by any student services office - adviser driven primarily
Monthly advising newsletter
Shared drive with forms/procedures/program information
no professional advisors
meeting with faculty once a year to learn about program changes.
Advising Certificate
Advising newsletter
Team Meetings,
Shadowing colleagues while training
Weekly newsletter with updates
Informal contacts with experienced advisors

Training is handled by the hiring department
We do not have Professional advisors
I am the only professional advisor
Conference
Faculty go through advising institute. I am new to my position. There may be more. Also the advising structure is new this year. May be more training ahead.
Major quick tips notebook and available in Pdf
Varies by department
Two one-day advising conferences/year
It depends on the department/college
2-day new advisor training opportunity
inconsistent
Newsletter (2 per semester)
<b>This table has more than 100 rows. <a href="#">Click here to view all responses</a></b>

Statistic	Value
Min Value	1
Max Value	14
Total Responses	1,596

9. What types of external professional development activities are supported for PROFESSIONAL ADVISORS in your advising situation? (check all that apply)

#	Answer	Bar	Response	%
1	State, regional or national conferences		1,356	85%
2	Institutes		374	23%
3	Seminars		632	40%
4	Webinars		1,140	71%
5	Publications		728	46%
6	None		80	5%
8	Choose not to reply		15	1%
9	Other		68	4%

Other
however, conferences paid out of own pocket
No professional advisers
Depends greatly on college Dean's support
All are supported but the finances are not there to financially support.
occasional state or regional conferences - but not often
This varies a lot by college at the University
NACADA DVDs
but the college will not pay for advisors to attend because conference money is only for faculty - and we are not considered faculty. If we go we pay for it ourselves.
N/A
Based on available development funds, but up to the individual to find and pursue.
Membership to Prof. Org.
depends on College
If by supported you mean "financially supported" then those that are checked above
Varies by unit
In thirteen years I have only attended 1 (one) professional conference. Last year's NACADA. No institutional support for professional development.
No true professional advisers outside of a director of first-year advising and an overall director of advising.
CC District conferences 2x/year
varies dept to dept
not applicable
This year some money has been given to some staff advisors for professional development
just this year have been able to attend NACADA again (5 year travel ban)
On-campus TASTE Conference annually offers at least one session related to advising students annually. Attendance is not required and usually occurs just after school ends in the spring or just before school begins in the fall.
attendance of conferences depends on the college department's level of support
Should advisors from our unit choose to do so, they will be supported by the institution should they choose to present at an institute, seminar, conference, etc.
Varies. Funds not always provided for these activities.
sometimes webinars
Interdepartmental Advising Summits
Not applicable
NACADA membership
No professional advisers here
Advisor's organized and led workshops
we can be proactive & request something
support for these is dependent on the funding from the various departments. some department support their advisers very well (and pay them very well) and other departments offer little support to advising or to the advisers
NACADA membership
Depends on funding available
Campus wide symposium
1 NACADA drive in and 1 regional conference
We do not have Professional Advisers
I am "permanent" TempForce, so there is not Professional Development funding for my position. I am unaware of what "real" employees are offered.
Still learning all that is supported

Varies depending on the unit/dept. the advisor works in.

varies by department

free opportunities

Intercollege advisors meetings

Our Dean pays our dues to NACADA but won't pay for travel to conferences. Once there was a webinar and once a seminar presented to anyone who wanted to come at the university

All advisors are faculty

NACADA Conference

Conferences if funds are available

\$750 professional development fund per advisor

no professional advisors

Nothing is consistent. I had to pay for my yearly NACADA membership out of my own paycheck this year.

There are no professional advisors on campus

Limited funds awarded differentially to different departments and colleges. Some departments support professional development for advisors; in other departments, advisors must request (beg!) to be given funding for professional development.

Depends on advising office

no professional advisors

satellite campus advising conference once a year

NACADA Membership

Individual advisors may seek out their own professional development

Very flexible

NACADA enrollment

Emails before early alerts

webinars

Personal PD use

Nacada

Statistic	Value
Min Value	1
Max Value	9
Total Responses	1,599

10. What types of internal (institutional or campus association sponsored) advisor training and development opportunities are available for FACULTY ADVISORS in your advising situation? (check all that apply)

#	Answer	Bar	Response	%
1	Single workshop one day or less per year		348	34%
2	Single workshop of more than one day per year		179	18%
3	A series of workshops through the year		324	32%
4	Individualized development based on advisors' needs		309	31%
5	Training manual online		122	12%
6	Training manual in hard copy		90	9%
7	Advisor handbook online		264	26%
8	Advisor handbook in hard copy		159	16%
9	None		127	13%
11	Choose not to reply		31	3%
12	Other		128	13%

Other
No faculty advisors
monthly larger advising meeting
Depends on college model - 3 colleges have professional advisor model
Master Advisor Certificate
Pro advisor in the area will provide materials to faculty. Many offer trainings, but these are not well attended.
online materials, email series
website
N/A
The professional advisors offer two workshops per semester.
Faculty are invited to the training opportunities that all advisors are asked to attend.
meetings
No faculty advisors at this institution.
On-line advising resources, email with advising updates
faculty within the departments informally train new advisors
We do not use faculty advisors
twice a year a short workshop is offered
for new faculty only- handbook and workshops throughout the year
comprehensive training program in development for implementation in Fall 2014
new collaborative effort between Advisors and faculty member piloted
Materials like handbooks currently under review
Student Handbook
used to be monthly training, with new admin there was one at start of year
No faculty advisors
wo one-day workshops annually
Don't employ faculty advisors
not a manual but series of on-line resources; informal advising conversations
N/A
regularly scheduled meetings throughout the year, annual advising conference
On-Campus Advisor Group - meets bi-monthly
No faculty advisors
Faculty advisors ask questions of the professional advisors
not applicable
varies by unit
None has been offered in the past four years, but it is presently being planned for fall during pre-service
Monthly Excellence in Advising Meetings
no faculty advisors
Only three programs are advised by faculty and their work is more toward course requirements and is pre-professional in nature. In these programs, there may be limited focus on training that addresses student development and the soft skills needed to effectively advise.

Faculty Grad Advisors mentored by faculty; supported by professional graduate advisors
shadowing
program maps
Currently peer training, but beginning this fall annual faculty training and monthly spotlights
LMS site for all things advising
On-campus TASTE Conference annually offers at least one session related to advising students annually. Attendance is not required and usually occurs just after school ends in the spring or just before school begins in the fall
Advising library
Advising website with links to contacts and information
Training is provided for faculty advisors at the discretion of each academic department.
It is up to the School and Department to create this in addition to standard general education information
No fac advisors
in planning stages
n/a
recurring email, online information (that is not a handbook)
webpage
We don't have faculty advisors
n/a
training and development available, but not focused on advising
No faculty advisors
email updates and publications
see comments above
We don't have faculty advisors at our institution.
no faculty advisors
not applicable
Specilaized Dept training
handles in individual depts
Not applicable
I go to departmental mtgs about advising, and train faculty before Orientation, plus individual training with new faculty hires during mid-year.
for the College of Business, Economics and Computing only
most faculty advising happens on an individualized basis for undergrads and more broadly at the graduate level
Starting up faculty workshops to relate faculty to students
Does not apply
Academic VP decision
Faculty Don't Advise
No faculty advisors
Monthly training throughout the year
Informal contacts with experienced advisors
Training is handled by the hiring department
No faculty advisors on campus; all professional
Divisional approach varies.
No faculty advisors
Faculty Advisor page on Advising Center Website; Faculty Alerts sent periodically to faculty advisors; Department Lisis on Luncheon
Someone will let a new advisor shadow them for a semester then they are on their own.
Advising Institute. May be more, not sure
Monthly Meetings with advising community of practice
Regularly scheduled meeting (e.g., monthly) throughout the year
varies by department
It depends on the department/college
One on one training and continued mentoring from a Professional Adviser
occasional sessions offered by advising center, informal meetings
N/A
we do not have faculty advisors
Weekly or biweekly check ups and faculty/staff meetings
individualized training sessions upon request
N/A

Online Master Advisor Training and a listserv

Not applicable

Each year our orientation group has a meeting for new faculty

online resources, not in handbook form. We also have a campus group, but I'm the only regular faculty advisor present.

faculty advisors can go to the same workshops as professional advisors, but there aren't specific workshops for faculty advisors

Online training resources

Faculty advisors are mentored by their College Dean or Program Chair. Our institution developed an Academic Advising Standards Committee which is comprised of the professional advisors, Deans & Program Chairs. We hold 5 meetings per year to discuss curricula and program changes. No formal advising theory or practice training to my knowledge is provided.









N/A

**This table has more than 100 rows. [Click here to view all responses](#)**

Statistic	Value
Min Value	1
Max Value	12
Total Responses	1,012



11. What types of external professional development activities within advising are supported for FACULTY ADVISORS in your advising situation? (check all that apply)

#	Answer	Bar	Response	%
1	Conferences		370	49%
2	Institutes		133	18%
3	Seminars		211	28%
4	Webinars		340	45%
5	Publications		208	28%
6	None		209	28%
8	Choose not to reply		35	5%
9	Other		69	9%

Other
Note: Dutch context does not offer external options
An occasional faculty member might attend NACADA if presenting research
N/A
We encourage faculty to join NACADA and attend conferences
We handle requests as received.
Faculty Advisor Brown bag lunches where they learn strategies for advising
Don't employ faculty advisors
None because my advisors are all student service professional staff.
N/A
No faculty advisors
Not applicable
varies by unit
Different for each faculty
Currently peer training, but beginning this fall annual faculty training and monthly spotlights
varies dept to dept
attendance of conferences depends on the college department's level of support
(See previous response)
It is up to the faculty members to pursue their own development
n/a
We don't have faculty advisors
nothing is offered within a reasonable distance
activities available but not focused on advising
No Faculty Advisors
They won't attend if it is offered
see comments above
N/A
no faculty advisors
not applicable
no faculty advisors
Don't have faculty advisors
Not applicable
Anything that is free
faculty seem to be funded well, and in general are more supported than a professional adviser. this is a research institution, so that is where the primary focus is. my dean has said research is the priority, where most advisers would say students are the priority
N/A
Any trainings they want -Faculty have annual training budgets they can use any way they wish.
No faculty advisors
No faculty advisors on campus; all professional
No faculty advisors
faculty DO NOT want training
Send link to NACADA to faculty advisors

Monthly institutional meetings for all advisors
Varies depending on unit/department
varies by department
N/A
do not have faculty advisors
n/a
Not applicable
bit I only know that because of positions I've been in. I doubt most faculty advisors are aware that they can get funding for advising development.
Class
I am not a faculty advisor
N/A
no faculty advisor here
Very few faculty that I know of go to NACADA
Faculty Advising Certificate Training
No faculty advisors
Do not have faculty advisors
We have no faculty advisors
I have offered to develop training for faculty advisors. In my 5+ years, this happened once.
Faculty development opportunities are handled departmentally
N/A
No Faculty Advisors
Repeated question in survey
not sure
There may be others that Faculty use that I am not aware of
not applicable
I don't think we have faculty advisors anymore

Statistic	Value
Min Value	1
Max Value	9
Total Responses	748

12. What options NOT currently available to you would meet your needs?  
(choose ALL that apply)








#	Answer	Bar	Response	%
1	A one-day once-a-year workshop/in-service day		435	27%
2	Regularly scheduled meetings on advising issues		518	33%
3	Informal meetings (brown bag lunches, advising circles, blogs, ect.)		542	34%
4	Advising newsletter distributed at regular intervals		560	35%
5	Regional or national annual NACADA conference attendance		486	31%
6	Training manual online		650	41%
7	Training manual in hard copy		338	21%
8	Advisor handbook online		651	41%
9	Advisor handbook in hard copy		330	21%
10	Other		54	3%
11	N/R		234	15%

Other
Note: you mention options heer not available in the previous item, which we DO offer!
supported (financially) conference attendance if presenting
mentor opportunities
Current regular meetings are only on department level. Meetings are needed for advising practices over the whole institution.
blog, wiki, listserv to share questions, thoughts, experiences
We used to have an advisor handbook. I'd like to bring that back.
One, or several, "Master Advisors" to contact with questions.
Everyone is starting at different points a baseline training would be most useful for all advisors; new and old
individualized development based on needs
national advising listserve
Support for maintaining counseling licensure
Current Research
communication
more \$ for conferences
I'm not sure the difference between a training manual and and advisor handbook
webinars
Increased departmental options
New advisor orientation
Shared advising notes system
additional schooling/certificate/graduate work
Sponsored attendance at Regional or National Conferences
new advisor training
technology
Pay for advisors to attend conferences on retention and other issues
meeting with staff and faculty advisors as a unit, not seperate silos
I'm not sure what would be effective.
participation in webinars
small group trainings each year along with the big group trainings
Quick handouts for reference or distribution to students
it varies to be honest
these do exist at my institution, however handbooks are not up to date and since everything is driven by advisers who are also advising full time, it is difficult to keep up with maintaining these things. advisers are always very busy and stretched very thin
Organized training for new adviors
Anything!!!
funds for NACADA webinars
time to get involved in NACADA
Advising summit
Institution wide training and manual
Comprehensive forms list with where to send them

none
Mostly we need to know the changes that take place as they are approved, not on the back side after registration has started
Funding
Training for larger university online and hard, but not specifically for my college which has different procedures
We have all of these in place already
Ability to discuss the advising newsletter
Better, more accurate resources than existing
Training manual/Advisor handbook is departmental
Work with faculty advisors
Feedback
On-boarding care like with EOP program but for all new advising staff
regular monthly?) meetings with other regional advisors to discuss/resolve common issues










Statistic	Value
Min Value	1
Max Value	11
Total Responses	1,587

13. How much time have you spent in professional development activities on your campus this past year?

#	Answer	Bar	Response	%
1	0 days		121	7%
2	1/2 day		117	7%
3	1 day		249	15%
4	2 days		308	19%
5	3 days		226	14%
6	4 or more days		619	37%
7	N/R		23	1%
Total			1,663	

Statistic	Value
Min Value	1
Max Value	7
Mean	4.41
Variance	2.67
Standard Deviation	1.63
Total Responses	1,663

**14.** How much time have you spent in advising professional development activities off campus this past year

#	Answer	Bar	Response	%
1	0 days		401	24%
2	1/2 day		29	2%
3	1 day		140	8%
4	2 days		225	13%
5	3 days		315	19%
6	4 days		193	12%
7	5 days		123	7%
8	6 or more days		223	13%
9	N/R		25	1%
	Total		1,674	

Statistic	Value
Min Value	1
Max Value	9
Mean	4.41
Variance	5.96
Standard Deviation	2.44
Total Responses	1,674

15. Please rate the IMPORTANCE of each of the following incentives in encouraging your participation in professional development activities.

#	Question	Very important	Important	Not important	N/R	Total Responses	Mean
1	Professional growth (becoming better at your job)	1,460	190	4	6	1,660	1.13
2	Personal growth (becoming a better person)	956	588	96	19	1,659	1.50
3	Component of performance evaluation	569	759	263	63	1,654	1.89
4	Assist students better	1,451	201	3	6	1,661	1.14
5	Monetary contribution by the institution	704	637	234	77	1,652	1.81
6	Networking opportunities	679	789	171	17	1,656	1.71
7	Prestige and recognition	267	603	745	34	1,649	2.33
8	Break from regular activities	423	785	407	38	1,653	2.04

Statistic	Professional growth (becoming better at your job)	Personal growth (becoming a better person)	Component of performance evaluation	Assist students better	Monetary contribution by the institution	Networking opportunities	Prestige and recognition	Break from regular activities
Min Value	1	1	1	1	1	1	1	1
Max Value	4	4	4	4	4	4	4	4
Mean	1.13	1.50	1.89	1.14	1.81	1.71	2.33	2.04
Variance	0.14	0.43	0.64	0.14	0.72	0.47	0.59	0.59
Standard Deviation	0.37	0.66	0.80	0.38	0.85	0.69	0.77	0.77
Total Responses	1,660	1,659	1,654	1,661	1,652	1,656	1,649	1,653

16. Please rate your LEVEL OF SATISFACTION with each of the following incentives in encouraging your participation in professional development activities for academic advising

#	Question	Very Satisfied	Satisfied	Not Satisfied	N/R	Total Responses	Mean
1	Professional growth (becoming better at your job)	569	738	278	53	1,638	1.89
2	Personal growth (becoming a better person)	418	837	255	123	1,633	2.05
3	Component of performance evaluation	207	862	349	210	1,628	2.35
4	Assist students better	543	842	198	50	1,633	1.85
5	Monetary contribution by the institution	237	583	601	202	1,623	2.47
6	Networking opportunities	289	848	368	119	1,624	2.20
7	Prestige and recognition	140	696	478	306	1,620	2.59
8	Break from regular activities	255	854	341	170	1,620	2.26

Statistic	Professional growth (becoming better at your job)	Personal growth (becoming a better person)	Component of performance evaluation	Assist students better	Monetary contribution by the institution	Networking opportunities	Prestige and recognition	Break from regular activities
Min Value	1	1	1	1	1	1	1	1
Max Value	4	4	4	4	4	4	4	4
Mean	1.89	2.05	2.35	1.85	2.47	2.20	2.59	2.26
Variance	0.63	0.71	0.74	0.55	0.79	0.66	0.79	0.72
Standard Deviation	0.80	0.84	0.86	0.74	0.89	0.81	0.89	0.85
Total Responses	1,638	1,633	1,628	1,633	1,623	1,624	1,620	1,620



17. Does your institution or unit provide any means of evaluating individual advisor performance?

#	Answer	Bar	Response	%
1	Yes		1,087	66%
2	No (if no, skip to question # 19)		511	31%
3	N/R		60	4%
	Total		1,658	

Statistic	Value
Min Value	1
Max Value	3
Mean	1.38
Variance	0.31
Standard Deviation	0.56
Total Responses	1,658

18. If yes, what options best describe the ways that individual advisor performance is evaluated? (check all that apply)

#	Answer	Bar	Response	%
1	Individual student evaluation forms completed after each advising contact		291	25%
2	Continuing students' survey		345	30%
3	Student exit survey administered before graduation		326	28%
4	Faculty and professional advisor peer or colleague evaluations		120	10%
5	Faculty and professional advisor supervisor evaluations		530	46%
6	Alumni and other letters of support		36	3%
7	Centrally administered institution-wide advisor evaluation instrument		266	23%
8	Review of individual advising portfolios		113	10%
9	I don't know how advisor performance is evaluated		76	7%
10	My unit/institution has no options for evaluating advisor performance		24	2%
11	Other		127	11%
12	N/R		38	3%

Other
Audit degree audit program (degree works)
Advising evaluation varies from department to department and year to year.
Director evaluates performance
sporadic student evals in evaluation years, not on a regular basis
Some colleges utilize assessment as part of the advisor evaluation - others do not. There is not evaluation in place for faculty advisors
performance appraisal with the dean
Evaluation is in the form of a yearly performance review as with any position on campus.
included as a component of teaching evaluations, which I feel is inappropriate
Supervisor
annual activities report and review due to the college
institutional evaluation administered by supervisor through HR for all administrators
supervisor only review
Required yearly review of staff, but it is not advisor specific. In fact, the review really asks nothing nor reports anything about our advising performance. It simply evaluates whether we meet the goals we set for the last year.
Nationally-normed assessment
supervisor submits evaluation;
Annual Review
Advisors can opt to have their students evaluate them in any given semester, and the advising office will administer the survey and send the results to the faculty member
implementing student survey soon
It is a part of overall faculty duties, but is not formally evaluated
individual portfolio that includes meeting job duties as well as service to university, professional development, and initiatives
Yearly performance review
Personal Evaluations
supervisory performance evaluation
mandated annual performance review for all employees
Student Experiences Survey
Manager evaluations
Really varies widely by department - there is no centralized way that advisors are evaluated
It isn't necessarily an advisor performance evaluation but all staff go through this evaluation at the end of a fiscal year
student surveys are NEVER administered though
staff evaluations
part of annual job eval.that means nothing b/c there's no correlation to pay increase
centrally administered institution-wide staff evaluation instrument
supervisor evaluation
annual self-review
General SEPAP Employee evaluation
Individual performance reviews
Annual review by supervisor

performance review once a year with supervisor

1 school started continuing students survey this Spring

Randomly by directors.

Formal Self-Evaluation with supervisor

Academic Staff Evaluation

Performance review by supervisor

Online survey students complete following individual sessions that assess student learning. Also, advising and registration assistance survey following initial enrollment to the university.

Yearly review by direct supervisor

Annual Review by Supervisor

Student survey once a year

I send out survey's to my students after advising period is over.

direct supervisor evaluation

varies dept to dept

My director's opinion of my performance in annual evaluation

General advising department goals and individually assessed by manager.

Advising Survey for first year students at the end of the year

Annual Performance Review by Director of Advising Services

Institution wide performance management plans

annual performance evaluation by supervisor

NSSE Survey Results

yearly performance review by supervisor

evaluations outside of ones done by supervisor is up to the college and/or department in which the advisor is housed

New, so unsure.

Annual Performance Evaluation by supervisor (no direct knowledge of advising abilities)

Annual Performance Review

student letters to supervisor

Since decentralization this has changed. In University college we still are actively involved in assessment including student evaluations. I do not believe the other colleges complete the same assessments we do with honors, first year athletes and undeclared students.

Performance evaluations

Annual Review

Performance is judged by University wide "Performance Management Plan" which evaluates my performance against three "job related" goals for a year. Does not take into account actual day to day job or work done outside three goals. Goals are typically not directly connected with day to day work.

Performance evaluation every six months with supervisor

Advisor Report

student success outcomes

Review of utilization of My\_eAdvisor system

university wide annual staff performance eval

Annual Performance Evaluations

Annual performance evaluation by non academic advisor supervisor - does the best she can

teaching evaluations of advisors who teach UNIV 100

Noelle Levitz Satisfaction Survey

Annual Evaluation

We use the student satisfaction survey but have no way of disaggregating the data, so it isn't very helpful.

Awards for good advising

HR form

Semi Annual Advising Survey

Survey of advising services received by first-year students from professional advisors

annual performance review completed by supervisor

Departmental satisfaction survey to all undergraduate majors

Annual Evaluation

Self reporting

Annual Evaluation

advisor self-assessment

Yearly performance evaluation

monthly metrics

Student Survey
Within our academic unit, we try to do an advising specific survey, but it's only done every other year.
Exit survey for each newly declared student
Institutional HR performance evaluation
Department evaluation of our activities throughout the year.
We complete our own self-assessment
Each employee has a year evaluation on their performance.
Supervisor feedback
Annual reviews, evaluation of the number of students moved off of academic probation (scholarship status)
Weekly student contact reports and retention reports, during enrollment seasons
<b>This table has more than 100 rows. <a href="#">Click here to view all responses</a></b>

Statistic	Value
Min Value	1
Max Value	12
Total Responses	1,164

19. Please answer this question if you are a PROFESSIONAL ADVISOR OR ADVISING ADMINISTRATOR What strategies are currently employed in your unit/at your institution to recognize and reward PROFESSIONAL ADVISORS for effective academic advising? (check ALL that apply)

#	Answer	Bar	Response	%
1	Merit		290	19%
2	Thank you letter		162	11%
3	An annual award breakfast/lunch/dinner/reception		303	20%
4	Certification of appreciation		197	13%
5	Plaque or trophy		222	15%
6	Cash Award		215	14%
7	Secretarial support		57	4%
8	Preferential parking		5	0%
9	Monetary support for professional development activities (e.g., NACADA membership or conference registration)		462	31%
10	News release		71	5%
11	My unit/institution offers no recognitions or rewards to professional advisors		412	28%
12	Other		120	8%
13	N/R		182	12%

Other
One annual award
Chancellor Advising Awards for both professional and faculty advisor, several colleges give excellence awards at convocations
Support for conferences has been verbally agreed to, but no advisors have yet been sent to conferences.
I'm not sure.
None that I know of
No recognitions for administrators
Award for advising center or department.
My unit does not offer any recognition or rewards, but the University as a whole does. We have an Outstanding Commitment to Advising award that faculty, staff and students can nominate advisors for. We award one professional advisor and faculty advisor.
Award for "Most Distinguished Advisor" at faculty awards ceremony only
A cash award in the form of a drawing for those who participated in the workshop or turned in copies of the Academic Success Plans they worked on with their struggling advisees. Not everyone got a cash award.
Advisors are nominated for College's annual outstanding advisor recognition at the College, and then apply for recognition via NACADA awards program
lunch
Have nominated people for NACADA advising awards.
None
If we recognize and reward, I am not aware of it.
Pizza Party
last year we started an advising award with monies to attend a conference that has an advising component. One faculty advisor and one professional advisor award is given.
highlight advisors during staff meetings
Nothing
nothing
Adviser of the Month awards and Adviser of the Year award
Kudos
Verbal Recognition at Staff Meeting and Advising Council Meeting
Our institution has staff award program and advisors can be part of it. We don't have award program for only advisors
Mention in an email newsletter
Advising awards exist on campus, but professional advisors are not eligible to be nominated for them. You must be a faculty member or graduate student.
nominations for NACADA awards
very little in the way of recognition
can nominate for university staff awards or university advising awards but nothing systematic in my college
Stipend for faculty advisors
Support for prof activities just happened this year
I am not sure exactly how they do but each college/dept would do their own recognition other than our local ACADA chapter awards.
Regular Verbal Appreciation

Advisor Appreciation Week, trip abroad for selected advisor, annual awards
good performance evaluation
Verbal recognition by my supervisor
Christmas brunch (entre paid for)
I take my staff out for smoothies every couple of months, but we need to do more, more often.
None
not sure
Departmental Recognition/Award
There is a single advising award in our college. It is by nomination, but those in the position to nominate are remiss at best.
There are staff awards, but this includes all staff positions at the university.
Three awards given annually, called the extra Mile Awards for mentoring or service, research, teaching. Name is placed on a plaque and reconized at an honor's reception (lunch or dinner). Can only win an award once every three years, but generally it is given to someone who has never earned the award before.
For a short time there was a recongnition campaign that occurred each year. It no longer exists.
presidential thank you
None, but interesting that we work as a team and appreciate each other's contributions
Excellence award, nominations by students
Cash award is new and given to 2 advisors
Candy bars and gift cards
annual dinner not specific to advisors
Verbal praise, raise
new position - such things may be offered in the future
we're expected to be effective advisors. My salary increases have been as a result of my continued success in my job
annual performance evaluations
recognition at quarterly advising training meetings (public recognition by the Associate Dean of the department)
One annual Academic Advising Award
Most of awards and recognition comes from students themselves in the form of thank you cards, gift cards and tokens of appreciation.
each year our office of undergraduate programs has an advisor of the year award for 2-3 advisors that grants them \$1500 prize
my unit offers an award for adviser of the year, which professional advisers get nominated for, but the award is given to faculty because more of our programs are graduate level
Title only
Student Success Award with Cash and Plaque
Nothing
we can be nominated for an annual "Award for Administrative and Professional Excellence"
one is one annual award for all 45 campus advisors
none
1 annual cash award for professional and 1 for faculty adviser
none
popularity nomination of awards
General performance job review
There is a college award from peers for good service, but not specifically for advisors
none
as a supervisor I try to recognize staff, the division does ask for nominations for staff to be recognized, but this is not specific to advising itself
Campus wide nomination process to recognize one outstanding professional advisor (cash award, ceremony and plaque).
I don't know
University award
Achievement Award
VERBAL ACKNOWLEDGEMENT
part of your performance appraisal
At monthly meetings we have an "Advising Shout-Out" award and a megaphone is awarded to that month's winner. The winner signs it and passes it along to the next month's winner. Both professional and faculty advisors are eligible to receive this award.
Promotional Opportunities
Recognition or reward is NOT specific to Advisors
We are a small office of two or three people at most; since it is our jobs we don't see the need for recognition.
One award with \$500 prof. dev money on a yearly basis
Advising Awards
Recognition in advisor meetings

Bookstore gift card
I am learning as a new administrator.
Annual university bonus.
nothing
Not really fit to answer
Only my Department offeres support
Advisor appreciation lunches bi-annually
Verbal Thank you
None of the above
My institution does offer an Excellence in Education award that could go to an academic advisor if chosen.
no professional advisors
Campus-wide advising award, made annually
Advising award new for 2014
none that Im aware of

**This table has more than 100 rows. [Click here to view all responses](#)**

Statistic	Value
Min Value	1
Max Value	13
Total Responses	1,493

20. Please answer this question if you are a PROFESSIONAL ADVISOR As a PROFESSIONAL ADVISOR, how important are the following rewards and recognition to you?

#	Question	Very important	Moderately important	Somewhat important	Not important	N/R	Total Responses	Mean
1	Merit	645	386	182	73	43	1,329	1.86
2	Thank you letter	314	412	363	203	37	1,329	2.43
3	An Annual awards breakfast/lunch/dinner/reception	230	377	362	333	35	1,337	2.68
4	Certificate of appreciation	234	362	356	341	39	1,332	2.69
5	Plaque or trophy	160	272	312	532	45	1,321	3.02
6	Cash Award	440	360	263	219	48	1,330	2.30
7	Secretarial support	296	307	263	376	77	1,319	2.72
8	Preferential parking	134	175	207	712	87	1,315	3.34
9	Monetary support for professional development activities (NACADA membership and conference registration, e.g)	944	247	80	41	28	1,340	1.48
10	News release	103	208	335	603	64	1,313	3.24

Statistic	Merit	Thank you letter	An Annual awards breakfast /lunch/dinner/reception	Certificate of appreciation	Plaque or trophy	Cash Award	Secretarial support	Preferential parking	Monetary support for professional development activities (NACADA membership and conference registration, e.g)	News release
Min Value	1	1	1	1	1	1	1	1	1	1
Max Value	5	5	5	5	5	5	5	5	5	5
Mean	1.86	2.43	2.68	2.69	3.02	2.30	2.72	3.34	1.48	3.24
Variance	1.11	1.19	1.22	1.25	1.23	1.42	1.57	1.23	0.80	1.07
Standard Deviation	1.06	1.09	1.10	1.12	1.11	1.19	1.25	1.11	0.90	1.03
Total Responses	1,329	1,329	1,337	1,332	1,321	1,330	1,319	1,315	1,340	1,313



21. Please answer this question if you are a FACULTY ADVISOR OR ADVISING ADMINISTRATOR who works with faculty advisors What Strategies are currently employed in your unit/at your institution to recognize and reward FACULTY ADVISORS for effective academic advising? (check all that apply).

#	Answer	Bar	Response	%
1	Merit		63	10%
2	Major consideration for promotion and tenure		29	5%
3	Minor consideration for promotion and tenure		93	15%
4	Release time from instruction		54	9%
5	Release time from committee work		25	4%
6	Release time from research expectation		17	3%
7	Salary supplement for advising		39	6%
8	Thank you letter		47	7%
9	An annual awards breakfast/lunch/dinner/reception		40	6%
10	Certificate of appreciation		34	5%
11	Plaque or trophy		46	7%
12	Cash award		53	8%
13	Secretarial support		17	3%
14	Preferential parking		3	0%
15	Monetary support for professional development activities (e.g., NACADA membership or conference registration)		56	9%
16	News release		15	2%
17	My unit/institution offers no recognitions or rewards to professional advisors		100	16%
18	Don't know		206	33%
19	Choose not to reply		64	10%
20	other		56	9%

other
Advising award at the college level and at the university level.
annual award with money
Two Chancellor's Excellence in Advising awards, some colleges give awards to faculty, one college includes in tenure and promotion
NONE
our unit has award for outstanding faculty advisor with monetary gift. recognizes one advisor out of 125 or more faculty advisors.
We have nominated outstanding advisors in the past for NACADA advising awards - not every year. It depends on if someone stands out as exceptional.
Monetary award for advising research
Not an administrator
none
None
Monetary stipend for Orientation Advising only
None
Not specifically for advisors but for staff in general award
none
There is a faculty advisor award with stipend.
A faculty advising award from institution for one faculty advisor a year.
None
Advisor of the year award
N/A We don't have faculty advisors
You have students enrolled in your program and you get to keep your job.
our faculty are not academic advisors here
none of these
None
No Faculty Advisors
N/A
no faculty advisors
Faculty receive supp \$ for summer Orientation advising
Part of one annual award for Academic Advisor

Designated by VP

No rewards or acknowledgement

Student Success Aware with Cash and plaque

Nothing

contract says it counts as service for P and T, but is not used as far as I can tell

One person is chosen as the school advisor of the year and allowed to compete for recognition by NACADA.

None

1 award given annually to a faculty member

We have an undergraduate advising coordinator, who receives one course release each semester and pay in the summer for orientation duties. No other incentives are provided to faculty advisors.

The support for professional development is very minimal; the amount that advising counts toward a faculty member's promotion varies depending on the academic unit and the advising office has no input whatsoever.

Nothing

N/A

N/R

On an annual basis advisers can be nominated by students to receive recognition, there is a committee of faculty that vote on the nominations -- they have elected not to allow professional advisers to receive this award because it is our sole responsibility

Not that position

Not applicable to me

none

students articulate in experience surveys an individual who has "significantly contributed" to their experience thus far

thank you email

Statistic	Value
Min Value	1
Max Value	20
Total Responses	631

22. Please answer this question if you are a FACULTY ADVISOR. As a FACULTY ADVISOR, how important are the following rewards and recognition to you?

#	Question	Very important	Moderately important	Somewhat important	Not important	N/R	Total Responses	Mean
1	Merit	54	41	16	13	81	205	3.13
2	Consideration for promotion and tenure	73	25	15	9	81	203	3.00
3	Release time from instruction	32	38	23	29	80	202	3.43
4	Release time from committee work	25	43	21	28	83	200	3.51
5	Release time from research expectation	23	25	17	34	102	201	3.83
6	Salary supplement for advising	40	33	25	23	78	199	3.33
7	Thank you letter	27	23	32	40	74	196	3.57
8	An annual awards breakfast/lunch/dinner/reception	14	26	31	50	75	196	3.74
9	Certificate of appreciation	19	21	35	48	73	196	3.69
10	Plaque or trophy	6	18	27	66	76	193	3.97
11	Cash award	31	26	26	38	76	197	3.52
12	Secretarial support	24	27	23	44	78	196	3.64
13	Preferential parking	12	12	16	74	79	193	4.02
14	Monetary support for professional development activities (NACADA membership and conference registration, e.g.)	72	32	15	8	70	197	2.86
15	News release	10	17	22	61	78	188	3.96

Statistic	Merit	Consideration for promotion and tenure	Release time from instruction	Release time from committee work	Release time from research expectation	Salary supplement for advising	Thank you letter	An annual awards breakfast/lunch/dinner/reception	Certificate of appreciation	Plaque or trophy	Cash award	Secretarial support	Preferential parking	Monetary support for professional development activities (NACADA membership and conference registration, e.g.)	News release
Min Value	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Max Value	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
Mean	3.13	3.00	3.43	3.51	3.83	3.33	3.57	3.74	3.69	3.97	3.52	3.64	4.02	2.86	3.96
Variance	2.90	3.22	2.38	2.27	2.10	2.56	2.07	1.66	1.76	1.19	2.24	2.05	1.31	3.08	1.38
Standard Deviation	1.70	1.79	1.54	1.51	1.45	1.60	1.44	1.29	1.33	1.09	1.50	1.43	1.14	1.76	1.17
Total Responses	205	203	202	200	201	199	196	196	196	193	197	196	193	197	188

23. What one recognition and reward strategy not accounted for in this survey has worked well in your unit/at your institution?

Text Response
N/R
I am motivated to improve my advising because of my desire to help students.
Individual Advisors are not valued on our campus.
It was mentioned. The appreciation breakfast/meeting and receiving of award and letter are well received.
Positive student satisfaction survey results
N.A. We do not recognize or reward our advisors in any manner.
A 'Thank You' sent out in a weekly e-mail from the executive director.
Elevating the visibility of advising campus-wide Having listening sessions with advisors regarding how their work could be improved "Thank an Advisor" form on campus-wide website that can be completed by students and colleagues
none
n/a
We are implementing a professional advisor "career path." Advisor, Senior Advisor and Distinguished Advisor based on specific acquisition of knowledge, skills, leadership and service. Includes a portfolio review.
We currently do not have one.
Peer recognition
Duquesne University does not really recognize advisors, unfortunately. There is also no sponsorship for NACADA workshops and other professional conferences, which is very sad.
We have a prestigious, university-wide annual award for Outstanding Academic Advisor that is open to both professional and faculty advisors. It comes with a \$1500 cash prize and a plaque -- and it's considered a rather coveted acknowledgement.
I think a yearly advising award would be a nice way to recognize excellence in advising.
Having 'levels' for advisors in the HR structure across campus, so it is possible (but not necessarily easy) to reclassify/upgrade a position. Sadly though, the duties must also increase (not just reward high performance) in order for this to be approved centrally, but our office has had some success in this.
NONE
We don't do anything. We have meetings once a semester when all the advisors on campus meet. It might be nice to be recognized there.
Personal emails from my supervisor, which are also forwarded to the Dean are a great reward/morale booster when I have done a great job with an activity or event.
I've been employed here for 7 months and am unaware of any recognition/reward strategies used.
We started a career ladder last year. Based on the years of experience and your level of expertise, you can move up the career ladder. Academic Advisors start at level one and can move up to level two. The pay is on a different scale.
not sure.
N/A
Training of new faculty before they start advising.
My unit does not recognize advisors.
We do not have consistent recognition for professional or faculty advisors at my institution. This is an area I would like to improve.
Campus recognition or historical record of department
All strategies used at my institution were accounted for in this survey
We currently do not have a recognition/award strategy for professional staff advisors but we are in the process of development of one.
N/A
We have annual advising awards at our institution. If you win at the University level, then you will be nominated for the Regional and National NACADA awards. I think this is a great process and it has worked well at our University.
n/a
none
Students expressing their satisfaction and appreciation (although this is not done on a formal basis) is very uplifting.
Individual recognition within each college and department for advisors (i.e. thank you from faculty, dean, reception, etc.)
Our institution is currently conducting a comprehensive review of all advising practices with the hope of building a stronger advising model that includes a rewards and recognition component.
N/A
We do not have a recognition/reward strategy at my institution for advisors.
We've provided small gifts (tote bags, lunch bags, water bottles, etc.) with thank you notes to advisors who help out at special events (advising days/sessions).
Our director takes us to lunch once a year to thank us for the good work we do.
N/A
Annual research award by Provost's Office for some type of academic advising research
"Free" time off as an acknowledgement of hard work, for example, being able to leave early or take a day off without claiming vacation.
Getting a face-to-face thank you from my department chair is always appreciated!
Our supervisor rewards us in different ways and depending on the time of the year. For example last week while there were very little students on campus because of spring break we went to a local restaurant to watch our women's basketball team play in the conference tournament. We also go on an annual retreat each year which is partially

work related and partially just for fun. When we have more down time he always finds a way to celebrate a successful semester and prepare for the next.
The ability to try new things independent of the unit/school. Try what works for you and see that it helps students.
Thank you get togethers-- breakfast/lunch- talking about things that have worked well and how hard the advisors have worked during a busy period.
Something new to give on recognition and or a reward would be to post the the person getting the award on Youtube. For instance, as a Grammy or an Oscar. It would give that person their 10 minutes of fame for the world to see as well it will never be lost.
my ability as faculty to participate in a study abroad program
None
College Advisor of the Year award, with nominations solicited from students
Staff lunches--either pot luck or paid by supervisor
Flexibility and support to engage in creative and collaborative ventures.
Available promotions or identified professional track.
release time for professional advisers
Comp time
Our supervisor offered to take a walk-in shift which was a fun and entertaining reward.
The opportunity to serve on faculty committees and be heard in discussions aboutu policy.
Continuing appointment status.
n/r
Advising is built into our annual appraisals, but I really don't see it recognized by the new administration. This year, we only had one training, and I don't feel it was offered by the best advisors on campus, which tells you a lot.
I've kept my job
I work for a director who has created a work atmosphere that inherently allows me to feel supported and appreciation on a daily basis, so I do not feel the need for official recognition. We are a team, we treat each other with respect and work together to get the job done. The daily feeling of doing a good job and serving our students is our reward.
Career ladder - currently our institution has flattened the career opportunities for advising so there is no real way to be promoted. For example, to be promoted from academic advisor to academic coordinator or senior academic advisor.
University-wide advising award based on student and colleague nominations--has a monitary salary increase associated
Introduction of a campus advisor of the year award (2 levels, new and 3+ years)
Team outings (sports games, breakfast/lunch)
We do not have a system for recognition.
I have no response to this question.
At WSU, our WSU ACADA association has annual university advising awards where the winners are encouraged to put their packet forward for NACADA Regional and National awards. The College of Arts and Sciences (where I'm housed), just started a college award a year ago that includes advising as one of the categories. CAS provides a pot of professional development fund that is available to all professional advisors on an annual basis. Advisors can apply for funding if they're traveling to advising related conferences, workshops, etc. There is priority for advisors who are presenting, hold leadership positions, receiving awards, etc. where attendance to these conferences are necessary and beneficial.
Just simple random notes of encouragement/praise from my supervisor. There is also an overall great level of respect, colleguality and cooperation within our office. This leads to a positive work environment and reasonable flexibility within our jobs. I feel this is a "daily" type of reward for those who work in our office
None
We have Provost's Research and Professional Development Award in Academic Advising. It is a grant that faculty must apply for. It could be for a course release, research in advising, or an "internship" in the Center for Academic Advising. Value each semester up to \$5500.
opportunity for promotion; evidence that women are being paid equally to men
At this point in time there is only one advising award, the Padgett award, it is very prestigious to be nominated or awarded. It has only been received by the large schools within the university (such as Law School). As you know, a university of our size has hundreds of advisors. Some of us are very low on the feeding chain even though we are very diligent and work very hard to take care of our particular school's students.
A gift from our supervisor that was paid for by the department. She found a book for each individual based on their personal interests. We have little or no money for merit increases and have not for several years. That \$20 book was a very thoughtful gesture on her part.
There is no strategy in place for recognizing advising.
We have advising awards, but someone else has to nominate you. I am an advisor but my supervisor is not; we work in vastly different areas with very little overlap, and she is not involved in advising. I don't think I'm the only person in this type of situation on campus, so every year it seems that the same people are nominated for awards-- the only ones whose supervisors are involved in their work and have time to complete a lengthy application.
N/A
Divison of Student Affairs Impact Award (given to an individual who is influential in creating a positive work environment. The person is someone who encourages the involvement of others and teamwork toward common goals. S/he also helps others be successful and may be considered an inspiration to others) or Innovation Award (given to an individual who demonstrates innovation in developing or enhancing programs and/or services that meet the changing needs of a campus population. S/he has an ability to be creative in the usage of people, budgets and/or technology. Their efforts contribute to creating a positive work environment, quality service to students, and a commitment to diversity).
i'm too new to the university to know all our reward strategies.
Our Advising Center does not participate in recognition/rewards at this time.
na
To my knowledge, there are no formal recognition policies at all at my institution. I think that some units, like athletics and honors, encourage their students to send thank you cards. Athletics gives certificates of appreciation to people but not just advisors, it can be to any staff or faculty member whom the athlete wants to thank.
n/a
NA
As professional conferences should be an expectation of our professional development I cannot count them as "rewards". As such this institution does nothing to reward

advisors. However, it is very good at demeaning our work with students and as educated professionals.

Faculty advisor stipend

n/a

verbal appreciations

nomivative rewards and team awards

Verbal affirmation from supervisor.

Yearly retreat with food and fun, as well as work. Working hard to appreciate each other at department meetings.

Verbal recognition at monthly department meetings,

Recognition at annual advising summit.

Announcement at staff meetings, email sent out to dept/college.

not applicable since advisors are not singled out and recognized in any way.

Letters to deans and department heads.

At my previous institution, Utah Valley University, we had an advisor career ladder in place that rewarded high achieving advisors and advisors with seniority based on years of service advanced ranking and monetary raises. There are at least 5 levels of advising positions. Once implemented, there was a palpable shift on campus regarding the level of professionalism and expectation for UVU advisors.

**This table has more than 100 rows. [Click here to view all responses](#)**

Statistic	Value
Total Responses	391

24. What one change would most help your unit or your institution's recognition and reward of advising? (please note that the survey software limits answers to 232 characters. Please email additional responses to [nacada@ksu.edu](mailto:nacada@ksu.edu) . place "rewards survey" in the subject line.

Text Response
More professional development/dollars
The opportunity to recognize the professional advisors and faculty advisors during an all district event.
Let faculty who like to advise students and who are good at it, advise. Let faculty who are not good advisors and who do not want to advise do something different. Every faculty member should not be required to advise.
Informed/knowledgable administrators/supervisors.
Add an incentive/reward for professional advisors. There already is one for faculty advisors.
Monetary support for participation by faculty advisors in external professional development opportunities
Great monetary support form leadership for development opportunities.
Professional Development - paying for NACADA national conference fees and travel
Promotion
A student-selected Best Advisor Award would help with recognition of good advising.
More recognition in general of the work that we do.
The Faculty Union contract makes it difficult since they cannot be evaluated in a non-evaluation year. Any reward would have to be based on anecdotal evidence. All Advisors/Counselors are faculty.
Institutional recognition of academic advising in the teaching expectations of faculty. If advising is considered "service" it does not make sense to do it from a promotion and tenure perspective for tenure-line faculty.
Sustained effort over time. We just recently (within last 2 years) started offering campus-wide advisor training, professional development and award/recognition. It's going well, we just need more time to catch up on decades worth of need that went unaddressed.
Upper administration better understanding advising.
Recognition that we have something to learn every year - even if you have been advising for decades!
Making professional development funds for travel to Regional and State NACADA events available to ALL advisors.
Professional development grants to attend conferences outside the institution
Our provost has guided advancements in advising by leaps and bounds in the past 10 years. The next step is to create an ongoing professional development strategy that allows for advisors to grow and be rewarded in their current position without having to find a new job. Ongoing strategies to strengthen faculty advising are necessary also.
More merit pay and/or salary increases. Support from staff assistant to help with traffic flow and to field phone calls.
Clearly define the role of professional advisor and faculty mentor - build into merit, promotion and tenure. Don't expect faculty to be professional advisors...it is not their role.
It would be important to have some form of recognition for our staff, it could just be a thank you from the various college Deans expressing their appreciation and satisfaction with performance.
Money. It all comes down to money. We aren't seen as a revenue generating department and thus money to fund professional development, conferences, retreats, etc. is little to none.
It would be great to learn what the Advisor of the Year did to earn that award. Then that Advisor's work can be a role model for other advisors.
Training sessions from advising staff to faculty advisors, more emphasis on professional development organizations like NACADA
Creating a salary structure that rewards experience and participation in the professional community.
A promotion and 'tenure' structure that mimics what faculty have...why shouldn't professional advisors be held to a similar standard?
Have more of a university structured advising award program.
Recognition, merit raises, and money to attend professional conferences.
We are working on figuring out this concepoet of rewarding good advisors and what to do with bad advisors.
A comprehensive, institution-specific (and even unit-specific) advising survey of all students who go through the process. I don't think we know enough about how our students feel about their advising experience.
As a University, we're pretty siloed. We have a Univeristy advisement center and advisement in the colleges, so often we don't interact and crosstrain as much as we could/should. As a University, if we had bi-annual advising workshops, it could help break up the silo effect.
I feel appreciated and recognized in my own academic department. However, I feel there is a general lack of concern/ importance placed on advising and advisors over the institution as a whole.
I'm still gaining an understanding of what recognition and reward strategies are already in place on my campus; however, I feel that in general, there is not enough communication between advising professionals and faculty advisors. I believe that this issue must be addressed before we can recognize the good work of others. If we do not know them, how can we reward them?
For faculty advisors, it would probably motivate and inspire these faculty advisors to be more dedicated and committed if advising will be become and essential component in their individual performance evaluation.
They need to start doing it for faculty advisors. I am uncertain what happens at the professional advising level with first year college but most faculty have academic advising as part of their teaching responsibilities and NONE are given any sort of training whatsoever!
Any reward/recognition.
Advising assessment needs to be included in the faculty contract. Until that happens, we cannot easily move forward in development of our model to include recognition/reward.
A simple acknowledgement of ridiculous caseloads without becoming scapegoats for every student problem.
A structured, regular commitment to professional development to allow members of the unit to become actively involved in related association leadership roles and at a minimum an annual membership to NACADA and WACADA for all full-time advisors.

Include advisors in faculty awards ceremonies. I work in the School of Business and we have 6 undergraduate advisers. It would be nice if we were included in the award ceremony.

Implemented Merit Pay and raises for our hard work would be number one. We have not had a simple raise for over 5 years. It's difficult to have high morale when there are no merit increases and no recognition for your hard work. There is no follow through on goals for example if you make a goal you are not rewarded but if you don't make the goal you are scolded and reprimanded. I'm thankful to have a job but that alone is not conducive to a happy work environment.

We need our administration to value and reward academic advising as more than simply service to the university. In order for faculty to value advising, it needs to be a significant player in promotion and tenure. We are slowly working in this direction....

Having been employed here for 7 months, I am unaware if we even have rewards/recognitions for advising. I would say the one thing that would help most is to have these rewards & recognition.

Raising the value of advising among faculty. Many are tasked to do so with little or no training, no interest and no additional incentive.

I think it has helped our unit by having a chair of the faculty advising committee to be a go-to whenever the faculty advisors have questions. This person will go to an advising session with a student and their faculty advisor if needed, to see what they can do to help. That has allowed the faculty advisors' the confidence to help with the requirements of advising by calling that helper on the details. They don't have to worry about all the details that could cause the wrong advice for the student from the college. It has also relieved the load the professional academic advisors for the college have by letting that one faculty advisor deal with the detail problems and not the professional advisors working with the younger students or new students. Currently our dept within our college has 17 faculty advisors within our dept and one overall faculty advisor chair of that committee. That is 17 faculty advisors for over 200 students who have declared this major. It works well but we could always use improvement.

It would be really cool to see an annual awards ceremony across the whole University or within each department.

Having any recognition or award of advising would be a start! While I feel that our office is well-respected on campus, there is no system for rewarding good advising (or for remedying less-than-perfect advising).

Advising career ladder (i.e. junior and senior advisors) Ability to attend conferences.

We are looking at a way to re-vamp our annual recognition process so that it come from peers rather than administrators.

having outcomes and an assessment for advising

We are such a large institution with many, many advisors that it's difficult when only 12 advisors are recognized a year for their contributions, but there are about 100 professional advisors and several hundred more faculty advisors on campus serving in different capacities. Our awards seem to be given fairly subjectively, so even if an advisor is nominated several times, they may not receive an award, because it's based on who is on the selection committee at the time. Nominated people do not receive recognition.

To promote our training and expertise throughout the campus.

Making advising a part of the performance evaluation process, and compensating advisors who do their job well. Provide a clearer path for career advancement relative to academic advising.

I believe a yearly merit raise process would be a great place to start recognition efforts on my campus. Every employee is eligible for a cost of living increase each year, but those are standard and often small raises that are applied to all employees who are not on probation. I do not feel that properly motivates those whose performance stands out from that of their peers. Aside from that, set professional development funds for each advisor would be nice too. The institution supports conference attendance; however, the availability of funds is not always certain enough to allow enough time for someone to plan to go to a larger regional or national conference.

Consistent standards and measurement of those standards.

Rockhurst right now is in a budget crunch as are others. I would like to see more support from administration to encourage faculty to come to the advisor training sessions set up by the professional advisors. I would like to see a small budget for the professional advisors to offer incentives to the faculty advisor to recognize those doing a great job.

If supervisors asked about what was happening with students.

Help with identifying and nominating advisors for professional recognition through NACADA

Changing perception of advising from one of simply course registration to that of a more holistic, all encompassing definition. Once administration, and the university at large, realize what advising truly details then I think recognition and awards can change.

Good and loyal academic advisors are given the opportunity to teach and be more involved with the education and curriculum of students.

More recognition and support from the executive level.

It is hard to reward employees in a state that has strict guidelines on what can be rewarded. Also the highly unionized environment also prevents from providing incentives based on contract language.

An Award for professional advisors or at least eligible for campus recognition for advising award. Currently, we are in the fourth year of a faculty advising award (which is awesome), but professional are not eligible.

Create an award for advising that is voted on by other advisors (plaque and money).

The one change that would most help at UCF would be for UCF College of Graduate Studies and the President's Office to recognize that graduate level advising is just as critical to successful graduate study as it is to undergraduate study. UCF does not support graduate advisor development or recognition at the academic advisor or faculty advisor level yet there is an undergraduate advising council and support group that meet monthly that could easily absorb those in graduate advising. The AEP is the Academic Enhancement Program - for undergraduate advisors. A similar roundtable of college graduate advising coordinators used to exist but was disbanded by the College of Graduate Studies for reasons unknown. This is very demoralizing to me as an academic advisor and I see first-hand that with faculty it creates a culture that advising is a bothersome chore instead of an opportunity for recruitment and retention and a valid aspect of teaching.

Merit pay raises for exceptional performance

Our faculty and members of other administrative offices don't understand what we do or why it's important. If our institution understood and appreciated the work we do we'd feel happier and more confident.

I think our current rewards program is great and awards are publicized via email to all advisors. The one thing I would add to the program is to make the award winners even more publicized to the rest of the University community.

n/a

Include advising as part of faculty members' annual performance evaluation so it can be considered systematically in tenure, promotion and post-tenure review decisions.

Someone just has to fill out an application for someone and then a committee makes the decision. There should be a way for everyone to be considered. The committee is a small group and always the same people.

Recognition for positive results. Just a simple thank you or good job can go a long way.

We continue to perform the bulk of prescriptive advising tasks. I would like to see my institution fully buy in to advising as a helping relationship rather than simply a customer service function.

Currently there is no recognition of advising, so any change would be a step in a positive direction.

In some departments and colleges at my university, there is great support to attend conferences. Those colleges often have bigger budgets and larger advising offices. However, my college does not have the funds to send advisors/counselors to professional development opportunities. I think having centralized advising funds that we



can apply for to attend conferences would be helpful.

Budgeted funds.

Acknowledgement and recognition of the importance of academic advising.

Establish annual adviser awards - one for professional advisers and one for faculty advisers.

There is no recognition really on campus so implementing any of the recommendations would be helpful. Perhaps a yearly awards ceremony.

Request feedback from students toward the end of an academic year to recognize their advisors either through a "thank you" card initiative or vote for "advisor of the year."

I wish we could get advising to count as teaching rather than service so that it would weigh more heavily into the tenure/promotion decisions. I've tried!

The institution needs to support academic advising financially by recognizing us as faculty or equal to faculty, paying us what we are worth, and by paying for us to attend conferences and training sessions that further our development and keep us on the cutting edge of developments in advising.

Advising department undergoing major changes to re-focus on our purpose after 2 restructurings. Would help having resources available through to build a recognition program.

I think being recognized as important by our administration will help our relationship with our faculty. NACADA onsite training would be great. A team of NACADA members who are willing to travel to other institutions to conduct workshops. For our institution, it would be helpful for NACADA to promote their webinars/seminars/conferences to the administration (Provost, Director of Advising, etc.) in addition to advisors. While we'd love to attend these opportunities, we lack the funding to do so.

Released time for SELECTED faculty advisors

I'd like to see more continuity in our advising from school to school.

Viewing our profession as an important part of a student's experience. Having only 15 mins appt. to go over all there is to do with the student leaves the student misinformed and hanging. We are asked to do more with less time with the student. There is a sense of urgency to "see" as many students as we can yet we are not given time to really "see what that student really needs from us.

It would be nice to have students nominate an advisor.

Accountability for advisors so everyone is held to same expectations

Validation from supervisor of a job well done.

Monies allocated to attend a conference are not distributed equally among the various departments and this can create problems when advisors want to attend a national or regional conference because very seldom there is not enough money to cover these.

Provide students an avenue to comment on their advising. Not necessarily a survey, but a "how did we do?" email or button.

I am fairly new at the institution so at this time do not have a lot of feedback on this.

I would like our institution to host an annual recognition event for advisors, to highlight each other's work and share ideas.

We have campus Advisor of the Year that is then nominated at the NACADA level, but it might also be nice to have an annual SCHOOL Advisor of the Year since our campus is so large.

Campus recognition of advisors (professional and faculty)-- would help to elevate the importance of advising in the eyes of faculty/staff and would help with morale in a job that is very demanding. Consistent positive recognition of strengths and overall "job well done" with admission/retention/etc. for advisors more regularly.

I think it would be beneficial to have more workshops involving both the professional and faculty advisors. Therefore, everyone is on the same page.

To know how their advisor are. Meaning when institution's sent out newsletters to the campus and alumni they should highlight a department, an office, or a person/Advisor. It would show that the institution cares their employees and it would give everyone on the team(campus) some type of recognition.

more advising help during registration times

**This table has more than 100 rows. [Click here to view all responses](#)**

Statistic	Value
Total Responses	711