

Offering Report

Recognition and Reward for Academic Advising ...: Advisor Recognition and Reward...

Summary

**Survey Name:**  
Recognition and Reward for Academic Advising

**Offering Name:**  
Advisor Recognition and Reward

**Offering Date:**  
6/18/07 to 7/2/07

**Statistics**  
Started: **1971** out of **8769**  
Opted out before starting: **74**  
Completed: **1971**  
Drop outs after starting: **0**

- Average completion times:
- Average Time To Complete Survey: **57 minutes 50 seconds.**
  - Average Time Spent Before Quitting: **Not enough information.**

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**Note: Survey result percentages are always out of the total number of people who participated in the survey.**

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Question 1

What best describes your institutional type?		
2-year public or private college	<div></div>	376 (19.08%)
4-year private college or university	<div></div>	395 (20.04%)
4-year public college or university	<div></div>	1199 (60.83%)
Not affiliated with a college or university	<div></div>	1 (0.05%)
N/R	<div></div>	0 (0%)

Question 2

Institutional size (number of students enrolled)		
Less than 2,500	<div></div>	222 (11.26%)

2,500 - 4,999	<div></div>	234 (11.87%)
5,000 - 9,999	<div></div>	310 (15.73%)
10,000 - 19,999	<div></div>	439 (22.27%)
20,000 - 29,999	<div></div>	368 (18.67%)
30,000 - 39,999	<div></div>	181 (9.18%)
more than 40,000	<div></div>	213 (10.81%)
Not applicable	<div></div>	3 (0.15%)
N/R	<div></div>	1 (0.05%)

Question 3

Please provide the **name** of your institution.

[Hide Responses](#)

Indiana University-Purdue University Indianapolis

Kent State University

University of Minnesota - Twin Cities

Frederick Community College

University of Minnesota Twin Cities

University College of the Fraser Valley

Fox Valley Technical College

Roger Williams University

Kent State University

Miami University Middletown campus

Tennessee Technological University

University of Central Florida

Texas A&M University-Corpus Christi

Chattahoochee Technical College

University of South Dakota

Excelsior College

Ivy Tech Community College-Lafayette

Penn State

Central Maine Community College

Morrisville State College

Indiana University

Cardinal Stritch University

UNIVERSITY OF NORTH CAROLINA WILMINGTON

UW Whitewater

Louisiana State University at Eunice

Dalhousie University

Franciscan University of Steubenville

Indiana University Bloomington

Harford Community College

Utah State University

University of Michigan - Ann Arbor

University of New Mexico

Lake Washington Technical College

The University of Arizona

New Mexico State University

Principia College

Virginia Tech

Centenary College

Indiana University Southeast

Holyoke COmmunity College

Southeastern Louisiana University

Purdue University - Main Campus

Furman University

Winston-Salem State Universit

University of Oklahoma

Purdue University Calumet

Missouri State University

Boise State University

University of Northern Iowa

Winthrop University

washington state university

Utah Valley State College

Roane State Community College

University of Nebraska - Omaha

HUDSON COUNTY COMMUNITY COLLEGE

Villa Julie College

Utah Valley State College soon to be Utah Valley University

University of Florida

Washington State University

Ga Institute of Technology

Texas A&M University

Northcentral University

UW-Milwaukee

College of St. Benedict and St. John's University

Springfield Technical Community College

University of Alabama

Goodwin College

Edmonds Community College

Saint Francis University

Spring Hill College

University of Central Florida

Temple Univserity

Georgia Military College

Central Conn. State University

Franklin College

DeSales University

Brock University

Wayne State College

Rhodes State College

Virginia Military Institute

University of Tennessee

University of Texas at San Antonio

Chadron State College

Limestone college

University of Windsor, Windsor, Ontario, Canada

Indiana University South Bend

The Pennsylvania State University

Mott Community College

University of Minnesota, Twin Cities

Plymouth State University

Athens Technical College

Arizona State University Polytechnic

University of Arizona

UCDHSC

California State University, Long Beach

Montgomery College Takoma Park/Silver Spring Campus

Utah State University

Embry-Riddle Aeronautical University, Prescott, AZ campus

The University of Arizona

Seattle Pacific University

University of California, Riverside

Texas College

Washington State University

Southern Illinois University Edwardsville

Fielding Graduate University - so it is a private graduate university

Emory University

Pima Community College

University of Montana

Indiana University of Pennsylvania

University of British Columbia

Hibbing Community College

Edison College

University of Memphis

Utah State University

Temple University

Blessing-Rieman College of Nursing

University of Hawaii, Manoa

University of Nevada-Las Vegas

University of Wisconsin - Platteville

Front Range Community College

University of Idaho

American University

Missouri State University

Kaplan University

Midlands TEchnical College

Utah State University

Youngstown State University

Texas Christian University

University of Alaska Southeast

Community College of Rhode Island

The University of Kentucky

Wright State Universtiy

University of North Texas

Niagara University

Beloit College

Guiford College

El Centro College

Minnesota State University, Mankato

Connecticut College

Genesee Community College

The University of Texas at Austin

Volunteer State Community College

North Harris Montgomery Community College District (NHMCCD)

Austin Community College

University of Miami

Central Michigan University

University of Dayton

Georgia Institute of Technology

DePaul University

BYU

University of Cincinnati

University of Wisconsin - Stevens Point

Northwest College, Powell, Wyoming

University of Oklahoma

Nova Southeastern University

University of New Hampshire

University of Nevada, Las Vegas

KKC



Oregon State University

Lipscomb University

Isothermal Community College

Roosevelt University

Portland State University

Kent State University

Oklahoma State University Center for Health Sciences

University of Idaho

Danville Community College

Western Governors University (online University)

College of Notre Dame of Maryland

California Baptist University

University of Florida

University of Louisville

Tennessee Technological University

Arizona State University

FSU

University of Arkansas Fayetteville

University of Regina

Oakland University

University of Alabama at Birmingham

Webster University

Appalachian State University

Walla Walla College

University of Alaska Fairbanks

Georgia Perimeter College

American International College

University of Central Florida

McNeese State University

Purdue University

University of Central FLorida

Blinn College

Wilbur Wright College

University of Guelph, Ontario

East Stroudsburg University

Northern Essex Community College

UT Austin

rutgers

Temple University

Eastern Illinois University

UNM Valencia

University of Southern Indiana

Iowa State University

University of Texas at San Antonio

The University of Toledo

Arkansas Tech University

University of Maryland University College-Europe

Hutchinson Community College

Rochester Institute of Technology

Northeastern State University

Excelsior College

University of Ontario Institute of Technology

Texas Tech University

The University of Arizona

Arizona State University

The University of Texas at Austin

The Art Institute California - San Francisco

Tidewater Community College

College of William and Mary

Washburn University

UW Green Bay

George Brown College

The University of Texas at Arlington

California State University, East Bay

University of Florida

Montana State University-Great Falls College of Technology

Upper Iowa University

University of Alberta

Abilene Christian University

Texas A&M University-College Station

Azusa Pacific University

Yakima Valley Community College

University of Southern California

University of Southern California

University of Scranton

Middle Tennessee State University

Kutztown University of PA

San Francisco State University

Northland Pioneer College

University of North Florida

UT San Antonio

Bellevue University

University of Miami

The University of Texas in Austin

Temple University

Pulaski Technical College

Murray State University

University of Utah

Eastern New Mexico University - Roswell

Ohio State University

Rivier College

University of North Carolina at Charlotte

Worcester State College

University of MN - Twin Cities

Indiana University

University of Maryland - College Park

Georgetown University

Boise State University

Missouri State University

University of North Florida

Northeastern University

Grand View College

University of Oklahoma

The University of Texas at Austin

Texas A&M University-Kingsville

Delaware Technical and Community College - Terry Campus

Pepperdine University

University of Texas at Austin

The university of Texas at Dallas

Marshall University

UNLV

Brigham Young University

Northern Kentucky University

Florida Community College at Jacksonville

Oregon State University-Cascades Campus (branch campus)

Utah State University

University of Wisconsin Milwaukee

University of Texas at Austin

Montgomery College

Wartburg College

Western Kentucky University

Utah State University

Nova Southeastern University

Texas A&M University

University of Idaho

Missouri State University

University of Alaska Fairbanks

Greenfield Community College

Florida Community College at Jacksonville

Colorado State University

Idaho State University

University of Minnesota, Twin Cities

Oklahoma City University

Eastern Oregon University

Portland State University

University of Northern Colorado

Franklin W. Olin College of Engineering

Niagara County Community College

The University of Michigan

The University of Findlay

Western New Mexico University

Iowa State University

University of Illinois at Urbana-Champaign

University of Missouri-Columbia

The University of Maryland

Colorado State University

Atlanta Metropolitan College

Weber State University

Marshall University

University of Maryland University College

University of Illinois at Urbana-Champaign

The Ohio State University

University of Central Florida

Saint Xavier University

Western Connecticut State University

University of Cincinnati

University of Cincinnati

Oklahoma State University

Kansas State

University of Massachusetts at Amherst

Clemson University

Daemen College

Oklahoma State University - Tulsa

University of North Florida

Texas A&M University - College Station

Tarrant County College

University of Washington

Florida State University

Montana State University

University of Texas at San Antonio

University of Houston

The University of Montana

Northern Arizona University

University of Wisconsin-Milwaukee

Drexel U

University of Wisconsin-Whitewater

Florida Atlantic University

University of Washington

Florida Atlantic University

University of Guelph

Brigham Young University

Lee College

California State Polytechnic University Pomona

University of North Dakota

Montclair State University

Mount Wachusett Community College

College of Southern Maryland

Le Moyne College

Indiana University

Indiana University

Mississippi State University

California State University, East Bay



DePaul University

Cornell University

Radford University

Penn State University

University of San Diego

Ozarks Technical Community College

california state university east bay

Grays Harbor College

University of Maryland - College Park

University of Delaware

The University of Akron

Macon State College

university of cincinnati

Northeastern University

The University of Nebraska-Omaha

The University of Memphis

Pennsylvania State University, Altoona campus

The College of St. Rose

University of Cincinnati

University of Maryland University College

Michigan Technological University

University of Miami

Texas A&M University

Regent University

Houston Community College

Oswego State University

Temple University

Suffolk University

Austin Peay State University

University of Texas at Austin

University of Texas at Arlington

McHenry County College

Texas Tech University

Concordia University

Auburn University

North Carolina Agricultural & Technical State University

Norfolk State University

Wallace Community College

Illinois State University

Florida State University

Lamar State College - Orange

Missouri Western State University

University of Minnesota, Morris

Northwestern College

The University of Texas at Austin

University of California, Santa Cruz

Western Illinois University

University of Central Missouri

University of South Florida

The Ohio State University

University of North Alabama

Coastal Georgia Community College

Tomball College

University of Colorado

The Florida State University

University of Hawaii at Manoa

University of Wisconsin-Madison

Arizona State University - Downtown Phoenix Campus

University of New Mexico

Midlands Technical College

Pacific Union College

Yakima Valley Community College

University of South Florida

Texas A&M University

Wenatchee Valley College

LSUA

University of Michigan

University of Louisville

Georgia Southern University

Temple University

Pennsylvania Highlands Community College

Indiana University-Purdue University Indianapolis

The Ohio State University

University of Massachusetts Amherst

The University of Arkansas at Fayetteville

Minnesota State University, Mankato

Butler County Community College

UNC-Chapel Hill

Wilmington College

Texas State University-San Marcos

Saint Joseph College

Northeastern State University

Texas Lutheran University

Adelphi University

Louisiana State University

University of Montana - Missoula

Brigham Young University

University of Southern California

University of New Mexico

Eastern Arizona College

Cleary University

University of Wisconsin-Madison

Waubonsee Community College

Northern Arizona University

Berkeley College

Widener University

Colorado Mountain College

Texas State University-San Marcos

University of California, San Diego

The University of Texas at Dallas

Montana State University Billings

Northern Caribbean University

Washington State University

Tuskegee University

University of Scranton

Rochester Institute of Technology

University of Utah

California State University San Marcos

New Hampshire Technical Institute

University of Wouth Florida

Montana State University

Lewis-Clark State College

North Lake College

Bellevue Community College

yakima valley community college

Paradise Valley Community College

University of Kentucky

Utah State University

University of Alberta, Edmonton, AB, Canada

Centenary College

The Ohio State University at Marion

Middlesex Community College MA

Northern Arizona University

Wells College

North Central State College

Texas A&M University

Lindsey Wilson College

Texas A&M University - Texarkana

Salt Lake Community College

University of South Alabama

University of Notre Dame

University of Maryland, College Park

Craven Community COLlege

The University of North Dakota

Kingwood College of the North Harris Montgomery Community College District

University of Minnesota Duluth

Greenfield Community College

Franklin University

Butler University

Western Carolina University

University of Maryland, College Park

IPFW --Indiana University/Purdue University Fort Wayne (Indiana)

Mississippi Gulf Coast Community College

Cossatot Community College of the University of Arkansas

Rochester Institute of Technology

DeVry University

Central New Mexico Community College

Middle Tennessee State University

University of Oklahoma - Norman Campus

The Ohio State University

UW-Oshkosh

Portland State University

Portland State University

St. Louis Community College

Davenport University

Michigan State University

Fulton-Montgomery Community College

DePaul University

Concordia University, Irvine

Embry-Riddle Aeronautical University

University at Albany, SUNY

Butler University

University of Nevada, Reno

the University of Memphis

University of Memphis

Hawaii Pacific University

Southern Methodist University

California State University

Aurora University

Lincoln University PA

QUINEBAUG VALLEY CC

University of Northern Iowa

Georgia Tech

Truman College

Kellogg Community College

Long Island University - Brooklyn

Brigham Young University

University of Missouri-Columbia

Oglethorpe University

EDWARD WATERS COLLEGE

University of Toronto Scarborough

Tarrant County College Southeast

Texas Woman's University

Temple University

Agnes Scott College

University of Pittsburgh at Greensburg

American InterContinental University - Online Campus

The University of Michigan

Highland community college

Lake City Community College

University of Florida

University of Florida



University of Scranton

Lynchburg College

Florida Gulf Coast Univ.

Manatee Community College

University of Tennessee

Marianc College (Fond du Lac, WI)

University of Nebraska at Omaha

Minnesota State University, Mankato

St. Mary's College of Maryland

University of Iowa

University of Pittsburgh at Johnstown

Southern Methodist University

Mesa Community College

University of the Sciences in Philadelphia

Empire State College/State University of New York

Eastern Washington University

Florida Atlantic University

NORTHERN ARIZONA UNIVERSITY

University of Connecticut

USC

Arizona State University

Madisonville Community College

Georgia Institute of Technology

Gallaudet University

University of Wisconsin-Madison

Florida Atlantic University

oregon state university

AIMS Community College

Northern Arizona UNiversity

University of Texas at El Paso

Kansas State University

University of Washington, Seattle

Houston Baptist University

University of Colorado at Boulder

South Plains College

Pueblo Community College

University of Northern British Columbia (UNBC)

Community College of Baltimore County

DePaul University

Eastern Oregon University

IUPUC

Notre Dame de Namur University

University of California, Riverside

University of Houston - Clear Lake

Laboratory Institute of Merchandising

East Carolina University

California Polytechnic State University

Mount Ida College

Oakland University

University of North Alabama

University of Alabama at Birmingham

University of Miami

The George Washington University

University of South Florida

Temple University

The University of North Florida

Barton County Community College

Northern Illinois University

Illinois State University

Ringling College of Art and Design

University of New Brunswick, Saint John

Rosemont College

Harford Community College

Broome Community College

Winston-Salem State University

George Mason University

University of Cincinnati, Raymond Walters College

University of North Carolina at Charlotte

Georgia State University

Purdue University

University of Louisville

Hamline University

Cascadia Community College

The Colorado College

University of Wisconsin - La Crosse

Jefferson Community and Technical College

University of Arkansas at Fort Smith

Upper Iowa University

California State University, Chico

Florida Gulf Coast University

University of California, Riverside

Siena College

Oregon State University

Grand Canyon University

University of Missouri-St. Louis

Arizona State University

Western International University

Clark College

California State University Long Beach

University of Missouri at St. Louis

Texas State University

University of Missouri - Columbia

University of Northern Colorado

University of Texas at El Paso

University of Connecticut

Maui Community College

Texas A&M University

University of Connecticut

Concordia University, Nebraska

Grinnell College

Keystone College

University College of the Fraser Valley

Washington State University

Florida Atlantic University

Hanover College

Jefferson Community and Technical College

Olympic College

The University of North Carolina at Greensboro

Stern College for Women

University of Miami

Lake Superior College

Metropolitan Community College

The Richard Stockton College of New Jersey

Temple University

Eastern Kentucky University

North Carolina State University

University of South Carolina- Columbia

University of Wisconsin-Milwaukee

University of North Carolina at Pembroke

Bowling Green State University

The Community College of Baltimore County - Catonsville Campus.

University of Central Missouri Warrensburg, Missouri

Santa Fe Community College

William Woods University

University of Southern Indiana

NC Wesleyan College

Front Range Community College

Louisiana State University

Purdue University

Central New Mexico Community College

The University of Texas at Austin

Chemeketa Community College

Emmanuel College

University of New Mexico - Albuquerque

The University of Colorado at Boulder

California State University, San Marcos

The Univeristy of Montana-Missoula

Western Illinois University

Butler University

Dominican University of California

University of Alabama at Birmingham

Rutgers University

Eastern New Mexico University-Ruidoso Branch Community College

University of Texas at San Antonio

Tulane University

New Jersey Institute of Technology

Seward County Community College

University of West Florida

University of Minnesota Duluth

University of Nebraska, Kearney

Prairie State College

Lamar University- Beaumont, TX

East Carolina University

Grant MacEwan College

Virginia Western Community College

University of Louisville

University of West Florida

utah State University

Missouri State University

Brock University

Cumberland County College

alabama a&m university

Univeristy of Arkansas

University of Cincinnati

College of Charleston

Kent State University

College of Charleston

Stanford University

Prairie View A&M University

University of Minnesota

Moraine Park Technical College

Cochise College

Housatonic Community College

Univeristy of Wisconsin-River Falls

Corning Community College

Bryant & Stratton College

Kean University

Oklahoma State University

Purdue University

The Pennsylvania State University, University Park Campus

Ivy Tech Community College

University of Central Florida

Thomas Nelson Community College

Penn State

DAVENPORT UNIVERSITY

Bowling Green State University

East Central University

University of Minnesota-Twin Cities

Auburn University

Palm Beach Community College

Spartanburg Community College

The University of Alabama at Birmingham



Oregon State University

Jefferson College

Arizona State University

Cardinal Stritch University

Oklahoma City Community College

Eastern Illinois University

George Fox University

University of Dayton

Washington State University

Dalhousie University

University of Maryland Baltimore County

Columbus State University

California State University Los Angeles

University of California Riverside

West KY Community & Technical College

The University of Mississippi

Louisiana Tech University

The University of Georgia

Marquette University

Penn State University

Frederick Community College

University of Memphis

Tennessee Technological University

West Chester University

Texas A&M University

Pacific Union College

Arizona State University

Virginia Tech

Arizona State University

Montana State University

New Mexico State University Carlsbad

Centenary College

Savannah State University

Temple University

Temple University

Chestnut Hillo College

Pueblo Community College - Fremont Campus

Seward County Community College

Iowa State University of Science & Technology

University of North Carolina at Charlotte

Texas Tech University

University of Wisconsin - Madison

Cleveland State University

University of Southern Maine

Univeristy of Missouri-Kansas City

Central Michigan University

Community College of Beaver County

University of Missouri-Columbia

Savannah College of Art and Design

Georgia Highlands College, Rome, Georgia

The George Washington University

Kent State University

Gloucester County College

University of Wisconsin-Marshfield/Wood County

Western Illinois University

The University of Maine

Indiana University Purdue University Columbus

Xavier University

Oklahoma State University - Tulsa Campus

University of Arizona

Arizona State University...Tempe Campus

NMSU

Auburn University

Grant MacEwan College

The Art Institute of Colorado

MSU-Great Falls College of Technology

Hinds Community College

UNC Charlotte

The University of Texas at Austin

Purdue University

University of California, Merced

Arizona State University

Texas State University-San Marcos

Texas State University-San Marcos

Pacific Lutheran University

Mohave Community College

The University of Texas at Austin

The Richard Stockton College of New Jersey

University of Alabama at Birmingham

Arizona State University

Mount St. Mary's College

San Diego State University

Craven Community College

Purdue University - Calumet

Lesley University

California State University, Dominguez Hills (CSUDH)

NC State University

Old Dominion University

Illinois State University

Excelsior College

University of Florida

Olympic College

Northeastern State University

NYU

Marist College

Brigham Young University

University of Mississippi

University of Illinois, Urbana-Champaign

University of Nevada-Las Vegas

College of Southern Maryland, Prince Frederick

University of Louisville

The University of Texas at Austin

Utah Valley State College

University of North florida

Buena Vista University

University of Central Oklahoma

Southern Illinois University Carbondale

Illinois Wesleyan University

Lee University

The University of Tennessee, Knoxville

Broome Community College

Queens College of the City University of New York

Del Mar college

Univeristy of Houston

Iona College

Finger Lakes Community College

Delaware Technical & Community College

Georgia State University

Labette Community College

Middlesex Community College Bedford, Ma and Lowell Ma.

Iowa State University

University of Southern Maine

Abilene Christian University

Northern Arizona University

College of DuPage

Eastern Illinois University

Northern Arizona University

Indiana University Purdue University Indianapolis (IUPUI)

University of Nebraska-Lincoln

UNLV

University of Texas at Austin

Western New Mexico University

The Institute of Production and Recording

Ozarks Technical Community College

winona state university

Towson University

Excelsior College

University of Southern California

Washington State University

Georgia Perimeter College

washburn university

Southern Illinois University Edwardsville

MSU Billings

University of Northern Iowa

McHenry County College

UC Clermont College

Lake Superior College

Montana State University - Bozeman

New Mexico State University at Carlsbad

Purdue University Calumet

Northwest College

Arizona State University

University of Texas at Austin

University of Oregon

Columbus State University

rutgers university

University of Northern Iowa

Kapiolani Community College

University of Michigan

CSUN

Western Nevada Community College

American University

The University of Texas at Dallas

University of Michigan-Dearborn

University of Massachusetts Amherst

Chattahoochee Technical College

Texas Christian University

Marist College

University of Central Florida

University of Mississippi

University of Iowa

The University of Texas at Arlington

Penn State University

Oakland University

Western Connecticut State University

Eastern Kentucky University

University of South Florida Sarasota-Manatee campus

Keene State College

Dickinson College

UW Learning Innovations

Davidson County Community College

University of Texas at Arlington

Butler Community College, El Dorado, Ks

Metropolitan State University, part of the Minnesota State Colleges and University (MnSCU) sytem

University of Nevada, Las Vegas

The University of Alabama

University of Minnesota-Twin Cities

Owens Community College

The University of Lethbridge

Utah State University

University of Idaho

University of Wisconsin Oshkosh



The University of Texas at Austin

College of Southern Maryland

Texas A&M University

Illinois State University

Northcentral University

University of Houston - Central Campus

UOIT (University of Ontario Institute of Technology)

Southern Methodist University

University of Tennessee at Chattanooga

Middle TN State University

Saint Xavier University

University of Colorado, Boulder

Penn State University - Berks

Blue Mountain Community College

Rice University

Penn State University

Missouri State University

Malone College

University of New Brunswick, Saint John Campus

University of Hawaii-Manoa

Rutgers the State University of New Jersey

illinois state university

University of Maryland - College Park

John Jay College of Criminal Justice- CUNY

McGill University

Duke University

Bellarmino University

Bluffton University

Manatee Community College

Indiana University

Rochester Institute of TEchnology

The Georgia Institute of Technology

Pulaski Technical College

American University of Kuwait

Indiana University-Purdue University Indianapolis

University of Hawaii at Manoa

Brock University

Ball State University

Penn State

Kent State University

University of Toronto Scarborough

Western Michigan University

Kent State University

SUNY Oswego

North Carolina State University

Creighton University

Memorial University

Northeastern Ohio Univerities College of Medicine

Michigan State University

Marian College of Fond du Lac, Wisc.

Iowa State University

Texas A&M University, College Station, Texas

Georgia State University

University of Northern Colorado

Penn State

University of Louisville

Muskingum College

Purdue University

Oklahoma State University- Oklahoma City

University of WI - Milwaukee

Delgado Community College

Montgomery County Community College

Northern Arizona University

Algonquin College

Washington State University

Dine' College

San Diesgo State University

University of Vermont

Columbia Basin College

Shippensburg University

Hofstra University

Iowa State University

St. Charles Community College

The University of Arkansas Fayetteville

University of Nebraska at Omaha

Georgia Perimeter College

Our Lady of the Lake College

Fox valley Technical College

Wright State University

The University of Alabama

College of William and Mary

SUNY Plattsburgh

Chatham University

Washington State University

Thomas Edison State College

Eastern Illinois University

Seattle University

University of New Mexico

Lehman College The City University of New York

Yakima Valley Community College

Wilbur Wright College

Arizona State University

College of the Mainland

Collin County Community College

Providence College

University of Connecticut

Bowling Green State University

University of Pittsburgh

Florida State University

UW-La Crosse

George Mason University

Temple University

University of Maine at Farmington

University of Arkansas

Metropolitan State University

University of Minnesota - Twin Cities

Indiana University Southeast

Texas Lutheran University

Abilene Christian University

University of Alaska Fairbanks- Northwest Campus

Northern Kentucky University

University of Minnesota Duluth

University of Idaho

the University of North Carolina at Greensboro

University of Alabama in Huntsville

Florida Gulf Coast University

Kennesaw State University

College of Mount St. Joseph

Rochester Institute of Technology

St. Mary's College of Maryland

Georgian Court University

East Carolina University

Nova Southeastern University

Metropolitan State University

Sam Houston State University

University of Minnesota

Northern Essex Community College

Purdue University, West Lafayette, IN

Bluegrass Community & Technical College

Georgia Southern University

International Academy of Design and Technology - Seattle

The University of Texas at Austin

Santa Fe Community College, Gainesville, Florida

University of Kentucky

Tusculum COLlege

University of Washington

St. Edward's University

Yakima Valley Community College

University of La Verne

University of Kansas

Cal State L.A.

Seattle University

University of Alabama at Birmingham

Idaho State University

Lesley University

Scottsdale Community College

University of California, Riverside

Cape Cod Community College

Georgia State University

Brigham Young University, Provo, Utah

Concordia University, Nebraska

Saginaw Valley State University

University of Tampa

Central Maine Community College

Drexel University

Virginia Tech

Saint Mary's College of California

John Tyler CC

Western Kentucky University

Millikin Univ

Emporia State University

Iowa State University

Louisiana State University Alexandria

Clark State Community College

Broward Community College

University of Kentucky

Northwestern Business College

Polytechnic University, Brooklyn NY

Valdosta State University

Texas State University-San Marcos

Charter Oak State College

Barton County Community College

Southern Utah University

Itawamba Community College

Xavier

Yavapai College

University of Manitoba

Lethbridge College

Monroe Community College

Monroe Community College

Iowa State University

Georgia Institute of Technology

Georgia College & State University

The Ohio State University

University of Mary Washington

The Ohio State University

El Centro College

New York University

University of California at Berkeley

University of Kansas

Long Island University, Brooklyn

Texas State University-San Marcos



UNM Valencia

Kennesaw State University

Mississippi State University

Craven Community College

Washington State University

Texas A&M University

Hawai'i Pacific Univeristy

Utah State University

Eastern Oregon University

Richland College

University of Pennsylvania

Warner Southern College

University of Louisville

University of Wisconsin River Falls

American University in Cairo

Johnson County Community College

Borough of Manhattan Community College

undisclosed

DePauw University

LOUISIANA STATE UNIVERSITY

Texas A&M University

Eastern Washington University

University of Missouri- Columbia

Marymount University

American University

University of Louisville

Old Dominion University

College of Saint Benedict/Saint John's University

University of Wisconsin-La Crosse

Mount Royal College - Calgary, AB, Canada

Schenectady County Community College

Thomas Edison State College

Michigan State University

University of Arkansas

Central Connecticut State University

University of South Alabama

George Mason University

Rochester Institute of Technology

Our Lady of the Lake University

University of Kentucky

Curry College

Western Washington University

Georgia State University

Midwestern State University

Mount Vernon Nazarene University

The University of Texas Pan American

Bergen Community College

College of Eastern Utah

Bucks County Community College

University of Illinois at Chicago

BYU

Sonoma State University

University of Arizona

Iowa Lakes Community College

Washington County Community College

University of South Carolina - Columbia

The University of Arizona

n/a

Midwestern State University

Pennsylvania Highlands Community College

University of Iowa

Auburn University

Georgia State University

University of Washington tacoma

Emporia State University

Johnson State College

University of Louisville

Oklahoma City Community College

Grand Valley State Unviersity

Pennsylvania State University

LaGuardia Community College

St. Norbert College

Minnesota State University Moorhead

University of Kentucky

University of Utah

Columbia College

University of Wisconsin Stout

University of Texas at San Antonio

NEW MEXICO STATE UNIVERSITY

University of Colorado at Denver & Health Sciences Center (downtown campus)

Indiana University Purdue Univerity Indianapolis

St. Cloud State University

Franklin Pierce University

Darton College

University of St. Thomas

Excelsior College

Milwaukee Area Technical College

Eastern Kentucky University

University of the Sciences in Philadelphia

Western Washington University

University of Cincinnati

University of Missouri Kansas City

University of Iowa

Purdue University

Hofstra University

Texas Christian University

Richland College

Elon University

University of Southern Indiana

Concordia University - Nebraska

The University of Memphis

Western Washington University

university of maryland college park

UNLV

Gateway Community College

American University

The University of Memphis

Florida Community College at Jacksonville

North Harris Montgomery Community College District

Penn State

Carlow University

University of Colorado - Boulder

Dominican University of California

north harris college

Arizona State University

University of Washington

The Art Institute of Philadelphia

Berkeley College

Florida Gulf Coast University

Prairie View A&M University

University of Wisconsin Milwaukee

Lansing Community College

Marist College

Robert Morris College

University of Pittsburgh at Johnstown

Northern Michigan University

Jacksonville State University

Northern Michigan University

Louisiana State University

Jackson State University

Arizona State University, Tempe

Baptist Bible College & Seminary

Cedar Crest College

University of Rochester

Southern Illinois University Edwardsville

Art Institute of Colorado

University of Houston

Whitworth University

University of Texas-Brownsville

Lansing Community College

Walden University

Michigan State University

CNM

Grande Prairie Regional College

Penn State University

Abilene Christian University, Hardin Simmons University, McMurry University

Seton Hall University

Eastern Oregon University

Rochester Institute of Technology

Temple University

Bowling Green State University

UNC-Chapel Hill

Portland State University

University of Delaware

Marymount College, Palos Verdes

The University of the Sciences in Philadelphia

Purdue University

The University of South Dakota

University at Buffalo

Northern Illinois University

Mohawk Valley Community College

University of Tennessee, Knoxville

University of South Florida

University of Wisconsin-Madison

University of Idaho

Aims Community College

Rogue Community College

MCC-Longview

Western Michigan University

Arizona State University

Arizona State University

Sage College of Albany

Oakland Univesity

Chemeketa Community College

Sussex County Community College

Temple University

WESTERN ILLINOIS UNIVERSITY

Northeastern University

University of Wisconsin-Oshkosh

Wright College

University of Connecticut

Eastern Oregon University

University of Tennessee

University of California, Santa Barbara

University of Nevada, Las Vegas

California Baptist University

J. Sargeant Reynolds Community College

Raritan Valley Community College

Eastern Oregon University

Mississippi Valley State University

University of Nevada, Reno

Frostburg State University



The University of Michigan-Flint

Michigan Technological University

University of Kentucky

University of Lethbridge

California University of PA

Cleveland State University

Southern University at New Orleans

University of Southern Indiana

Wilson COLlege

Fielding Graduate University

Louisiana State University

Prairie State College

Seminole Community College

University of Texas at Austin

University of Colorado

Metopolitan State University

Richland Community College

Craven Community College

Carnegie Mellon University

Berkeley College

Kutztown University

Southeast Missouri State University

University of Wisconsin-Madison

UNIVERSITY OF NEW MEXICO

University of North Carolina Wilmington

University of Alabama at Birmingham

The Ohio State University

Fontbonne University

Spartanburg Community College

Indiana University Bloomington

Valdosta State University

University of Illinois - Chicago

Housatonic Community College

Barton College

Rowan University

University of Utah

University of Texas at Austin

North Seattle Community College

Butler County Community College

Purdue University North Central

Western Washington University

Columbia College Chicago

Rio Salado College

DeVry University

Drury University

Alvernia college

University of Texas at El paso

The University of Tennessee at Chattanooga

Temple University

SUNY, Empire State College

Utah State University

University of Texas at San Antonio

Ivy Tech Community College

The University of South Dakota

Louisiana State University at Eunice

Southeastern Louisiana University

Purdue University

Cleary University

Missouri State University

UW Oshkosh

Fox Valley Technical College

West Chester University

Grambling State University

Cloud County Community College - Geary County Campus

Purdue University Calumet

Caldwell college

Navarro College

California State University Channel Islands

Dominican University of California

Iowa State Univerisity of Science and Technology

Western Illinois University

George Mason University

Metropolitan State University

Hamline University

UNC Charlotte

Morton College

University of Southern Mississippi

Cedarville University

American University of Kuwait

Houston Community College System

Norfolk State University in Norfolk, VA

University of Minnesota Duluth

Rutgers - The State University Of New Jersey

University of Cincinnati

Shoreline Community College

Univ of South Florida St. Petersburg (separately accredited from Univ of South Florida Tampa...

West Chester University of Penna.

HACC, formerly known as Harrisburg Area Community College (Lancaster Campus)

University of San Francisco

University of British Columbia

George Washington University

Saginaw Valley State University

Stonehill College

University of Mary Washington

Weber State University

Purdue University

College of Eastern Utah

Hagerstown Community College

Appalachian State University

Madonna University

Magnolia Bible College

University of Texas at Austin

Berkeley College

Bossier Parish Community College

Fort Hays State University

Oakland University

Cowley College

Georgia State University

The University of Iowa

University at Albany

Kennesaw State University

Washington State University

Louisiana State University

University of Wisconsin at Washington County in West Bend, WI

San Francisco State University

Washington University in St. Louis

The Ohio State University

Tulane University

University of Idaho

Purdue University

Cal Poly, San Luis Obispo, CA

St. Louis Community College

University of Houston

Rochester Institute of Technology

UNC Charlotte

Northern Kentucky University

Richland college.

Richard Stockton College

Michigan State University

Purdue University

Carleton College

University of Minnesota

University of Texas at Austin

Metropolitan Community College

The University of Texas at Austin

St. Clair County Community College

University of Maryland Baltimore County

Central New Mexico Community College

The University of Iowa

University of Tennessee

Wayne State University

Northern Arizona University

Georgia Perimeter College

University of Kansas

Saint Xavier University

Point Loma Nazarene University

University of Wyoming

Washington State University

Albany College of Pharmacy

Saint Joseph's College of Maine

Indiana University South Bend

Iowa State University

Pennsylvania Highlands Community College

Auburn

El Paso Community College

The University of Scranton

Roosevelt University

UT Austin

Texas A&M University

Boise State University

Borough of Manhattan Community College

Webster University

Gateway Community and Technical College

NYU

University of Texas San Antonio

American University

university of missouri-columbia

The Art Institute of Fort Lauderdale

Snow College

Lakeland College

Sussex County Community College

Kent State University

University of North Florida

ODU

Retired from Oregon State and New Mexico State

University of North Texas

Utah State University

Medgar Evers College, City University of New York

University of New Mexico

SUNY Oswego

Community College of Aurora

Montclair state University

Gateway Community and Technical College

George Mason university

University of Central Arkansas

Michigan State University

George Mason University

Eastern Connecticut State University

Michigan Tech

California State Polytechnic University Pomona

Dominican University of California

Northwestern University



Temple University

Syracuse University

Purdue University Calumet

Black Hawk College

New Hampshire Community Technical College

Georgia Institute of Technology

Penn State

The University of Montana

Cochise College Douglas Campus

Mississippi Gulf Coast Community College

University of Pittsburgh

Johnson C. Smith University

The University of Texas at Austin

Regent University

University of Iowa

Massasoit Community College

Oklahoma State University

University of Oregon

University of Michigan - Ann Arbor

University of Houston

Colorado State University

Temple College

San Diego STate University

University of Minnesota

Northwestern CT Community College

Butler Community College

Feather River College

The University of Iowa

Maui Community College

Washington State University

Florida State University

Western Oregon University

Lehigh CArbon Community College

Illinois State University

Southeastern Louisiana University

Northern VA Community College

University of Central Florida

University of Texas at Arlington

Purdue University North Central

University of Texas at San Antonio

Augsburg College

St. Olaf College

University of Hartford

University of Pittsburgh

University of Texas at Austin

University of Cincinnati

Oglethorpe University

Appalachian State University

University of Delaware

Oklahoma State University-Tulsa

Michigan State University

Fordham University

Abilene Christian University

Utah Valley State College

St. Charles Community College

Texas State University-San Marcos

Lamar University

Community College of Denver

Arizona State University

Azusa Pacific University

Ringling College of Art and Design

Neosho County Community College

University of Central Missouri

FSU

Montgomery College of Maryland

Creighton University

University of New Mexico-Gallup

Wellesley College

Creighton University

Governors State University

Valdosta State University

Kennebec Valley Community College

University of Hartford

Kean University

University of Massachusetts Lowell

Marian College

College of DuPage

University of Nevada, Las Vegas

Lansing Community College

Universit of Scranton

University of Texas at San Antonio

Western Carolina University

Boise State University

Community College of Baltimore County

Kellogg Community College

Long Island University

California State University, Chico

Northcentral University

Middle Tennessee State University

Community College of Baltimore County

University of California, San Diego

Auburn University

Temple University

Florida International University

Bowling Green State University

Le Moyne College

Michigan State University

Midwestern State University

Oklahoma State University - Tulsa Campus

Southeast Community College

University of nevada, Reno

Yakima Valley Community College

Arizona State University

Western Washington University

St. Charles Community College

University of Arizona

Rowan University

Cincinnati State Technical and Community College

The University of Iowa

University of Louisville

Kennesaw State University

Brigham Young University

The Art Institute of California-San Diego

Mississippi State University

McGill University

Hawaii Pacific University

Southern Illinois University Edwardsville

University of Wisconsin- La Crosse

University of Arkansas, Fayetteville

Missouri State University

Baylor University

Illinois State University

Rochester Institute of Technology

Middle Tennessee State University

University of Kansas Medical Center

Palm Beach Community College

California State University, Long Beach

Meredith College

Northeast Wisconsin Technical College

UCF

University of Colorado at Boulder

Rivier College

University of Southern Indiana

Florida State University

University of North Texas

University of Houston

Johnson County Community College

Georgia Southern University

Fox valley Technical College

University of Alaska Fairbanks

Wayne State University

NC State University

Utah State University

The University of Akron

Le Moyne College

University of South Florida

Lake Land College

The University of Dayton

University of Wisconsin-Milwaukee

The University of Alabama

Wright State University

Grand Valley State University

University of Houston-Clear Lake

Savannah State University

University of Illinois at Champaign-Urbana

University of North Texas

The Ohio State University

The College of St. Scholastica

Kent State University

Concordia University St Paul

Thunderbird School of Global Management

Nipissing University

Oregon State University

University of Texas at Austin

Young Harris College

UC Berkeley

Indiana University Purdue University, Indianapolis

Temple University

Tacoma Community College

Campbellsville University

Allen County Community College

Wichita State University

Cal State San Marcos

University of California Berkeley

St. Joseph's College of Maine

Illinois State U.

University of Arizona

Lakehead University

San Francisco State University

Southeast Missouri State University

University of Texas at Austin

Abilene Christian University

California State University Dominguez Hills

Universtiy of New Mexico Valenci

Owens Community College

University of Saskatchewan

University of Michigan--Ann Arbor

University of Wisconsin Whitewater

Camosun College

UNCC

Lehigh Carbon Community College

Clemson University



Richland Community College in Decatur, Illinois

University of Texas at Austin

Miami University

Mississippi State University

The University of Illinois at Chicago

Indiana University Purdue University at Indianapolis

Bentley

Ursuline College

College of Notre Dame of Maryland

University of Rochester

Dixie State College of Utah

Indiana University-Purdue University Fort Wayne

UOIT - University of Ontario Institute of Technology

Kansas State University

University of North Carolina at Charlotte

Montclair State University

Western Carolina University

Winston-Salem State University

New York University

Auburn University [www.auburn.edu](http://www.auburn.edu)

US Coast Guard Academy

University of Georgia

Mercer County Community College

Eastern Washington University

Nova Southeastern University

Utah State University

Emporia State University

Bucknell University

Morningside College

University of Texas at El Paso

The University of Montana

The University of Memphis

University of Mississippi

Utah State University

University of Nevada, Reno

University of Wisconsin

Temple University

University of Colorado at Denver and Health Sciences Center Downton Denver Campus

Roberts Wesleyan College

University of Houston

San Jose State University

Michigan Technological University

Austin Peay State University

Purdue University

Community College of Philadelphia

College of Menominee Nation

Northeastern University

Humboldt State University

City College of Chicago-Wright College

Tennessee Techonological University

University of Alaska Fairbanks

Bowling Green State University

The University of Utah

University opf North Texas

Elon University

Youngstown State University

University of Mississippi

University of Southern Maine

Virginia Commonwealth University

University of Michigan

James A. Rhodes State College

The University of Texas at Austin

University of Missouri - Rolla (will become Missouri University of Science & Technology as of January 1, 2008)

Indiana University South Bend

The University of Texas at Austin

Carson-Newman College

University of Arizona

Stanford University

Ivy Tech Community College

Texas A&M University

Oklahoma State University

Brandon University (Manitoba, Canada)

The University of Arizona

Florida International University

SUNY Brockport Rochester Educational Opportunity Center (REOC)

University of Kansas

Front Range Community College

University of Oklahoma

Monmouth University

Navarro College

louisiana state university, Baton Rouge

Regis University

University of Texas at El Paso

Northwestern Michigan College

Central Community College, Hastings Campus, Hastings, Nebraska

Georgetown College

Ivy Tech Community College

Prefer not to

St. John's University

University of Louisville

Hillsborough Community College

Harrisburg Area Community College

University of Colorado at Boulder

University of St. Thomas

Washington State University

Califorina State University, Sacramento

Univ. of Louisville

Principia College

Loyola University New Orleans

Rhodes State College

Western Illinois University

Wichita State University

Providence College

Metropolitan State University, St Paul, MN

Santa Clara University

Bloomsburg University of PA

Eastern Illinois University

Arizona State University, Tempe campus

Youngstown State University

Virginia College at Birmingham

University of Wisconsin - Milwaukee

SUNY New Paltz

Gateway Community and Technical College

Texas State University--San Marcos

The University of Tennessee at Martin

University of Miami

The University of Kansas

Maui Community College

Wright State University-Lake Campus

Peace College

Utah Valley State College

Isothermal Community College

The University of Arizona

University of Louisville

University of Memphis

University of Louisville

Forsyth Technical Community College

North Carolina Agricultural & Technical State University

University of Minnesota Duluth

University of Hawai'i at Hilo

Texas A&M University

Bryant& Stratton College Note:The entire college has 6-7K enrollment. My campus enrollment is about 500 students

Kent State University

Grand Valley State University

The Florida State University

Clinton Community College, Plattsburgh NY (SUNY)

Baldwin-Wallace College

University of Illinois

University of Nebraska-Lincoln

The University of Texas at El Paso

Washington State University

University of Nevada, Las Vegas

Southeast Missouri State University

Hendrix College

University of Wisconsin - Madison

Chattahoochee Technical College

Amarillo College

Arizoan Western. College

North Idaho College

Bergen Community College

Lansing Community College

University of Alaska Anchorage

Florida Atlantic University

Indiana University Southeast

CCBC

Corning Community College

University of South Carolina Upstate

Saint John's University, Collegeville, MN

Johns Hopkins University

Southeastern University

Adelphi University

Manchester Community College (CT)

University of Southern Maine

University of North Texas

University of Michigan

University of Wisconsin - Madison

New York University

University of Houston-Downtown

University of Minnesota Twin Cities

Northern WY Community College District

Maryville College

UC San Diego

Illinois State University

University of Wisconsin-Stevens Point

Northeast Wisconsin Technical COLlege

Washington State University

West Virginia Career Institute

Lock Haven University of Pennsylvania

American University in Bulgaria

Richard J. Daley College

Wichita State University

University of Wyoming

University of Illinois Champaign/Urbana

Southern Illinois University Carbondale

University of MN

McHenry County College

IUPUI

Northern AZ University

University of Washington

Lehigh Carbon Community College

University of Minnesota-Twin Cities

Pierce College



University of Kentucky

Grand Rapids Community College

Central New Mexico Community College

The University of Memphis

Eastern Oregon University

CENTRAL ARIZONA COLLEGE

McHenry County College

Spring Arbor University

PASSAIC COUNTY COMMUNITY COLLEGE

University of Washington

California State University, Long Beach

Indiana University South Bend

University of Hawaii at Manoa

Ivy Tech Community College of Indiana

Biola University

UNC-Charlotte

University of Notre Dame

University of South Carolina

UNLV

City University of Seattle

Millersville University

Columbia College

California State University, Sacramento

Florida Community College

Saint Louis University

University of Miami

U of M

Doane College

The University of South Alabama

Carleton University

Grand Valley State University

Truman State University

Monroe Community College

David Eccles School of Business at the Universtiy of Utah

University of Wisconsin Oshkosh

Keene State College

University of Washington

Purdue University, West Lafayette

USC Sumter

Madonna University

State University of New York College at Cortland

Pima County Community College

Fairmont State University including Pierpont Community & Technical College

University of Guelph

Virginia Commonwealth University

Purdue University

University of Georgia

Eastern Kentucky University

University of South Dakota

---

Montgomery College

---

Utah State University

---

University of California, San Diego

---

American Intercontinental University - South Florida Campus

---

West Virginia University

---

Texas Tech University

---

Medaille College

---

University of Washington

[Hide Responses](#)

**Question 4**

Name of the College, Division, or Unit within the insitution in which you work:

[Hide Responses](#)

University College

---

Undergraduate Studies

---

College of Liberal Arts

---

Learning Support

---

College of Biological Sciences Student Services

---

Student Services

---

Division of Enrollment Management And Retention. However, I work very closely with the Provost's Office and the Dean's Council.

---

College of Education, Health, and Human Services

---

Student Services

---

College of Arts and Sciences

---

Interdisciplinary Studies

---

Academic Advising Transition Center

---

Admissions

Nursing

School of Business & Technology

Academic Advising

Division of Undergraduate Studies

Student Services

Norwich Campus

Department of Applied Health Science

College of Business

UNIVERSITY COLLEGE

Academic Advising Center

Office of Developmental Education

Student Services

Academic Affairs/Advising Office

University Division

Student Development and Institutional Effectiveness

Humanities, Arts and Social Sciences

College of Literature, Science, and the Arts, Department of Psychology

Athletic Academic Services

Student Services

College of Social and Behavioral Sciences Department of Psychology

College of Health & Social Services

Academic and Career Advising

College of Liberal Arts and Human Sciences, Undergraduate Academic Affairs Office

Adult and Professional Programs

School of Business

Cox School of Business

Student Affairs

Center for Student Excellence

Academic Affairs

College of Arts and Sciences

Michael F. Price College of Business

School of Management

Under Graduate Studies/Academic Advisement Center

Academic Support, Academic Affairs

Continuing Education and Special Programs

Richard W. Riley College of Education

college of business

School of Technology & Computing

Director of Counseling, Career, & Disability Services. Myself & 3 counselors facilitate New Student Orientations, advise, & register students at 8 locations. 65% of what we do is academic advising.

College of Education

ADVISEMENT AND COUNSELING CENTER FOR ACADEMIC AND STUDENT SUCCESS

Office of Academic Support Services

School of HASS

Warrington College of Business Administration

College of Business

School of Industrial and Systems Engineering

College of Liberal Arts, International Studies

School of Education

Letters and Science

Academic Affairs

Student Success center

College of Commerce and Business Administration

Academic Advising Center

Student Success and Retention

Academic Advising and Retention Department under Academic Affairs

Student Academic Services

College of Health and Public Affairs

College of Liberal Arts

Natural Sciences

Student Affairs

Academic Records

I work with all departments.

Faculty of Education

Student Services

Student Affairs

Institution Research and Academic Support

College of Architecture & Design

The Colleges' Freshman Advising Center

Student Academic Success Services

Registrar

Academic Services

The Advising Center, College of Liberal Arts & Sciences

Smeal College of Business

Division of Health Sciences

College of Biological Sciences

Education Department

Student Services

School of Educational Innovation and Teacher Preparation

College of Nursing

Liberal Arts & Sciences

Division of Academic Affairs Special Assistant to the Vice Provost for Student Success

Counseling Department

College of Humanities, Arts & Social Sciences Advising Center

College of Arts & Sciences

College of Humanities

Student Academic Services (Academic Counseling)

College of Natural and Agricultural Sciences

Academic Affairs

Office of the Provost

School of Human and Organization Development

Goizueta Business School

Downtown Campus Advising and Counseling

School of Business Administration

Education; Communcations Media

Arts Academic Advising Services

Student Support Services

Counseling,Advising,Assessment

Academic Counseling Center

College of Education

Office of the Provost

Student Services

Colleges of Arts and Sciences Student Academic Services

College of Liberal Arts Wilson Advising Center

College of Engineering, Mathematics and Science

Academic Advising

Academic Advising Center/College of Letters Arts and Sciences

School of International Service

Academic Advisement Center

Academic Advising Dept.

ENrollment & Orientation Services

Southwest Region

Bitonte College of Health and Human Services

Center for Academic Services

Department of Career Education

Flanagan Campus, Advising and Counseling

College of Arts & Sciences

University College

Student Development

College of Education



Academic Exploration Program

Division of Student Affairs

Academic Dean's Office

University of North Florida

Admissions/Registrar

College of Social and Behavioral Sciences

Dean of the College Community Division

Academic Advising

College of Liberal Arts Student Division

Student Services

Montgomery College - Student Services

Advising and Counseling

Student Affairs & the Office of the Vice Provost

Dean of Students

School of Business Administration

School of Psychology

College of Liberal Arts and Sciences

College of Family Home and Social Sciences

Student Affairs and Services

College of Natural Resources

Overall college academic administration

Athletics Dept.

Huizenga School of Business and Entrepreneurship

Whittemore School of Business and Economics (one of 5 colleges of the university)

College of Sciences

Advising

Academic Success Center

Distance Degree programs. We carry an advising load of 500 students. We advise for three colleges and six different degrees--uncertified and certified majors. We are teaching exempt faculty.

Office of Academic Advising

Isothermal Community College Student Affairs Career Center- Pre-Health Sciences advisor

Academic Advising

Undergraduate Advising & Support Center

Student Services, Stark Campus (largest KSU regional campus)

Dept. of Clinical Education, College of Osteopathic medicine

College of Business and Economics

Arts & Sciences

Women's College

Enrollment Management

Liberal Arts and Sciences

School of Nursing

Records Office

University College

Advising First/Division of Undergraduate Studies

Bumpers College of Agricultural, Food & Life Sciences

Faculty of Business Administration

College of Arts and Sciences

College of Education

Academic Advising

College of Arts & Sciences

Director of Academic Advising for all under graduate students.

Division of General Studies

Joint Enrollment Coordinator English Dept.

School of Health Sciences, Division of Occupational Therapy

College

General and Basic Studies

College of Science, Department of Biological Sciences

College of Arts & Humanities

Student for Student Development

City Colleges of Chicago

College of Physical & Engineering Science, Department of Chemistry

Intercollegiate Athletics

Academic Advising (Academic Affairs)

College of Liberal Arts

school of arts and sciences

Division of University Studies: Academic Advising for Student Athletes

School of Business

TRIO/Student Support Services

COLlege of Liberal Arts

College of Liberal Arts & Science

Colleges Freshmen Adving Center

College of Arts and Sciences

Academic Advising Center

- Student Affairs- Academic Advising
- Student Services, Guidance and Counseling
- Academic Affairs, College of Computing and Information Sciences, Computer Science Department
- Enrollment Management
- Provost Office -- all of Academic Programs
- Faculty of Business and IT
- College of Education
- Psychology Department
- College of Liberal Arts
- Academic Affairs
- Virginia Beach Campus Student Services
- Dean of Students Office
- School of Business
- Office of Outreach and Adult Access (Adult Degree Program)
- community sevices
- University Advising Center
- (unit) Academic Programs and Graduate Studies
- Teachers College (College of Education)
- College of Liberal Arts and Sciences
- Student Services
- Extended University
- Faculty of Arts Undergraduate Student Services
- College of Education
- Wildlife and Fisheries Sciences

Office of Academic Advising

Arts and Science

Annenberg School for Communication

College of Letters, Arts & Sciences

CAS Academic Advising

University Honors College

Academic Affairs

Undergraduate Studies and the College of Ethnic Studies

Student Services

Colelge of Arts and Sciences

College of Sciences Undergraduate Advising

Academic Advising Department

Undergraduate Academic Services for Psychology

College of Natural Sciences

Academic Advising-Ambler Campus

Education and Academic Success

Counseling and Testing Center First Year Experience PProgram (FYE)

University College

Student Development/Advising Center

College of Engineering, Department of Computer Science and Engineering

Academic Administration

University Advising Center

Academic Affairs

College of Biological Sciences

College of Arts and Sciences

College of Behavioral and Social Sciences, Department of Economics

School of Nursing & Health Studies

Academic Affairs

College of Business Administration

Brooks College of Health

College of Business Administration

College of Professional and Adult Learners

University College

College of Engineering, Department of Aerospace Engineering and Engineering Mechanics

Nursing Program

Seaver Division, Office of Student Information and Services

College of Natural Sciences

arts and humanities

University College

Greenspun College of Urban Affairs

McKay School of Education Advisement and Certification Office

Student Success - Academic Affairs

Counseling and Advising

Student Affairs

University Advising

College of Nursing

Dean's Office, Student Division - College of Education

School of Health Sciences

Student Development

Pathways Center

Bowling Green Community College (one of the very few embedded community colleges in the US! We are one of the six undergraduate colleges of the University.)

University Advising

H. Wayne Huizenga School of Business and Entrepreneurship

Mays MBA Program

College of Education

Hospitality and Restaurant Administration Dept.

College of Rural and Community Development

Academic Advising Center, Student Services

Student Success

Center for Advising and Student Achievement - Division of Student Affairs

Enrollment Planning

College of Liberal Arts advising

Meinders School of Business

Division of Distance Education

College of Liberal Arts & Sciences

Monfort College of Business

Office of Student Life

Culinary Arts-Business

The College of Literature, Science and the Arts, Department of Communication Studies

Work under the Vice President for Academic Affairs

Academic Affairs

College of Human Sciences

College of Applied Health Sciences

College of Business-Undergraduate Advising

A. James Clark School of Engineering

Department of Civil and Environmental Engineering

Academic Advisement

Academic Advisement. General Studies

University College

Undergraduate Advising

College of Medicine

Colleges of the Arts and Sciences

Student Development and Enrollment Services

Academic Advising Center

Advising & Educational Planning Services (Academic Affairs Division)

Arts & Sciences

Design, Architecture, Art and Planning

College of Business

College of Arts and Sciences Student Academic Services

Education

Arts and Sciences Advising Center

College of Health, Education, and Human Development Academic Advising Center

Academic Support Services, Academic Affairs

Academic and Enrollemnt Services

College of CComputing, Engineering, and Construction

Office of the Dean of Undergraduate Programs and Associate Provost for Academic Services



Southeast Campus Counseling Services

College of Arts and Sciences

Advising First; College of Information

Academic Advising Center

College of Education and Human Development - Undergraduate Advising Center

Bauer College of Business

Undergraduate Advising Center

School of Education

Arts and Sciences

College of Letters and Sciences

College of Education

Rehabilitation Medicine

Business

Associate Vice President (Academic)

University Advisement Center

Student Services

College of Business Administration

Student Academic Services - (Enrollment Management Unit)

Academic Advising

Enrollment Services

Advisement and Career Services Dept.-- Enrollment Management Team -- Division of Student and Instructional Support Services

Academic Affairs

College of Arts and Sciences

University Division

College of Business and Industry

Advising

Engineering

Academic Affairs

The College of Liberal Arts, Department of Political Science

Colleges of Arts & Sciences

Student Services

university advisement center

Student Services

College of Behavioral & Social Sciences

College of Human Services, Education and Public Policy

Academic Advisement Center

Academic Advising Center

Allied Health

College of Arts and Sciences

College of Education

Fogelman College of Business and Economics

Division of Undergraduate Studies

Office of Academic Advising

College of Education, Criminal Justice, and Human Services

Graduate School

Electrical and Computer Engineering Department

Division of Student Affairs

College of Agriculture and Life Sciences Plant Pathology and Microbiology Department

School of Undergraduate Studies

Southeast College, History Dept

School of Business

University Studies

College of Arts and Sciences

Career & Advisement Center (Unit), Enrollment Management (Division)

College of Communication

University Advising, Student Success, and Testing Services

Student Support Services, Student Development, Academic Advising and Transfer Center

College of Engineering, Petroleum Engineering Department

Office of Academic Advising

Human Sciences

Center for Academic Excellence

Office of First Year Experience

Student Development - Counseling, Testing, Career, and Health Services

Mennonite College of Nursing

Undergraduate Studies

Advising, Counseling and Testing Department

Student Service

Academic Advising

Education

College of Communication

Porter College

College of Business and Technology

Harmon College of Business Administration

Academic advising

Food, Agricultural and Biological Engineering

Nursing

Division of Mathematics, Science, and Physical Education

Enrollment Services

College of Arts and Sciences

Division of Undergraduate Studies, Advising First

Colleges of Arts & Sciences

Letters and Science Honors Program

College of Public Programs

College of Arts & Sciences, Department of Communication and Journalism

Advisement and Orientation Services

fAcademic Support and Advising (Teaching and Learning Center)

Office of Retention and Recruitment

College of Arts and Sciences

College of Liberal Arts

Student Development

I work under the Vice Chancellor for Academic Affairs

College of Literature, Science and Arts

Arts and Sciences, Freshman/Sophomore Division

College of Education

Vice Provost for Undergraduate Studies

School of Science

Fisher College of Business

Undergraduate Advising

The School of Architecture

First Year Experience

Student Services

Academic Advising Programs, College of Arts & Sciences and the General College

Academic Advising

College of Fine Arts and Communication

Enrollment and Retention/Advising

FYE

Division of Student Life and Learning

Office of Academic Services and Retention

E. J. Ourso COLlege of Business

School of Education

Student Life

Marshall School of Business

College of Arts & Sciences

Counseling Department

Ann Arbor campus Academic Services

College of Letters & Science, Student Academic Affairs division

Student Development Division, Counseling & Advising Unit

College of Education

Academic Advising

University College

Student Services

College of Education

John Muir College

Erik Jonsson School of Engineering and Computer Science, Office of Undergraduate Advising.

Advising Center

Admissions and enrolment Management

Student Advising and Learning Center

Provost Office

Coll of Arts and Sciences

Information Technology Department

David Eccles School of Business

Under Graduate Advising Services

Advise Non-Matriculated and General Studies students

College of Arts & Sciences

University College

Career & Advising Services

Student Enrollment Division

Science Division

Arts and Sciences, Humanities, Art

Academic Advising

Arts & Sciences

University Advising

Faculty of Science

Adult Professional Programs Learner Services

Academic Advising

Academic Planning

Distance Learning

Mathematics and Computer Science Department Jackson County

Wells College

Student Success Center

Academic Advisement

Mays Business School

Academic Success Center

Academic Services

Academic Advising

College of Arts & Sciences

First Year of Studies

College of Agriculture and Natural Resources

Arts and Sciences

College of Arts and Sciences,Department of Geography

Student Services

College of Education and Human Professional Services/American Indian Learning Resource Center

Academic Advising Center

Student Services (there are no individual colleges here)

College of Pharmacy and Health Sciences

Advising Center

College of Arts and Humanitites

Athletics

Chair, Division of Humanities and Social Sciences

Academic Affairs

Student Services

Student Affairs

College of Liberal Arts

Department of English

Max M. Fisher College of Business, Undergraduate Programs

Academic Advising-Academic Affairs

College of Liberal Arts and Sciences

College of Liberal Arts & Sciences

Forest Park

Holland Location

Education/Department of Kinesiology

Student Affairs Division, Student Development Center

College of Commerce

We serve the entire undergraduate student population

Aeronautical Science Department

Advisement Services Center

College of Education

College of Health and Human Sciences

Undergraduate Academic Programs

Academic Counseling Center

Center for Graduate and Adult Services

Dedman College



College of Behavioral and Social Sciences

Academic Affairs

Academic Advising Center

LEARNING SERVICES DIV.

College of Business Administration

College of Interactive Computing

Admissions and Advising

Academic Advising

Academic Instructional Resources - Academic Advisement Center

Humanties College

Arts & Sciences/Student Success Center

Evening Degree Program

Mathematics & Developmental Programs

Student Development Services

Academic Advising Center

School of Communications and Theater

Academic Advising (a unit of the Dean of the College division)

Office of the Vice President of Academic Affairs

Student Affairs

Engineering

student resources

Office of Advising and Student Development

Warrington College of Business Administration

College of Liberal Arts and Sciences

Kania School of Management Academic Advising Center

Academic and Career Services

First Year Advising

College of Business Administration - Undergraduate Programs

Center for Academic Support & Excellence

College of Education

College of Science, Engineering and Technology

Academic Services

College of Liberal Arts and Science

Academic Support Center

Dedman College

General Advisment

Academic Advising

Center for Distance Learning

General Undergraduate Academic Advising

Dorothy F. Schmidt College of Arts and Letters

COLLEGE OF EDUCATION, STUDENT SERVICES

Academic Center for Exploratory Students

Music

W. P. Carey School of Business

Student Affairs

College of Architecture - Building Construction Program

Center for Academic Programs and Student Services (CAPSS) - Academic Advising Office

College of Architecture, Urban and Public Affairs

College of Education

Student Success Center

Administration. Also still hold faculty position in Department of Biological Sciences

Arts and Sciences

Business School Undergraduate Program

Division of Continuing Education and Professional Studies

Student Affairs

Academic Affairs

Student Recruitment and Advising Centre

Enrollment and Student Services

Commerce Undergraduate Program Office

College of Arts and Sciences - Division of Social Sciences and Modern Languages

Division: University College

School of Business & Management

College of Humanities, Arts and Social Sciences; Departments of Dance, Music and Theatre and the MFA in Creative Writing and Writing for the Performing Arts

School of Education

Academic Advising & Career Centre

Academic Advising

College of Technology and Computer Science

Student Affairs

Academic Affairs

School of Business Administration

Office of Academic Advising and Retention

General Studies

School of Nursing and Health Studies

Columbian College of Arts and Sciences, Undergraduate Studies Office

Honors College

School of Business

The Academic Center for Excellence, Enrollment Services

Student Services

Academic Advising Center

College of Business

Office of Advising, Records and Registration Services

Faculty of Science, Applied Science and Engineering

Student Academic Support

Advising

Student Affairs

School of Education

Student Academic Affairs & Advising

Allied Health Department

College of Education

College of Education Academic Assistance

College of Technology

University Honors Program

College of Liberal Arts

Student Success Services

Academic Affairs

Enrollment Services/Academic Advising Center

Academic Services

Student Advisement and Career Planning-a part of Enrollment Management

The Madison , Wisconsin ceter of UIU working with adult learners and transfer students.

Liberal Studies, College of Communication & Education

College of Health Professions

College of Natural and Agricultural Sciences

Academic Advising Support Center

College of Agricultural Sciences, Department of Animal Sciences

Adivisng

Fine Arts and Communication, Arts and Sciences

University College

Student Services

Academic Advising

College of Business Administration

Arts & Science/Fine Arts & Communication

College of Liberal Arts, History Department

Enrollment Services

Arts and Science

Academic Support and Advising

University College

College of Liberal Arts/Sciences; Dept of Ecology & Evolutionary Biology

Academic Affairs

General Academic Programs Department

School of Business

Registrar Office

Student Affairs/Academic Advising

Student Life

Faculty of Science

College of Sciences, Sciences Advising

Dorothy F. Schmidt College of Arts & Letters

Registrar's Office

academic advising

Student Entry and Advising Center (part of the Student Development under Student Servcies)

Bryan School of Business & Economics

Academic Advisement Center

School of Communication

Student Services

Longview

Center for Academic Advising

Division of University Studies

College of Business & Technology

Undergraduate Academic Programs

College of Arts and Sciences- Dept. of History

College of Letters & Science

Center for Academic Excellence under Enrollment Management

Academic Affairs

Division of Learning and Student Development.

College of Science and Technology

Business Programs Advisement

Academic Services

University Division

Student Support Center

Advising, Career, and Counseling Center

University College

College of Consumer and Family Sciences

Student Services

Math, Physics, & Astronomy Advising Center

Counseling and Career Services

Academic Advising

College of Arts & Sciences - Combined BA/MD Degree Program

Academic Advising Center

College of Arts & Sciences

College of Arts and Sciences, Undergraduate Advising Center

University Advising and Academic Support Center

Academic Affairs

Academic Advising and Support

Athletics

School of Arts and Sciences

Student Services

Academic Advising, College of Public Policy

School of Continuing Studies

College of Science and Liberal Arts

Student Support Services/Trio program

Teacher Education

College of Liberal Arts

Academic Affairs, Office of Academic Advising

Center for General Studies

Center for Academic Enrichment and Allied Health

Arts & Science Division: Science , Engineering & Physical Education university transfer programs

Counseling Department

College of Arts and Sciences, Center for Advising and Student Services

Arts and Sciences

University Advising Program

Office of the Provost, Academic Advisement Center

Communications, Popular Culture and Film

Director of Advisement, Transfer and Career Services

University college

Sam M. Walton College of Business

Student Affairs

Academic Advising and Planning Center (undergraduate)

Arts and Sciences

Academic Advising & Planning Center

Undergraduate Advising and Research, Vice Provost for Undergraduate Education

University College-Advisement Division

Department of Psychology Advising

Enrollment Management



Student Development Center within student services unit

Academic Advising Center

College of Business and Economics

Counseling

Student Services, Online Education, Orchard Park, NY

EEO

Arts and Sciences

Liberal Arts

Smeal College of Business

Advising

College of health and Public Affairs OPffice of Undegraduate Studies

Student Services

Division of Undergraduate Studies

ENROLLMENT (ADVISE ALL MAJORS)

College of Health and Human Services

Academic Advising Center

College of Education and Human Development

Mechanical Engineering Department

Academic Advising & Counseling

Academic Affairs

Division of General Studies

College of Pharmacy

Advising & Retention Center

University College

College of Business

Division of Social Sciences

Academic Affairs: Center for Academic Success and Achievement: Academic Advising Center

Registrar's Office

Office of Academic Services for Student-Athletes

College of Education

Student Success Services

College of Engineering, Department of Information Systems

University College, Center for Academic Advising

Undergraduate Studies

University Honors Program

Student Affairs - Advising Center

School of Business Administration

Bulldog Achievement Resource Center

Franklin College of Arts & Sciences

Arts and Sciences

School of Nursing

College of the Liberal Arts

Counseling & Advising Office in the Student Development Division

College of Health and Human Services as of JULY 1, 2007. Today the School of Health Professions.

Provost's Office

School of Nursing

Pre-Major Academic Advising

College of Liberal Arts

Academic Administration

University College

College of Science

Mary Lou Fulton College of Education

Health and Human Development

Counseling and Student Development Center

Academic Success Center

College of Liberal Arts and Social Sciences

School of Communications & Theater

Continuing Education

School of Continuing and Professional Studies

PCC Fremon Campus Student Services

Math, Science, and HPERD Division

Department of Psychology, College of Liberal Arts & Sciences

College of Health & Human Services

Student Affairs

School of Pharmacy

College of Liberal Arts and Social Sciences

Advising Services

School of Biological Sciences

Academic Advising and Assistance

Counseling Office

The School of Natural Resources

Savannah Campus, Undergraduate Academic Advising

Division of Mathematics (teach 3 classes of Math/2 days per week), Acting Site Director at Off-campus instructional site (2 days per week), and Lead Advising Specialist

School of Engineering and Applied Science

College of Business Administration, RETAIN Academic Advising

Student Services, Student Development

Student Services

University Advising and Academic Support Center

College of Education and Human Development

University College

Academic Affairs

Academic Advising

Eller College of Management

College of Liberal Arts and Sciences

College of Health and Social Services

College of Sciences and Mathematics Dean's Office

Faculty of Arts and Science

Academic Affairs

Student Services

Student Services - Counseling

Arts and Sciences

McCombs School of Business, Undergraduate Programs

School of Veterinary Medicine

School of Social Sciences, Humanities and Arts

Provost's Office

College of Education

Round Rock Higher Education Center

School of Business

Student Services

Dept. of Gov., College of Liberal Arts

Provost's Office

School of Business

College of Liberal Arts & Sciences

Weekend College program

College of Business Administration

Arts and Sciences

Department of Communication & Creative Arts

Academic Advising Center

College of Extended and International Education Humanities Master of Arts Program (HUX)

First Year College

University College

Health Sciences

School of Liberal Arts

Engineering

Branch Campus, Workforce Development Department

College of Liberal Arts, Department of Social Sciences

School of Continuing and Professional Studies/McGhee Division

Academic Affairs

College of Family Home and Social Sciences

School of Business

General Curriculum in the College of Liberal Arts and Sciences

College of Education Advising Center

Student Services

Arts & Sciences

College of Engineering

Career & Academic Counseling

Academic Affairs

Enrollment Management

College of Business and Administration

Academic Affairs (Academic Services)

College of Education, Health, and Human Sciences

Liberal Arts and Sciences Division

The Academic Advising Center

Student Development

C.T. Bauer College of Business; Undergraduate Business Programs

Hagan School of Business

Office of the Dean of Student Services and Enrollment Management

Instruction

Student Advisement Center

Admissions, Student Services

Adademic Counseling, Enrollment Services

Academic Advising

College of Business

Advising Services

Honors Program

Distance Learning, North Valley office

Counseling and Advising

The Academic Advising Center

College of Social and Behavioral Sciences

School of Science

College of Journalism and Mass Communications

Division of Health Sciences

College of Liberal Arts

Academic Support Center

Education Department

Student Services

department of nursing

Academic Advising Department - Student Affairs Division

School of Business and Technology

Office of the Provost

College of Science

Georgia Perimeter College, Physical Education Department and Master Advisor

center for undergraduate studies and programs

Academic Counseling & Advising

Advising Center Student Affairs

Academic Advising & Career Services

Advising and Transfer Center

Enrollment Management and Student Services

Advising

University College: Academic Advising Center/University Studies

Counseling and Student Development Center

Academic Affairs

University college

College of Fine Arts

School of Journalism & Communication

College of Education

rutgers-camden, school of business

Academic Advising & Career Services

Dept. of Nursing

Student Services, Maida Kamber Center for Career & Transfer Services.

College Of Literature Science and Arts

Art

Counseling

School of International Service

The School of Economic, Political and Policy Sciences

School of Management

Undergraduate Advising & Learning Communities

Student Services, Admissions Office

Academic Affairs

Athletic Academic Advisement

Burnett Honors College

College of Liberal Arts



Academic Advising Center

University Advising and Student Success

The Smeal College of Business

College of Arts and Sciences

Academic Advisement Center

Danville Extended Campus - Academic Advising

Student Services-Academic Advising

Academic Affairs

Academic Affairs

Outreach and E-Learning

Student Development

University Advising and Student Success

Student Services

Center for Online Learning

Wilson Advising Center/College of Liberal Arts

Human Environmental Sciences

College of Continuing Education

Enrollment Services

Faculty of Fine Arts

Animal, Dairy and Veterinary Sciences

Undergraduate Advising Resource Center

College of Liberal Arts, Dept of Spanish and Portuguese

Advising and Career Services

Department of Political Science

Department of English

School of Psychology

Bauer College of Business

Faculty of Health Sciences

College of Business

College of Continuing Education and Distance Learning

Advising and Educational Planning Services

College of Arts & Sciences

Academic Advising Center

Enrollment Management

Dean of Undergraduates Office

World Campus - Distance Education

College of Business Administration - Advisement Center

n/a

Faculty of Business

School of Ocean & Earth Science & Technology

School of Arts and Sciences

college of applied science and technology, department of criminal justice sciences

School of Architecture, Planning, and Preservation

John Jay College, Academic Support, Freshman Services

Biology Department

Trinity College

Academic Resource Center

Academic Affairs

Career and Technical Education

University Division

College of Computing and Information Sciences

The School of Industrial and Systems Engineering

Student Services

Student Success Center, Division of Student Affairs

School of Education

Shidler College of Business

Faculty of Social Sciences

Academic Advising, University College

Liberal ARTs

Undergraduate Studies

Academic Advising & Career Centre

College of Arts and Sciences; School of Communication

Undergraduate Studies, Student Advising Center

College of ArtsndSciences

Division of Undergraduate Academic Programs

School of Phamracy and Health Professions

Academic Advising Centre

Student Affairs

College of Social Science

Support Services EXCEL program for provisionally admitted students

Art & Design Department, College of Design

Student Activities Office of the Commandant Corps of Cadets

Division of Enrollment Services

Academic Support and Advising/grant-funded TRiO program

College of Communications

College of Education & Human Development

Academic Affairs

Student Services

Academic Affairs

Division of Student Affairs

Admissions

Distance Learning

Algonquin College, Student Services

College of Sciences

Chinle Center

College of Professional Studies and Fine Arts (PSFA)

School of Business

Counseling & Student Development

School of Academic Programs and Services

Student Affairs - Advisement

LAS Student Academic Services

Student Development

Sam M. Walton College of Business

College of Education

Student Services

Academic Affairs

Criminal Justice

University College

Arts & Sciences

Office of Academic Advising

Academic Affairs Division

Chatham College for Women

Center for Distance and Professional Education

Academic Affairs

Albers School of Business and Economics

Anderson

Academic Standards and Evaluation - Undergraduate

Arts and Sciences

Admissions and Advising Office

College of Liberal Arts & Sciences

Advisement

Academic Advising

Academic Affairs

Academic Center for Exploratory Students

Office of Academic Enhancement, University Program for Academic Success

College of Arts and Sciences, Department of Psychology

Undergraduate Studies

Enrollment Services

New Century College

graduate advisement

Fox School of Business & management

I report to the Provost

Fulbright College of Arts and Sciences

College of Management

Carlson School of Management

Division of Nursing

Student Life and Learning

English Department

Northwest Campus, Nome

Dept. of Psychology College of Arts and Sciences

Vice Chancellor for Academic Support and Student Life

College of Ag & Life Sciences

School of Music

College of Science

College of Business

CAPS Center

Academic Exploration Program

Kate Gleason College of Engineering, Electrical Engineering

Academic Services (reports to the Provost)

Academic Advising

College of Human Ecology

Farquhar College of Arts and Sciences Office of Academic Advising

College of Arts & Sciences

Academic Affairs

College of Liberal Arts

Academic Affairs

Weldon School of Biomedical Engineering (BME)

Transfer Center

College of Education

Academic Adminitration

College of Liberal Arts

Student Life in Student Affairs

Learner Services, Department of Academic Advisement

College of Arts and Sciences

Graduate and Professional Studies

Arts and Sciences

Academic Planning & Support Services (freshmen)

Student Development

Regional Campus Administration (unit)

University Advising Center

Division of Extended Education

College of Science & Engineering

School of Education

Academic Advising Center

Graduate School of Education

Student Affairs

College of Natural and Agricultural Sciences

Advising and Counseling

Ernest G. Welch School of Art and Design

International and Area Studies

Academic Advising

Academic Advisement Center

University Academic Advising Office

LeBow College of Business Advising Center

College of Business

Academic Advising Center

Student Services

College of Health and Human Services

College of Professional Studies School of Education

Liberal Arts and Sciences

College of Business

I work in the Department of Allied Health which is part of the College of Professional Studies.

Student Affairs

Student Affairs

College of Arts & Sciences, Academic Advising Center

Chicago Campus, Advising Department

Electrical and Computer Engineering

Student Success Center

College of Applied Arts

Academic Affairs - Academic Counseling

Student Services, Advisement

Student Success Center



Student Services

DIVISION of Academic Affairs

Student Affairs

University 1

Enrollment Management & Learner Services

Student Services

Educational Opportunity Program

College of Liberal Arts and Sciences

College of Computing

J. whitney Bunting School of Business

Exploration Program

Office of Advising Services, College of Graduate and Professional Studies

The Department of Mathematics

TRIO Student Support Services

Arts and Science

College of Letter & Science, Department of History

University Advising Center

Academic & Instructional Resources

School of Journalism and Mass Communication

Highway to Success

Coles College of Business

College of Forest Resources, Academic Affairs

Havelock Campus

Student Advising & Learning Center

College of Agriculture and Life Sciences

Center for Graduate and Adult Services

College of Engineering

Division of Distance Education

Enrollment Planning/Academic Advising

Bioengineering Department

Undergraduate Advising Practice, Undergraduate Affairs/Provost's Office

College of Education and Professional Studies

Freshman Advising Office

Student Development

City University of New York

undisclosed

College of Liberal Arts

UNIVERSITY COLLEGE

Office of Admissions and Records

General Undergraduate Academic Advising

College of Business

Academic Affairs

Department of Government

College of Education and Human Development

Teacher Education Services

Academic Affairs

College of Science & Health

Enrolment Services - Academic Advising Services

Student Development

Academic Affairs

Lyman Briggs

Sam M. Walton College of Business

Academic Affairs

College of Education

Academic Advising Center

Kate Gleason College of Engineering

Division of Retention and Academic Success

College of Agriculture

Academic Advising but faculty appointment in Essential Skills

Career Services Center

Andrew Young School of Policy Studies

Office of Academic Advising

Academic Affairs

COLlege of Business Administration

Counseling Center

Academic Advising & Orientation

Student Planning in Student Affairs

College of Education Office of Student Services

University Advisement Center (a function of Student Life)

Hutchins School of Liberal Studies

Office of the Registrar

Student Services/Counseling

Liberal Arts

College of Arts and Sciences - Undergraduate Division Curriculum I

College of Humanities

College of Business and Economics Advising Center

Prothro-Yeager College of Humanities and Social Sciences

Human Services

Department of Biology

College of Sciences and Mathematics

Department of Communication, College of Arts and Sciences

Milgard School of Business

Teachers College, El. Ed. Dept.

Academic Support Services

Arts and Sciences

Student Services

Continuing Education

College of the Liberal Arts

Academic Support Services and Special Programs, Academic Affairs

Academic Advisement

Academic Affairs

Undergraduate Studies

Department of Pathology, School of Medicine

Extended site

Advisement Center Student Services

College of Public Policy

COLLEGE OF BUSINESS

College of Liberal Arts and Sciences Advising Office

University College

College of Business

Registrar's Office

Division of Student Affairs

Academic Affairs

School of Nursing

Advising/Student Services

Academic Advising & Retention

Department of Academic Advising

College of Science & Technology

Center for Access and Transition

School of Education

Krannert School of Management

Office of University Advisement

Harris College of Nursing & Health Sciences

Dallas County Community College District Richland College

Academic Advising Center, Academic Affairs area

University Division

Advising

Arts and Sciences

Fine and Performing Arts

undergraduate studies

Liberal Arts

Student Affairs

School of International Service

Student Success

Tomball College

Division of Undergraduate Studies

Registrar/Advising

A&S

Academic Advising and Support

Counseling

College Of Liberal Arts and Sciences

Undergraduate Academic Affairs

First and second quarter students

Advisement and Registrar

College of Business, Student Affairs

University College

College of Letters & Science

Counseling & Advising Center

College of Liberal Arts & Sciences

Center for Advising and Academic Services

Academic Administration

Academic Support Center

Academic and Career Advisement Center

College of Nursing and Health Sciences

Academic & Career Advisement Center.

University College

College of Lifelong Learning

Mary Lou Fulton College of Education

Registrar's Office

Academic Services

The College of Arts, Sciences and Engineering

Office of Academic Counseling and Advising

Academic Affairs

Bauer College of Business

Continuing Studies

Enrollment Management

Counseling and Advising Center

College of Education

Engineering

Student Services

Student Services

College of Health and Human Development

School of Nursing

Freshman Studies and Special Academic Programs

Division of Distance Education

Kate Gleason College of Engineering

College of Liberal Arts

Honors Program

Academic Advising Programs, General College and College of Arts & Sciences

School of Business

College of Business and Economics, Department of Finance

Academic Affairs: Advisement and Transfer Services

Academic Advising

Deaprtment of Forestry & Natural Resources, College of Agriculture

School of Education

Center for Academic Development Services - Academic Challenge and Enrichment Program

Department of Marketing

Advisement Department

Academic Affairs

Cross-College Advising Service

Health Physical Education Recreation and Dance Dept.

Student Services Division, Student Success Center (department)

TRiO/SSS program

Advising/Counseling

University Curriculum

University College

Fulton School of Engineering

Campus Life Unit

School of Health Sciences

Social Sciences

Counseling

College of Science and Technology Office of Student Services



COLLEGE OF EDUCATION & HUMAN SERVICES

College of Business Administration

Undergraduate Advising Resource Center

Student Academic Success Center - Gateway to the College This office manages recruitment, admissions, advising, transfer activities, and registration

Center for Continuing Studies

Division of Distance Education

Education, Health, and Human Sciences

College of Letters and Science

University College

Enrollment Advising

Office of Student Affairs First Year Advising

Advising and Counseling Services in the Student Enrollment Center

Distance Education

College of Education Student Academic Services Pre-Education Advising

University College

College of Business Administration

College of Business

Student Services and Enrollment Management

Student Life

Robinson Scholars Program

Faculty of Management

University College, The College of Interdisciplinary Studies

Academic Affairs--Student Retention

The Advising Center

Student Support Services Program

Science and Engineering

Science Division

College of Basic Sciences Dean's Office

Counseling and Academic Advising

Counseling and Advisement

Philosophy Department, College of Liberal Arts

Arts & Sciences

Academic Affairs - First College

Enrollment Services

Health and Human Services

College of Humanities and Social Sciences

Advising

Advising Department

School of University Studies

School of Pharmacy

ARTS & SCIENCES

University College

Division of General Studies

College of Food, Agricultural, and Environmental Sciences

Academic Affairs

Spartanburg Community college Advising Center

College of Arts and Sciences

Student Success Center, College of Arts & Sciences

Earl Warren College, University of California, San Diego

Academic Affairs

Academic Affairs, Office of Student Success

The Office of the Vice President for Student Affairs

University College

Office of the Dean of Undergraduate Studies

Workforce Education and Student Development Services

Science

Student Development and Academic Affairs

College Advising Center, division of Student Affairs

Student Enrollment Services/Academic Advisement

Academic Advising

Communication Department

Academic Advancement

Dean's Office, College of Liberal Arts

Retention and Advisement Office

Academic Resource Center - Advising for Student-Athletes

Alfred Unit of the Genesee Valley Center

Agriculture & Wasatch Regional Extension Campus

Colleges' Freshman Advising Center

Academic Advising

Division of Health Sciences Department of Nursing

Office of Developmental Education

College of Science and Technology, Biological Sciences

College of Technology

Academic Services

Student Services

College of Business Administration

College of Letters and Science

Business, Health, and Service Division

Undeclared

College of Arts and Sciences

Student Services

Center for Student Achievement

Academic Affairs

Humanities

Academic Advising Center (within Academic Affairs)

Academic Advising and Support

College of Liberal Arts and Sciences

University Advising and Academic Support Center

Academic Advising Center

School of Nursing

College of Liberal Arts

College of Health and Human Services

Academic Advising

Registrar's Office

School of Health & Human Performance

Student Success Center, Division of Student Affairs

Southeast College, faculty

Academic Affairs

College of Science and Engineering

School of Arts and Sciences

College of Allied Health Sciences

Humanities

Academic Advising Center (housed under Enrollment Services w/Fin Aid, Admissions & Registration)

College of Visual & Performing Arts

Student Advising Office, School of Psychology

Student Services

Academic and Enrollment Services

Faculty of Arts

School of Business

Enrollment Management and Student Services Division

Office of Academic Services

College of Arts and Sciences

Continuing Education - Distance Learning and Early College students

College of Liberal Arts

Academic Advising

Academic Advising

College of Business Advising

Department of Math & Science

Magnolia Bible College

Department of Art and Art History, College of Fine Arts

Berkeley College, Office of Academic Advising

Student Affairs Division

Student Affairs-Academic Advising and Career Exploration

Nursing

Student Support Services

Student Advisement Center

Academic Advising Center

Advisement Services Center

Coles College of Business

Student Advising and Learning Center

College of Arts & Sciences

Office of Student Services

Undergraduate Advising Center

College of Arts and Sciences

College of Engineering

Law School

College of Education

Undergraduate Studies Program

Student Affairs

Academic Advising on the Meramec campus

College of Education, Department of Health and Human Performance

E. Philip Saunders College of Business

UNC Charlotte

College of Education and Human Services

Academic Advising.

Academic Advising

Engineering

College of Educatin

Carleton College

College of Liberal Arts

McCombs School of Business

Business & Technology Campus

College of Fine Arts

Student Success Center

Student Services -- Academic Advisement & Career Development

College of Liberal Arts and Sciences

College of Business Administration

Engineering

Native American Student Services

ESL/Foreign Languages Dept. Dunwoody Campus

School of Business

Academic Affairs

Student Development Academic Support Center

College of Arts & Sciences

College of Sciences

Department of Biological Sciences and Department of Chemistry & Biochemistry

Office of Student Affairs

Division of Graduate & Professional Studies

School of Education

Dept. of Chemical & Biological Engineering

Accounting

College of Sciences and Mathematics

Counseling

College of Arts and Sciences

Advising

College of Engineering

Vice President of Student Affairs, Office of the Commandant

Student Services

Borough of Manhattan Community College

Academic Affairs

Title III/Grant

Stern

College of Business Advising

Kogod School of Business, Office of Academic Programs

school of health professions

Department of Education

Richfield Campus- Dean of Student and Academic Affairs

English Language Institute and Humanities Division

The Counseling Center which is part of the Student Services Division

Undergraduate Studies

UNF Honors Program

University College



College of Arts and Sciences at NMSU Liberal Arts at OSU

College of Business Administration

University Advising - part of Student Services

Enrollment Management & Student Services

Behavioral Science Department

University College Advisement Center

Student Affairs

Enrollment Services

student development and campus life

Title III Federal Grant Department

School of Management

Undergraduate Studies

College of Natural Science

School of Management

Academic Advisement Center - Academic Affairs

College of Engineering

Student Affairs

Academic Advising and Support Center

College of Arts and Sciences

Academic Resource Center

Human Services and Health Professions

Liberal Arts & Social Sciences

Quad City Campus Advising Center

Center for Academic Planning & Support

School of International Affairs

Division of Undergraduate Studies

American Indian Student Services

Student Services

jackson county

School of Arts and Sciences

Academic Affairs--Freshman Through Senior Year Experience

Office of the Dean of Undergraduate Studies

School of Undergraduate Studies

Office of the Provost

Advisement and Counseling Center

College of Agricultural Sciences and Natural Resources

Academic Advising under Undergraduate Studies

College of Literature, Science, and the Arts

Bauer College of Business

College of Liberal Arts

Student Services Division-in Academic Advising

Enrollment Services, Advising & Evaluations

College of Education and Human Development

Student Development

Economic Development and Corporate Services

TRIO/Student Support Services - Student Services

Academic Advising Center -- Office of the Provost

Student Services

Student Affairs

Division of Undergraduate Studies

Academic Advising

Advising and Counseling Services

University College Advisement

Center for Student Excellence

Alexandria Campus Student Development

College of Arts and Humanities

College of Business Administration, Undergraduate Advising Center

Student Academic Services

Education and Human Development

Academic Advising

Academic Advising

College of Arts and Sciences

School of Arts and Sciences

Natural Sciences

Center for Access and Transition

Evening Degree Program

General Studies/Academic Advising Center

University Studies Program- Undergraduate Studies

Arts and Sciences College

College of Natural Science

Graduate School of Business Administration

College of Business

English/Literature Department

Student Development

McCoy College of Business Administration

Developmental Studies

I am employed at the Community Collge of Denver in the Educational Planning & Advising Center also known as EPAC.

University College

Office of Academic Advising

Office of Advising, Registration and Records in the Department of Academic Affairs

Liberal Arts Division

College of Business Administration

Undergraduate Studies

Counseling and Advising, Student Development

College of Arts and Sciences

Student Services, Advisement

Division of Student Life

Student Services and Academic Affairs (overlap of duties)

School of Interdisciplinary Learning

Student Success Center

Advising & Career Center

Hillyer College

Dept. of early childhood and family Studies, College of education

Academic Affairs Division - Centers for Learning

Academic Affairs

Student Services, Counseling and Advising

College of Business

SPS-Student Personnel Services

College of Graduate and Continuing Education

College of Liberal & Fine Arts

academic affairs

Academic Support

Academic Advising in the division of Enrollment Management and Student Services

Department of Academic Advising

Academic Advisement Center

Academic Advising Programs

Learner Services

Academic Support Center

Division: Student Development Unit: Counseling, Academic, and Career Services

Division of Arts and Humanities

Academic Support

Division of University Studies/ Continuing Education

School of Journalism and Mass Communication

College of Health and Human Services

Academic Affairs- Office of the Dean of Arts and Sciences

College of Social Science

Dillard College of Business Administration

Spears School of Business Academic Advising

Career Advising

College of Engineering

Workforce Education Division

W. P. Carey School of Business

Student Affairs Division

Student Development

College of Science

College of Education

Enrollment and Student Development

Office of the Provost-Academic Advising Center

School of Nursing

Student Success and Enrollment Services, Counseling and Advising Services

Counseling and Career Center

Academic Affairs

Advising Center on the Meridian Campus

School of Architecture

Center for Graduate and Adult Services

School of Business

College of Liberal Studies, School of Arts and Commication, School of Education

Sam M. Walton College of Business

Undergraduate Programs under the Provost's Office

Louise Herrington School of Nursing

School O f Kinesiology and Recreation

Saunders College of Business

College of Basic and Applied Sciences

School of Nursing

Early Childhood Education - Institute of Excellence

Academic Affairs, Academic Advising Center

Division of College Programs, Office of Academic Advising

Student Success

Department of Criminal Justice/Legal Studies

Arts and Sciences

University Division

College of Social Sciences

Bauer College of Business

Student Services

College of Health & Human Sciences

Student Services

Rural Student Services

University Advising Center

DELTA, Distance Education

College of Engineering

University College

Le Moyne College, Academic Affairs, The Academic Advisement Center

College of Business/Undergraduate Advising Office

Student Services/Counseling Services

The School of Business Administration

Engineering

Commerce and Business Administration

College of Science & Mathematics; Department of Biological Sciences

Padnos College of Engineering and Computing

School of Business

Enrollment Management

College of Business

College of Arts and Sciences: Student Advising Office

Fisher College of Business

Student Affairs-Academic Support Services

College of Nursing

Student Services

Academic and International Services

Academic Services for the Faculty of Arts and Sciences A division of student affairs

College of Science

Undergraduate Studies

Director of Academic Advising Professor of English

Neuroscience Graduate Program

University College

Academic Advising, College of Liberal Arts

Division of Counseling & Advising

Academic Support

Academic and Student Affairs

Liberal Arts and Sciences Advising Center

College of Business Administration

College of Letters & Science

College of Education and Human Development



Graduate & Professional Studies, Distance Education

University College

Computer Science

Academic Advising

Undergraduate Studies

College of Health and Human Services

College of Liberal Arts, Dept. of Government

College of Arts and Sciences

College of Health & Human Services

onTRAC/TRiO

Enrollment Services ~ branch of Student Services

Arts and Science

Literature, Science and the Arts

College of Letters and Sciences

Academic Advising, Student Development, Student Services, Educational and Support Services

Advising and Counseling Services, Student Services

Enrollment and Retention Services

Engineering

Hamilton Campus, Academic Affairs Division

Arts & Sciences

College of Education, Office of Student Services

School of Nursing

Office of Academic Services

Student Success Center

Graduate Studies

The College (the undergraduate unit)

Advisement & Counseling

Division of Public and Environmental Affairs

Faculty of Science

College of Human Ecology

Academic Affairs/ University Advising Center

College of Education and Human Services

Academic Affairs Division

University College, Academic Advising Center

Steinhardt

College of Engineering

Science Department

Franklin College of Arts and Sciences

Enrollment Services

General academic advising

H. Wayne Huizenga School of Business Office of Academic Advising

College of Science, Department of Physics

General Engineering Program

Biological Sciences

College of Arts and Sciences

Student Services

Student Services

University College

TRiO Student Support Services

Academic Counseling Center

School of Business Administration

College of Business

College of Education

College of Letters & Science

College of Liberal Arts

College of Liberal Arts & Sciences

Division of Adult Professional Studies

College of Business

Academic Advising & Retention Services as an academic advisor and as a lecturer of Sci 2: Success in Science, a frosh orientation class out of the College of Science.

College of Engineering

Enrollment Management and Academic Support Services

College of Liberal Arts

Division of Educational Support Services (Act 101 Program)

Student Services

Enrollment Management/Student Affairs - Office of the Registrar - Internal Transfer Program

The Advising Center--under the Office of Academic Affairs

Admission and advising

Student Success Center

Division of General Studies

Education and Human Developemnt

University College

College of Education, Student Advising Office

Academic Affairs

Bitonte College of Health and Human Services

Provost Office

Office of the Provost; Division of Academic Affairs

University College

College of Engineering

Advising

Government Department- College of Liberal Arts

Department of Business Administration

College of Liberal Arts and Sciences

McCombs School of Business

Academic Support Center/Career Services

College of Engineering

Undergraduate Advising and Research

Student Affairs

College of Engineering

College of Human Environmental Sciences

Student Services

Advising Resource Center

College of Business

Enrollment Management

Student Success (student affairs)--University Advising Center

Academic Advising

Weitzenhoffer Family College of Fine Arts

First-year Experience

Academic Advising

College of Art and Design

School for Professional Studies, Undergraduate

Academic Advising Center

Counseling Center which is in the Student Services area

Academic Advising Center, under the umbrella of Student Services

Academic Programs

Advising

Student Services

Tobin College of Business

Undergraduate Affairs, Office of the University Provost

Dale Mabry Campus

York Center

Arts and Sciences

Opus College of Business

Center for Distance and Professional Education

Student Affairs

School of Nursing

Academic and Career Advising

College of Humanities and Natural Sciences

Student Development

University Advising & Academic Support Center

Business Advising

Academic Affairs

First College

Drahmann Academic Advising & Learning Resource Center

Academic Advisement Center under Academic Affairs

The Office of Minority Affairs and instructor in the African-American Studies Department.

Barrett, The Honors College

Bitonte College of Health and Human Services

Administration

Academic Affairs, Academic Opportunity Center

Academic Affairs

Advising

Western Washington University,Academic Advising Center

University College

Student Success Center

Department of Psychology

The College of Liberal Arts and Sciences

Student Services

Office of Student Services

I coordinate all advising for the college

Advisor Training and Development

Developmental Education and Academic Support

College of Social and Behavioral Sciences

Arts and Sciences

Herff College of Engineering

Undergraduate Advising Practice

Arts and Sciences

Center for Academic Excellence or CAE (formerly The Center for Student Success)

Academic Support and Student Life

Advising Center, Office of Student Affairs

College of Agriculture & Life Sciences

A campus academic department

Division = Academic Affairs Unit = Undergraduate Studies

College of Liberal Arts and Sciences

Student Services Division, Counseling & Advisement Office

Office of Academic Advising

College of Public Affairs and Community Service, Student Services and Advising Office

Computer Science Department

College of Arts & Sciences & College of Agricultural Sciences and Natural Resources

Department of Languages and Linguistics Liberal Arts

Department of Civil and Environmental Engineering

University College

College of Science and Mathematics

Academic Affairs

Letters and Science Honors Program

Student Services Division, Admissions/Advising Center dept

Behavioral Studies Division

Counseling and Advisement

Advising Services is a department under Student Services

Academic Advising Center

Student Academic And Support Division, Counseling and Advising Department

Academic and Multicultural Student Services

Academic Affairs and Student Services

Academic Success Center

Student Services

Student Success Center

Division of Natural Sciences and Engineering

Academic Advising/Student affairs

Department of Biomedical Engineering

Office of Student Affairs and Retention

Office of Academic Services

Social Science and Hospital Division (CJ Faculty) and Admissions and Registrars (Volunteer faculty advising)

College of Nursing & Health Professions

College of Arts & Sciences

School of Art and Design

Cross-College Advising Service

Steinhardt School, Department of Culture and Communication

Vice Presiden for Academica Affairs and Provost

College of Liberal Arts

Gillette College

Deans Office

Office of Graduate Studies

University College



Division of Communication

Student Success

Student Advising and Learning Center

Campus Director

College of Education and Human Services

Student Services

Student Services

College of Education

College of A&S

Applied Health Sciences, Dept. of Kinesiology and Community Health

College of Liberal Arts, School of Art and Design

College of Education and Human Development

Advising and Transfer Center

Honors Program

Distance Learning

Student Fiscal Services

Advising and Counseling Services

College of Liberal Arts

Military Program

College of Engineering Mechanical Engineering Department

Student Affairs

Academic Advisement and Career Development

Dept of Journalism

Division of Distance Education (DDE)

STUDENT DEVELOPMENT

Advising and Transfer Center

Director of Career Services and Academic Advising

ADVISEMENT CENTER--A PART OF STUDENT AFFAIRS DEPT.

Undergraduate Academic Affairs

Academic Advising Center (Academic Affairs division)

General Studies Degree Program

Shidler College of Business

School of Health Sciences

Advancement, Enrollment Management

Education

Arts & Letters, Department of Political Science

Continuing Education Credit Programs

Arts and Sciences

Student Life

School of Management

Division of Academic Services

Criminal Justice

College of Business Administration

Virtual College

Student Educational Services

Continuing Education

College of Continuing Education

Academic Affairs Office

School of Continuning Education and Special Programs

Enriched Support Program, Faculty of Arts and Social Sciences

CLAS Arts & Humanities Teacher Certification Advising Center.

Residential College Program

Student Services - Damon City Campus

Business

Undergraduate Advising Resource Center

Academic & Career Advising

School of Music

College of Science

Academic Advisement Center

College of Education

Advisement and Transition

Northwest Campus Student Development

Academic Advising Center (falls under Student Services)

Faculty of Environmental Sciences

University College

Undergraduate Studies Program

Office of the Vice President for Instruction

Arts & Sciences

Department of Nursing

Student Services

College of Agriculture

Warren College, UC San Diego

Student Affairs

College of Business and Economics

College of Architecture

Academic Advisement Center

Undergraduate Academic Affairs

[Hide Responses](#)

Question 5

Which of the following best describes your <b>primary role</b> at your institution?		
Faculty advisor	<div></div>	99 (5.02%)
Academic Advisor/Counselor	<div></div>	1153 (58.5%)
Advising Administrator	<div></div>	344 (17.45%)
Administrator with responsibilities over several areas, one of which is advising	<div></div>	326 (16.54%)
Graduate student	<div></div>	0 (0%)
Institutional position that supports advising, e.g., Registrar, admissions, financial aid.	<div></div>	29 (1.47%)
Affiliated with a college or university but not in any of the roles previously mentioned	<div></div>	17 (0.86%)
Not affiliated with a college or university	<div></div>	0 (0%)
N/R	<div></div>	3 (0.15%)

Question 6

What best describes the <b>advising model</b> in your institution?		
CENTRALIZED: where professional and faculty advisors are housed in one academic or administrative unit;	<div></div>	212 (10.76%)
DECENTRALIZED: where professional or faculty advisors are located in their respective academic departments;	<div></div>	686 (34.8%)
SHARED: where some advisors meet with students in a central administrative unit (i.e., an advising center), while others advise students in the academic department of their major discipline.	<div></div>	1064 (53.98%)
N/R	<div></div>	9 (0.46%)

Question 7

Who advises students on your campus? (check ALL that apply)

Faculty Advisors	<div></div>	1727 (87.62%)
Professional Advisors	<div></div>	1757 (89.14%)
Peer Advisors	<div></div>	626 (31.76%)
Other:	<div></div>	208 (10.55%)
N/R	<div></div>	1 (0.05%)

[View Other Text](#)

Question 8

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

Very Extensive	<div></div>	109 (5.53%)
Extensive	<div></div>	599 (30.39%)
Not very Extensive	<div></div>	1120 (56.82%)
None at All	<div></div>	68 (3.45%)
N/R	<div></div>	75 (3.81%)

Question 9

If advisor training/professional development options are available, what options does your institution/unit offer? (Check ALL that apply.)

A one-day once-a-year workshop/in-service day	<div></div>	887 (45%)
Regularly scheduled meetings on advising issues	<div></div>	1133 (57.48%)
Informal meetings (brown bag lunches, advising circles, blogs, etc.)	<div></div>	862 (43.73%)
Advising newsletter distributed at regular intervals	<div></div>	340 (17.25%)
Regional or national annual NACADA conference attendance	<div></div>	1372 (69.61%)
Training manual on line	<div></div>	202 (10.25%)
Training manual in hard copy	<div></div>	377 (19.13%)
Advisor handbook on line	<div></div>	565 (28.67%)

User Responses

Close

Who advises students on your campus? (check ALL that apply)

- Graduate Assistants
- Graduate Students
- Professional Staff
- Counselors
- PART TIME ADVISORS
- Academic Advisors
- Members of the Academic Records Office
- My Self
- Registrar's Office
- Program Coordinators
- Part-time Advisors/Staff
- Counselors
- Coordinator of Advising
- No Response
- graduate program advisors like me
- staff advisors too
- various support personnel
- Counselors

- enrollment services

- No Response

- saff

- No Response

- Some Staff

- Administrative Professionals

- Volunteer Administrators/staff

- Special Program Advisors

- Graduate Assistants

- Admin. staff

- Athletics, Disability Resource Center, Student Support Services, etc.

- Counselors

- classified staff

- Staff

- Counselors

- all of the above

- transfer analyst

- Grad Assistants

- TRIO and ACT 101 counselors

- Graduate Teaching Assistants

- Counselors (2)

- EOP, Reentry and transfer student counselors

- Graduate Assistants

- graduate student part-time advisors
- Ethnic Advisors
- Student Services
- Graduate Assistants
- staff who are administrative who do not necessarily have the title of advisor but do have the duties of an advisor
- Counselors
- self advise
- Mixture - Faculty and Counselors
- some staff at departmental levels
- Athletic Advisor
- PROFESSIONAL STAFF, NOT PROFESSIONAL ADVISORS
- Counselors
- Mid-level clerks/secretaries
- No Response
- other administrators
- Support Staff, Dept Secretaries, Minority Education Program Support Staff, Trio Program Employees
- Student Academic Specialists
- both faculty & professional advisors
- many self advise
- Academic Advisors
- Enrollment Staff
- Only one



- Counselor
- graduate students/TAs (as opposed to undergrad peers)
- Some academic advising office staff do
- Counselors
- academic advisors, department chairs, deans
- special program advisors
- Athletic Academic Advisors and Trio Academic Advisors
- administrators and staff trained to assist in advising
- We have an advising coordination center that does selective advising and very general oversight/coordination
- Academic Advisors/Counselors
- part time advisors
- Some administrative staff provide advising
- Admissions/Counselors
- counselors
- counselors
- counselors
- Our office
- Adjunct advisors
- Counselors/Faculty position
- First Semester Advisors/Counselors
- counselors
- Career Planner, disabilities Services
- Other professional staff

- Deans, Associate Deans, etc.

- Administrative Staff

- Myself and my assistant

- Graduate Assistants

- Counselors

- Counselors

- graduate assistants

- trained staff

- Student Services staff

- Graduate students

- Athletic Academic Advisors

- Instructional staff

- staff

- Graduate Assistants

- Staff volunteers

- Career & Technical Education Specialist

- Virtual Advisors

- Regional Director

- Student Service Coordinators

- professional and faculty

- Counslors

- Graduate Students

only undeclared majors

- Some classified staff also advise.

- graduate assistant advisors

- Career Counselors

- graduate students

- Graduate Advisors

- All of the Above

- Student Success Specialists

- Graduate students

- Administrators and Staff and Trained GAs

- it varies with college and student 's level

- Transfer Advisors

- Pert-Time

- some professional some faculty

- Counselors

- student services

- Depends upon department

- Graduate Assistants

- Graduate Assistants

- administrators

- Academic Counselors

- student support areas

- Graduate Assistants and Interns

- counselors in counseling center

- counselors

- Student Services staff

- Graduate Students

- Counselors

- counselors

- Administrative Advisors

- Academic Support Center staff

- Other non-professional staff

- Class Deans

- Advising Assistants

- Student Support Services, Academic Center for Athletes

- 3 faculty Counselors assigned to the advising center

- Graduate Assistant Advisors

- Counselors

- Graduate student advisors

- Staff, but not profess. advisors

- collaborate w/faculty for some limited access programs...

- Recruiters

- Trio Advisors

- No Response

- Full time staff, ie librarians

Graduate Assistants

- Advising Administrator

- Graduate Students

- Counselors

- Faculty/Staff/Peer Mentors

- counselors

- Graduate Student Advisors

- Interns

- Director of Academic Advising

- counselors/advisors

- trained staff

- Graduate students

- Misc. friends and family

- Student Development Counselors

- Counselors

- Counselors, Student Svc Specialists

- Academic Advisors

- Degree Plan Specialists

- some Department Chairs

- Advisors in other jobs that we train to help pre-majors

- Counselors

- Part Time Advisors

- Career Advisors

• Counselors with faculty status with some advising of career program students by faculty within departments

• Counselors

• staff

• all of the above

• Deans, Department Heads, Some Administration

• Academic Counselors

• Academic Department Secretaries!

• Career Advisors

• Admissions Staff

• graduate assistants

• Registrar's Office

• unfortunately tutors in the learning community

• Deans/Administrators

• Clerical Staff

• graduate students

• Combination of Faculty and Professional Advisors depends of the major and college

• Administrative Assitants

• Student Services Counselors

• Deans/Program Directors

• Non-Teaching Professionals & Administrators

• Graduate Assistants

• counselors

Graduate Assistants

- professional advisors
- Student Affairs Staff
- Administrator's
- Deans
- Faculty and Staff
- Occupational Dept. Chairs
- myself-program coordinator
- COUNSELORS
- Academic Advisors

Close

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Advisor handbook in hard copy	<div></div>	688 (34.91%)
Other:	<div></div>	310 (15.73%)
N/R	<div></div>	58 (2.94%)

[View Other Text](#)

Question 10

What options **NOT currently available** to you would meet your needs? (Choose ALL that apply)

A one-day once-a-year workshop/in-service day	<div></div>	511 (25.93%)
Regularly scheduled meetings on advising issues	<div></div>	641 (32.52%)
Informal meetings (brown bag lunches, advising circles, blogs, etc.)	<div></div>	563 (28.56%)
Advising newsletter distributed at regular intervals	<div></div>	827 (41.96%)
Regional or national annual NACADA conference attendance	<div></div>	334 (16.95%)
Training manual on line	<div></div>	964 (48.91%)
Training manual in hard copy	<div></div>	550 (27.9%)
Advisor handbook on line	<div></div>	852 (43.23%)
Advisor handbook in hard copy	<div></div>	486 (24.66%)
Other:	<div></div>	104 (5.28%)
N/R	<div></div>	223 (11.31%)

[View Other Text](#)

Question 11

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

0 days	<div></div>	195 (9.89%)
1/2 day	<div></div>	154 (7.81%)
1 day	<div></div>	288 (14.61%)
2 days	<div></div>	374 (18.98%)



User Responses

Close

If advisor training/professional development options are available, what options does your institution/unit offer?  
(Check ALL that apply.)

- 4 day annual training
- We recently had a faculty advisor workshop just in our college. To my knowledge it is the first of its kind.
- multiple, quarterly one-on-one meetings with advisors/staff
- Advisor Notes Emails
- two or three half-day sessions for advising updates
- 2 day Master Advisor Training Program (NACADA winner 1997)
- Fall advisor training and e-mailed advisor updates prior to each advising period
- Website
- New Advisor Development Progam Launching 8/2007, New handbook available 7/2007
- word of mouth - one on one training
- Individual department handbooks in a number of academic areas
- recently established a
- advising coordinator on call
- occassional web inservices
- Only Prof. Advisors Meet Regularly
- At the present time,
- Peer OJT
- Tuition waver for academic courses and non-credit workshops

- New hires receive 3-4 months of training with the department chair and more experienced advisors in the department. The hard copy manual is currently being converted to online.
- Master Advisor Workshop Series & State Advising Association Annual Conference (MACADA)
- ability to attend workshops -web based and teleconferences also
- new faculty training
- Advising advisory committee
- Advisor Training once every few months
- Monthly meeting of professional advisors from various campus departments
- Watching someone else
- regular intensive training of new advisors done by existing advisors and staff
- occasional two-hour workshops (once or twice a year)
- Our campus based professional organization, PACADA, offers workshops, retreats, etc.
- once-a-year 2 hr workshop
- 6 month initial training
- online seminars
- ongoing technical training
- online resources but no full handbook or manual
- Blackboard
- none yet
- WACADA attendance
- advisor listserv
- Mandatory 2 day workshop for new advisors
- a 1-2 hour presentation to new faculty

- New Hire training twice a year
- new training program with monthly trainings
- Some training before advising
- ACADAOS (Academic Advising Assoc of Ohio State) sponsored meetings
- website - informational
- training sessions sponsored by counselor's group
- Just did our first NACADA web event
- Policy&Procedures Shared Drive
- faculty meeting discussion
- periodic email with advising information
- university-wide advising organization
- NACADA Webinars
- workshops
- monthly meetings
- Mentor
- Webinars
- email helpful hints throughout the academic year
- Each department handles
- Regular meetings for professional advisors only
- Advising portal on line, webinars, New Advisor Training session
- As-needed adviser training for new advisers.
- list serv
- 1/2 day training for new advisors

- Yearly UC Advisors Conference
- NACADA webinars, state advising conference
- 8 week initial training
- Workshop Series
- Professional Development Requirements
- dept may allow NACADA attendance, recently instituted some Webinars
- Online tests of knowledge
- annual campus advising conference
- Regularly scheduled meetings for only a core group - most advisors are not invited or welcome to attend and receive minimal training/development when they first take on advising responsibilities
- Nothing official in place
- Brief overviews at Dept Head meetings
- none
- Attendance at Canadian Advising Conferences
- two-hour workshop plus occasional meetings
- In-service once/semester
- advising resources online
- on-line help through PeopleSoft
- email updates, online articulation guides
- 2 days of training/12 hours
- TRAINING ON BANNER SYSTEM
- As an advising administrator, I attend NACADA events but I interpreted this question as to what opportunities are available for our faculty advisers not for me.
- 2-day advising summit held yearly

- We did a Webinar once
- No Response
- multi day once a year then two follow-ups
- NACADA webinars
- allowed to access some seminars/webinars w/proffessional development funds
- half day shorter sessions
- several training workshops throughout the year (10,000 budget)
- online Advisor listserv
- mentoring options
- A 1/2 day twice a year training workshop
- Faculty Trainin Manuel online and hardcopy
- meetings withing our department
- webinair offerings twice/year
- Advisor Certification Course
- half day for new advisors
- monthly email updates
- advising resource webpage for faculty
- e-mail communications
- 2 day annual training; NACADA Webinars
- occasional conference attendance
- Training Curriculum for New Advisors
- NACADA/ NCDA when available

- advisor list-serve
- Advising Scholars through Title III Grant
- Refresher Workshops and State conference attendance, regular staff development meetings
- use to have training sessions with a centralized office, then went to departmental advising with little to no training and now we are considering centralized freshmen advising (with training) and upper level departmental advising
- attendance at special topics regional/national conferences
- Quarterly forums/workshops; webinars
- various inservices, spring conference, fall forum, faculty advisor workshop series
- email updates
- Advising conferences
- 2 hour one day a year for new advisors
- Webinars
- Advising Training Curriculum for all ASU Advisors
- series of training sessions
- Curriculum/Policy updates for advisors each term; Overview of advising services during new faculty orientation
- Topical workshops with handouts
- professional course onsite
- two hour session each semester
- Pays for trips to various state, regional and national conferences as well as memberships in related organizations
- one session annually
- Advising Professional Learning Community
- staff meeting
- quarterly meeting

Occasional trainings on specific topics (study abroad, webinar) 1-2 times/year

- An advising handbook is under development

- Webinars

- Topical workshops

- advisors' organization

- New Faculty Academy addresses advising in its program and email reminders are sent to all faculty related to advising on a periodic basis.

- 4 hour video training series

- not much

- Annual Advising Retreat for DLS Advisors

- College training program

- twice per year retreats

- 1 hour training for new employees

- 3-day training session offered fall and spring for new advisors in all departments

- lists of a few resources from our shared central source; informal network of advisor colleagues who are glad to help.

- Require NACADA certificate or Graduate certificate

- luncheon workshop each semester

- advisors given budget for training to use at their discretion

- Topic specific workshops quarterly, basics offered 3 x per year,

- Email listservs with announcements and information updates per events or changes

- irregular schedule meetings on advising issues

- System wide adult advisors group

- Training manual in the making right now.

in-service twice a year

- Adviser Listserv, training workshops offered periodically, on-line FAQ system for advisors; many (all) of the list is offered by the collection of efforts by the 10 colleges; we're in process of creating services for all at the university level.
- Academic Programs (Changes) Handbook; Advisor handbook on-line being developed
- email distribution lists of advising positions and other campus issues
- Tuition Assistance
- 1/2 day full day workshops
- Resource Guide
- A workshop series every semester
- a modest manual & optional training sessions
- listserve, Campus Advising Network
- some peer training
- No Response
- Everything mention previously could be helpful. In advising we need to always be learning and can learn from different venues.
- occasional workshops by advising center staff
- Twice yearly workshops/advisor training
- series of monthly sessions for new faculty advisors; readings included as well
- Advr HB on disc.
- Developing Online manual
- Professional Advisor Certification Course
- on-line advising
- Registration/Orientation/Advising Meetings with many other depts. on campus (monthly)
- quarterly sessions on topics of interest



- Advising Committee at the College level
- email updates
- Leadership Academy
- on line manual in progress
- 2 day, 1/2 day program to update advisors at beginning of academic year
- 2 courses for a total of 24 contact hours
- 3 day Training Advising Workshop for Liberal Arts Faculty
- once a year hour and a half session
- infrequent meetings on advising issues
- webinars offered once or twice a year, though the content is barely relevant
- webinars
- 1-2 hour workshops a couple of times a year
- workshops
- periodic advisor meetings
- Each Advising Center is in charge of training new faculty for their college and any new graduate students that are used in the advising centers. The univeristy has an advising committee that is made up of all the advising coordinators for the academic colleges and their professional advisors, they meet every week.
- newly instituted academic advising council
- half day training twice a year
- New advisor traing
- Meeting with all advisors from all campus about every other year or as necessary when there are major changes.
- WEBINAR
- Advising Webinars
- NACADA institutes

- Master Advisor Training

- email updates, online advising resources, advising council

- Tech training as needed

- I'm not aware that there is any comprehensive advisor training at the university level for all advisors. There is a small group of faculty that volunteer to work in the summers for advisement of incoming freshmen during that time period when most of the faculty are not here. But as for the rest of the faculty, all of whom have an advisor role, I am not aware of any advisor training that is centralized within the university, at least there was none when I was faculty. Here in the College of Nursing I have the opportunity to meet with new faculty and talk to them for about an hour about advisement and FERPA, but that's about it.

- Dept Specific Handbook

- Short training session each semester

- All handouts on line

- a Fa/Sp meeting mid-semester to discuss changes prior to advising period

- website information

- Webinars

- Nacada membership

- Professional Dev. Series

- webinars

- E-mails of Policy changes

- Only counselors in the Student Support Services Program are provided with the opportunity to attend trainings and conferences related to advising. Other departments are not sending their advisors to trainings and those advisors advise the bulk of the student population.

- WEB advise

- LIST SERV

- Training at beginning of employment

- web based Advising toolkit

- Updates on shared computer drive

- advisor list-serve
- online manual/handbook coming and we do have an Intranet on SharePoint
- Advising is a crucial part of a faculty member's job and is covered at the annual Area of Study Meetings and the annual All College Conference as well as workshops held at the regional centers and smaller conferences.
- Training on an as needed basis
- individual training by Dean of Students
- Training held several times a year
- webinars
- Professional workshops as specific needs occur
- One day training several times a year
- Training offered to new advisors
- Departmental advisor training
- NACADA mtgs but funding limited
- NACADA Webinars
- Core Curriculum Guidelines in hard copy
- as needed to advise
- a 1 hour workshop
- NACADA cd-roms and webinars
- listserve for advisors
- on the job training
- NYU Adviser Breakfasts
- advisor web site
- informal mentoring

- Adviser List serve
- New Faculty Advisor Orientation and an extended advisor training program called The Faculty Associate Program which provides new faculty members to provide office hours at the Advisement Center for a semester or academic year
- conference/summits twice per year
- Advisor Certification
- Some training depending on department
- Intensive two-week training
- Once a term 2 hr in-service
- KAAN Conference (State level of NACADA)
- intensive new advisor training
- in progress
- web information
- Some Noel-Levitz services, including webinars; NACADA webinars
- Advisor mentors
- Workshops throughout the year
- none within my college, sporadically offered across campus
- Advisor binder
- we have occasionally held specific topic workshops i.e. Financial Aid
- training thru our Teaching and Learning Center for a total of 18 contact hours.
- Individual Advising Units have their own handbook
- NACADA On-Line Workshops
- regularly scheduled meetings for peer advisors in Academic Support also intensive training for peer advisors
- Service day for Faculty advisors only; conferences only sporadically supported

- Twice yearly half day in-service
- advising program orientations for faculty advisors each year
- State MACADA conference
- Blackboard materials online
- Voluntary info sessions conducted by my office.
- refresher workshops; workshops for departmental secretaries
- E-mail updates daily within our area and from affiliated areas; training manual is also customized by each counselor as advisor handbook for on-going use
- Individual advisor training
- an organization for advisors
- webinars
- Training applies to professional advisors only. They normally have several months of training before their first appointment with a student. Access to NACADA conferences is rotated, so advisors attend once every four years.
- Advising web resources
- 3 incremental modules
- Two-Day Mandatory Adviser Training for all new personnel whether they will be directly advising students or not.
- No Response
- rare meetins for advisors
- Update notes and emails
- email updates
- one on one with senior advisors
- Individual meeting with new faculty advisors
- advising website
- irregular bulletins, 1/2 day workshop once a semester, not well attended

- depends on unit/choice
- master advisor training program
- 1-2 hour workshops occasionally
- Annual training for new faculty advisors in the college and review for those that wish it. Annual campus-wide special events on advising issues.
- trainings from various departments about 2X per semester
- Our handbook and training manual is one in the same
- required certification program (home-grown)
- a week of university and curriculum training in Aug
- advisor education seminars
- University sponsored seminars, hosted MIACADA
- presentation at new faculty orientation
- monthly meetings of advising network: but mostly informational
- Advising Series of workshops
- Manuals are in progress
- Occassional forums on advising topics
- Semi-annual Updates
- Faculty Seminars
- Extensive one-on-one sharing of methods, techniques of advising
- list serve on issues, training on demand
- once a year district meeting
- disconnect between advising at main sites and remote sites exists
- much of the focus is on transfer articulation

- Advisor Hotline
- Director is readily available to answer questions
- Scheduled 4 hour or one day trainings in various topics 3-4 times a year
- Beginning new advising structure, don't know yet
- Prof staff and faculty advisors have very different
- Webinars
- Advisors take turns each budget year for outside training

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User Responses

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

- additional conferences/seminars
- advising site online with continuous updates
- assign full time advising coordinator
- don't know
- Mentoring
- None: Peer sharing is best for us given complex career paths
- Funds for more advisors
- Really, I think we have all we need
- Advising Association
- Advising Retreats
- Scholarships provided to attend NACADA Institutudes
- Training time set aside to access the resources that are available
- university-wide advising council
- departmental meetings at the institution
- Awards ceremony
- more money to allow more advisors to attend off site conferences/training, provide additional traning onsite as a large group
- None
- No Response



- all faculty would advise
- a more useful handbook
- Blackboard course for advisers
- No Response
- presentations at conferences
- No Response
- Structured Training for new advisors is something that has just been added and was well needed
- Onr day workshop every semester
- Better times for training
- handbook is in development
- Webinar and other online training for both faculty and professional advisors
- More comprehensive resources from those currently available
- A local Advisor network
- See above comment (are you asking what opportunities are not available for faculty advisers or for me as an advising administrator?)
- regular conference attendance by all in the office not just a few, really helps to have everyone attend at the same time
- Time away to go!
- more opportunities for professional development with a reasonable budget i.e., not 10,000 for the year for a all student affairs staff and support staff
- Hosting Regional Conferences
- department-specific training manual
- Scheduled workshops on issues related to success in academic advising, such as mediation.
- none
- Mandatory advising training for new program managers/faculty advisors; requiring all professional and faculty

advisors to attend our annual workshop to review program updates; all professional advisors attending at least one NACADA event each year

- online tips/updates

- prof. consultants when needed

- campus-wide advising forums, or brownbags to reduce duplication of services and disconnect

- Assistance in earning a Certificate in Academic Advising from NACADA

- I'd appreciate more institutional support of attending off-campus meetings (NACADA, etc.)

- funding for professional development

- University-wide training

- Updated advising information for training manual and handbook

- none

- No Response

- Formal cross-unit training

- Training manual is being developed

- Bulletin Board Service

- Webinar Sessions on topics of interest

- Centralized locations of policies related to advising; absolutely anything would help!

- In process of creating an Adviser Development Institute

- 2-4 day seminar at beginning of each academic year regarding advising techniques, communication skills, intervention methods. Also, placing new advisors with other advisor mentors and shadow their activities for a week

- electronic resource guide

- Support for unit-level training

- More options

- more informal meetings

- subscriptions to relevant journals
- Mentoring program
- Recognition program
- Regional or National NACADA meeting offered in Northern California. My institution does not provide professional development funds for staff to travel, etc.
- more extensive training manual online
- Difficult to get faculty to participate in any training
- more electronic resources for nuts and bolts questions
- I can't say that my personal needs are lacking, I attend NACADA Regional, State, and National conferences every year.
- more conference or online learning options paid for by institution
- The current advising handbook was printed in 1992. This should be updated.
- Outside speakers
- Training/social activities for
- advanced workshops on difficult advising issues.
- Meetings and conferences should be extended campus wide for other advisors.
- other regional/national events, collaboration with other institutions on more frequent basis
- annual retreat
- none
- travel
- Dean of Advising
- No standardized system to evalutate advisors
- more peer review, case review, student development issues
- general support and respect

- Regular meeting with faculty members within academic departments
- topical workshops
- online tutorial
- More time for these
- A representative committee
- a campus leader for academic advising issues - since decentralization advising has no collective voice on issues that affect all advisors
- on-campus training
- training in areas or skills outside our area, chances to network with other professionals at the university
- online training modules
- regular professional development mtg
- formal in-house training
- a physical resource library
- Manual online that describes institution-specific information about use of our student information system and issues unique to our university
- Better reward/recognition system for faculty advisors
- a program or just one person that trains new advisors on all university-wide advising issues
- not many advisors attend; many deans consider our monthly meetings to be unnecessary
- Focus Groups
- none of the above
- more main campus interaction
- colleague-to-colleague mentoring or job shadowing, more informal conversations, departmental advising best practices topics for meetings (of campus, college, regional, national)
- Being able to provide outside training to all advisors every year

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3 days	<div></div>	266 (13.5%)
4 or more days	<div></div>	679 (34.45%)
N/R	<div></div>	15 (0.76%)

Question 12

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

0 days	<div></div>	446 (22.63%)
1/2 day	<div></div>	49 (2.49%)
1 day	<div></div>	154 (7.81%)
2 days	<div></div>	299 (15.17%)
3 days	<div></div>	354 (17.96%)
4 days	<div></div>	229 (11.62%)
5 days	<div></div>	142 (7.2%)
6 or more days	<div></div>	294 (14.92%)
N/R	<div></div>	4 (0.2%)

Question 13

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

13.1 Professional growth (becoming better at your job)

Very Important	<div></div>	1643 (83.36%)
Important	<div></div>	292 (14.81%)
Not Important	<div></div>	12 (0.61%)
N/R	<div></div>	1 (1.22%)

13.2 Personal growth (becoming a better person)

Very Important	<div></div>	981 (49.77%)
Important	<div></div>	728 (36.94%)
Not Important	<div></div>	207 (10.5%)
N/R	<div></div>	2 (2.79%)

13.3 Component of performance evaluation

Very Important		495 (25.11%)
Important		889 (45.1%)
Not Important		419 (21.26%)
N/R		7 (8.52%)

13.4 Assist students better

Very Important		1671 (84.78%)
Important		262 (13.29%)
Not Important		12 (0.61%)
N/R		1 (1.32%)

13.5 Monetary contribution by the institution

Very Important		677 (34.35%)
Important		767 (38.91%)
Not Important		324 (16.44%)
N/R		8 (10.3%)

13.6 Networking opportunities

Very Important		704 (35.72%)
Important		984 (49.92%)
Not Important		235 (11.92%)
N/R		6 (2.44%)

13.7 Prestige and recognition

Very Important		239 (12.13%)
Important		720 (36.53%)
Not Important		760 (38.56%)
N/R		9 (12.79%)

13.8 Break from regular activities

Very Important		421 (21.36%)
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Important	<div></div>	937 (47.54%)
Not Important	<div></div>	460 (23.34%)
N/R	<div></div>	6 (7.76%)

Question 14

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

14.1 Professional growth (becoming better at your job)

Very Satisfied	<div></div>	707 (35.87%)
Satisfied	<div></div>	819 (41.55%)
Not Satisfied	<div></div>	350 (17.76%)
N/R	<div></div>	36 (4.82%)

14.2 Personal growth (becoming a better person)

Very Satisfied	<div></div>	450 (22.83%)
Satisfied	<div></div>	963 (48.86%)
Not Satisfied	<div></div>	365 (18.52%)
N/R	<div></div>	33 (9.79%)

14.3 Component of performance evaluation

Very Satisfied	<div></div>	232 (11.77%)
Satisfied	<div></div>	897 (45.51%)
Not Satisfied	<div></div>	507 (25.72%)
N/R	<div></div>	36 (17%)

14.4 Assist students better

Very Satisfied	<div></div>	703 (35.67%)
Satisfied	<div></div>	918 (46.58%)
Not Satisfied	<div></div>	267 (13.55%)
N/R	<div></div>	32 (4.21%)

14.5 Monetary contribution by the institution

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Very Satisfied	<div></div>	287 (14.56%)
Satisfied	<div></div>	599 (30.39%)
Not Satisfied	<div></div>	719 (36.48%)
N/R	<div></div>	36 (18.57%)

14.6 Networking opportunities

Very Satisfied	<div></div>	358 (18.16%)
Satisfied	<div></div>	998 (50.63%)
Not Satisfied	<div></div>	453 (22.98%)
N/R	<div></div>	35 (8.22%)

14.7 Prestige and recognition

Very Satisfied	<div></div>	143 (7.26%)
Satisfied	<div></div>	772 (39.17%)
Not Satisfied	<div></div>	656 (33.28%)
N/R	<div></div>	38 (20.29%)

14.8 Break from regular activities

Very Satisfied	<div></div>	281 (14.26%)
Satisfied	<div></div>	952 (48.3%)
Not Satisfied	<div></div>	466 (23.64%)
N/R	<div></div>	36 (13.8%)

Question 15

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

Yes	<div></div>	1265 (64.18%)
No (If no, skip to question # 17)	<div></div>	692 (35.11%)
N/R	<div></div>	14 (0.71%)

Question 16

If yes, what options best describe the ways that individual advisor performance is evaluated? (Check ALL that apply)

Individual student evaluation forms completed after each advising contact	<div></div>	328 (16.64%)
Continuing students' survey	<div></div>	424 (21.51%)
Student exit survey administered before graduation	<div></div>	415 (21.06%)
Faculty and professional advisor peer or colleague evaluations	<div></div>	135 (6.85%)
Faculty and professional advisor supervisor evaluations	<div></div>	632 (32.06%)
Alumni and other letters of support	<div></div>	52 (2.64%)
Centrally administered institution-wide advisor evaluation instrument	<div></div>	250 (12.68%)
Review of individual advising portfolios	<div></div>	122 (6.19%)
I don't know how advisor performance is evaluated	<div></div>	55 (2.79%)
My unit/institution has no options for evaluating advisor performance	<div></div>	41 (2.08%)
Other:	<div></div>	215 (10.91%)
N/R	<div></div>	665 (33.74%)

[View Other Text](#)

Question 17

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 academic advising? (Check ALL that apply)

Merit	<div></div>	403 (20.45%)
Thank you letter	<div></div>	244 (12.38%)
An annual awards breakfast/lunch/dinner/reception	<div></div>	399 (20.24%)
Certificate of appreciation	<div></div>	241 (12.23%)
Plaque or trophy	<div></div>	316 (16.03%)
Cash award	<div></div>	332 (16.84%)

User Responses

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- If yes, what options best describe the ways that individual advisor performance is evaluated? (Check ALL that apply)
- end of semester evaluations by all students and tutors
  - Each college does their own evaluation
  - evaluate self and give info to supervisor
  - supervisory performance review
  - The only evaluation that is required is a yearly employee (self) evaluation
  - student evaluation once per year, if the come into the office. This does not meet my needs as most of my advising is with Distance Education students via phone/email. We need an online advisor evaluation tool.
  - SUPERVISOR'S PERFORMANCE EVALUATIONS
  - Indefinite appointment review
  - We write our own goals/objectives annually
  - We're supposed to have yearly reviews, but that hasn't happened yet...
  - Union created forms filled out by supervisors who are not advising professionals
  - Web Survey
  - anonymous surveys completed by a first year student at the end of the FYE program
  - Director of student advising assesses our work
  - By tenure or promotion reviews
  - Only very occasional performance reviews by director. Some university-wide awards available.
  - Occasional individual student evaluation forms (satisfaction survey only) completed after advising appointments. These are only occasional and there are no other performance assessments in place, as far as I know, in spite of the fact that we have national award winners for advising assessment in our department.

- Student Evaluation Upon Declaration of Major (when the student will no longer use our service)
- WE plan to start individual eval forms after each advising contact
- FYI Advisors evalated by students at end of 1st semester
- Advisors are given support to evaluate their own advising
- Online surveys for students-link on e-mails sent to students
- The peer advising program in the Undergraduate Advising Center also evaluates its advisors twice in the fall semester and once in the spring semester.
- Course surveys
- annual performance review process
- Once a year students are asked to complete a survey
- evaluation form after orientation contact (one time a year)
- strictly subjective based on partiality
- Regular peer reveiw of work
- senior advisor portfolios prepared for advancement (see above only done in application process)
- Advising is a part of the Annual Report done on a yearly basis
- Our office surveys students when they declare a major
- Standard job performance evaluation
- CCSSE
- Option to use evaluation instrument available from ACADAOS
- Our department is starting a performance yearly review
- Nothing that is objective or administered uniformly
- Students are given a form in which to go online and complete the evaluation. Most students do not complete wthis step. An online evaluation tied to registration would be best.
- Our students are not shy :-)

- evaluation is not individualized
- General university wide performance evaluation
- part of annual evaluation and promotion and tenure process
- Alumni Survey
- Institutional evaluation for all employees
- annual performance review
- Evaluation varies by department/college
- annual peer advisor evals
- performance review
- my supervisor
- end-of semester eval for 1st-year seminar course taught by faculty advisor
- This answer applies to my college only.
- performance reviews by department head
- survey first year students after one semester
- yearly work performance evaluation
- Individual performance evaluations
- student comment
- student surveys after periodic contact
- surveys for summer only, no eval. rest of year
- random advising survey for students to complete at the front desk
- Survey of benefits of classroom visits
- We MAY do a student survey next year.
- One department only--Academic Counseling and Career Services

- end of the year evaluation done by students
- Supervisor evaluation
- Annual Individual Advisor Evaluation
- annual review by supervisor
- annual review same for all Staff
- No Response
- annual review from boss
- College does a self-evaluation
- faculty advisors not evaluated/staff receive eval as minor component of annual evaluation
- yearly supervisor evaluation
- We don't survey after every contact, but we survey at orientation and at some 1:1 meetings after they are official students
- I simply evaluate my one professional advisor
- this is very sporadic across the board; some offices may, but ours is usually annually completed most often with insignificant results.
- solicit letters from students during tenure review of faculty
- ACT advising instrument used every other year
- Contract renewal
- advisor survey completed by student within my College
- supervisor's assessment of effectiveness
- Students evaluate their advisers at the end of the first semester, since the first-year seminar is taught by the faculty member who is their adviser also. Then when faculty are up for review, their advisees (or a subset) are surveyed.
- Informal Evaluations by peers
- Supervisor does evals

- Non-advising Supervisor annual individual evaluation
- Advisement is evaluated during an employee's overall performance evaluation.
- individual student evaluation forms completed once a year
- semester individual student evaluations, supervisor evaluations
- annual review by associate dean
- periodic student surveys
- Student exit survey administered before leaving our office's services
- advisor's self evaluation letter
- Annual reviews
- Written self-evaluations
- self evaluation
- Annual student satisfaction surveys
- responsiveness to supervisor
- PDP's
- self evaluation
- annual performance review with immediate supervisor
- Individual student evaluation forms completed after each academic year
- ACT-SSI
- student initiative in concert with Texas-Exes to recognize advisors annually
- currently not available in my dept
- Supervisor observsation
- I have an annual performance evaluation but it's more in the nature of my over-all departmental performance than strictly advising

professional advisor supervisor only

- It's being developed.
- It is part of faculty expectations and yet there is no clear measure or means of evaluating performance related to advising other than through selected stories from advisees or alumni.
- Annual Personnel review
- university staff performance review
- individual performance appraisal
- performance reviews
- Yearly evaluation
- A student evaluation form has been made but is not used with any regularity
- No Response
- annual performance evaluation
- Annual Evaluation and Goal Setting
- annual advising survey
- regular performance review
- Periodic student exit surveys
- Individual student evaluation forms completed after advising contacts during targeted days during the year
- student evaluations once each semester
- Supervisor evaluates yearly
- Again, with such a large and diverse university, there are various performance practices across the 10 colleges.
- Supervisor evaluation
- Annual performance reviews
- Annual review



student evaluations when students move into their major department

- Only done on annual eval

- student exit survey upon transferring out of office/declaring a major

- Review based on annual performance standards

- Surveys are

- PDP

- supervisor evaluation

- Students complete evaluations at end of term if they want to get their grades earlier.

- Assistant head evaluates my performance.

- individual student satisfaction surveys completed after advising contact during registration advising period

- Other than ones I instituted, I don't know

- supervisor evaluation

- my supervisor evaluates me at the end of the year

- Individual student evaluation forms completed within some Colleges, but not University wide

- Supervisor review

- We used to have an evaluation, but this no longer occurs

- Informal feedback from students

- In F07 we will send an electronic survey to every student who has an advising appointment

- standard performance evaluation form used for all professional staff

- Performance Management Program

- Students surveys of faculty advising for tenure and promotion - before each event

- Some colleges evaluated performance

- student exit survey upon declaring a major

- Individual student evaluation forms completed after each early registration appointment
- award nominations
- No Response
- comments when students request advisor change
- Individual student evaluations forms completed when students officially declare a major and leave their first-year advisor.
- national survey
- part of annual performance review. Advising evaluation is based on specific job description and its performance
- supervisor observations and end-of-year evaluations
- HR college wide performance evaluation instrument
- Self-generated annual review submitted to Dean encompasses advising duties, but the Dean has no advising experience. Key evaluation is student load and tuition generated by those students for each advisor.
- we are launching an advising eval after each contact this fall
- Self Assessment by advisors annually
- NACADA information
- supervisor
- Student evals
- Director evaluates us
- Student evaluations once each semester; annual self evaluation
- Yearly Performance Review
- Faculty and professional advisor student evaluations every 2 years
- not sure
- Evaluation by direct supervisor and direct superior
- A one-time mail survey

- periodic student evaluations
- annual performance review
- By Dean of Students
- self-evaluation
- student satisfaction survey with 3 questions related to advisement
- performance evalus
- Department Head
- Exit survey administered when students declare their major; evaluation of individual advisors following first advising and registration session of incoming freshmen
- supervisor evaluates advisors
- Survey of students in caseload annually.
- A campus-wide Advisor Survey administered by schools and colleges at least once a year.
- Satsifaction survey administered to students at orientation after meeting w/their advisor.
- satisfaction surveys but not consistently collected or effectively used for insitutional change or advisor improvement
- Institutional Annual Evaluation for all professional staff
- Annual reviews - individual goals are evaluated
- College has sent out one student survey form to date.
- Incoming and graduation students
- Individual student evaluation forms completed annually
- advising award nominees advisees' complete evaluation survey
- Regular yearly employee performance review by supervisor (Dean)
- Request that student completes on-line survey
- survey of served facilities

- national surveys
- annual employee performance eval
- Review advising when a student formally applies for graduation
- we are only being evaluated for two weeks
- student evals but subject to participation levels
- Performance Evaluation
- Performance Management Plan (Evaluation)
- person meeting with supervisor
- employee evaluation only
- percentage of students retained; percentage of advisees in good academic standing; number of advising sessions held
- Yearly erfomance evaluation
- Our unit has evaluations - most others don't.
- Annual employee evaluation
- studnet submissions when they receive great custommer service
- SUNY Student Opinion Survey
- self-assessment
- Informal feedback
- Evaluated annually with same instrument as all other employees
- Student survey at end of their first-year
- yearly evaluation
- our unit has individual student evaluation forms completed annually

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Secretarial support	<div></div>	122 (6.19%)
Preferential parking	<div></div>	8 (0.41%)
Monetary support for professional development activities (e.g., NACADA membership or conference registration)	<div></div>	680 (34.5%)
News release	<div></div>	125 (6.34%)
My unit/institution offers no recognitions or rewards to professional advisors	<div></div>	482 (24.45%)
Other:	<div></div>	194 (9.84%)
N/R	<div></div>	277 (14.05%)

[View Other Text](#)

**Question 18**

Please answer this question if you are a **PROFESSIONAL ADVISOR**.

As a PROFESSIONAL ADVISOR, **how important** are the following rewards and recognition to you?

**18.1 Merit**

Very Important	<div></div>	848 (43.02%)
Moderately Important	<div></div>	435 (22.07%)
Somewhat Important	<div></div>	172 (8.73%)
Not Important	<div></div>	61 (3.09%)
N/R	<div></div>	455 (23.08%)

**18.2 Thank you letter**

Very Important	<div></div>	369 (18.72%)
Moderately Important	<div></div>	534 (27.09%)
Somewhat Important	<div></div>	415 (21.06%)
Not Important	<div></div>	202 (10.25%)
N/R	<div></div>	451 (22.88%)

**18.3 An annual awards breakfast/lunch/dinner/reception**

		225
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User Responses

Close

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 academic advising? (Check ALL that apply)

- Once a year the university has an employee excellence award open for all staff.
- nothing!!!!
- Advisor Network Certificate
- administrators tried to impliment merit based pay raises, but the amont of money for pay raises was too small to implement effectively.
- none offered...we are disgruntaled
- Advisors that volunteer in the Center are thanked with a meal and certificate of appreciation
- None
- Advising Appreciation Week
- Award nominated by students
- Annual Christmas lunch for all staff -- some awards are given out.
- Occasional mentioning at meetings or campus events directed to the Group of First year experience advisors
- advising is considered part of one's teaching responsibilities
- contribution toward tenure and promotion
- The institution does not recognize or reward Advisors for academic advising. One individual is selected per year for selection of good advising service to students and he/she receives a cash award and thank you recognition at the annual all awards day reception.
- There is a PACADA award, one university-level award, and one award granted by an honor society
- \$400 applied to travel

- we annually nominate a deserving advisor for NACADA award, ongoing KUDOS when we receive complimentary letter, email, call from student etc.
- annual award for the single best advisor (only)
- Two University level advising awards are given each year and person have to be nominated and complete an extensive vita to win it. My college awards advising awards which is a plaque.
- Recognition from student organizations
- Advisor of the Year Award
- I don't know
- Two Outstanding Advisor Awards(plaque and \$500 each) to advisors nominated by faculty/staff/students and chosen by ACADAOS committee (made possible through Academic Affairs office)
- For one advisor out of 62 departments
- I think there are more I am just not sure
- all of the above are awarded to one professional advisor each year
- Above are what you get if selected for the Vick Award
- Nominate for Employee of the Month
- token gift
- one annual award
- recognized at Convocation
- Verbal praise & support
- awards for faculty advisors only
- My unit does nothing, but our advising assoc. holds a luncheon with awards.
- Excellence in Undergraduate Academic Advising Medallion
- The awards breakfast ONLY recognizes the
- in development



- Luncheon for best advisors only
- none-we use faculty advisors
- competitive award once a year
- One college on campus offers an award which consists of a reception and thank you letter
- none
- Monetary support is not really seen as a recognition for professional advisors. They really are not respected at my institution.
- It is actually the Texas Exes Alumni Association that recognizes 5 Academic Advisors each year with a luncheon, cash award and plaque. My college has an employee award that links with preferred parking. My Dean sends us thank you letters after events like graduation, honors day, parents weekend. Our unit takes us to lunch at the Faculty Center for staff appreciation day. There is a news release in the student paper to announce the winners of the Advising Awards through Texas Exes.
- Personal acknowledgement by individuals, nothing formally by institution
- See #21
- none
- Dean will thank us
- Note from boss occasionally
- at university level one advisor recognized each year as outstanding advisor
- None that I'm aware of.
- Most of above due to Advising Award sponsored by ACADAOS & Academic Affairs
- Supervisor treats us on meals at times
- Recognitions comes thru our system-wide advisors' council
- key component of annual evaluation (part of job requirements)
- Annual recognition by nomination which includes all staff not just advisors
- The institution limits payment of fees for NACADA membership and conference registration to 2 attendees.
- campus-wide prof. advisor awards

- employment
- do not have professional advisors
- the same raise everyone gets
- NOTHING IS DONE
- developing an Excellence in Advising Award - currently serve on subcommittee for development of guidelines
- only have 2.5 full-time advisors
- Univeristy Wide, Advisor of the year
- We have some professional staff who do supplementary advising, but since there are so few of us I haven't put in an incentives or rewards system.
- small merit raise to advisors with better than average performance eval ratings, but up to individual sup. Not all who receive higher ratings got the merit increase. Also have a small COLA some years dependent upon union negotiations.
- As Director, I buy gifts for advising staff
- Merit is awarded only as a part of an overall evaluation process.
- A faculty award for outstanding advisor just began this passed year
- pormotional materials
- Annual Outstanding Advisor Award - the recipient is awarded each of the above checked
- recognition/reward under development
- Very few advisors receive such benefits as there are so many advisors at this institution.
- hourly compensation
- College ecognizes; university only recognizes top
- none
- Apple awards
- I don't consider prof. development funds as a form of recognition or reward.
- email thank you notes - I buy lunch for the faculty

- minor overload pay but this is really for teaching 1/2 time
- Kudos email
- I can't even get my dean to change my job title from
- No Response
- advisor of the semester
- Theoretically, a portion of merit pay is determined by advising performance; it really hasn't been applied in any measurable or meaningful way for well over a decade.
- We use a
- verbal praise
- we have none
- Verbal recognition at staff meetings
- professional development credit toward salary increases through training
- We are very small and therefore I bake prizes for highest performer on admin tasks each quarter
- Annual Advisor Award
- My supervisor is appreciative
- No Response
- employee of the month type of recognition
- gifts
- Pickle
- Can apply for consideration for promotion to Senior Advisor after time period (5 years, I think); if granted, promotion raise implemented
- There are none.
- Kuhn Award
- Social Events (e.g. baseball game)

- none
- We've sent one team (this month) to a confere, and the certificates are requested/sent on behalf of students.
- College gives annual award to one advisor
- Advisor of the Year Award
- general merit as for all employees
- Annual Award under development
- Ongoing encouragement/support
- staff excellence awards include academic advisors (this year, two of four awards went to academic advisors in the College of Liberal Arts)
- Outstanding Work piece of paper from director
- Ext. Ed. doesn't, other units may
- The annual awards is for a faculty advisor since our advising office is not very large.
- I don't know. I've only been working here less than 2 months.
- None
- Student group selects an advisor of the year; give plaque
- none of the above
- Our office used to give out recognition awards (plaques). Recipients were identified through a ballot system. Each team member voted.
- engraved crystal bookends
- Recognized at first time out at basketball game.
- not aware of any
- nothing
- we select a person for the NACADA Advising Award for whom colleagues write letters of support. This is then open to the College to read the portfolio that is put together.

- Advisor of the Year award...for faculty ONLY!
- in house luncheon, also staff excellence award-cash and plaque but award isn't just for advisors
- none
- Although my NACADA membership is sponsored and appreciated, it would be beneficial to be able to attend at least once or twice a year a regional or national conference to network and get fresh ideas from other professionals, with RIT picking up the tab. Some staff support is also needed, as there are too many deadlines occurring simultaneously (probation/suspension; dean's list; registration; certification/ drop/add week) while students still wait outside my door or furiously email me for advising--
- Recognized at annual Awards Night
- acknowledged by supervisor, team and dept. recognition
- Unit and District Nomination
- cash goes to faculty or staff and is usually given to a faculty member
- NONE
- Advisor of the Year award for advising center advisors ONLY
- nothing centrally, don't know about departmentally
- Collge of A&S Advisor of the Year Award
- One advisor is selected as outstanding advisor of the year (faculty or professional); he or she receives a certificate
- Can compete for annual outstanding advisor award if it's
- not known
- none at all
- not sure
- framed certificate
- These are through the Academic Advising Assoc. of Ohio State
- Nominating advisor for NACADA recognition
- none

- Annual award
- minimal monetary support for prof. development
- None-other than reg. employee yrly evals.
- none
- Occasional recognition at a staff meeting or note from dean
- praise and thanks by email, verbally
- Presidential Award for Excellence in Advising
- featured on a bullitin board
- Contest for Academic Advisor of the Year
- promotion
- Annual merit raises; plays role in being awarded future opportunities.
- institutional award recognition (nominated by student, peer, or supervisor)
- Institutional One Day Advisors' Conference off campus conducted once per year
- none of the above
- nothing
- do not know
- sincere, verbal thank you
- NONE
- Monetary support for NACADA conference IF available
- student nominations for award
- We are beginning to work toward some acceptalbe recotnitions.
- I'm do not supervise the advising staff, but often thank them for their great support and hard work.
- longevity awards; nomination for awards as appropriate; compensatory time

- Advisor Appreciation lunches and activities; local merchant gift certificates; flowers; gifts.
- None
- Please see #21
- Best ones sent to High Achievers conference or Leadership Program
- Our professional advising/counseling staff are faculty. Consideration for promotion includes criteria related to job excellence, service, etc. so the process is both an incentive and reward.
- Weekly kudos during advising staff meetings
- annual award, nomination for NACADA awards, bi-annual unit award
- The Dean of Undergraduate Studies hosts a social event for advisors to kick off summer orientation and another to thank all advising personnel at the end of the summer.
- As part of other service awards
- There are two annual awards for the entire campus that are given at the annual awards ceremony and include certificates and cash
- Verbal Kudos at staff meetings
- Gift Cards
- No Response
- we select 2 advisors of the year and they recieve a \$1000 stipend each
- Annual Advising Awards
- Some years, merit raises are given, but many times they are across the board in my unit, since the raises in general are either nonexistent or very small (eg., 1%)
- flexible work schedules, inclusion in planning, voice in department operations
- No Response
- none
- Leadership opportunities
- Some unites offer awards

- None
- Those checked are Institution/my unit does not offer recognition or rewards
- gift certificate drawings
- recognition comes from satisfied students, not administration
- thank you lunches (every 6 months)
- students vote annually for faculty advisor

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Very Important	<div></div>	(11.42%)
Moderately Important	<div></div>	465 (23.59%)
Somewhat Important	<div></div>	466 (23.64%)
Not Important	<div></div>	352 (17.86%)
N/R	<div></div>	463 (23.49%)

18.4 Certificate of appreciation

Very Important	<div></div>	227 (11.52%)
Moderately Important	<div></div>	454 (23.03%)
Somewhat Important	<div></div>	456 (23.14%)
Not Important	<div></div>	369 (18.72%)
N/R	<div></div>	465 (23.59%)

18.5 Plaque or trophy

Very Important	<div></div>	177 (8.98%)
Moderately Important	<div></div>	362 (18.37%)
Somewhat Important	<div></div>	425 (21.56%)
Not Important	<div></div>	534 (27.09%)
N/R	<div></div>	473 (24%)

18.6 Cash award

Very Important	<div></div>	682 (34.6%)
Moderately Important	<div></div>	414 (21%)
Somewhat Important	<div></div>	239 (12.13%)
Not Important	<div></div>	177 (8.98%)
N/R	<div></div>	459 (23.29%)

18.7 Secretarial support

Very Important	<div></div>	457
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		(23.19%)
Moderately Important		445 (22.58%)
Somewhat Important		308 (15.63%)
Not Important		293 (14.87%)
N/R		468 (23.74%)

18.8 Preferential parking

Very Important		185 (9.39%)
Moderately Important		212 (10.76%)
Somewhat Important		341 (17.3%)
Not Important		753 (38.2%)
N/R		480 (24.35%)

18.9 Monetary support for professional development activities (NACADA membership and conference registration, e.g.)

Very Important		1125 (57.08%)
Moderately Important		277 (14.05%)
Somewhat Important		78 (3.96%)
Not Important		46 (2.33%)
N/R		445 (22.58%)

18.10 News release

Very Important		122 (6.19%)
Moderately Important		347 (17.61%)
Somewhat Important		464 (23.54%)
Not Important		574 (29.12%)
N/R		464 (23.54%)

Question 19

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 academic advising? (Check ALL that apply)

Merit	<div></div>	104 (5.28%)
Consideration for promotion and tenure	<div></div>	166 (8.42%)
Thank you letter	<div></div>	141 (7.15%)
An annual awards breakfast/lunch/dinner/reception	<div></div>	129 (6.54%)
Certificate of appreciation	<div></div>	87 (4.41%)
Plaque or trophy	<div></div>	125 (6.34%)
Cash award	<div></div>	137 (6.95%)
Secretarial support	<div></div>	34 (1.73%)
Preferential parking	<div></div>	4 (0.2%)
Monetary support for professional development activities (e.g., NACADA membership or conference registration)	<div></div>	113 (5.73%)
News release	<div></div>	46 (2.33%)
My unit/institution offers no recognitions or rewards to professional advisors	<div></div>	201 (10.2%)
Other:	<div></div>	108 (5.48%)
N/R	<div></div>	1291 (65.5%)

[View Other Text](#)

Question 20

Please answer this question if you are a **FACULTY ADVISOR**.

As a FACULTY ADVISOR, **how important** are the following rewards and recognition to you?

20.1 Merit

Very Important	<div></div>	87 (4.41%)
Moderately Important	<div></div>	59 (2.99%)
Somewhat Important	<div></div>	17 (0.86%)
Not Important	<div></div>	19 (0.96%)
N/R	<div></div>	1789

User Responses

Close

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 academic advising? (Check ALL that apply)

- Each college would be different. I am not familiar with faculty awards.
- I don't know!
- don't know since Cox doesn't have faculty advisors
- An verbal acknowledgement is made in meetings.
- The only recognize I am aware of is within my unit and we recognize those that volunteer in the Advising Center.
- None
- Advising Appreciation Week
- We are currently in the process of developing the advisor program and system of recognition and rewards for faculty advisors.
- No recognition for faculty advisors
- see question 17
- Encouragement treat before advising begins (advising survival kit)
- unknown
- No rewards
- No faculty advisorys
- we do not recognize faculty advisors well...
- course release

- student senate recognizes outstanding advisor of the year

- token gift

- Not sure

- Excellence in Undergraduate Academic Advising Medallion

- not for sure

- annual award by nomination

- I'm not aware of any. Altho' OSU has faculty advisors, Fisher College does not at Undergrad. level.

- Once a year identification of advisor of the year

- Some faculty serve in mentor role, VERY limited advising

- We had a thank-you luncheon for advisers who advised new students one year and gave them each a 10\$ gift card to a local bookstore but this was an expensive event. I've tried to push the idea of an award and the faculty actually opposed this!

- N/A

- I am not a faculty advisor or administrator

- only have faculty advisors

- recognition at graduation

- none - our faculty have clearly stated that they want no rewards or recognition associated with advising

- No Response

- I am not a faculty advisor

- Not sure

- CBA faculty do not advise students for the most part.

- award

- University wide, nomination for Advisor of the year

- All faculty advise students as part of their teaching contract, so -- just like we have no teaching awards at the college we have no advising awards at the college

- We pay non-tenured faculty to assist our professional advisors with advising 1st and 2nd year students (this is beyond their teaching load)
- N/A
- see #17 above
- Advising recognition week activities
- don't know
- Advising behavior is to be taken into account for merit pay decisions; this practice hasn't really happened in any meaningful way for well over a decade.
- None
- N/A
- none
- None at moment
- My college does not use faculty advisers but other colleges at UMTC do
- no faculty advising
- Monetary support for research activities
- t-shirts, tote bags, other 'thank you' gifts
- gift certificates/restaurant vouchers
- Against their workload
- release time from teaching and more money
- not a faculty adv or adm
- They are paid for advising
- None
- Engraved crystal bookends

Recognized at first time out at basketball game.

- Lunch

- nothing currently. faculty advising is limited for general population. Grant programs who use advisors recognize with stipend or lunch with certificates

- ??????

- Stipend per advisee

- none

- Recognition at annual Awards Night

- I have only given verbal thanks

- None in my department

- Pay 1/5th salary

- nothing centrally, don't know about departmentally

- NONE

- We created a Wall of Fame for Contributions to Advising (started last year)

- Awards for outstanding mentors both full time and part time

- not known

- Annual Advising Excellence Award. The winner receives a certificate, a cash award, and is honored at a reception

- Freshman advisors receive a stipend of \$1,000/yr.

- I don't know.

- For those in student development advising is part of the position description

- N/A

- Recognition and Reward from Students

- unknown

I am not a faculty advisor or adm.

- n/a

- personal thank you

- email and verbal thanks

- told we are doing well

- Awards

- No Response

- stipend for summer programs advising

- Those of us who are fulltime counselors with faculty status, we are eligible for the same awards as teaching faculty, i.e., Distinguished Service and Burlington Northern, although it often seems that we have greater difficulty being recognized because of the nature of our job roles. We are also tenured and peer reviewed/supervisor reviewed as faculty members. Our part-time colleagues, however, have some of the same issues with recognition that adjunct faculty might have.

- Advisor Training recognition

- DSC is in the process of hiring Faculty Advisors

- Bi-annual student development award

- one of the many criteria used in annual faculty performance evaluation

- recognition at Honors and Awards Day

- as part of other awards

- One annual award on campus includes certificate and cash

- Nomination for NACADA Advisor Awards

- We do not have faculty advisors

- assigned-time (release from a course)

- we select 2 advisors of the year and they each receive a \$1000 cash stipend

- Annual Advising Awards



- award for advising and related service

- none

- None

- Student-selected Award: Excellence in Teaching and Advising Award, annually given to two faculty members (1 each from professional schools and College of Arts and Sciences)

- Check marks indicate Institution recognition/Unit offers no recognition

- gift certificate drawings

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		(90.77%)
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20.2 Consideration for promotion and tenure

Very Important		101 (5.12%)
Moderately Important		43 (2.18%)
Somewhat Important		17 (0.86%)
Not Important		21 (1.07%)
N/R		1789 (90.77%)

20.3 Thank you letter

Very Important		39 (1.98%)
Moderately Important		55 (2.79%)
Somewhat Important		56 (2.84%)
Not Important		30 (1.52%)
N/R		1791 (90.87%)

20.4 An annual awards breakfast/lunch/dinner/reception

Very Important		22 (1.12%)
Moderately Important		48 (2.44%)
Somewhat Important		50 (2.54%)
Not Important		61 (3.09%)
N/R		1790 (90.82%)

20.5 Certificate of appreciation

Very Important		27 (1.37%)
Moderately Important		40 (2.03%)
Somewhat Important		61 (3.09%)
Not Important		51 (2.59%)
N/R		1792 (90.92%)

20.6 Plaque or trophy

Very Important		15 (0.76%)
Moderately Important		38 (1.93%)
Somewhat Important		58 (2.94%)
Not Important		68 (3.45%)
N/R		1792 (90.92%)

20.7 Cash award

Very Important		66 (3.35%)
Moderately Important		56 (2.84%)

Somewhat Important	<div></div>	31 (1.57%)
Not Important	<div></div>	26 (1.32%)
N/R	<div></div>	1792 (90.92%)

20.8 Secretarial support

Very Important	<div></div>	49 (2.49%)
Moderately Important	<div></div>	60 (3.04%)
Somewhat Important	<div></div>	34 (1.73%)
Not Important	<div></div>	33 (1.67%)
N/R	<div></div>	1795 (91.07%)

20.9 Preferential parking

Very Important	<div></div>	17 (0.86%)
Moderately Important	<div></div>	34 (1.73%)
Somewhat Important	<div></div>	33 (1.67%)
Not Important	<div></div>	91 (4.62%)
N/R	<div></div>	1796 (91.12%)

20.10 Monetary support for professional development activities (NACADA membership and conference registration, e.g.)

Very Important	<div></div>	113 (5.73%)
Moderately Important	<div></div>	43 (2.18%)
Somewhat Important	<div></div>	17 (0.86%)
Not Important	<div></div>	6 (0.3%)
N/R	<div></div>	1792 (90.92%)

20.11 News release

Very Important	<div></div>	13 (0.66%)
Moderately Important	<div></div>	35 (1.78%)
Somewhat Important	<div></div>	50 (2.54%)
Not Important	<div></div>	80 (4.06%)
N/R	<div></div>	1793 (90.97%)

Question 21

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

[Hide Responses](#)

none

NA

Our faculty advising award is fairly new; we're trying to jump-start the conversation about where advising fits into tenure and promotion. Once that has been established, advising could take on enhanced importance to faculty.

N/A

I personally receive satisfaction when a student says - thank you - you have been so helpful. Those words are why I love what I do.

I can't think of any...

Support for new ideas/programs

Students writing thank you letters and it going to the Cabinet OR administrators personally contacting me to deal with a student who has been less than satisfied with another staff's response.

Annual professional staff / facult advising awards presented by university president at luncheon

Unit-specific, tailored, personalized, humorous certificates, recognitions, and contests

We have no recognition or reward strategy except for annual performance reviews done for all employees. This performance review does allow for merit pay for extraordinary service or performance but it is rare.

Granting comp-time leave days for additional work (such as recruiting late or on weekends)even though professional advisors do earn comp-time.

Don't know of any

Making the job fun - recognizing advisors every day in small ways. Administrative support - willing to back them up when there are problems. Giving leave and down time where advisors catch up.

None

no recognition or reward directly tied to the activity of advising

Award of Outstanding Advisor during Graduation and recognition during Convocation.

What works for me is student acknowledgement that the advising is beneficial. A simple "thank you" is OK.

none

Annual event and advising award (but too few people affected)

There is an informal group of advisors and counselors that awards one of it's own...more of a peer review type award.

We have no rewards here. Once during the Christmas party--they said they were raffling off "days off" but the person doing the raffle just read the names of program directors from a list and gave them the days off...it wasn't fair.

Students nominate an "Advisor of the Year"; a plaque is awarded at the end of the year luncheon for advisors.

financial compensation for faculty

None

n/a

none

N/A

A short letter with detailed comments provided by students.

N/A we do not reward academic advisors at our institution

We have none.

We have a week long celebration of Advising after the spring registration period. We provide note cards so students can write notes to their Advisors. There is a new 'gift' or food item each day

I do not feel there are any, other than merit, which gets eaten up by taxes...

Merit Awards

From my point of view, I don't think we have a good recognition/reward strategy at UT.

Service Excellence Awards

Within our small department, there are just 7 advisors, and 9 other registrar's staff. We have a fun newsletter that includes casual "shout outs" for a job well done by your colleagues in the dept, and student staff. We love it!

we have none.

Told that nothing had been done to reward advisors. At one Chapel(required assembly) a teacher's name was called and she was given a statue for advising. Don't know what the process for the choice was; however, she seemed pleased.

Nothing beyond those mentioned in the survey.

We have no recognition

None is offered.

personal pride

none

Constant feedback, updates and verbal recognition and appreciation directed to advisors and staff. Comp time for weekend off campus activities. Pizza parties!

Personal recognition, words of appreciation

Awards given in the same categories as NACADA

There are currently no recognition or reward strategies in place at my institution. Should be, but aren't.

My department releases me for a good part of the summer to contribute to advising for incoming freshmen for the whole university.

Nomination to NACADA advisor award program

None

Because we have an institution award for a faculty and professional advisor each year, we are able to identify top advisors to nominate for state, regional and national awards.

Feedback from students on advisors. An Advisor Wall of Fame highlighting student emails and appreciation to their Advisors.

Professional Distinguished Service Award

thanks from the students themselves

I haven't thought about this, Maybe a day off with pay. Paid trip to regional or national confrence would be nice. Our university is under a budget constraint forcing the priority to attend goes to those that will presentation.

Supervisor recognition of participation

na

Letter to adviser with copy to department chair and other senior administrators complimenting the work of the adviser.

Students nominate advisors by explaining how they are special. Four are chosen annually. We put an image of the advisor (caricature, magazine cover) in our window along with student remarks and have a recognition reception.

stipend to take students to dinner or other off-campus event. But we are working on ways to institute this

Personal recognition, such as a simple hand shake and thank you from various levels of administration.

N/A

Changing Advisor titles, such as; Advisor I, Advisor II or Advisor III. It enables you to work harder or be more creative to move to the higher level advising position as well as receiving a higher salary.

There are no rewards or recognition for professional advisors, and faculty advising is just beginning to be recognized (annual cash prize).

n/a

we do not currently employ reward strategies.

Annual academic advising awards. This is a very prestigious award to be granted at our institution, and individuals are nominated and their portfolios reviewed. Many advisors maintain portfolios for this purpose.

A celebration time as a team when we accomplish a goal(like a lunch or dinner together).

The biggest reward for me is when it comes from the advisee.

I don't think our current system of recognizing one faculty member each year is working. As the coordinator, I am not on the selection committee.

Going out to lunch for staff meetings together as a recognition of our hard work and a time to take a break.

Every year, an outstanding faculty member is elected by students for their contributions to the campus and student body, but this is not done for advising and support services. A recognition from students would be very meaningful.

The adviser who receives the annual campus award is nominated for a NACADA award.

We have none.

The institution of the Master Advisor initiative

none

Annual awards ceremony w/ one-time monetary stipend.

There are none

Our campus annually awards an "Excellence in Undergraduate Academic Advising Medallion", nominated by UG students, for outstanding contribution to academic advising at UG level ([www.uoguelph.ca/uaic/award\\_medallion.shtml](http://www.uoguelph.ca/uaic/award_medallion.shtml)).

Recognition by peers

na

none

na

I think the most important thing that can be done to reward and motivate people is to listen to them and take the time and effort to seek their input about what is working and what needs improvement. Know your staff, and value them!

The college gives two awards each year-one for faculty advising and one for concentration advising.

Professional development opportunities available all the time. Funding for NACADA participation and support involvement.

Outstanding Academic Staff Award

NA

We have an Excellence in Advising award for one faculty and one professional advisor each year carrying a \$1,000 stipend and plaque. These are presented at a special event where advisors come to celebrate.

Mervin & Annette Peters Award, Ed Guthrie Award, Presidential Award

Academic advising is not really valued. The general impression here is that anyone can do this job.

We don't have any rewards or recognition for begin a good advisor

none

N/A

Bookstore discounts for end of each semester...worked very well with peer advisor program

None - all our recognition strategies are accounted for here.

There is only one advisor selected yearly for Advisor of the Year for the entire College of Arts and Sciences. Other than that, there are no recognitions or rewards that I know of.

Training

A yearly advising award at the Staff Awards event.

Four years ago, the College of Liberal Arts & Sciences began annually to recognize an outstandig faculty advisor and bestows public recognition at the annual Honors night and submits their name to NACADA.

We try to honor our colleagues daily at every opportunity so they know that they are appreciated. Such acknowledgment is honest and unexpected and helps keep up morale.

Graduating Senior Survey allows students to report who was "the most influential person to their success at NKU" and several of our advirs have been honored by students.

USU uses NACADAs criteria for the outstanding advisor awards. Our USU winners generally do very well in the national contests, and our national reputation is also a positive reinforcer for advisors at USU.

We do recognize the outstanding faculty advisor in each college and select one faculty member to receive the University award for faculty advising. We do not have any other recognition program for advising.

Institutional award winners are automatically nominated for NACADA advising awards. The same criteria is used for institutional awards.



Student selection of top advisor by ASB organized voting. Nominees are all recognized formally.

FCC has a college-wide "Innovation Award", which I received in 2001 for work completed on our Career Center website. I am looking forward to nominating our Transfer Advisor this year for all the new services she has created.

Wall of Fame - picture and description of staff member

None that I can think of

The person who won the Advisor of the Year Award has their name placed in the college catalog for ever

???

Promotion- and a raise.

Annual "Outstanding Advisor" awards presented by Academic Affairs and the campus academic advising association.

we do not use one that is not accounted for in this survey

not applicable

Stipends

Professional Development Matching Grants awarded to advisors and matched by their college Recently revised Academic Advisor Career Path which recognizes professional skills and offers university-wide advancement opportunities

Kudos box--entries are read at staff meetings. Staff are encouraged to give kudos when appropriate.

The Administration always nominates advisors for NACADA advising awards and provides support in compiling a portfolio.

Student senate annually makes an advisor of the year award

The director of the Undergraduate Advising Center is very good about extending thank you's and offering tidbits of appreciation to her volunteer staff advisors.

Personal recognition by students that I had a positive affect on their college experience. This is the most valued of all rewards.

award program with student nomination process

n/a

Recognition at staff meeting

Advisors really aren't recognized effectively at my school; so, alas, I don't have a response to this question.

Food if that counts.

n/a

extra personal day a year

n/a

There are annual campus-wide professional and faculty advisor of the year awards.

Facutly are recognized with a \$2500 check and a brick with their name on it in Mentors Circle for excellence in advising. Faculty are nominated for this award by students. There is no recognition for professional advisors.

Since we are decentralized, it is up to the department to recognize the advisors and that does not happen in this department.

none

Certificate as an Certified Academic Advisor upon completion of advisor training program.

Verbal confirmation of aptitude and satisfaction from superiors, i.e. Deans, Directors

N/A

Thank you card

none

Unfortunately there is little recognition or reward from the institution. My greatest reward is the appreciation from students.

Completing NACADA advisor award applications for faculty advisors.

nothing

We have a Provost Advising Committee reviewing advising and setting standards to reward professor development and for required training for new advisors and updating old advisors. We also have a one day Provost retreat for advisors

peer award

n/a

na

My individual unit does not do anything for us.

Academic Advising Awards.

N/A

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N/A

---

N/A

---

N/A

---

Since I have not yet completed my first complete year in the position, I am not sure.

---

N/A

---

Reputation gained by peers

---

Taking my staff to lunch has worked. I don't have the authority to give raises or bonuses, nor have I received any.

---

Staff Education Benefit. We can apply to our institution and take a class that is paid for by our Institution without having to use vacation time. The time we spend attending class is considered to be part of our work week.

---

Advisor of the Month Award (although, it is awarded less frequently than every month)

---

n/a

---

Assigning credit acknowledgement to advising

---

Outstanding service is typically mentioned in the President's report to the board.

---

N/A

---

NA

---

Created professional Academic Advisor career ladder with 3 levels of experience and responsibility

---

BCC does not have a recognition system that applies only to advisors. The Margin of Excellence award is open to all faculty, staff and administrators. Employees are nominated by their peers for this award that is given annually.

---

na

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N/A

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N/A

---

The awards luncheon make you feel as though you are appreciated for the work you do.

---

The plaque/certificate is awarded at the college-wide honors convocation, simliar to the excellence in teaching award.

---

N/A

n/a

Monthly Munch-n-Mingle get togethers(cookies/punch)where people are recognized by the pres based on colleague nominations from across the college, not just for advising.Works well for about a year until everyone has one.

When we sit down with the Dean to review the year he thanks us for our good work.

A single university wide annual award for outstanding professional advising, one for faculty advising

N.A.

Previous job: place value on student relationships, held 4.0 dinner, gave each student 2 invitations--1 for him/herself and 1 for the student to invite a professor or advisor that helped him/her in the way to success.

I think personal satisfaction is my best reward. Seeing a student succeed and complete their program is wonderful.

We have a holiday lunch each year for the advisors sponsored by our educational services department. However, there is always a limit on the number of people who can attend.

Award for best practices in advising on campus.

None

n/a

Support and encouragement to join and attend MIACADA and NACAADA

n/a

I do not believe in reward systems for doing what is expected as part of our job. Regular pay raises are expected for those who are performing well and meeting their goals.

Annual recognition during a ceremony honoring excellence in teaching, research, and advising!

Having minimal recognition, that would be impossible to say.

n/a

No rewards at all given

Student recognition and efforts that collaborate with the faculty. It takes both the student and faculty member working together to be effective in advising.

I do an "advisor of the month" award for an advisor who has gone above and beyond with a student. I put this award on the recipient's desk as a surprise and also have a little gift and thank you note with it. They love these!

Group accountability.

Public Announcements

At present, we have no system or strategy for rewarding advisors - at any level. Rumor has it that there is discussion taking place, but the committee discussing a possible Adviser Award is stuck on the details.

N/A

N/A

We offer a stipend that can be converted either to cash or to professional development funds.

Has been no recognition for advisors.

n/a

My institution does not employ Advisor recognition or reward.

N/A

We have an advising network group that meets monthly for networking and discussion of advising issues. The group issues certificates at different levels depending on how many meeting you attend.

n/a

N/A

We have developed a "Go to Person" Award that recognizes the advisor that is mostly called upon by other advisors for assistance.

strategy was accounted for

???

N/A

After each busy advising season we are taken out to lunch. Food seems to be the only reward...yet I'm getting a bit hefty and still feel underappreciated!

Sending a letter or e-mail to the advisor's direct supervisor informing them of instance when the advisor did an exceptional job or went above and beyond to provide quality service and meet student individual needs.

Retention Reports.

N/A

none that i know of

Since I work at a regional campus of a larger institution, my regional campus does nothing specifically for

the advising center yet the main campus holds a yearly advising symposium in which all campuses and schools are invited. We

N/A

We actually don't have any of these things. No money, no trophies. There is the occasional email to us saying "good job" but that's about it.

Recognizing one another publically at a staff meeeting and/or sending out congratulatory emails over the office listserv.

N/A

Academic Advisor of the Year award voted on by the campus community (students, faculty, and staff) and awarded at a luncheon at the end of the academic year.

Support to attend professional development conferences, whether it be NACADA or smaller regional 1/2 day events.

The advising organization on campus recognizes outstanding advisors at an annual meeteing.

N/A

Annual Faculty Advising of the Year Award--nominated by students.

We have Colleges awards for outstanding Academic Advisor in the college

Recognition in college newsletter

None

N/A

Being able to take on new opportunities or create new programs because I have been successful at advising.

I have operated with the principle that people want to do their jobs well, so the greatest reward can simply be to have appropriate support when you get into a touch advising situation -- knowing who to call or turn to helps tons.

We also have a semi-annual staff assembly luncheon as well as award/grant incentives outside our departments and college.

NA

We have a Master Advisor program for professional and faculty advisors. Its particularly good for providing training and advising informatin to the faculty. It also brings together folks across the university.

N/A

Award given to professional advisor and faculty advisor at University's Undergraduate Awards Day

None

n/a

This next academic year there is to be advising awards available to faculty and professional advisors. Not a choice above.

The Purdue Academic Advising Association (PACADA) offers two advising awards for the outstanding advisor and outstanding new advisor each year.

NA

n.a.

None

n/a

Give a day off with pay (so one can recoup from assisting the students full time).

Annual reception luncheon

Annual end of the year celebration luncheon

Release time from teaching to manage advisement time

not sure

Staff/Advisor Retreats twice a year--Trey create commraderie as well as help us focus on specific areas of importance to our unit.

We do supply snacks and drinks for faculty advisors who come to the center during registration times and we pay faculty who are off contract for summer advising

Simply letting us know that what we do is useful and makes a difference would be a good start.

Recognition at staff meetings of a job well done.

We form a team and the recognition comes from working closely together.

Recognition strategy currently is being developed.

System wide recognition of one faculty advisor per college in system annually.

Not Applicable

N/A

N.A

NA

We have a special award for outstanding student service that is issued to someone in the College annually. It is not limited to academic counselors, however.

We are hoping to develop a process to send one application a year to the NACADA advising awards program

College offers a \$1500 recognition + plaque to several staff as well as one team award for \$1000 per person + plaque. All staff are considered which include Professional Advisors/Counselors.

N/A

We don't really have ANY recognition or reward strategies here. These would all be more along the line of 'wishful thinking'.

Cash award.

Appointment to committees where experience and input are valued.

There is no consistent or solid reward system at WCU.

Salary raises. At our institution, people must change jobs in order to get a raise so people who stay in their department pay a "loyalty tax."

As far as I can recall there were no others.

Advising recognition week. Set up computers for students to send thank you notes to advisors. Drawings for prizes in each department. Recognition ribbons for advisors to wear during the week.

Vacation and Work hour flexibility

N/A

We don't have any significant recognition strategies in place.

N/A

Email messages to upper administration mentioning advising accomplishments

Georgia Highlands College does not currently employ any recognition or reward strategy.

Birthday celebrations with informal staff breakfasts

This year students across campus nominated Advisors from each College (and one professional advisor, i.e., athletics, undecided student advisor) to receive a special award from Student Govt for making a difference on campus.

We currently do not have official recognition or rewards for academic advising.



Recognition and nomination for awards by peer advisors/students

N/A

The alumni association sponsors 5 \$500 advising awards every year, with the nominations and winners chosen by students

Verbal praise from administrators.

The Career Services office provides a luncheon each year to thank the academic advisors for their support/collaboration. They have great door-prizes and always have a catered meal (not cafeteria food).

not applicable

buying lunch for all advisors that help during registration - this includes all staff and is a personal investment, not supported by the college

Flex schedule

We recently underwent a WASC peer review study. Our recently formed Council of Academic Advisors received high marks in helping to promote consistent advising standards across the campus.

For faculty advisors, a formal letter of thank you placed in personnel file, to be used in tenure packet. For all advisors, public recognition via campus town hall meetings.

Discussion of the vital role that success of our majors has for most aspects of our department

Gift Certificates

None

Our supervisor reads "warm fuzzy" notes from students at our staff meetings, which then gets entered into the minutes which go to the Office of the Provost.

n/a

There are no recognition or reward strategies at my institution.

N/A

I think you've covered it.

Rewards of student interaction and seeing students achieve and be successful

None - just the baking noted in the "other" box

We don't recognize advisors.

i used to work at a university that published faculty contributions in a newsletter and an awards function. i.e. acknowledgement for research would be nice-in this case advising research or innovation.

there has not been a useful strategy

The School taking the outstanding advisor of the year out to lunch

"Professionalizing" advising. Not with a division of professional advisors and faculty advisors, but holding each other accountable. Aiming for common goals, measuring and revising accordingly. Define and stand for good advising.

NA

Additional Financial payment for advising hours by faculty above and beyond faculty salary

We do not have any recognition and reward strategy set in place so any improvement would be great.

Advising activities are self reported in faculty tenure review file and tenure committee considers them carefully in decision making.

The advisor of the semester award, determined by student feedback

the repect, recognition, & appreciation for this work, its importance & value for the institution & students.

None

My boss is just generally appreciative on a daily basis.

currently, nothing is being provided

The advising certification

Lenth of service recognition

Our advising staff have created a "adviser of the month" award. It is not backed by the institution. It is a way for us to pat eachother on the back.

na

Hugs from students, notes or e-mails from parents, word of mouth referrals from one student to another

The only thing we have is having our NACADA membership fee paid.

We offer a buffet breakfast, lunch or snacks that are different and well planned out...Starbucks coffee and special homemade food, etc that speaks to how impoartnat our advisors are.... Not just the plan old stuff

A great boss who appreciates what I do.

Awarded a "Mental Health Day," a free day off.

Verbral Praise

We have an annual institutional advising award, generally give to four individuals (professional advisers, faculty advisers, advising administrators: The John Tate Award for Excellence in Undergraduate Advising.

n/a

n/a

Not sure.

We have no recognition or reward strategies.

Telling people their work is appreciated.

None exist

Daily recognition and thank-you's. Daily pats on the back.

Gift certificates from local restaurants and companies for faculty advisers who participate in advising events (certificates are generally donated from event sponsors and companies with close relationships to the university)

An annual recognition at campus-wide annual meeting

Encouraging students to write and thank a faculty advisor.

No recognition for advising is in place at our institution

Public recognition / participation in awards ceremony by the Chancellor or Provost. Institutional leaders comments in recognition of advising as a valued activity is very important.

Recognizing outstanding advisors on the football field in front of a big crowd...in Texas, football is king.

N/A

n/a

None that I am aware of but I am not located on our main campus but work for one of over 30 statewide locations so I am not always "in the loop"

none

Departmental Advising Excellence Award.

Can't think of any.

Release time to pursue project work for advisors with specialised training.

As a faculty advisor, I was nominated by our Director of Advising for a NACADA Advising Award, which I in fact won in 2005. That in itself was immensely gratifying. It was not widely appreciated, oddly enough, on our own campus.

To my knowledge we don't have any.

Other than the college's annual award for one advisor, there is no advisor award system. Residence life has awards (certificates) that recognize advisor/faculty interaction with residence centers, but not advising specific.

None

Students, faculty, and staff are allowed to nominate an advisor for recognition once a year. It's competitive, the advisor with the most votes wins. Voting is done on line.

Training retreats and workshops off-campus.

Peer recognition derived from nomination process for advising awards such as the NACADA advisor of the year award or the Professional of the Year award at our institution

None

Telling an employee that they are doing a good job and their work is appreciated.

AS we jump through the hoops we can be awarded a merit raise.

Student surveys prior to graduation.

Use of University vehicle for advisor-related travel.

There is very little recognition of advisors. As a matter of fact, there seems to be contention between FT Counselors and advisors, a majority of whom are PT.

Can't think of one

none

entirely student-run recognition banquet

Lerss micromanaging

Personal thank you letters to the families of employees. Thank you messages left on voicemail.

Giving free vacation days for recognition. People like money, but a day off is priceless!

?

NA

N/A

n/a

At one point, faculty advising was part of the evaluation process for earning tenure.

At a training for new faculty advisors, an acknowledgement by the vice president of academic affairs of the important role academic advising can play in tenure and promotion at the university.

Campus wide selection of one per year.

Advisor Leadership

We really do not have an form for advisor recognition.

We have a University wide strategy called "I Caught You Caring". Anyone can fill out a card about the service provided by any VSU employee, and send it into HR. An email announcement is sent out, & the staff member gets a pin.

Advisor's care and concern for their advisees ( control over flow of info)

Verbal thank you

The strategies that were listed were very expansive which could be used at this institution.

assistance from other units such as technology support for proposed advising initiatives.

???

Including representatives from the local academic advisor community to institutional advisory boards/councils (shows that the institution values academic advisor input/feedback/expertise in strategic planning and policy making)

N/A

Student voted Advisor of the Year award (no monetary prize, just recognition within our office)

Speaking personally, I now have a new supervisor who regularly (and not superficially) gives me positive/relevant feedback about my work. It certainly makes me want to do even more.

Small tokens of appreciation - cookies, notepads

n/a

None that I know of.

i take my own staff to lunch, send them for massage at 4pm twice a year, we have team building every friday afternoon during the summer, i respect, try to understand, and love them.

Directly awarding access to the most attractive professional development opportunities based upon merit and productivity

Not sure if this was apparent from my answers--have 7 campus-wide awards (5 presented by the President with considerable fanfare and cash).

Being able to use a flex time agreement during the summer months.

N.A.

In the past, the Student Government Association has awarded an Advisor of the Year plaque to a faculty member or professional advisor.

We provide lunch every semester for all advisors and thank them personally

Our Alumni Association has a WOW Award that staff can be nominated for.

Survey covered all strategies at this institution.

na

n/a

n/a

none

We have a promotion system modeled after tenure and promotion that provides promotions and significant raises for advisors who actively pursue professional development and contribute significantly to advising at Auburn.

none

Occassional hour or two off of the work day before a big holiday. Yearly event hosted by Associate Dean- ex. this year, a musical

None

n/a

being recognized by students

Our "Adviser of the Year" award is given on the basis of a peer nomination and voting process. It's awarded by our campus Association of Professional Advisers and Counselors.

None - we have very little recognition/rewards for ANY functions - there is a sense that rewarding one would be belittling another so awards are discouraged!

WWU tauts advising as extremely important but is not recognized or rewarded. In fact faculty who spend more time advising instead of research, are penalized. My department recognizes the importance of advising. Why I advise.

N/A

None that I am aware of.

Monetary assistance for faculty advisors involved in summer [ie. new student orientation] advising

Not Sure

Because of the limited resources available to reward advising, the advising administrator uses informal methods, such as 1-day retreats, flexible work hours, and lots of positive verbal reinforcement.

recognition before other faculty at in service opening day-framed certificatesby president

Not using any.

N/A

WE've only just begun to do this - so it is too early to tell.

N/A

As a multi-campus insitution, we have a campus rating scale that is used every year. Advisors also seem to like a nice lunch, thank-you letter from administration, small gift certificates

none

Having a faculty academic advising committee to assist with planning training and defining advising issues.

Intraoffice, we have a rotating trophy given to advisors who have recently gone above and beyond in the performance of their duties.

N/A

student thanks!!!!

Can't think of any - we pretty much work because we value the students and like doing what we do. I never thought about all the ways we could be and perhaps should be rewarded.

none are currently offered

Advisors are considered professional staff on our campus. The Institute offeres an Outstanding Staff Award program for individuals and groups. The award is a cash award, dinner with the president of the Institute, trophy and news r

Recognition at annual awards night. Posting the list of annual outstanding advisors on the bulletin board around the academic advising office. Next step - sign on their door.

Praise from dean

N/A

A personal email sent to staff

Unofficial "Adviser of the month" award given to a professional adviser each month by "PAC" (Professional

Advisers Council). It's informal and done for fun.

Small gifts of appreciation provided to team members at our TEAM meetings.

N/A

Engagement in divisional teamwork to effect positive changes. Participatory management with acknowledged appreciation of innovation and encouragement to communicate openly.

Every year we select an outstanding advisor from the professional unit and nominate the individual for the NACADA awards. And we present the nominee to the president of the college for consideration for the District's Awards.

Personal thank you phone calls and emails.

I believe that peer recognition (PACADA) sponsored awards are important.

not applicable

Positive relationship with immediate boss and his praise

Peer Recognition

Contacting student about their academic status

Release time or flexible hours

Annual recognition luncheon for good advising

n.a.

Recognition of high student satisfaction with faculty advisors based on the Student Satisfaction Inventory

Regular acknowledge of a job well done.

N/A

Invitations to participate in a webinar at no cost to their home department. Many advisors don't get prof dev opps otherwise.

meaningful support from CENTRAL administration - public recognition by Pres, Provost, et al of the importance of advising & it's correlation with student success (but a paradigm shift is in order to promote ADVISING AS TEACHING)

We are starting to include advising as part of the job description when we search for new faculty. Advising will also be discussed in interviews.

Yearly Advisor Award - recipiant is selected by other advisors on campus

Currently, the advisors and counselors are not rewarded for our hard work and efficiency at this institution.



Annual merit increases based on job performance.

NA

professional development scholarships

It's just two of us working to advise/register our student population. We encourage each other.

chance to contribute to advising improvements

The recognition of outstanding mentor each year.

I am an extension advisor, so I'm not really sure if there is recognition in other departments.

none

N/A

We have none.

There are "advisers of the year" recognitions, but only one at at the college level.

Academic Advising Award (annual)

NONE

None

NA

N/A

There is little recognition. In fact, the faculty in my college think that our advising center should be cut because we're a "waste of money."

We are currently implementing recognition/reward instruments for faculty and professional advisors; will include monetary award and additional consideration in the tenure/promotion process.

There is very little recognition or rewards for professional advisors at Purdue University that comes from the Colleges or the University. Recognition comes from PACADA if persons take the time to apply for the awards.

?

Recognition on behalf of the students. It's always been about other colleagues recognizing colleagues, but what do the students feel about how they are being served?

Informal dinner out with staff.

Frequent and positive personal contact with advisors

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Annual Departmental Staff Award and Annual College Staff Award (unrelated to university-wide advising system awards).

---

Students nominate advisors for a "rising star" award. The "reward" is a stress buster in the form of a star but the recognition is what is important.

---

n/a

---

A promotion

---

Flexability in planning one's day

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NA

---

The university has an outstanding advising award for faculty advisors and advisors. the College of Education and Human Services does little to support or reward advisors because they see advising as a clerical, registration functio

---

N/A

---

A day off that is for service above and beyond.

---

Thank you notes from students mean the most to me.

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None

---

Can't think of anything else.

---

Am not aware of any recognition or reward strategy on my campus. Our campus has annual classified staff recognition ceremonies but it is not specifically for academic advisors, although some may be received recognition.

---

Can't think of any system.

---

My supervisor recognizes contributions of my area (Academic Support), along with all other departments, at our unit meetings.

---

Student-written notes of thanks for their advisors at the end of the year - facilitated by a blank form card that students can easily send or mail.

---

N/A

---

n/a

---

Employee of the month

---

The creation of having a supervisor just for the professional advisors 6 months ago.

---

Campus-wide advising award: student nominated, carries with it a cash prize.

Token, our previous Dean gave each of us a keychain with a 5 engraved on it when we were ranked 5th in the nation. It was such a morale booster because he recognized us as being a big part of the rankings, not just faculty.

Sincere, specific appreciation at time annual performance evaluation

thank you letters from graduating students to faculty, supervisors, advisors...anyone who has helped them along their career

Verbal thanks or recognition for helping students, or for solving a difficult situation for a student.

don't have any

n/a

Annual contract renewal has been a great incentive; we work well as a unit so most recognition is of the department's efforts.

Recognition at monthly campus wide advisor meeting of both local awards and NACADA awards

Spirit of Excellence Award

performance bonus

For the past 3 years we have had an Advisor of the Year contest. Although the 1 person is honored campus-wide, with over 30,000 students, 100s of faculty advisors and >40 professional advisors,too many great advisors get no notice.

Faculty Load Creditsm (FLCs)

All were covered.

paid training sessions for advisors willing to take on extra work

None that I can think of

none that I am aware of

we have students vote or nominate an adviser

homemade cookies after orientation advising!

"Staff Spotlight" website, with different staff highlighted three times per year with articles.

Promotions in rank.

University's Award for excellence in Academic Advising.

n/a

A big once a year award for advisors, though many times it is the faculty advisors who received the advising award and not professional advisors.

I can't think of any that have not been mentioned already

Freedom to perform my duties without limitations. Trusting me to perform my duties without micromanaging me. Letting me take a day off when I've worked extra time.

Holiday or other special occasion parties

Nothing

They were all covered in teh survey.

Career advancement/raises (although few and far between at UC)

Once a year we have a two-day retreat for our College of Business Advisors.

None

It would be nice to have any kind of reward or strategy available. At this point we have nothing in place.

Informal thank yous (in person, via e-mail, from students or mentioned in the president's weekly campuswide e-mail and during his yearly faculty-staff meetings)

There are no developed strategies to recognize and reward advisors. Advisors are an invisible component within this college and the university as a whole.

For Faculty only,increased stipend when assigned to teach a 1 hour Freshman seminar type course and advise during the summer prior to matriculation.

We do not have any reward strategies in place in our institution.

Not aware of one.

Time off - one free day off

N/A

Sophomores get to choose their own pre-major advisor as they register for 3rd semester; the pre-major advisors photos and bios are put on a website and posters around campus to promote the choices available to the students so that t

Don't know of any used. We are allowed to go to the NACADA national conference and some regional conferences.

n/a

All of the recognition methods at my institution are addressed here.

My favorite reward is when the students thank me with a note, a phone call or email.

Immediate recognition of exceptional performance, even if only spoken.

n/a

Annual Outstanding Faculty Advisor Award - plaque and certificat presented at college wide award event

We are just beginning to think about putting some recognitions in place

None

We asked for a chance to have an advisors' retreat off campus a couple of years ago. We were given financial support to do that once. We turned down the idea of prof. advisors competing with each other for awards

Integration with the academic department directors to build a better advising team. Directors regularly defer all student-related work to Advisors; however, there are 9 Directors and only 4 Advisors.

Architecture is, administratively, part of the Faculty of Engineering. Recently a recognition/award breakfast for clerical, professionals/managers,technicians was held. The University has a similar-type of award structure.

team building opportunities

None

Nomination for national award

Public recognition of peer advisors at graduation ceremony (with certificate of service)

NA

internal promotion

Advising counts in the place of serving on committees.

We have two university level awards - one for faculty advisors and one for professional advisors. Our college has another award for advising. These awards give visibility to the profession and individual recognition to advisors. The

Our Ex-Students Association is the only unit/area on our campus who gives out annual advisor awards. It has worked well because it is the only one of its kind. Meanwhile, there are numerous faculty/teaching awards.

We award all advisors who participate in the training modules an oak-framed certificate to display in their offices as a "branding" that the advisor is trained and recognized by the college for this training and service.

Faculty take personal pride in appropriately advising students getting them to graduation/transfers with the least number of hours and transfer problems.

Certificate of recognition "Outstanding Advisor" (selection committee) with year end luncheon.

My institution focuses more on rewarding departments perceived as generating revenue than departments perceived as "services".

Developing a portfolio with statements from students.

Thunderbird does not offer recognitions/rewards to recognized outstanding staff members. Those selected are presented with a cash award at a luncheon, certificates, a plaque, and recognized in the school's newsletter.

Financial and advancement opportunities

We have not had a recognition/reward system other than internal pride within/among our advising team. No one is singled out with the exception of our nominees for Outstanding Advisor for NACADA (regional and national).

We have both a profesional and faculty award that carries a \$5000 stipend each. These are funded by a private donor.

All strategies at this institution have been mentioned.

None

Letter of thanks, and luncheon with VP of student affairs for very specific workshops conducted for students, and multicultural staff training programs led.

Being asked by individual students to be their advisor. It shows that other advisees think highly of you as an advisor. Since this is a small institution other faculty will also know of your positive influence as an advisor.

I issue a 1 free paid hour of time off coupon to the part-time advisors on their birthday.

NA

Personal evaluation. Recognition from Student Affairs.

NA

Student recognition

Supervisor appreciation and support of job well done as shown in occasional verbal recognition.

I can't think of any

N/A

I recognize all of the advisers' birthdays, bring in bagels, etc., after particularly busy times.

Until 2006-07, we had no recognition plan

Individual colleges offer advising recognition awards

None utilized.

informal, unsolicited student feedback

na

Support attendance at NACADA conferences

Awarding an advisor of the year.

Hall of fame recognitions (dedication of a wall in the department or area in the school to hang portraits of winners)

professional development opportunities - the more the better especially if delivered over the internet, or in a one day seminar

Faculty are recognized and awarded for advising, but staff/professional advisors are not because "it's our job".

In the past we would pay for registration and travel to the national NACADA conference.

simply being told my ideas and counseling strategies are good. Also, seeing that other professionals have a good grasp on the purpose/ duties of advisors.

n/a

Theatre/Dance passes for one performance (done as a raffle drawing after majors fair--raffle tickets awarded for participation at fair, etc.)

Providing a buffet lunch w/ a great dessert at a conference style advising meeting each term before registration.

Our college selects one advisor per year who is honored at an annual awards dinner. This recipient receives a plaque from the dean and a cash award for professional development. He/she is honored at the university level also.

good advising means you get more advisees, because they flock to you

Award outstanding faculty with membership to NACADA

promotion (other than tenure) in the unit.

We pass out thank candy at Faculty Assemblies occasionally to recognize advisors

Best presentation at our Advisor Conference is funded to present at the national NACADA conference.

Not applicable

We do not have recognition for advisors.

The CAE recognizes faculty advisors representing each school and college. The advisors are selected from student surveys and recommendations from administrators and CAE team.

n/a

Retention awards

Annual Academic Advising Award for both professional full-time advisers and faculty advisers. Winners are annually nominated for NACADA national awards in appropriate categories.

A campus professional advising organization gives an annual award with professional development money to the Advisor of the Year, selected by professional advising peers. There is a reception combined with a regular meeting.

We do not have a reward strategy or recognition program for advising at this time.

tenure portfolio

n/a

factors into consideration for promotion and tenure...includes monetary components tied to merit,etc.

Developing visible positions of expertise and respect for professional advisors and key faculty advisors.

n/a

Faculty advising some get teaching load release time or additional pay for advising load.

Raffle for Bookstore gift certificate Free lunch

Given the opportunity to volunteer within the instution as an academic advisor working with Admissions and Registrars.

Nothing seems to really work. Good advisors are always the "usual suspects", and poor ones seem to be unfixable.

A traveling reward in which colleagues pass to each other in recognition of extra effort or appreciation.

We have none.

n/a

not sure

n/a



campus-wide (including coordinate campuses) John Tate Academic Advising Awards and half-day conference to learn and celebrate academic advising.

gift certificate drawings

Hand written 'Kudos' from peers, we read at weekly and monthly staff meetings. It's a nice way to recognize each other.

I developed a comp time log book to allow faculty/staff to take equal time off when extra time has been logged.

I am new to my job (5 months) so am not aware of any others.

None used at this time.

None

I have not seen a strategy implemented yet.

Promotion to director level. (You don't give an option for promotion as an incentive for professional advisors.)

N/A

flexible work environment

Positive feedback during the annual, individual advisor evaluation meeting with supervisor

Development of a career ladder and being able to promote people

There are no recognition strategies.

peer support and appreciation; occassional "treats" (i.e. pizza, breakfast pastries, etc)

None

NACADA awards

Students elect the "academic Advisor of the year" and the award is given both the faculty award luncheon and at the student award dinner.

N/A

[Hide Responses](#)

**Question 22**

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 "reward survey" in the subject line.

[Hide Responses](#)

promotion ladder for professional advisors.

Having more monetary awards -- or merit-based raises.

Having a full-time advising coordinator for faculty and peer advising to devote more time to developing activities for advisors, training, luncheons, etc.

The school needs to implement some form of advisement reward and recognition. We currently have none.

For professional advisors, I would like to see a career ladder and for faculty advisors I would like to see advising tied to promotion and tenure.

I am solely responsible for seeking nominations and coordinating faculty adv. award...and I'm part-time! I'd hate to think the enthusiasm would wane if I left (award was my idea). Also, we don't give cash, just development funds.

Annual evaluations that are actually completed on time.

Including advising as part of the faculty job description when advertising for new positions. Instead of it just be other duties as assigned.

Better pay for advisors campus wide would help with job satisfaction and retention and promote more effective services for our students.

I think one centralized way for students to express their opinions about advising whether good or constructive improvements would benefit advising as a whole.

Anonymous student surveys might be the most honest form of recognition, since that is the population we serve. We surveyed students at the end of one semester, and it was very informative.

On-going recognition for all advisors, both professional and faculty.

After many years, the annual Excellence in Advising Awards were dropped. We would like to see them reinstated.

There is currently no faculty training. If there were SOMETHING, the situation might be improved.

Group meetings to discuss advising issues within the institution as a whole rather than just our unit.

We need a voice in the campus curriculum initiatives (not a vote but a voice) and student-related campus initiatives and programs.

UPPER LEVEL ADMINISTRATION RECOGNITION OF IMPORTANCE OF ADVISING, ESPECIALLY FACULTY ADVISING, IN THE TENURE/PROMOTION PROCESS. Advising should be seen as teaching, not service.

Reward Survey: I would like to see advisors recognized for attending training and promoting one's own professional development.

LSUE Eunice needs the Vice-Chancellor for Academic Affairs to support academic advising, particularly faculty advising. Even SACS continues to notice this as a weakness.

NACADA endorsement of locally-administered advising awards

Pay that is in accordance with my credentials, experience and value to the institution

more money, and more creativity among administrators

Recognition by the Central Administration regarding the role advisors play in all aspects of the academic environment including recruitment, retention and graduation.

Full time secretarial Support

Have a say in the decision-making process and planning academic strategies instead of decisions coming from on high without our input and expecting us to implement them. Then blaming us when ill-conceived strategies don't work.

I would be able to have a "pot" of money to reward advisors through the year. I would use funds to buy small gifts - movie tickets, lunch or dinner gift certificates, books, etc.

Acknowledgement of the advisors at the college's initial meetings for faculty.

We're presently establishing an "Academic Advisor of the Year" award, which we feel will be very well received.

anything!

It would be nice to have other departments within our college aware of what we do and how hard we work. We are often separated from the school.

To have any recognition at all.

university recognition of the importance and value of advising, which, in turn, would give credibility and value to the advisors

Changing the attitudes of some faculty so they see the value of academic advisement as part of the teaching process and not just secretarial work.

Better pay. More equality of salaries. Explanation of advising fee acct for expenditures for entire year.

Greater importance in tenure/promotion and merit pay evaluations.

Recognition of advising and advisors; we do none

I do not want public recognition. I would find it embarrassing and uncomfortable. My advising is based on internal ethics and a commitment to student success, not external rewards.

professional recognition

The most useful change would be to add more advisors; giving us smaller caseloads and the opportunity to be more beneficial to our students and eliminating the need to dilute our time and services.

Recognition or reward for outstanding advising. Advising is considered an important aspect of faculty load

but it is not recognized as such in tenure and promotion. Faculty consider it much additional work with no recognition.

Make the advising more equitable. If all faculty advise, then all need to be be measured on that advising. But I don't think good advising comes from being measured. Poor advising might be made better, but not good.

Well, I think it's obvious that we definitely need to get some rewards and advising recognition mechanisms started!

Recognize advising as a profession rather than a clerical job

Recognition of the importance in advising in a student's academic career. Support from faculty and administration

RECOGNITION FROM THE ACADEMIC SIDE OF THE HOUSE THAT OUR WORK HAS TREMENDOUS VALUE TO THE INSTITUTION, BOTH IN REGISTRATION AND RETENTION!

Making recognition--in just about any form--part of the institutional culture.

It would be better if each college/department had consistent application and award selection processes. Additionally, if the university recognized professional advisors or "advisors in primary role -advising" as a separate award.

There at too many titles and monetary differences on our campus regarding Academic Advisors. It should be more consistant and streamlined for all Academic Advisors on this campus.

Getting an annual monetary compensation, when you know your evaluation went well. Stating we work for "the state" and raises are not that frequent (especially when the president gets a "big increase" is dishheartening.

More money for professional development activities and merit awards for excellent advisors

Higher salary and less professional development. National convention offers enough information that could be carried into our jobs versus attending all 3 or 4 a year. We could utilize the transportation and hotel into our salaries.

Evaluation & yearly pay raise. Health care rises-our paychecks get smaller. Some sort of recognition since we see all students & deal with all problems. Everybody else gets recognized except us, we just get more work dumped on us.

An annual advising award

I think we have a nice system in place. New faculty see the importance of advising, especially first year students, as it is used in their promotion and tenure evaluations. This is probably the most effective way we reward them.

Actually hiring enough advisors in our unit to do an effective job.

Development of advising mission statement to recognize the importance of advising

Leadership, Mission, Budget, Training, Evaluation, Reward System

Shared governance and problem solving with regard to advising issues. Rather than leaving us on our own, or dictating what to do, why not get us all together to help develop a more effective method for our campus?

We need a bigger budget so that we can provide more rewards. Due to small size of faculty, they are just expected to advise, whether they like it or not and whether they are good at it or not. A bigger cash incentive would help.

Change the people in leadership positions.

The leadership of our institution needs to be recognized and value the role of academic advising.

Awarding an advisor per advising center instead of one advisor per year.

Support

Annual luncheon or dinner where individual advisors are recognized by their peers for exceptional contributions to students and the advising unit.

tie it to retention.

A better tracking of the impact advising has on student retention. Retention is a large issue on my campus and the role that advising plays in retention seems to be minimized by some. A better understanding of the impact is needed.

Feeling of being appreciated

Administrator support from the top down.

It would be great if we had a career ladder. Similar to continuing education units where advisors could attend trainings and gain a certain number of units to have guaranteed salary increments. Currently it is hard to move up.

I am lucky to have a great group of faculty

A start would be for the the Assistant VPAA, the VPAA, and the President even took the time to visit our Center and cared to really understand our role within the institution. Advisement is not valued nor rewarded in my opinion.

Just simply acknowledging the reality and value of our work with students, the challenges, listen to us, recognize our efforts and thank us for our service above and beyond the call of duty.

Recognition that the role and contribution of professional and faculty advisors make to student success, retention and graduation. The need for a high level administrator responsible for campus-wide advising coordination.

More verbal appreciation from administrators

Receiving a decent salary for professional advisors is #1 for me. I can barely live off my salary with the cost of living and UT hasn't given a COL raise in years. If paid decently, it shows the administrators respects what we do.

Recognition of faculty advisors; telling them more about NACADA and helping them with their membership fee.

There is not a system in place for our faculty advisors to encourage and reward good advising. It would be beneficial to make this a priority, including additional advisor training to give them the opportunity to be good advisors.

recognition from the President and his cabinet of our efforts supplemented by a real merit increase.

I don't have a suggestion.

More widely spread involvement. Some colleges/departments are highly involved and others are not.

A career ladder for professional full-time advisors. Promotion up the ladder would be dependent upon both merit (performance)and time in position. Similar to faculty-rank system.

Administrators valuing the work we do, even verbally.

Recognition by high-level administration that advising is very important.

annual recognition by Chair and or Dean for being in the "best" group

Support for regular university-wide advisors' breakfast and half-day conference either on or off campus.

Require mandatory advising of students & full-time faculty to advise. Hire professional advisors to assist 6 academic divisions to allow myself and 3 Counselors to provide 5500 students more counseling, career, & disability services

Higher job rankings for professional advisors

To institute any recognition/reward at all.

NA

Increased monetary value, secretarial support

Monetary and administrative support of attendance of, and participation in outside Advising networking and professional development meetings/events.

Honestly, I think we are doing a good job as it is. The next step for us is to come up with some type of campus-wide advisor evaluation.

A bonus plan that includes both quantitative and qualitative evaluation.

Some recognition only for Academic Advisors be it Lunch or Dinner

Although advising is considered in tenure and promotion decisions, it could have an even greater emphasis.

A commitment from the administration to support the development of a strategic plan focused on recognition and reward.

\_\_\_\_\_

In addition to what you have listed, that advising be built in to the tenure review process for faculty advising.

\_\_\_\_\_

recognition of skill and efforts in advising by acknowledgement in faculty meetings

\_\_\_\_\_

Allowing us time away from the office with forcing a feeling of "Guilt" for not being there.

\_\_\_\_\_

More money: for increases in salaries and attendance at conferences

\_\_\_\_\_

1) Specific criteria for use when considering tenure and promotion. 2) A better way of balancing advising loads.

\_\_\_\_\_

assign full time campus coordinator, then work on reward system

\_\_\_\_\_

More time / help to review evaluations.

\_\_\_\_\_

Ongoing and consistent emphasis on advising in the promotion/tenure process.

\_\_\_\_\_

Continuous recognition throughout the year, within the college community.

\_\_\_\_\_

Any kind of recognition would be appreciated - with our enrollment numbers constantly climbing, advisors are never included in the thanks for a job well done. It's just expected to do your job well, without any thanks.

\_\_\_\_\_

A program that would be recognized as being important by the Provost's office.

\_\_\_\_\_

More appreciation/recognition from administration within the department/unit. Secretarial/administrative asst. help would be helpful, also.

\_\_\_\_\_

My institution doesn't reward advising. She never even says thank you. If nothing else, she should close the office once in a while and take us all to lunch. (if we have lunch it's potluck and the office remains open).

\_\_\_\_\_

More systematic assessment and wider recognition of outstanding advisors

\_\_\_\_\_

Initiate a recognition banquet for the college advisors within the college. Survey students for the rankings and recognize the results.

\_\_\_\_\_

I think doing trips or events together just for advisors. A higher salary would be the most rewarding.

\_\_\_\_\_

Monetary compensation for professional advisors' rewards equivalent to faculty rewards.

\_\_\_\_\_

We are working, as a University, to have academic advising recognized in faculty promotion and tenure evaluations.

\_\_\_\_\_

Administrators making it a priority relative to salary, etc.

\_\_\_\_\_

I think should have somekind of rewards...any kind would work i think.

\_\_\_\_\_

Although professional advisors are represented by AAUP, we are not valued as highly by the administration

as tenured and tenure-track faculty. Higher salaries and fewer hours/more days off would be fairer compensation for our work.

our advising network should create/initiate a reward process.

A defined career ladder would help to motivate and recognize achievements, and we are currently looking into this. We are considering implementing varied levels of the advisor position, based on involvement/responsibilities.

Just having some kind of recognition of a job well done would help the motivation level of our advisors. Currently there's nothing.

Executive support and recognition of our accomplishments.

More student knowledge of and involvement in the process.

Splitting their duties. Reduce teaching load or research load to accommodate a larger advising load.

Institution-wide funding available for each advisor to attend a minimum of one advising-related conference per year.

More comp time available during the busy season when we're all working long hours. Sometimes this occurs, other times not.

More funding to send advisors to annual conferences like NACADA or ACA - the opportunity to develop more effective advising skills and simply do our jobs better is a much more appealing prospect than any kind of external motivator.

Advising should be a part of the promotion and tenure requirements for faculty advisors for advising to be considered a professional, important activity.

Reduction of teaching load for faculty advisers who advise large numbers of students would be a great reward, but this has been impossible because of financial limitations.

I would like to start an academic advising association at TCU and then after it is established start student-nominated advisor awards.

Released time for faculty advisors

clear expectations, competent training, clear evaluation standards, an objective system of public recognition and merit

According to years of experience and efficiency- levels of advising

Widespread acknowledgment of advising at the university level. The Office of the Provost gave an award this year, but most of us knew nothing of it until it had been announced.

merit/performance based raises

Advisors and counselors are not seen as professionals. Administration believes that anyone can do it with little training. Recognition as an employee with special skills would help. Also, a competitive salary for masters



stipend to take advisees to dinner--see question 21

Provide Program Counsellors a more direct voice within the institution's organisation and not just a "Program Counsellors' Forum" to discuss issues after the fact.

Salary increases and other financial incentives for those who do not change positions, to reward good work in the job

To be recognized at graduation and maybe in the campus newsletter, if we had one

Better pay and opportunities to move up

Better recognition of the advising staff by senior staff.

We submit a list to our VPAA of faculty advisors who work beyond the "call of duty" in summer but I am not sure what is done with it. Having feedback from Academic Affairs would help.

Start to recognize and reward advising

Raises based on merit

Slow down changes until we can get feedback and solution/improvement ideas from our advisors. Give them time off phones and work so that they can "retreat" and then enough time and support to implement ideas.

Having specific celebrations of academic advisors or other awards (like cash awards or a dinner). Also, having NACADA and other membership dues paid for by the college instead of departments individually.

Recognition of the best advisor, while good, does nothing for the hundreds of others doing great work. More often that advisor typically has already been granted privledges through preferred work assignments and the like.

To have some type of reward system that recognizes more than a couple of advisors a year.

Implementing a recognition and reward policy for academic advisors would be most helpful in increasing the succdss of academic advising, as we currently do not have any recognition for academic advisors on our campus.

We need a formalized recognition program, it has been very sporadic in the past with receptions and thank you emails.

Have all advisers be evaluated according to one instrument that is generated by customers as well as peers and supervisors.

Supervisors who care and appreciate the work that we do.

Univ "says" it has a method of evaluating performance. But, have been w/the univ for 2+ years & have never been formally evaluated. I'm told "they look at my numbers", but no conversation w/me. Other issues taking precedence/time.

Currently there is only one advisor award given for the entire College and professional advisors and faculty advisors compete for this award. It would probably be better to have two separate awards.

As we don't evaluate advising except on an institutional level, there is no reward for being a good advisor.

Pay us what we are worth. Our president keeps talking about the monetary value of a degree but those who are staff with Master's Degrees are not paid anywhere near market value. The way I compensate is to NOT think about money.

higher pay

Merit rewards for good advising should be backed with cash awards to show one's worth to the institution. So-called "perks or rewards" for good advising such as a new PC or chair should be office expenses instead of "rewards."

I would like to be treated with respect. The professional advisors here are very good at their jobs, but we are treated as if we were data entry clerks.

To just have one available would be great.

to begin to acknowledge that advising is a priority

better promotion of good academic advising in general (faculty and professional and peer) - no awards for professional or peer advising.

Encourage professional development

A policy that encouraged recognition by departments or even administrators. A little pizza goes a long way!!

Those who are not "awarded" are viewed as "equal". That is not true and the evaluation process should allow for greater differentiating.

Our institution does have a teaching excellence award given out each year to one faculty member. It would help if students or colleagues could also nominate an advisor for an advisor excellence award.

At Temple, if an advisor is nominated for an award, there is a labor intensive process to accept the nomination including sending a resume and letters of recommendation; it would be good if this was reduced!

Monetary contribution/recognition for a job well done.

Anything would be better than nothing. A certificate of recognition is a start; possibly a compensatory day for good work; a gift certificate to dinner; cash reward.

Centralization of Campus wide advising...ERP is coming soon but could have been done sooner.

having any kind of recognition and reward would be an improvement.

Appropriate pay levels and pay raises.

Unsure

An annual advising award ceremony in which exceptional academic advisors are recognized by students and their peers by given a monetary reward (I received \$3000 and a plaque at an institution where I previously worked).

Implementing a recognition program

Not having to apply for the limited grants to attend conferences and purchasing supplies such as books to help with advising students. Professional development is seriously lacking at IU.

Structured scale for advising based upon responsibility and seniority, not the wealth or poverty of a specific department or college

More standardized recognition and reward for faculty advisers. Not all departments reward faculty advisers- in fact, most do not.

perhaps utilize some form of merit/promotion consideration

Equal pay across the board for advising administrators and advisors on the campus.

There are currently only two different ranks for advisors (academic counselor or senior academic counselor, so creating a rank beyond senior academic counselor with commensurate pay would help recognition and reward.

The institution should promote, support, and recognize an outstanding advisor, regardless if the person is a professional advisor or a faculty member.

Higher pay for our over-tasked advisors.

Adding the importance of good advising in the mission statement; recognizing that good advising contributes to student retention; funding development opportunities

It would help to just have recognition and rewards.

Our current annual awards participants are nominated only by students. We need to change that policy so that all staff, faculty and administrators can cast votes as well as the students.

We have a faculty of the year award and a classified employee of the year award both recognized at the fall convocation. Advisors fall between these two categories and have no such recognition.

Equality - faculty and TA winners of similar awards receive more money than advisor award winners (\$1000 vs. \$500), and some advisor award winners get matching funds from their colleges (usually the better funded colleges)

Developing a program to train and recognize advisors.

Only a committee made up of both faculty advisors and professional advisors on our campus could create a program for recognition of the importance of advising. At this time, such a committee does not exist.

Give load credit for advising.

Make advising a component of job evaluation; both as professional advisors and faculty advisors. It needs to be part of job description.

Coming from a business/industry background, the best way to recognize employee excellence is to provide opportunities for professional growth and merit raises based on consistently exceeding performance standards.

Providing enough time in staff and faculty schedules (including paying adjuncts for office hours) for quality advising time would go a long way to help improve advising at our college.

Consideration for promotion and tenure

more professional development and networking for advisors on campus and opportunities to attend conferences through NACADA.

more regular merit awards. Also, lowering the student-advisor ratio would be important in allowing advisors to feel better about what they do and not just feel overworked.

Institutional Support of Advisors

Regular evaluations of advisors done by student advisees.

Currently there is no acknowledgement advising in the faculty advisor's annual evaluation. Many of the faculty who are assigned to students as advisors make little or no effort to be an effective advisor.

Integrating advising into the faculty review process

Stucture the advising programs to include true advising designation as a part of the job descriptions and titles for professional advisors rather than classifying the majority of unit advisors as administrative assistants!

I believe that peer reviews would be a great addition...to have other advisors in our college evaluate my performance!

Campus recognition and monetary incentives for performance. Establishing retention benchmarks and being rewarded for achieving or exceding those benchmarks.

Any type of recognition for Academic Advising

In some cases, depending on the size of the academic dept., decrease the advisor to student ratio.

Centralized advising that is recognized within the institutiton's mission statement

Paying for NACADA membership and conferences.

To actually have a reward system in place.

Better understanding at the TOP of the administration of the importance of advising to the mission of the university and the success of the students. (But how do you accomplish that?!)

Allow for more than outstanding advisor and change the process

To implement a recognition component, be it thank you letters or something as nice as a conference trip.

Consistency with some faculty advisors actually advising their students as opposed to just clearing them...it is part of their work load. That would take off some pressure & work from advising center.

Any kind of formal/written recognition (thank you letter, certificate, plaque) would be appreciated. This would not only reward advisors who are doing a good job, but would give us something to strive for.

An appreciation of the hard work that we do here

Additional funding for conference travel

Simple recognition of efforts.

Administration's recognition of advising as a valuable activity.

Having advising be valued as part of the promotion and tenure process. Recognizing in base salary as well as merit pay increases that not all state job titles are the same as what academic advisors are asked to do.

Having the administration recognize our efforts.

Institutional commitment to professional development and reward of advising. Some departments/colleges are very committed, others are not.

Establish a National Center for Academic Advising Research and Practice.

Make advising more visible at university-wide level; make recognition more visible at university-wide level; make advising prominent part of university mission (as stated in prominently in publications)

Advisor's are recognized by PACADA, our local affiliate, but not by the university as a whole. There should be a university award given to the most outstanding unit.

Some type of award/certification program

More consideration of advising in promotion and tenure decisions

Support and appreciation from the Provost's Office for the work we do.

Adjusting work load so that those who are good at advising and want to do it are released from other service work, with the slack taken up by those who are not good at advising and/or don't want to do it.

While the Vice Provost for Student Life at this institution promotes the value of advising and academic counseling, this philosophy has not trickled down to all departments. Leadership at the department level lack this commitment.

availability of finances to train / develop and on-going assessment program

For advising to be included in faculty performance evaluations.

cash award

Recognition of advising as a legitimate, valuable area of academic inquiry; recognition of advising as an integral part of our work with students.

We have no reward system in place so anything in that direction would be an improvement.

To start something,any thing is a start.

student accountability~ survey done campus wide after each advising visit

Hard to name just one. Top three: 1) provide competitive salaries commensurate with responsibilities, 2) provide merit increases, 2) don't terminate us each year

Realistic raise \$\$\$

Shifting advising from "service" to "teaching" in our evaluation scheme

equitable job classifications and salaries within all of the advising units on campus

If faculty could quantify 40 hours of advising so it would equal a 1/4 of a journal publication. Faculty lose out since their time is not recognized nor rewarded.

For faculty advisors it is important to have advising effectiveness considered in the tenure and promotion decision process.

Professional advisors to be eligible for the same award that faculty are eligible for, or create an award that is solely for professional advisors. Seems very unfair that faculty are recognized but professional advisor aren't.

to better value the importance of advising and to support it with financial resources.

I think more awards through other departments (not just UCUAADA) would be beneficial along with raising overall salaries and allowing for more advancement/promotion among advisors to increase morale.

We have solely professional advising staff. I would like to see the individual college recongize the work that our office does. Currently we can nominate an advisor to compete for recognition campus wide for few slots.

It would help if, as professional advisors with Master's degrees, we would not be viewed as "just staff".

recognition of professional advisors as professionals just as faculty advisors are recognized

Implementing an institutional recognition and reward of advising

Just let the advisor know that they are appreciated. At least take the time to nominate them for an award.

I think anything would help at this point -we have nothing - it is a truly thankless job here.

Administration does not recognize the need for advising administrative representation at top levels of leadership of the institution.

My unit could do a better job of celebrating and advertising when one of our advisors wins a university-wide recognition (which happens often).

Monetary bonus

N/A

Review classification and salaries based on advisor effectiveness, not longevity.

Some recognition for good advising.

we are working with the Dean's Office to develop a new program that rewards good advising in the tenure/promotion process.

Pay increase...

Developmental training in education and advising theory

Have levels of advisors similar to apprentice/journeyman/master or senior advisor.

To have our own recognition center not be seperated by Faculty Administation or lumpesd in as a wole with either catagory. perhaps even done by campus rather than as an institution.

If the institution itself would recognize the advisors, not leave it to the advisors organization on campus.

Advising considered in tenure and promotion.

To reward advising would probably improve it

I think advisors should be reclassified at our campus in order to make a comparable wage compared to advisors at other colleges. I think they also should have more professional development opportunities.

ability to offer promotions

specific role in merit, promotion and tenure for faculty, if evaluated appropriately

I'm not sure, advising seems so individualized on this campus, it is hard to imagine how to best reward folks.

An Advising Central Office to oversee the needs of all advisors. This person reports to the Provost and not be supervised by any college/department. S/He would be responsible for the training/professional development for advisors.

I would like to recognize the good advisors. To do this, we would need to find a way to evaluate individual advisors. This would have to go through the VP of instruction and possibly the faculty union. Please send your outcomes.

Annual Awards (meal optional) Ceremony for outstanding advisors

yearly award is self-nominated and requires getting letters of support - have it as peer and dept nominated + add student nominated award

Salary incentive or other monetary bonus

?

Financial incentives.

To have our administrator's show us some appreciation would be nice.

If there was some sort of dinner where we were recognized for what we do or if we had an award for the advisor of the year where we could brag on each other or the students could brag about their advisors

Levels of advisors with progressive responsibilities - attached to prestige, recognition, and monetary gain.

Further education to improve my advising skills across many areas: as counselor, writer, presenter, current career info, etc...

Employing faculty who actually are concerned and value student learning and advising.

Creating/adopting a set of standards for advising that are consistent across the university. Then provide centralized training, professional development and support for maintaining and excelling at these standards.

1-Professional advisors need to be given the same respect as faculty advisors--the only advising award on campus is given to 1 faculty person each year and MAY also be given to one professional advisor.

More financial support for training and surveys

That faculty advisors have advising evaluated and placed as a part of their promotion/tenure packet.

Regular professional development opportunities and support for those seeking outside opportunities. Better training for faculty advisors.

Annual performance evaluations!

Advising must be seen by administration as more than just another student service.

Get faculty to understand the importance and value of academic advising. Develop a reward/recognition program.

Faculty appropriate training and support focusing on how advising is a natural extension of teaching and how to better integrate it into the flow of their "regular" job.

Not sure.

reward professional advisors more closely to what other student service-related staff make (e.g. career counselors)

Feedback surveys from students and peer reviews

Lose the customer service/business model/ISO model and remember that we are an EDUCATIONAL institution.

A change in the perception that professional staff are "less than" faculty as a whole. Like in most colleges and universities, we are the first to be blame regardless of whether we are at fault and the last to be given



credit.

Treat all advisors fairly and equitably, and recognize them for the contributions they have made.

We really need a recognition program in place to better track the success of the advising relationship and encourage the use of effective advising methods.

There needs to be more consistency. The Texas Exes awards are only for 5 Advisors a year. There are probably 500 Advisors. The programs in place are great, but they need to be accessible across the board in every college.

It would be helpful for the institution to regard recognition and reward of academic advising as an important issue. Also, having a career ladder for academic advising would help.

An award just for advisors--currently we have staff awards only.

My institution values academic advising so little, many would not even think to reward or recognize academic advising. Academic advisement is not on the radar of our administration as a tool for retention.

In the planning stage of an acadewmic advising programme

Providing any recognition would be helpful.

Management to get a better understanding of what advisors do.

I'd like to see visible appreciation/recognition of professional advisors on a regular basis. This should be done in such a way that all members of campus community become aware of the importance of this role on campus.

Actually recognizing excellent advising with something (certificate, raise, etc).

Instituting something/anything that recognizes/awards advisors

advising being valued as much as classroom instruction.

uniform advising evaluation that would include comments from colleagues, advisees, and superiors and take into consideration the student load

A specfic award that applies only to staff and faculty advisors would be a welcome addition. It would signify to others that advising is an important function on this campus that deserves recognition on its own.

It might be nice to earn IUs for advising time.

afford credibility to our advising efforts and to the innovations we help to bring about like our new student orientations.

In our unit - making Advisors simply advisors, not forced to have "100" other duties on their plate at the same time. Create another position to handle the "paper"....

Implement a recognition program.

Administrative support

An evalutation from the students would be helpful to know whether the students felt they were being helped in a positive direction with their intended majors.

Any recognition at all would be nice.

Increased faculty participation in regional conferences on student advisement systems.

For reappointment/promotion/tenure, student letters are solicited, and they MAY talk about advising -- should be specifically asked.

Recognition by administration that recognizing and rewarding advisors is important to them.

Allowing the individual being rewarded to choose his/her reward, whether cash, paid time off, paid professional development, etc.

Equitable and frequent recognition.

A feeling of teamwork. We're not encouraged to "cross" lines. I find this very stifling. I do not feel that students are important here. It's all about each person doing his or her job - and that's about it.

Advising career ladder would make advising a career instead of a temporary place on the way to somewhere else.

I am not in favor of letters, or certificates, or breakfasts. This would be to formal and me uncomfortable

Giving the task more importance - administrators here do not value undergraduate advising the way the NACADA community does...

Offering a career advancement path for academic advisors; we are struggling to find ways to increase compensation with increasing years served and increasing responsibilities.

student evaluation of advisor and recognition from administration when students comments are outstanding

To have academic advising by faculty members given as much weight in annual reviews and in the tenure/promotion process as that given for activities that take as much time and effort as what could result in a research publication.

Having a yearly advising recognition award...much like we recognize a teacher of the year type person here would be wonderful.

n/a

One staff of the year reward for entire university. Would like recognition in advising area alone. And, more professional development opportunities.

It would be helpful if the University was willing to provide more financial support for professional development. Also,I think that holding a banquet or having the top advisor recognized each semester or year would be great. I

University recognition of outstanding advising.

Regular meetings so advisors would know each other and network better.

We would benefit from increased promotion/awareness of advising services, goals and success services. We need to improve our internal PR among faculty/staff as well as students.

We are currently developing an advisor recognition process through our Advisors Council--once we get this in place, this change will help our recognition tremendously.

A better understanding of academic advising, which would include a group of academic advisors across the University to share info, advice, etc.

Good training. Instruction needs to be on board with faculty advising and value that first.

Just actually noting that advisors do an important job on campus.

Institutional recognition are currently superficial. At the department level recognition is more genuine and really means something

If we didn't get fired annually right before Christmas and then rehired if the budget allows, July 1.

Structured salary scale with specific ranges identified over the whole campus rather than by College.

Supervisor needs to take on a better role of appreciating our talents and service and making it worthy of sharing it with others or recognizing us more frequently. The support lacks.

Being more direct about how advising factors into annual performance reviews and tenure and promotion.

If advising could be built into the tenure and promotion process for faculty!

That some recognition be available, particularly in the tenure/promotion process.

distinguishing/recognizing professional advisors, not just any person who works with students and calls themselves an advisor.

Recognizing Advising in tenure and promotion

more time allotted for training situations

I believe monetary compensation for travel and or professional development would be a great start at our institution.

If the administrators in charge recognized the importance of academic advising.

Everything we don't celebrate like that

Recognition from the administration and college-wide in some way.

Senior Administrative understanding of true advisor role.

More equitable pay for the quantity and quality of the work we do.

I think advising should be assessed with an evaluation form such as is used with teaching. Student evaluations of teaching are used in RPT decisions, advising should be too but is not.

More of it, more individualized recognition.

Recognition by peers is only somewhat important. I would much rather the students that we see rate their experiences with their adviser and that the award be granted according to how good the service is to our students.

Annual recognition reception

Centralized advising awards offered strictly to professional academic advisors.

Increased salaries.

Tenure and promotion are truly tied into academic advising.

being able to attend professional conferences-it's always during preregistration and there are only two of us.

We need to have the stipend increased It's \$800.00 and has been for about 10 years. I've been asking for \$1,000.00.

Monetary support for professional development activities. Conferences are expensive.

Higher salaries

evaluation and recognition of faculty advisors

Start with everyone being on the same page regarding policies and best practices so we are telling our studets the same things.

Additional advisors. We are way understaffed to handle the volume and just push students through.

Preferential parking (or free parking permit for year) would really be a great incentive.

To begin the process of rewarding advisors for their hard work.

ranking of advisors tied to salary increase

There is currently no incentives offered for superior work performance. All advisors receive the same percentage at the beginning of the fiscal year. Monetary rewards could be an incentive for marginal workers to improve.

Monetary rewards

Listening to difficulties on my job and actually addressing those issues in a quick and supportive way.

Increase recognition for hard work and increase merit!

To have a monthly advisor who is voted for by the students of their great work.

Due to buget cuts it seems that there is not much funding to do anything! So i would say money!

Some institutional rewards are limited to those who have been at the University for a period of time 2 yrs, when it may not take that amount of time to make an important impact.

We just worked to have an Academic Advising Award instituted at the University level. It shall be awarded for the second time this year.

It would be nice to be reognized/rewarded

More allocation of resources to advising in the academic units

better funding of advising and advising positions

Tenure decisions and monetary decisions.

More credit for advising on Annual Evaluations.

It would be nice if there was a recognition and reward strategy in place.

Formal evaluation process for advising

Recognition that Advising is a profession and be treated as professionals. Including better training, better resources, better networking, better professional development, and respect!

Bosses need to do a better job with putting essential trust into advisors, treating us like esteemed professionals daily. All of us have MA degrees, but our bosses treat us like kids. Trying for new job. This is sad and pathetic.

A structured annual recognition program in which each academic unit selects an outstanding advisor who then is put forth for the campus/institutional outstanding advisor award.

It would be beneficial to develop a career path for Advisors with a path moving from Acadmenic Advisors to Professional Advisors to Administrative Advisors.

to have a philosphy of rewarding us.

formal training with followup recognition of performance

At our institution there are only 5 professional advisors, so attednace at conferences and prof. devel. sessions are in my opinion the only feasible rewards; i.e. tough to have an awards dinner for just 5 of us!

recognition of advisors at advising meetings

A more cohesive, administrative advising unit.

We just developed two advising assesment instruments,one for students and one for faculty. These instruments will be used in the next academic year..we are taking small baby steps at the College.

To have a recognition and rewards program in place. There is currently only one for faculty advisors.

Offer monetary incentive or course reduction to advisors.

including advising as an individual point in tenure and promotion reviews rather than with service, by addressing advising separately there would be more recognition of the efforts and importance of advising by faculty

If advising was part of faculty tenure and reward system. But, that is not going to happen.

I would like to see an award for each advising unit on a quarterly basis. Establish a committee to set criteria and evaluate each unit. Honor the unit at an advising reception and present a plaque to display for 3 months.

We have no budget to pay advisors. I would like to be able to supplement the salary of any faculty or staff person willing to advise.

I believe we should have merit raises. If I were rewarded commensurate with the quality of the job I do, I'd be making a mint!

Campus-wide dissemination of information regarding the important role professional Advisors have in students' education

I would like recognition to boost up base salary!!

It would be nice if advising was actually a part of the written responsibilities for the faculty. Currently it is not.

Merit

Professional Development funds--currently we have no funding to send advisors to NACADA conferences so we lack the opportunity to develop and grow professionally

More of a collective spirit b/t faculty and staff. The faculty awards ceremonies and galas are plenty, but staff often seemed to be looked over. (perhaps due to the fact that quantitative results are harder to distinguish for staff

Allowing professional advisors to be considered for awards such as Advisor of the Year which, now, can only be awarded to a faculty advisor.

more money to hire more advisors so we wouldn't have such large student loads

Align professional advising awards with faculty awards. Currently faculty receive a substantial cash award and professional advisors receive bookends. Better advertising about the award recipients to promote advising on campus.

Greater emphasis placed during the tenure review and new faculty hiring processes.

Change in faculty compensation structure to financially reward advising.

As the new Director of Student Advisement and Career Planning, I would like to begin to evaluate the process of advising and the lack of recognition for professional advisors and faculty advisors.

There is a special award for outstanding faculty advisers and I think that professional advisers should either be included or have their own award.

To note that not all advisors have teaching responsibilities so the award at the University level does not allow those of us to don't teach as well to achieve the University award for excellence in advising.

More merit raises

The CBA provides financial support for me, the Director of the Advising Center, to attend the NACADA national conference. It would be helpful if our advisors could also attend this event.

Students nominate faculty advisors for the Outstanding Advisor of the Year award. The Academic Advising committee selects the recipient each year based on established criteria. Recipient is presented award at Honors Convocation year

competitive salaries that encourage retention of outstanding advisors

I think a standardized evaluation process would help in meeting goals and achieving the pay increases desired.

Allotment of more funds for professional development activities, i.e. attendance at local/regional/national conferences such as NACADA

Awareness and "buy-in" from Provost and VPs.

I love my job and do not feel there needs to be any changes.

Providing more monetary support to go to national and regional conferences.

We really should limit the number of advisees that faculty can have. It would help them do their jobs better and help things feel like a more equitable load.

More staff!!!

Currently, the award for advising is combined with an "Excellence In Teaching" component for teaching as well as advising. These 2 areas should be split into 2 awards, since advising is not considered teaching here.

Monetary acknowledgement

To provide an advisor award at the university level. We are decentralized and it would be wonderful to have an annual advising excellence award.

Yearly award program.

Continue to develop adviser training; provide a certificate granting program; on-line training tools, interactive discussion options needed; TRUE recognition of advising in Rank, Promotion and Tenure evaluation for faculty needed.

Create a pictorial database of all advisors--to both assist students and give recognition to those of us who are advisors

A thank you letter from the chancellor posted on the faculty/staff listserv acknowledging the importance of advising and our department and thanking us for our efforts.

Providing plaques for outstanding service.

n/a

Understanding of the importance of professional advisors and their responsibilities.

We are currently working on getting monetary awards for the top advisor(s) on campus. First awards will be in Fall 2007.

Enhancing the evaluation of advising within the faculty and professional staff evaluation instrument used for the collective bargaining unit.

Institutional recognition of the work of advisors - i.e. president & vice presidents publicly acknowledging the importance of the work we do.

It would help to have monetary awards for advisors, especially travel grants for NACADA. We have very little money for those kinds of initiatives.

To more thoroughly respect the job of academic advisor

Merit increases.

Taking time to send out thank you letters especially when students notify the administration of their appreciation

Any sort of recognition since we have almost none. When someone leaves we throw a party but they should be recognized while they're here instead.

Any recognition would be great.

Creating a tiered system to be able to promote and compensate advisors.

Merit raises on a regular basis.

I believe that in my unit there needs to be an overall opinion that the athletic academic advisors are just as important as the academic advisors on campus. Just want to be included in the overall process.

If our President and Deans gave verbal support and encouragement to our Faculty for advising in a public and private manner.

If advising was considered equal to teaching and research in merit and promotion importance.

To establish professional development activities for academic advising staff at least 3-4 times per year



Our university formerly had only 1 annual award for the top advisor (we have >350 advisors). Recently our president created a President's Advising Award which is presented to 5 advisors annually, along with a \$2,000 check.

Addition of various advisor training workshops

Additional funds to award more than one advisor per year

We just began an award this passed year for excellence in academic advising. We need to continue this and probably mjore, as we continue to explore changes to our advising system.

Moor opportunities for students to praise their advisors through the formal administrative chanel of the institution.

use advising in tenure and promotion evaluation

Funding for additional advisors would send the strongest message that the contributions of professional advisors are important. Closing each advising office for 2 hrs/month to allow all advisors to attend monthly advising meetings.

Finding a reward that means anything to the faculty. Advising has always been part of the workload, butt defined as "schedule building." My challenge the past two years has been to try to change that definition.

Recognizing us at all would be nice.

For professional advisors, more recognition at the senior administrator level and better compensation. They do as much for the institution as faculty but are not considered for the campus advising award because "it's their job".

Counting quality advising in RPT without subsuming it under service or teaching.

I would like to see our campus reward advisors in a similar manner as outstanding faculty--With a public presentation of the award, a large monetary award which can be used for professional development, and press releases & photos.

To monetarily support each advisor for professional development rather than a chosen few. These possibilities are what re-inspire us and help us to feel appreciated and connected!

Initiation of any recognition or reward beyond payment for occasional conferences would be nice. Allowing all advisors to attend annual conferences and Prof.Dev. opportunities (only one allowed to go each year now) would also help.

recognition and communication

Including advising as a portion of faculty duties toward tenure or promotion.

Annual banquet to recognize outstanding work.

The institutution polls alumni for faculty advisor of the year, but the 3 professional advisors on campus are not eligible for recognition in this event.

allowing us to attend a national conference

Salary levels appropriate for level of training, and equity across units. We are required to have Master's degrees, but our starting pay is less than our undergraduates (Liberal Arts, mind you) are getting in their first jobs.

cant think of one

Monetary rewards

Pay for annual NACADA membership.

Advising is not a priority at my institution. I believe that making advising a priority in and of itself would be rewarding.

NA

To pay faculty advisors to advise and not require all facutly to advise even when they don't want to.

MVP advisor awards :)

Structured professional training and development across UCSD's colleges, and cross-training between units.

More financial and institutional support for professional development and opportunity for professional advancement.

More of a role by faculty and staff advisors.

recognize all Prof Advisors at an annual breakfast or luncheon. Each Dept Advisor has different duties beyond the scope of advising students. Some have as few as 60 students and some (like me) as many as 700.

By creating a more central advising office it would be easier to evaluate and therefore reward all advisors and not just those with a professional title.

Longevity of veteran adisors rewarded with appropriate salary increases. Our new career ladder doesn't increase the salary of long-time advisors at the rate of new hires. Part-time veteran advisors are paid lowest rate of all.

Recognition of excellence in academic advising at the institutional level through an annual award

individual evaluation to strengthen the weak advisors on the campus because the weak ones bring down the reputation of "advising" for the students on the campus.

Giving us a secretary!!! And maybe if our Senior Vice Chancellor of Academic and Student Affairs knew my name...that would be nice, too.

Implementation of a university-wide advisor recognition award

Monetary support for professional development activities - but our state laws don't allow for it.

Letting everyone-faculty, staff and students-know exactly what adivsors do all day.

consistency in evaluation

Institution of an award for service to the academic advising community as an advocate and champion of the importance of the advising presence in the educational mission of the university.

A basic, campus-wide recognition of the importance and value of advising would be a good start.

Salary raises.

We're too research-oriented for faculty to have much time for advising. It needs to be highlighted, rewarded, much more recognized, and its importance stressed to faculty.

Rank the academic advisors as faculty which would provide more job security and a higher salary.

Campus wide networking.

Just simply acknowledging advisement issues as a whole!!

Some feel that the actual advising reward, although only two years old will primarily go to someone who has served on the Academic Advising Group's board. It's hard to do extra committees @ 3000+ students to 4 advisers + PDP's.

equate advising load to credit hour load

More recognition in the college community, some understanding in other departments as to the work that the advising department does

Make our level raises equal to the merit (union) raises. Currently we get the "left-overs" after faculty and merit receive their raises, even if we have more education and experience.

Implementing even a small recognition program would be something. Tenure and promotion are given, but there is no on-going recognition program related specifically for advising. I think we should initiate more advisor evaluations.

Just simple recognition from the University leadership - "advisor of the month, semester, year" award. Lunch with the Chancellor, etc. It wouldn't take much to make us feel appreciated.

A campus wide recognition.

Support from the Provost.

Everyone gets the same merit raise; it does not seem to be based on performance.

a university wide recognition program ....ideally based on student satisfaction surveys following student advising appointments.

Separate professional development budget to support activities.

training on campus - training manual

Better pay for advisor/advising administrators...more competative and more monetary rewards for a job well done.

I would like more detailed information geared toward two-year institutions. At the NACADA workshop in Summer 2006, most of the examples and information pertained to 4-year institutions.

opportunities for the entire staff to attend development activities at the same time eg. entire staff attend a NACADA regional/state/national event

Perhaps a yearly award given to an outstanding advisor, which would be nominated and voted on by the students.

Improve the selection process

Financial support.

I think having our student fill out forms to send to our office or individual advisors

We are just attempting to start a faculty advising recognition program. I will be on a task force to discuss changes next year, hopefully.

College/School based recognition, not just as a whole University recognition ceremony

Oppotunity to attend NACADA irrespective of whether presentating or no.

Nominating people for NACADA awards.

Most incentives are now provided by the alumni association or advising association, and not from the university's administration, so it would be helpful for them to be more involved.

Actually recognizing advising as essential and giving a reward for exceptional advising.

Assessment of students outcomes related to advising done by institution, not individual offices.

RESPECT for advising as an integral part of the educational process could be demonstrated by acknowledging advisors as educators. At ASU, over 80% of advisors have a master's degree and many have their doctorates.

Some additional type of recognition and/or reward for professional advisors would be great. Any kind of reward for faculty would be great. Although some departments do reward faculty advisors, there is no campus-wide policy.

more structrue to the advising process and accountability to those advisors who do not assist students

More considertion in tenure and promotion decisions

Reinstating flex schedule

Consistent Monetary support to attend NACADA conferences and events would be extremely useful.

Our unit is small and our administrator is careful not to offend one advisor by rewarding or even

recognizing another so, unfortunately, recognition and reward only occur at the institution level. I think unit-level would be helpful

More respect.Advisors are very vulnerable. They work hard,attend workshops,receive and disperse informationregarding in state/out of state univ and colleges.They are trained professionals and should be recognized as such.

More understanding among the faculty of what professional advisors do

Funding to support recognition of professional advisors other than my budget supporting NACADA memberships would be helpful.

Additional advisor available to students would really help me.

I wish I knew. Having more institutional support for attending off-campus meetings (NACADA, etc.) would be a big start.

After answering the previous questions, I must admit that the one change would be to do more recognition!

Clearly defined expectations for advising as a part of merit and tenure/promotion -- needs to be supported by advisor development activities

Any recognition would be appreciated

More postive recognition from faculty about the job advisors perform on campus.

Colleague nomination/recognition in addition to student nominations

The Advising Training office is working with HR on giving raises for advisors who meet certain certifications and standards. It's not in place yet, but would be highly beneficial to the advising employees.

A VPAA who gets the vital importance of advising to student learning; we have an outstanding teacher award and need an outstanding advisor award that parallels the teaching award.

Acknowledgement from our Dean for our efforts and for a job well done.

Easiest answer is additional funding, but also more advisors so we arent backed up and have time to step back and recognize/reward good work.

Salary increase for notable accomplishment

My office has a very high turn-over rate. I think this is largely due to the fact that, although our immediate supervisor is very supportive, the institution does not make us feel valuable, nor offer us incentive to stay.

Instituting a recognition and reward system.

Recognition of advisor's role at the institution at campus-wide events, such as the annual state-of-the-college address.

Would be nice if there were some financial means of merit rewards--both for professional advisors and for faculty. Faculty who advise do not really get credit for it or enough training for it.

Any recognition would be nice

Having a more comprehensive evaluation criteria for advising would help to promote advising as an important and meaningful endeavor. Only having random departments evaluate advisors means that we have major problems in some areas.

One change would be a committment from the institution to establish a budget for advising support, training, and reward/recognition.

Monetary rewards for service and diligence in support of advvisng and our student population

Awards of some sort would be nice.

support from management. It would be great if management would recognize the entire advising department by having a luncheon or even an afternoon off with pay

First step is training of faculty - once this is done in a purposeful format then university could really move on to recognition and reward.

A yearly event of an out-of-office breakfast or luncheon for all non-faculty professional advisors across campus, where each person is recognized for something specific or for their strength within our diverse advising team.

Fulfillment of the proposed university wide advising changes; including training, advisor handbook and consistency in advising related positions' duties.

One of the main advising awards on campus is given to an advisor nominated by students. It would help to have a method consistent over all depts which lets students know about the award.

Currently a campus award including a monetary award for the top faculty advisor. There is no similar recognition for Professional Advisors. It would be nice to be recognized for the above and beyond time spent with students.

Faculty advisers receive no institutional encouragement to become better at advising. As a result, some do, and many don't.

advertising what our role is on campus and how students benefit from advising

Raise the base pay of professional advisors and develop a scale that would allow for professional advancement. When advisors wish to remain in the field, there is no opportunity for professional or financial advancement at WNMU.

We work as a team, so I would like to see some kind of team recognition. A letter from the school directors would be a great start.

Just as there are awards granted to faculty for their teaching it would be nice if there were similar awards for support staff and advisers.

Initiate some type of recognition system.

having release time

Inclusion of professional advisors in academic policy-making areas  
Financial incentives and recognition of advising as a core mission, as opposed to afterthought

Making budgeting allowances for professional development (i.e., conference attendance) at all level of positions.

Defining good advising and evaluating against that. It would move it from an unprofessional 'recognition that comes without much respect' to something to take some pride in. Dismiss bad advisors from advising duties.

An internal advising luncheon or meeting. We have professional advisers in schools and a central office as well as faculty advisers. Advising is not a priority among faculty though because there is no reward.

Classification changes to acknowledge teaching roles of professional advisors with MA to teach in their respective areas; currently we are not recognized as "faculty" advisors but required to teach two classes per semester.

A campus-wide understanding (and agreement) of the philosophy, value and importance of advising at our institution.

Equity for salaries - merit increases

Leadership recognizing that the institution needs good advising to grow and succeed.

Putting more importance into achievements and successes, causing advisors to seek to develop themselves and put programs into place showcasing their hard work.

We cannot institute a reward system until we fully assess advising activities. This has been a difficult change.

Maybe a staff and student based award

Funds to award monetary support for advising and professional development activities.

an institutional change in structure which respects, values & appreciates the work & its contributions

Leadership from our President and the VP of Instruction would go a long way in recognizing and rewarding advising.

have an awards breakfast and provide funds for professional development.

One change would be to provide merit pay for outstanding work.

I feel pretty appreciated by my unit. Funding of travel to national conferences that connect with the wider universe of student affairs -- like ACPA and NASPA would be great.

The acknowledgment and the financial support that advising is an integral part of the institution.

budget monies

Each year, 2 advisors who have been at the University for many years and have proven excellent service to students, are given the Outstanding Advisor Award. There should be something in place to reward

advisors with less experience

I'm not sure -- we're in transition moving back to depending more on counselors.

Increasing the institutional awareness of the importance of academic advising and a shift to developemetal advising as opposed to simp;e course selection.

HAving more staff and funds to support--so that students are not limited to a few.

News articles in the Administrative Report, return of centralized advising, administrative support of advisor-training

Instituional recognition should be more widely announced across the university at the nomination and application stage. The information does not get to all students and staff of faculty in a timely manner.

Following a stucture/model that is already created and financing.

We have nothing for recognizing good advising. We recognize good teaching and other areas but not advising.

having an annual retreat off campus to recognize our achievements and successes and challenges throughout the year.

A presence on the part of administrators and faculty in our center and during exceptionally busy times (Orientation, add/drop period, course registration time, angry parents time, etc.)to see what we do so well.

advisor evaluation instrument for each advisor

To form an official Academic Advising Council that would oversee advising, evaluate the quality, offer professional development, give awards, etc.

To have a recogntion of any kind sponsored and recognizedby by the College

Make the promotion process within this job family a little bit easier (instead of like a professor going up for tenure!).

Changing our advising model to a centralized model. There are fewer professional advisors than faculty advisors,most faculty refuse to be trained in advising. They don't view it as important and tend to treat staff poorly.

Meeting once a week to work on bettering the center and getting things done.

n/a

To have a more formal, consistent, career ladder for academic advisors at ASU

A decent salary and merit raises.

Having someone to coordinate these efforts.

A University wide recognition specifically for Academic Advisors would be great. Currently we only have



Staff awards and these are all inclusive, not specific to advisors.

Awards and recognition from our Academic Advisor organization.

ANY recognition of advising on this campus would be nice. UH recognizes ONE adviser per year with the George Wagner award. Aside from that award (which barely gets mentioned) one wouldn't know there were advisers on this campus.

HAVING a system of (or notion to) recognize and reward advisors.

increasing awareness and importance of academic advising across campus

The college advisors at MTSU are few in number. We have declined advising awards that involve money because we do not want to compete with each other. We use the money that was going to be for an award for a 1 day advising workshop

Administration monitoring faculty advising more closely in that it rewards those faculty advisers who do their job and punishes those faculty advisers who don't do their job.

Recognize professionalism of advising role and provide some flexibility in scheduling. Current environment treats advising as production job with little or no tolerance for schedule contingencies.

Offer greater base raise for promotion to Senior Academic Specialist.

A permanent position at the university as opposed to a temporary position.

Campus-wide recognition of the value of advising is important to me. This would include the purchase of appropriate tracking software and the tools to enable me to do a better job.

Faculty advising needs to be considered important, of value to the student and the institution and that good advising takes time. There is a prevailing attitude on our campus that "anyone" can advise; because it is easy.

More internal networking and starting a NACADA School Chapter

Rewards based on review audits of advising portfolios and student satisfaction surveys

monetary reward

Anything

More support from the academic administration in stressing the importance of advising and in make training mandatory for all faculty advisors.

Tenure and promotion

Simply to recognize the value that professional advisors offer to students.

Acknowledgement of work load and job well done.

Developing a faculty led advising evaluation that is tied into promotion and tenure.

resources and public recognition of the role of the advisor

It would be "nice" to have your supervisor unexpectedly tell you to take the next day off in recognition for extra hours put in on a project or deadline. An unexpected reward based on recognition for job well done.

Recognition of new academic advisors (maybe with less than 3 years of experience).

The legitimization of advising as a valued activity by specific reference and inclusion as part of the tenure determination and review process

Faculty Advisor Development formall recognized as appropriate continuing education and thus be integrted in annual faculty activity report / evaluation

More monetary support for faculty advisors

I find that the recognition of advisors on our campus is very good. We annually recognize: 5 President's Advising Awards/\$1000 each, 1 University Professional Advising Award/\$500, and 1 University Faculty Advising Award/\$500.

An internal advising recognition program that spreads in both centralized and decentralized advising offices.

Recognition of the role professional advisors play in the success of the students at UNC

Individual recognition

Student recognition awards for exceptional advising (students nominate their advisor for award)

Thank you

Any recognition or reward would be helpful--right now we have no strategies in place for that.

Institutional commitment to academic advisement with handbook and continuous training/professional development.

UVM does very little to recognize its professional advising staff. Any change would be a positive change.

REQUIRE discipline-specific faculty advising.

We're a union shop and we can't evaluate or recognize individual faculty advisors (those who do a terrific job). It would help to be able to do so.

any form of recognition would be an improvement.

More information needs to be provided on how/when to nominate people. Also, seperating faculty advising from professional advising awards.

I have asked Human Resources to start a staff recognition program. We have faculty recognition, but other than the staff development day when the College provides speakers and lunch (however, we are not allowed to close

Merit (in considering raises).

to get "buy in" from the faculty that this is important work and that they have to do it

Systematic use of student survey after advising sessions across campus, for professional, peer and faculty advisors.

Some simple recognition would be sufficient. A certificate or letter. Funding can be better spent on NACADA attendance.

To encourage and support more opportunities for more professional development to all professional advisors in the office rather than only a few at a time.

Thank you letters might be a nice touch.

Adequate resources allocated for recognition & reward.

Add financial support for development such as travel to conferences such as NACADA. I found that to be very useful.

A recognition luncheon acknowledging the advisor's contribution to retention and the students progress.

Having a departmental environment where it is expected and stated that advisors (including advisors of grad students) attend NACADA conferences and be NACADA members with monetary support provided by the institution.

A chance for our students to give feedback on advisors. We evaluate faculty, and faculty get praised. Advisors get no institutional (university) recognition.

Some faculty advisors with large advising loads (50+ students) have expressed an interest in a course load reduction. We teach 4/4 loads and advise majors in our departments. There has also been interest in a campus advising award

Time and money.

Coordinate efforts of professional advisers with only those faculty advisers most interested in the task of student advising and planning.

As some of us become older we seems to be less valuable in our department and are sent to the back of the room. I believe our vast experience in public education and higher education would certainly be useful to all.

Recognition for faculty advisors in the promotion and tenure review process

Acknowledgment of the units who have exemplary advising and utilization of their skills and techniques rather than continued attempts to try to get highly effective units to change to match existing mold of less successful programs.

I believe that something which would be good is to recognize and award Advisors according to the years they have been advising,such as 5 years or less and 5 years or more. Both awards were given to the youngest not the best.

Consideration in promotion and tenure. Advising career ladder for professionals.

Better response and aggregate data on advisor surveys

Annual recognition of the work of advisors. Include as a category in annual rewards to faculty and staff.

I promote a consistent and relevant reward system. The reward does not have to be great. An Advisor of the Mo. award or a certificate of long-term service would be nice.

change of classification back from "service professional" staff titles, back to "academic associate" faculty titles

Recognitin that advising needs to be seen as a critical role in the life of the student while in school. The importance of advising should be from the top down.

More secretarial support.

We are currently very fortunate to have support for professional advising across campus. My center needs more space. Having individual offices would be the greatest reward of all.

Being treated professionally;attendance is actually taken at routine meetings! Being treated justly. I am the unofficial dental advisor. I advise students, write the Committee Letters, attend AADSAS, and receive no recognition.

MORE TRAINING. I feel as a new administrator I've just got my brain wrapped around the needs of our faculty advisors. I'm looking forward to this school year.

Unique and individual contributions should be taken into consideration: teaching load, innovative changes to increase student awareness of programs, involvement with committees on campus.

Higher salary.

reward the professional advisors like they do faculty advisors

ideas for more tangible, public ways to reward advisors.

At the Planning Day, all the advisors working in different programs and units will be introduced and recognized for their work.

More recognition and support by the administration of the vital role that advisors play in student satisfaction with the institution. The authorization from the administration to hire additional advisors to serve our students.

We need to follow through with comprehensive nominations to the NACADA awards program.

More funds.

Have possibility for promotions. We have 9 academic counselors varying in seniority, but all have the same title "Academic Counselor" It's be nice to have a title to work towards for recognition and seniority

I think any of the above would help, but a cash award would probably be most appreciated.

A centralized advising council that recognizes advising on a broad scale (and defined what good advising is).

Support for conferences or training opportunities.

Course release time for faculty advisors.

change in culture - view advising as teaching and not merely paper pushing or course registrations

To be recognized and appreciated, whether monetarily or verbally, for our responsibilities with advising and meeting quarterly expectations.

The university gives out general awards, but I think they should offer a specific ADVISOR award every year.

The proposed Academic Advising Center on campus which has been tabled due to the fear of doing anything with a new president coming next academic year. A lack of direction and goals is hindering much of the institution's growth.

n/a

Faculty advisors should be regularly evaluated as part of the tenure process.

Reward Survey; Lower advising loads; opportunities to attend conferences as a group, rather than sending only 1 or 2; some recognition on campus for professional and faculty advisers.

Ongoing written and oral acknowledgement by the president (and academic vice president) of the necessity for quality academic advising services at the university. Also, a Dean of Advising with authority for overseeing advising.

Merit pay for outstanding academic advising

Individual supervisors have a better understanding of the positive message awards give.

We pay faculty advisors a stipend.

Student Satisfaction survey

School should adopt a Professional Advising Model--only the two largest departments use this. Advising should be consistent in all departments.

Funding for advising professional development activities

Ability to offer monetary support and time off for professional development activities such as conference registration, etc. to advising conferences, webinars

Increased salary/status based on years of service. There is no higher place for an advisor to go except to become an administrator. It would be good to establish steps leading to master advisor status.

having a unified system to determine a reward-recognition

Establish an actual recognition of advisors. Encourage attendance at OHAAA conference which recognizes advisors throughout the state. Just even say thanks once in awhile!

Respect from faculty and academic administrators

physical location of offices within the building

Make the university-wide award for excellence in acad adv (one time monetary award) equal to that of the award given to instructors for excellence in teaching (yearly monetary award for the rest of their career).

Better equity across departments and colleges for academic advising positions; better compensation.

Strong and consistent leadership at the top that assesses the harnesses the strengths of the department.

General respect level for all professional advisors should be raised dramatically. Picking out a few to reward (has been tried) is awful, a popularity contest that upsets everyone.

Money available for awards

Higher salaries for the advising staff!

I would welcome title changes to current positions as merit and experience dictate (adviser, sr. adviser, advising specialist, etc.).

A measure of student success with advisor contacts.

Having a realistic budget, having enough advisors to allow people breaks

Asking recipients to lead a roundtable on campus, educating others of their skills and encouraging other advisors to improve their skills.

More support from the institution of advising as a valuable and respected profession. Thus providing competitive salaries and support for professional development activities.

professional development, recognition for a job well done

a raise for those who expend the most energy, have the largest knowledge based, and get the best evaluations from students - it is a bit disconcerting to be paid the same amount as someone who doesn't care

Create an Advisor Recognition Award within the School of Engineering. We have a Staff Recognition Award but it would be better to have a separate award for advising. A salary increase or bonus based on performance would be good.

Individual assessment or evaluation

If faculty were given credit in the promotion/tenture process for their advising practice, more faculty would be more accessible to students and spend more time with them.

classification of advising as teaching would place faculty advising in the same category for recognition and reward as other teaching

Support more faculty to attend NACADA conferences. Hold an annual awards lunch.

the advising process and advisors need to be understood and respected.

An advising award presented to a faculty member that includes a monetary prize.

Distinguishing better between academic counseling (advising + mental health counseling) and academic advising (advising by both faculty & counseling staff) through monetary reward, recognition, University appreciation, prizes, etc.

Administration does not value academic advising. We are seen as schedulers, not professionals, even though we provide excellent developmental advising and are often the first point of contact for students for questions and concerns.

Change the perception of advising from one of clerical to developmental guidance.

Mandatory advising survey for students, current survey is optional.

An Advising Council

inclusion of advising as part of tenure & promotion; letters of thank you.

The current focus on retention is low - but is increasing. With the increased focus comes greater appreciation for advising and with that increased need for recognition and reward. It is a slow change - but awareness is key.

Currently if we're nominated for a NACADA-type award, we have to assemble our own packet (toot our own horn). It's a frustrating process. Since we know best what we do, maybe it's necessary but I don't care for it.

Including it as part of the performance evaluation and recognizing it is very difficult to do and very time consuming to do well.

Time off or monetary compensation

Improved communication between depts & an applied consistency with how students are advised in relation to req's. Too many silos on our campus and one dept doesn't know what the other is doing. Students are confused & dissatisfied.

We need a better way to assess advisors - without that, there's no way to provide for something like an "Outstanding Advisor" award. We're working on both of these issues.

The introduction of a centrally administered institution-wide advisor evaluation instrument would be helpful. Then, recognition and rewards could be made based on the results of the evaluations.

Our faculty advisors are required by contract to provide a given number of hours to advising. it would help if this work were recognized and given weight in the faculty promotion process.

I like the idea of producing newsletters

Feedback from students would be beneficial.

More funds for professional development, travel. At our institution "staff" Advisors (Advisors who are not faculty) must compete with ALL staff for a portion of a small award that is given to three recipients each academic year.

Not all advisors are eligible for UA advising awards. The eligibility criteria should be more broadly defined. Since Graduation Advisors are housed in the Registrar's Office, they are excluded.

A University wide understanding and "buy in" of the importance of advising in retention and graduation rates.

na

More emphasis on the individual instead of a collective perspective on that everyone does a great job which is not always true.

opportunities for movement up the career ladder (i.e. advisor - coordinator, etc.)

Financial support to attend professional development activities/conferences.

Monetary support/appreciation

Recognition of advising issues

A better evaluation system of advisors. We have advisors who have been promoted, but I still hear student rumblings of inefficiency and misinformation from those advisors. How do we know who should be rewarded and who needs help?

Having an understanding of the value of advisors. Having more resources to support and reward them.

annual institutional award

personal appreciation

Individualized advising evaluations by students leading to institutional recognition and salary increases; requirement that advisors submit annual statement of innovative work done, improvements in methods, meetings attended, etc.

More opportunities to attend regional or national conferences.

Only one kind of award for advising in the college-so only one adviser is recognized yearly. More awards, more recognition that advising is an extremely valuable service for our students.

monetary awards, and reflection of advising in the faculty contract

Recognition and acknowledgement of the importance of advisers and the advising process in the goals and mission of the university. This needs to come from the Provost and the College Dean leve.

Our university Academic advising organization does not have an award for longevity or lifetime achievement.

\$, .



Encourage participation & fund NACADA conferences.

Allowing some reward for good advising, be it additional pay or simply a plaque or certificate

Implement some type of recognition or reward for professional advisors

Institution-wide, standardized student evaluation of advising. Until we know what's working and who's doing it particularly well we don't know who to reward and what development needs to be done.

A general Advising award that BOTH faculty and professional advisors are eligible for.

I think that if faculty's teaching load was reduced slightly, and expect this reduction used for advisement with training, accountability and feedback, we would see a huge improvement in faculty advising also teaching quality.

Financial support of academic advising in general - recognition, staffing, etc.

Better financial support for advising conferences/online workshops/professional readings.

Recognition that advising is part of tenure/promotion requirements and evaluating them in that area regularly. Rewards might add extra incentive.

It would help if the university actually had a reward system in place for advisors.

Professional Development

institution's central administration's recognition of importance of advising in T&P consideration.

More on-campus training and workshops

Although me as an advisor has collected the data that helped the mathematics department in initiating a center for those students that are weak in their mathematics background, they insist in undermining the work we do as advisors.

Bigger budget

I would like recognition to be tied to annual raises and merit increases in base salary.

Recognition from the University as a whole of our advising awards. Currently they are administered by the advisors themselves with no recognition other than a certificate and reception.

Money for conference attendance.

Communication and meetings with advisors from the different schools/units at my institution.

I created an award for excellence in academic advising. This award needs to be institutionalized and expanded.

Academic advising being recognized in the tenure process for faculty

Instituting an award. Nominating advisors for a national award.

Consideration for promotion, Merit raises, financial support for professional development and Professional recognition awards.

Monetary reward or merit raise as a result of clearly identified, clearly defined criteria.

Our faculty are overburdened with advisees. It is virtually impossible to have them give adequate attention to students this way.

More uniform acceptance and valuing of the advising responsibility in the promotion and tenure process.

University wide - faculty advising considered in promotion decisions My unit - recognition of advising as equal importance to faculty teaching

Recognition preference is relative. I think recognition preferences are relative. Personally I think any recognition that is tangible and lets the campus know that I have been recognized for my performance is appropriate.

Being paid a decent wage for the jobs we do.

A consistent nomination process that allows time for nominees to produce a successful, complete nomination

having some level of recognition-the School and University give primacy to the faculty (who often do an inadequate job or who give students incorrect information) and both the faculty and the students overlook professional advisors.

It would help if the evaluation of faculty included a formal part on academic advising.

Monetary reward

A good survey would be an important starting point and public recognition to follow would help. They would also appreciate \$.

More available funds.

Equitable pay.

Not having hours cut after getting a pay raise, due to budget crunch with our having to work more for less hours to pick up the slack left by full timers' new contract hours. We generally work 30 hrs/wk, but have lost several hrs.

consideration for tenur/promotion along with cash award/monetary support

We started an annual award three years ago. We had to really search for criteria and guidelines. More info or other universities contact info may be helpful.

Staff support to delegate some tasks to (a regular part time employee) or more money!

Paying professional advisors the same as faculty

Evaluation linked to review and promotion

Anything more would be good!

Funding

Consider advising as part of the promotion and tenure process

acknowledge advisors and the work they do

Ad acknowledgement and support of efforts; released time to do professional research and field research.

Campus wide award for advising; inclusion of advising in promotion and tenure decisions.

Merit increase based on performance

My Assistant Director and I attended the NACADA webinar on this topic and I still have no idea how to implement something like this on our campus.

Institutional commitment from all Deans and Department Heads to advising programs and activities that support student success and retention - recognition in merit and promotion processes, visibly hold advising as a valued activity.

decide that rewarding advising is important!

merit pay

Supervisor recognition

An outstanding adviser award would be great. There is a distinguished staff award, but nothing specific to advisers.

We need more networking/social activities for "veteran advisors" who have been here more than 5 years. There has been new activities for networking and training for new advisors but none for those of us who have been here longer.

When our registrar ordered an ext. advising eval., we followed a process that included communicating with other dept.advisors. Great! Before and since the process; no mtgs:-( I am motivated by this survey. Thanks!

More formal recognition of and appreciation for professional advisers on campus by higher administration. Cash incentives always work well!

More time outside of work to recognize and reward our team.

Anything. There is no financial, rank, or recognition at all for advisors. You retire from the same position you start in and never make more or less than the best or the worst advisors. We are unionizing after a decade of neglect

Same level of recognition as faculty. Currently the advisor award always seems to be an afterthought. Cash award of \$250. Faculty receive special parking as well as \$1000.

More management engagement, support and modeling of valuing advising.

I think that the role of the faculty as advisors needs to have the appropriate and necessary value/emphasis across the District. It should be part of the contract and part of the tenure and post-tenure process.

Recognition by college administrators of the need for thanking and rewarding advisers.

I would like to see academic advising appreciated as a whole by in-service days, support of an advising work group that included faculty and staff, and of course, by appropriate job classifications.

Currently, directors and academic advisors are considered for the same academic advisor award. Since 1999, only one academic advisor has received this award and the rest have been directors. There should be separate awards.

Being separated from the Advising Department which has a negative stigma attached to it and being our own unit. Also, more incentives (e.g. money) for excellent work completed.

The one change that would help the most would be for the the President and Vice Presidents to not openly desire all students to not need for advising at any point, from anyone, while at the institution.

Pay Increase/Monetary Promotion

USF does a good job at the Annual Advising and Faculty Award Reception!

Any type of reward or recognition would help because we do not have any.

Do not let poeple who are not train academic advisor to advise student in your unit.

To have a institution wide award for quality advising

More advisors and support staff

More emphasis on advising University-wide

Tangible inclusion of advising effectiveness during the annual evaluation performance of all faculty.

I would like to see that all faculty advisors be granted some form of course release time or overload pay for their involvement in academic advising and student satisfaction. All first year/sophomore advisors volunteer their time

University administrators often criticize advising and blame poor advising for low graduation rates, however, minimal resources are allotted for advising. Providing funding for additional advisors would make me feel more respected.

Our unit is constantly evaluated but we will need to implement some type of formal recognition. But this would also then apply to other departments, which makes this more of an institutional charge than an effort for only advising.

It would be most helpful for the institution to recognize that advisors are one of the key component of retention. To recognize the important job and service to the institution and students are vital.

More even funding for professional conferences at all department levels.

Departmental recognition from our department instead of consideration for merit which includes everyone from the university. The number of people getting merit is based on how much money is available.

An advising manual/handbook. It would be easier to assess performance if we were all playing by the same rules.

If any internal departmental recognition that is completed be recognize by the administration in a more significant manner.

Regular reward/recognition of good advising practices, most notably faculty, and using those individuals in establishment of a model of good practices - also a new aspect within our current AQIP focus this cycle

Monetary support for professional development activities in advising.

Centralization.

career pathway/compensation initiative for advisors for advancement; currently, the only way to significantly increase salary beyond the pittance of 2.5% annual wage increase is to "jump ship" & renegotiate in another unit

Recognition of faculty advisors (by letter or certificate?). Advising used to be considered in the rank and tenure process, but it was too hard to assess. We need some other way to acknowledge this important part of their job.

A greater recognition of the importance of advising in a student's overall academic success.

A stronger presence from the Enrollment Management Department to encourage the campus to support academic advising and training. The campus should be educated on the importance of advising students and its affect on retention.

Creation of a campuswide training and development program.

If advising were required for promotion and recontracting.

more money contributed for professional development opportunities for advisors on and off campus

More advisors and better pay.

More recognition on campus. We think we should be highlighted at graduation ceremony as we are instrumental in students being able to graduate.

Provide release of regular duties to advise students

not sure

Monetary reward would help...it always does!

acknowledgement that advising is teaching and part of students' educational process

More structured way to include advising in faculty performance evaluations

My institution recognizes faculty advisors with an award but not professional advisors. There are not very many professional advisors but we should be recognized or feel appreciated.

Any type of recognition is difficult at best. If you have a large advising load, you don't have time to put together the packet needed for advisor recognition.

Very little is done for advisor recognition. I feel that faculty, who do not advise, need to know what advisors do and what our workload is like.

Monetary support for NACADA attendance even if not presenting. Encouragement for all advisors to at least attend "drive-in" conference to get taste for these meetings and to network.

need formal advising evaluation process

Better evaluation of academic advising across campus...it is non-existent right now.

Making it a top priority by the higher administration.

Higher salaries for advisors

N/A

Recognition of all faculty advisors, not just those who are named the outstanding advisors in their divisions.

To get the advisors to believe that we are all in this together and to stop being "separate" from the rest.

Actually, ANY change would help!

Money and recognition by upper administration for core work and value added to the to the instituion by advisers.

additional funding for professional development conferences

- Peer recognition for outstanding advisors (not just students who may not distinguish between faculty and prof. advisors) - Merit or cash award for recognition - Select a faculty advisor and a prof. advisor for awards

The Chancellor's Buy-In.

A fair, well developed career ladder for professional academic advisors

Facilitating more consistent and regular contact with faculty both adjunct and full time. Advising is often an "island" and contact with faculty is only maintained by advisors' efforts to contact faculty regarding specifics.

Not a critical component until advising is defined, expectations clarified, and evaluation implemented.

More support in the area of academic advising is needed. It would truly be nice to have an annual award ceremony for all advisors. And to also implement a casual roundtable luncheon from time to time. Guidance is needed in this area

Some kind of recognition for our efforts

Better salaries, of course -- recognitions that we are professionals. Also, a career ladder of some kind. Advancement is scattershot.

Acknowledgement of the advising as a professional activity of equal importance to teaching

Recognize and treat professional advisors as professionals, not glorified clerical workers. An attitude change by administration is overdue!

A better student survey

Give some sort of recognition for best practices in advising. They don't do that at ALL.

Better explanation of merit increases and bonuses.

Salary Monetary raises more consistently.

To have administration actually value the efforts of those involved in advising. Our president has verbally stated he doesn't feel it's a valuable service.

I should institute a program of recognition for faculty advisors including letters, certificates and an awards program.

I believe just the recognition of the important role advisors have at the univ. would help.

Time for Professional Development

Unity, which we don't have.

REehularly scheduled meetings

A campus-wide recognition would be good. In our unit, we have only two advisers, so it is difficult to have recognition programs, etc.

Placing advising in the teaching rather than the service category for promotion/tenure evaluation.

Reduce enrollment. With fewer students, advisors could have smaller caseloads, and all could be award-worthy advisors because they were stretched to the nth degree and could provide all-around better service.

To have more professional development workshops about advising.

More flexibility with the budget.

Increased pay for professional advisors, as well as faculty status.

financial support

Recognition that we are an office of professionals who would like our voices to be heard in discussions.

All recognition for advising is internal to the PACADA organization on campus (Purdue's version of NACADA). There is no institutional recognition of advising, except as they reward all other staff for years of service, etc.

Regular funding or Yearly participation at Nacada or other professional events

Advising is not recognized at all by administrators as a key factor in enrollment trends. Our opinion is never sought--yet we have a wealth of knowledge to share..

Better communication, shared information across colleges and departments

Sorry, don't have time to answer.

to start with something, even if it is minor

value advisors and the process

I would like to see recognition at our bi-annual meetings. I'd like to see a discussion board where students can share their experiences (both good and bad). Comments highlighting good work can then be shared at the meetings.

Faculty advising is not highly prized and is often thrown to student development, while the catalog states that faculty advising is available, most faculty treat it as a burden

More frequent review of advising on campus would help increase the relevance and importance of advising to the campus. Except for the annual "outstanding academic advisor award", there is nothing.

The greatest reward is to be part of an organization that genuinely values and recognizes advising by investing in the support and development of the staff, their contribution, and the collective efforts of the team as a whole.

Equal recognition and reward of professional advisors as faculty advisors have.

including advising formally in tenure decisions

More open communication from administrators -- less of a sense that we have to be protected from the decision-making process

Monetary rewards would help most. I LOVE my job and what I do but find it increasingly difficult to make ends meet on this salary.

Actually recognizing advisors who do their job well and that we provide a needed service to our students.

Pay Increase

Can't think of anything else

Merit pay and opportunities for promotion



Development of an advisor evaluation and nomination process spearheaded by the academic affairs unit (vice president).

Recognition of the importance of advising

Professional Advisor of the year award

An organizational culture change would be needed in order for advising to be recognized and rewarded at my institution.

a good way to evaluate great advising.

The administration should make academic advising a priority for the whole college.

Support from upper-level administrators.

Establish a reward and recognition system and make sure all advisors & supervisors are aware of this system.

n/a

ensuring the entire school acknowledges how important advisors are and how we work

An annual campus wide award (similar to ones we have for teaching and research) would be a step forward

start a program of recognition

acknowledgement

Any type of training or evaluation.

Faculty buying into the value of academic advising not only in their field of expertise, but in the general education part of our curriculum.

Our institution could do a better job of publicizing the nomination process so that more advisors could be considered for the award each year.

Having sincere authentic recognition

We need funding!

more professional development and training opportunities

A merit system for all professional staff that would inspire employees to pursue excellence in professional development and performance.

a student survey that faculty advisors felt comfortable with

Name change for office that includes the word 'advisement'.

Verbal recognition to individual advisers.

any kind of recognition would be helpful. Merit is nice, but when restructuring salary recently, all merit was wiped out.

Recognition that advising & teaching are very important for everyone. Even considering these in P&T for faculty shows the value of these efforts, which would be reflected in many other ways and improve the morale of advisors.

Some type of awards celebration for advisors to be recognized by peers, administrators and students for work well-done and providing service to students. It would also be great to have a "brag day" to showcase accomplishments, idea

Given the different populations and programs each advisor is responsible for, it's difficult to establish criteria for singling out specific advisors for recognition, and budget issues preclude monetary rewards for the entire staff.

Impress upon the senior administration (president, provost level) the importance of advising in retention and alumni satisfaction

\$ & campus/school recognition. Our prof. advisors after 10 years of experience make about \$37,000 which is less than our students earn as undergrads after grad. The high cost of living in our area means we can't even support ourselves

Offering three (3) FLCs to faculty members who are interested in providing advising services, especially, to first-years students.

More recognition of NACADA membership and participation, financial support across the University, now it is up to the individual unit.

without a way to evaluate advisors, it is clear that advising can not play a role in faculty evaluations (promotion and tenure)

I am now retired so, I am only responding based on prior experience.

For administration to become more knowledgeable about advising efforts and responsibilities

Recognition from the leadership and cabinet members for the hard work.

administrative awareness or recognition that advisors can make a difference.

I think that the unit needs to be a bit more united and have regular small meetings where we can voice opinions or have time to have a group meet every other month to talk about what others are voicing. You would need elected reps.

To begin to discuss the importance of recognizing and rewarding excellence in advising, and to actually put a plan into action.

We need to institute a university wide advising recognition program for faculty and professional advisers.

Yearly award luncheon would be nice.

Annual budget for professional development.

Reward or recognition of longevity

I think if more faculty/staff knew what we do as professional advisors, they would realize what part we play within the institution and hopefully that would earn us respect.

More time for professional development.

Individual advisor evaluation tool; a u-wide assessment of academic advising tailored to our needs (rather than using a Student Satisfaction survey that does not target advising & its student learning objectives as it should)

Treat advisors as professionals and recognize it as a profession in and of itself. conduct more assessments that will determine the extent to which advising is effective and identify areas of need for professional development.

Monetary support to attend regional NACADA conference

Increase its importance in tenure promotion consideration

Support of and acknowledgment of faculty advisors is probably the biggest gap in our delivery of advising to students.

Purchase of office equipment., rather than personal purchase or donation to the school to receive tax break. Available monies for travel to professional conferences.

developing an advising association that includes faculty and professional advisors. That would enable us to have mroe effective rewards/training/prof dev.

Giving us a day off here and there after a really busy time and not requiring us to take annual leave for it.

Support from the institution.

providing more respect and autonomy

More money for better salaries.

I think a merit award or annual lunch would be great!

Pay scales are currently too low compared to other types of positions and comparable positions elsewhere.

Give the awards to people who deserve them most. Sometimes the best people don't even get nominated, and the winners are selected by a committee of people who are not necessarily the best qualified to make the decision.

We have a working group of faculty advisors collaborating with IRP to develop advising assessment survey. We want to tie advising into promotion and retention to give emphasis to importance of advising.

Allowing professional advisors to attend professional conferences.

Standards for excellence (ie. examples of quality advising)

Advising needs to be defined in terms of a professional career track. Too many people are hired as advisors and have no place to advance to.

Our evening degree program (for adults completing their bachelor's degrees) employs two professional advisors. The traditional day program uses faculty advisors. I believe the day program should emulate the evening program.

I think centralizing advising and placing it as a high priority for helping students acheive academic success.

Monetary support in base salary.

Developing a system of determining effective advising

A better nomination process (its a little unclear) and the surrent advisor of the month does nto seem to have that many advisors nominated.

Monetary award for advisor of the year that would sufficiently cover NACADA membership and conference attendance to either regional or national event

Defined leadership of academic advising issues and programs campus-wide. Someone must be held accountable for these activities. They just don't happen, and advisors flounder through their jobs as invisible, unappreciated entities.

For Professional Advisors to be treated with the same respect and to be valued the same as Faculty, including recognition/rewards, & compensation that recognizes their expertise in advising and committment to students.

Appreciation breakfast/lunch once per semester

consistent, ongoing training for all types of advisors and a higher value placed on advising

The Academic Dean / President need to place advising issues on a higher level of importance. we can not go further with out the support of the academic side of the house.

Increased staff members

training and flexibility from the regular routine.

Treat us like faculty as we are designated: Not cut hours to meet the budget; give paid vacation and holidays. (Two weeks' work time cut because of a money crisis in department ate up most pay increase negotiated by union.)

Funding and ability to garner student's feedback in a meaningful way.

better leadership

Advising is mainly done by professional advisors. If we had something in place to college wide to recognize those few faculty that assist the advising unit, perhaps we would get more faculty volunteers. Also, if we could pay faculty

Greater participation of more advising personnel in professional/industry conferences

Public recognition within the College, together with a financial bonus

More support for presenting and attending national and regional conferences.

This is a new program for us, so we do not have a formal recognition or reward system in place. We are planning a reception this December to honor all of the advisors and assistants to the faculty in the freshman seminars.

Placing more weight on advising in promotion and tenure process

I don't know that it is recognition or reward as it is understanding how important advising is to your individual college and to the institution as a whole. Just better support with more resources to help get the job done!!!!!!

The attitude toward recognition. We all know there is not enough money for everything, but feeling appreciated goes a long way toward motivation.

unsure

Needs to recognize advisors and the importance of advising.

Documentation of the importance of advising in student retention and success.

Make advising activities count as teaching for tenure and promotion.

More money in the budget to support such activities which of course would require more understanding of the role we play at the higher levels of administration.

I feel that it is fine currently.

promotion to director of advising- position does not exist

Recognition for work with less successful students that resulted in positive results.

Establishing an institutional recognition and reward program is challenging on a campus with a union. The issues that have to be covered are difficult to say the least. I look forward to reading the results. Good luck.

Clear understanding of adviser expectations and distinction between faculty and professional advising and a process for evaluating advising services.

Course Release

unsure

realization that advising (faculty and professional) is one of the most important areas impacting retention. This needs to be recognized at the top administrative level by all and not just the ones that have been here for years

Anything that recognizes the importance of advising.

Advising considered as part of promotion and tenure for faculty.

money from a central source for membership/travel to NACADA conferences. My unit, which is cash poor, can't provide travel expenses.

We'd like yearly support for all of us to attend professional development activities. We would like secretarial support. Some have none.

Peer recognition and support.

more thank you letters for work well done

Establish an award specifically for advisors; two categories. One for professional advisors and another for academic advisors. Various methodologies could be used for evaluation,most important factor should be student input.

monetary bonuses

Institutional evaluation of advising - both professional and faculty

A forum such as an on campus NACADA forum for advisors to meet outside the institutional meetings each semester. Advisors need to have somewhere/somehow to meet and disucss issues that arise during a semester

salary merit incentives

We need to employ a reward system for advisors. Professional advisors are very seldom recognized for outstanding job in advising.

Do not administer student advising by randomly assigning students to faculty members without the prior knowledge and approval of the faculty member.

Erase lines of distinction b/w peer/graduate/professional advisors. Some of our grad student advisors put more into their work and do a better job than "professionals" but outside of our unit, they receive no support or recognition.

Pay raise based upon student surveys

we recently became allied memebbers of NACADA so we will being in the fall with more options for professional development and recognition.

some form of recognition or appreciation by either the students or the faculty. Faculty sometimes don't realize the impact advisors make in students lives and academic decisions.

fair pay scale for staff advisors

Top administrators need to take a sincere interest in advising and attend a conference or at least a webinar or something to better understand our purpose and value (beyond "making students happy.")

Rewards here are more of a popularity contest...making them based on actual MERIT and STUDENT NOMINATIONS are the key.

Several yrs ago Univ. instituted a 500 per student/semester fee for Academic Advising. To date - the college I am in now and the college I had been in for 8+ yrs has seen zero (0) dollars applied to advising.

Change in supervisor's attitude. They are too administratively involved to recognize the daily accomplishments (and setbacks and struggles) of this office.

A fair way to publicly acknowledge superior advisors.

Any recognition for academic advising

Individual advisor evaluations. By state law, we cannot evaluate individual advisors with an anonymous student survey. Only teaching evaluations can be done anonymously.

Development of an Advising Handbook or Guidebook or Policy Book. Some steps have been taken towards exploring this option.

To have multiple recognition and reward strategies.

Have an "Advisor of the Year" award with some special attention.

More support from Academic Affairs and presidnetial office.

Small tokens of appreciation throughout the year.

Revise institutional salary scale to not only reflect entry-level educational requirements, but also the caseload and impact on retention/graduation. Provide retention awards to Acad. Advisors instead of Admissions Advisors.

Recognition of the important role advising plays in the lives of students.

Thunderbird is small. If recognition is limited to the advising unit, that would be viewed as favoritism. Is is helpful if the administrator had an employee incentive line in the budget to reward advisors on a consistent basis.

Be recognized more often would be the most helpful.

more consistent merit increases; they are too few and far between

My unit is great at supporting professional development and other activities but the college I work for is not very supportive of professional development opportunities and does not encourage additional training.

Monetary support for NACADA events, we are limited to \$500.00 a year.

Advabcenebt opportunities

Letter of recognition

Although I started to say more staff and space, I think that more teaching faculty involvement in advising would be most helpful. In doing so, they become better aquainted with the intricasies of our often challenging work.

Flex time, no dress code would compensate for lack of raises, but administration shot these things down even after asking for the suggestions.

Parking

Any public recognition would be an improvement. Press releases and receiving a plaque to commemorate an award, or a cash award, would be remarkable. Faculty are recognized in these ways.

I would like to see the above award somehow tied to student recommendations and not just peer/departmental nominations

Rewarding faculty who are exceptional at advising.

A career ladder for advisors. Non exists in the School of Nursing. You're hired in as an academic advisor and the only way to move ahead is to leave.

We need to formally adopt institutional recognition and reward of advising. At this time there is none.

Better pay.

MEANINGFUL inclusion in evaluation

It would be nice if the institution in any form gave recognition for good advising.

Support for the creation and implementation of recognition and reward for academic advising by senior administration and unit leadership

Supervisor sharing with assistant dean of advising, sharing with college dean the publications and awards that academic advisors have earned. Ass't dean of advising announcing advising award winner publicly promptly, not weeks late

To recognize good advisors individually.

NA

Evaluation and more campus wide acknowledgement of the importance of faculty and professional advising.

To eliminate the criteria for the advising award which requires that an advisor be employed with the University for at least 5 years. This is discouraging to newer, hard working advisors who often carry very large case loads.

None. I consider student success to be the best reward for advising.

An evaluation system that was based on quality of advising not just student evaluation. Sometimes the students don't like what you have to say even if it is correct.

More help at certain times of the year when it is busy here - this precludes attendance away at conferences.

More awards and awards held for "specific" titles -- not having professional advisors compete with Deans



or Directors of units

if faculty advising could be considered as part of the merit, promotion, and tenure equation

Monetary, merit and recognition awards would help build our unit's morale.

If the University would provide an award comparable to the Outstanding Faculty or Outstanding Researcher, it would save us from having to raise the funds for such recognition.

Include in the faculty contract specific responsibility for advising and requiring training for the role.

A meaningful assessment tool for advisors to make a case for promotion and raises.

Offering salaries commensurate with the Master's degrees that are required to be an advisor on our campus.

"Sabbatical leaves" (e.g. a week-long program on professional development in down times); Cash rewards to those who stay in the profession for long (5, 10, 15, etc. years increment)

Actually having recognition and reward for advising would help promote advising, which currently gets no promotion on campus. Any change would help.

clearly articulated definition of what constitutes advising. Without defined expectations it is difficult to officially reward or recognize.

Possibly a campus-wide award for an academic and for a professional advisor where the finalists present their techniques and ideas to the academic and professional advisors on campus.

Advising formally recognized across campus in promotion and tenure.

Public recognition of accomplishments in the Advising Center

Providing opportunities for academic advising administrators to be promoted and have career levels that lead to advancement is vitally needed. There is advancement for advisors but supervisors must leave for advancement or be stuck

Advisor of the Year

Unsure

More recognition of professional advisors not just faculty advisors.

Include advising in merit review/promotion/tenure; make a separate faculty activity on annual reports and evaluations by chair.

Administrative support for the advising role that would recognize the value of connecting and coordinating advising vs. being in separate silos. Having an advising committee that was more than lip service.

Advising does not really count for promotion or tenure for faculty members or for Professional Associates in Student Services. This makes it impossible to get many faculty members very involved.

Upon implementation of our degree audit module everyone will be able to view student progress toward meeting educational goals, including the student. It will hold all participants more accountable for advising.

The attitudes of the Administrators in belief that it is just our jobs and recognition is not necessary.

Creation of a true learning community; moneies for strengths based instrument

if it were a campus-wide effort...our unit does it, but there are advisors all over campus who are islands of their own--it would be nice to have a central group of advisors and corresponding recognition/rewards

Placing value on advising for tenure and promotion of faculty. Currently provides no points for this purpose.

soliciting student feedback on advisor performance

Some way to recognize and reward faculty advisors that is not tied to a student evaluation response.

Methods of evaluating faculty advisors

Genuine recognition of good ideas/skills Seperating out the meaning of the word "counselor" from advisor" would help too. At Isu advisors are all called counselors but not given the right to perform many counselor related functions

Awareness of the lack of recognition to all staff and faculty members

I would have our college offer some kind of recognition to those faculty members who go above and beyond in advising and also sponsors for clubs.I would tie the two together. Those who advise a lot of students appear to be sponsors.

Linking advising to tenure and promotion.

Increase salary.

Solicitation of student responses.

(1) There are very few across-unit formal advising activities. (2) Each unit has its own customs--our unit is outstanding. But this survey wants institutional practices, which vary greatly and don't include lots of our unit ones

We are looking for ways to get feedback about advisors work and how to fairly evaluate their work advising.

Institutionalize counting advising as a form of teaching and including advising performance as a requirement of the faculty reappointment, promotion, and tenure process.

Where "all modes of doing things are considered equally valid", there is no incentive for the administration to allow new faculty to be trained, only given lists of graduation requirements. We've gone backwards this year

This award does not seem to be student driven. Advisors are nominating each other. I don't advise advisors, I advise students. The campu paper should call for nominations & awards should be based on what the student thinks.

more uniform rewards/recognition for advisors across depts

For upper administration to see the value and importance of advising reward and recognition.

Just doing ANYTHING here I think would help.

More time for advising

Identifying faculty advisors and providing some central recognition (even a thank-you letter) for their work-- question 19 made me realize that we do NOTHING in this area.

If they could be without our support for a week.

assessment of individual faculty advisers' work with their advisees

promotion in media, news releases

Strat by recognizing it with the department would be a start.

Acknowledgement that recognition is important.

Training and conversations with professional and faculty across campus. Structured meeting.

Having persons in administration who value academic advising as a chosen profession and not just something anyone can do.

Actually having recognition or rewards would help. However, this recognition should also go hand in hand with actual evaluation of advising performance.

Cash prize

secretarial help

Monetary awards.

I would like to see accountability more than rewards.

An organized and professional approach to awards and recognition. Recognition and promotion of the value of advisement as it relates to student success, retention and matriculation.

Better location of our services

More training opportunities and acknowledgment of advising efforts separate from general performance. I am an Instructor, Program Director and Associate Dean. All of my positions require advising but it is not evaluated seperately

Equity in pay among advisors. Because advising is decentralized, those units which receive more money, such as engineering, have a higher pay scale for advisors.

Many of the awards are based on who you know on the awards committee. More emphasis needs to be on

quality advising.

An advisement coordinator with a budget.

Our advising unit has to be stronger. We need to elect officers and be more pro-active with many of the things discussed in your survey. Advisors unit is decentralized, so we are all over the place, physically and procedurally.

money!

recognition and salary support that distinguishes advanced (developmental) advising and counseling skills over prescriptive advising. Promotions and salary increases based on tenure in position.

Provide for a professional development day for academic advising. The union contract would require a change to ensure that the academic calendar is not negatively affected.

In order to motivate our advisors to do a better job, rewards/awards would be something that we should think about implementing.

Reward "real" advisors - currently we recognize any faculty who work with students. They don't need training or have any evaluation done.

More sharing of best practices and ideas campuswide.

Teaching overload limited to two classes per semester and better academic advising organization during summer sessions.

To recognize those advisors who attend professional development sessions and meetings or are involved. The Institution doesn't seem to reward the positive so that it is clear who is not participating enough.

Additional funds recognizing advisors or a funded ladder of advising expertise.

Clearer connection between tenure and promotion and faculty advising

unsure... increased monetary, perhaps.

The one change that would help would be for our institution to implement an advising award and recognition program.

Advising Evaluation

sponsorship to national, regional and state NACADA conferences

We need to begin evaluation.

At an institution that stresses research productivity as the primary criterion for faculty promotion, tenure, and merit, it would most help to have academic advising activity considered more seriously as a rewardable criterion.

monetary support for program

Require the General Studies and LAS degree programs to provide faculty advising positions on par with professional advisors.

Connecting faculty advising to retention. Many faculty view advising as registration and are only interested in the number of their advisees as it relates to promotion and tenure.

The administrators do not support the recognition. That's the number one obstacle.

Revised evaluation system internal to unit

Tie performance more closely to merit pay increases.

Advising should be strongly considered in annual salary determinations and in the promotion and tenure process. Now it's just a check-off requirement -- do you do any? Yes? Ok, then, that's all.

Financial support for excellence (cash or conference travel prizes), additional days for retreats/wellness time

Reward with money and recognition.

Simply being included in decisions and being allowed to work with the faculty

Recognize staff advisors.

These professional advisors should be recognized as faculty members to gain some of the respect. The depts/colleges that pay better usually keep the good advisors.

The U of I does try hard to work with us. The provost office does provide one award a year and it is recognized with the faculty awards. That is a very nice event. I am not sure on one specific thing.

A/P Staff in general are recognized, but nothing specific for advisors

A method to evaluate individual advisors, including a student-based evaluation of faculty advisors

more professional academic advisers (who are well-compensated) so the adviser-student ratio would move closer toward the NACADA standard and colleagues can help when others are on vacation or doing professional development.

Professional development at regular intervals

Individual performance evaluation of each advisor (Professional and Faculty) - accountability. Recognition or reward at the unit level.

Increased trust between academic units and advising.

merit raises

Add advising to the University's mission statement.

For the academic side to appreciate more of what we do on a daily basis

ANY FORM OF INSTITUTIONAL RECOGNITION WOULD ACT AS AN INCENTIVE FOR FACULTY OR PROFESSIONAL ADVISORS

Recognition by the college administrators for the support services we provide. The focus on this college is ranking and publication. Accordingly, advisors are not viewed on an equal scale with instructional faculty.

We need to find a way to encourage and support more of this activity from those who enjoy advising, rather than "requiring" all full-time faculty to do this.

Higher pay and more even advising load between advisers.

Annual funds to attend conferences, with increases as needed.

Don't know

Higher pay.

Clear expectations, tracking performance and regular performance feedback.

Every time the discussion of advising awards for professional advisors comes up for discussion there is a significant faction of both advisors and non-advisors who believe we should not be recognized for "just doing our jobs well."

Advisors want to start a recognition award to bring awareness of the importance of advising. We run into political issues and don't want to leave anyone out. We can't agree where to start so it never develops.

The ability to take compensatory time off if we've put in a lot of extra days and hours to meet advising demand during registration periods.

higher pay

Recognition from the administration of the importance of academic advising.

Consistency in advising and recognition for all AP advisors.

Anything! There is an award for faculty but not for staff.

Greater recognition of the advising staff by faculty within the colleges of the University

"Outstanding Advisors" in our unit as well as those presenting at conferences are not generally recognized in the electronic newsletter sent to alums and donors. More recognition from our unit's administrators would be nice.

To actually have something.

The thing we need most is a method for evaluating our advisors and then recognizing the best advisors on campus.

supervisors more invested, informed, and involved in order to understand and appreciate the work done, and it's importance