

## Offering Report

NACADA Diversity Committee Survey : NACADA Member Diversity Survey...

## Summary

**Survey Name:**

NACADA Diversity Committee Survey

**Offering Name:**

NACADA Member Diversity Survey

**Offering Date:**

6/20/07 to 7/2/07

**Statistics**Started: **493** out of **1869**Opted out before starting: **7**Completed: **492**Drop outs after starting: **1**

Drop outs by page number:

- Page 1: **59**

Average completion times:

- Average Time To Complete Survey: **1 hours 11 minutes 36 seconds.**
- Average Time Spent Before Quitting: **Not enough information.**

[top of report](#)**Note: Survey result percentages are always out of the total number of people who participated in the survey.**

## Page 1

**Question 1**

Which of the following categories best describes how you identify ethnically/racially?

African American/Black		271 (54.97%)
Asian Pacific American		51 (10.34%)
Hispanic/Latino American		121 (24.54%)
Native American/First Nation		36 (7.3%)
Other:		11 (2.23%)
N/R		3 (0.61%)

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## User Responses

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Which of the following categories best describes how you identify ethnically/racially?

- No Response
- Asian American
- Alaska Native
- Biracial
- Black
- Indian American
- Spanish
- multi racial & bi cultural
- Caribbean Black
- Japanese/White
- Black American

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**Question 2**

How long have you been a member of NACADA?

1 - 3 years		255 (51.72%)
3 - 5 years		90 (18.26%)
5 - 10 years		82 (16.63%)
More than 10 years		60 (12.17%)
N/R		6 (1.22%)

**Question 3**

You live in which NACADA Region:

Northeast Region 1 (ME, VT, NY, NH, MA, RI, CT, Quebec, New Brunswick, Maritime provinces)		38 (7.71%)
Mid-Atlantic Region 2 (PA, NJ, DE, MD, VA, DC)		64 (12.98%)
Mid-South Region 3 (WV, KY, TN, NC, SC)		37 (7.51%)
Southeast Region 4 (MS, AL, GA, FL, Caribbean)		55 (11.16%)
Great Lakes Region 5 (WI, IL, MI, IN, OH, Ontario)		85 (17.24%)
North Central Region 6 (NE, IA, SD, ND, MN, MT, Saskatchewan, Manitoba)		11 (2.23%)
South Central Region 7 (KS, MO, OK, AR, TX, LA)		86 (17.44%)
Northwest Region 8 (AK, WA, OR, ID, MT, British Columbia, Alberta)		23 (4.67%)
Pacific Region 9 (CA, NV, HI)		49 (9.94%)
Rocky Mountain Region 10 (AZ, CO, NM, UT, WY)		42 (8.52%)
International (other than Canada)		1 (0.2%)
N/R		2 (0.41%)

**Question 4**

As a member of color, have you found the climate of NACADA welcoming to you?

Very Welcoming		155 (31.44%)
Welcoming		306 (62.07%)
Unwelcoming		14 (2.84%)

Very unwelcoming

1 (0.2%)

N/R

17 (3.45%)

**Question 5**

Please provide comments you have concerning the overall climate of NACADA. (Note: the survey software limits responses to 232 characters. Email additional comments to [nacada@ksu.edu](mailto:nacada@ksu.edu))

[Hide Responses](#)

I regularly attend the national conferences and never have I felt uncomfortable. I attended a regional conference and the climate was a bit different.

I do not know

It would be great to have a consortium/interest group or even sessions on what it's like working in higher education as a person of color, and how to meet the needs of ALL students.

The Indianapolis meeting was the first I ever attended. I was a presenter, volunteer and I attended some of the workshops. I didn't find anything out of the ordinary. I felt comfortable among my professional peers.

I have only been to one NACADA event so far and everyone was very nice, friendly and allof that, but it was a regional event, in my own state.

I have only been a member for a few months. I am feeling a little isolated at not sure how to get involved. I have not been able to attend any conference however I am sure once I do I will feel more connected. Until then a "New M

I'm a new member and have not had any interactions with NACADA. I cannot comment, at this time, on the climate of NACADA.

I think that the overall climate of NACAD is very inclusive. I attended the regional meeting at FSU. Everyone was very professional. I appreciate the sharing of information on best practices.

I have only participated in one NACADA event. I felt that the event was very representated.

I find the overall climate at Nacada welcoming.

Domiance of four-year perspective, and leadership.

There is a real problem with diversity, and insensitivity to that diversity by NACADA members conference organizers. This is really the case at the national conferences. The regional conferences are a little better.

For many years was very involved in the members of color special acitivies(i.e. group dinner). The climate is very good, but the individuals who coordinated these activities have moved on. Would like to see some group activity back

at times I wonder whether NACADA is "cliquish" and require "seasoning time period."

I feel welcomed in NACADA, but I do not see many people of color in my region.

I have only been with NACADA a few months. I felt comfortable a the event that I last attended. Though I noticed few ethnic minorities at this event, it did not hinder my positive experience.

I do not think of myself of a member of "color". On a more general base maybe terms such as "person of ethnic background" or "person of diverse background/heritage" would be more appropriate.

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As with most racial diversity situations, primary focus is on African Americans, and to lesser degrees on Hispanics and First Nations. Rarely if ever is there focus on Asian American colleagues much less the students.

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Since I am a new member I do not have any comments on the climate of NACADA, so far the whole community has been very welcoming and inviting.

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I feel the welcoming climate is a bit forced. The leadership seems bent on being welcoming, but comes off in a way that is uncomfortable to be around.

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No doubt that NACADA promotes diversity and that advisors understand the importance of facilitating the needs of students with multicultural backgrounds. Nonetheless, we need to recruit more "minority" advisors.

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none

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It seems to be a non-issue for me given I work at a PWI and am often the "only." in my work environment.

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The organization tends to spread the word of different events that could enhance one professional growth in the field, so in that respect I do feel like I am informed about things going on with NACADA

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While I felt welcomed in the beginning, and heard about all of the diversity initiatives, I was interested. But over the years, leadership has looked the same and I don't see change coming soon.

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I've found the NACADA climate to be fairly good. It provides a lot of good information and encourages members of all backgrounds to participate at all levels.

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Seems very focused on universties and I have only ever warked at 2 year schools. Can be very discouraging

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NACADA has a warm and inviting climate.

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I have not see a people of color in the Executive baord or in any other leadership capacity.

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I've always viewed NACADA as color less when receiving information. Having said that I have not investigated NACADA enough to see how they address the needs of a diverse population of students, advisors, etc.

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I find it very current and informative with an excellent presents on the Web.

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I found the climate very welcoming. At the particular regional conference I attended, there were not many people of color. I didn't feel the presentations or attendees represented the full range of academic advising experiences.

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I have found a very inviting environment and have made many good friends and excellent networking contacts during my time of involvement with NACADA.

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This is such a huge association, and I only went to one conference. It was overwhelming, and I felt lost. Many associations have targetted outreach only to first-time attendees. NACADA should expand this concept further.

I have not had the opportunity to attend any functions since my membership

haven't been a participating member long enough to provide feedback

Overall, everyone at NACADA has been great and everyone has offered to help in any way they can. I very much appreciate all the support from NACADA.

I don't feel that I can adequately address this question because contact has all been via email.

Have always felt very welcome and given opportunities to be involved in NACADA.

This is my first year in NACADA so I still have a lot to learn within the association. But one thing that I would like to see is minority meetings within the Regional or National Conference gatherings.

Each person is unique. Some come off as snobby others are welcoming.

I have had limited involvement and therefore have no additional comments at this time.

I have felt welcomed but as an African-American very underrepresented in terms of officers and presenters.

n/a

I feel that the overall climate of NACADA is very open and diverse and has always served me well.

I have not attended a NACADA Conference yet. Will attend the regional/state and national conference next year. Via my communication over the phone and in e-mail, as well as with NACADA members on campus, they have supported me.

It equally gives every member opportunities to grow professionally, develop academically, and participate in all activities. It encourages and challenges every member to develop to his or her full potentials.

Good. Anyone attending the various activities pretty quickly gets the sense that active participation at any level is possible and appreciated, and those who wish to engage more quietly may do so very comfortably.

Much is said about cultural diversity, but it is not possible to cover every ethnic group in a 2 day conference. Every ethnic group has distinct characteristics that make them unique.

I have never felt uncomfortable, however, the organization nor individuals have never specifically addressed any concerns that may apply to me as a member of color.

I have found the climate to be welcoming to me personally.

I am a very new member so I have limited experience with NACADA, but so far I have been pleased.

It is very open to new ideas, inviting and encouraging people to participate actively in different committees.

It's been a while since I've attended a conference. The ones that I attended had a welcoming climate.

The workshops either specifically target people (advisors or students) of color or the workshops don't address people of color at all. There never seems to be a balance.

none

Generally, members are welcoming towards members who are from diverse backgrounds. But unless you are either African, Hispanic, or Native American, they do not know what to make of me. There is definitely a mid-western bias in leader

I feel that it is very clickish and hard to break into. As a person of color, I don't feel very welcomed. And there is much to be desired in terms of workshops for people of color.

Somehow we are missing the boat with involving people of color. They seem to come and leave.

I have only been able to attend the NACADA conferences in Dallas and Las Vegas but found them both welcoming and very informative experiences.

I would like to receive/learn more resources about advising/counseling issues. For example, how to deal with conflict in the work setting when advocating for students.

N/A

Seems ok

The group has been friendly. I have not explored the cultural aspect for NACADA so I cannot comment completely.

I've always felt NACADA as a welcoming environment; in Region 2, we've also tried to find ways to integrate new people into the organization - professionally and socially.

It seems to be a tight knit club

NACADA is working hard to improve its perceived climate of non-inclusiveness. However, to reach out and make its members feel that needs are being addressed there needs to be "action group" to implement some of the changes.

Since I have only been a member for a few months and will be attending my first NACADA conference this summer, I have not input to provide at this time.

It's a great organization.

I've never really thought about my ethnicity when attending NACADA conferences.

I do not have any concerns as of yet, I have been to two events and they were both friendly environments, plus I have been made to feel welcome to participate and not just watch.

My experiences with NACADA have been positive.

I was member of NACADA several years ago, but the Division that I was in, really did not support the organization. I have now transfered to another Divison that is truly supportive of NACADA, I plan to become active.

NACADA is welcoming; however it is a very white organization; higher education is also a very white institution as well.

NACADA has been quite welcoming to me as a fellow advising professional.

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At a person of color, or Native, we gave a presentation and it was hard to tell if people were genuine. The thought of 'once a Native always a Native' kept me away from participating. I most likely won't attend any more.

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Everyone was cordial. The atmosphere was most hospitable.

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My experience attending regional conferences has been enjoyable. I've never felt racially isolated nor discriminated against. In fact, diversity seems to be embraced by members.

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None

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I thought the regional meeting was clickish.

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October conference presentations were inclusive. Staff and volunteers were enthusiastic. There, were, I believe, opportunities for 'members of colour' to meet. Online web series addressed cultural competency.

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Value members of color on their education, experience and talents.

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African Americans need to be elected at the national level; their presence needs to be seen and voice needs to be heard at the decision making level.

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Very friendly and diverse.

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I am a new advising professional, and just recently became a member of NACADA.

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As with society in general it is not surprising that NACADA mirrors it and treats race as the pink elephant in the room. Many individuals are not comfortable discussing the topic therefore are uncomfortable when it is brought up.

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NACADA conferences seem to be made up of several exclusive groups as opposed to one united group of professionals.

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While, the concept of this survey is appreciated. When I attend a NACADA event or any event I do not think of myself as a black woman. I am a professional who deals with students of all backgrounds. What is the goal of this survey?

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I became a member in 2006 and have always felt very comfortable at NACADA until I heard the term "member of color." Hispanics and Latinos can be of any race (or any color) - Latino refers to nationality and not the person's race.

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It has been a professional association that has provided direction for academic advising. It would be great to see more inclusion on the Native American/First Nation perspective of advisors, ie: special edition monograph

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Excessive self-congratulation at both NACADA & UT Austin ACA; does not instill confidence when obviously mediocre (but popular) advisors get kudos because of writing a good proposal. Feels dishonest & useless.

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Although I believe NACADA to be welcoming, persons of color are more inclined to participate when they see people of color in positions where they can be mentored and move up themselves.

I have found NACADA to be very inclusive.

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The only concern I do have is the lack of people of color involved with NACADA as members and officers.

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While I find the overall climate welcoming, in general. I have been made to feel that there exists a closed society within Nacada. This society appears to be open only to the "in crowd".

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I have consistently found it to be an open environment in which I can freely exchange ideas with colleagues regardless of differences. Especially, as a selected Natl.Conf presenter in my 1st yr of membership I felt very welcomed

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New to the organization -- to early to respond.

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I just want to point out that I'm not "a member of color". I'm Latinamerican but I'm caucasian. Not everybody in Latin America is "of color", you know.

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NACADA should offer more programs that promote diversity among staff and students.

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I think NACADA has done a good job but there is always room for improvement. I was at an orientation recently for my son and I noticed the leaders were always circling the room to encourage mingling with people from other cultures.

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In the NACADA conference there was no theme about diversity or multiculturalism!

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I don't have much experience with NACADA. I can not really say at this point.

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Quite accommodating; diversity oriented.

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I think NACADA still has a reputation for being the organization for "old white VPs." As a grad student, I remember other students telling me NACADA was not for me. NACADA still has some work to do to shift that perception

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I learned about NACADA as a new associate provost, joined, and made the decision to attend the Summer Institute. This session was excellent; faculty were not only professional,friendly, but collegial, encouraging, and informative.

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Sensitive

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Reception events are fine. But there is little cohesion among regions.

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Somewhat welcoming

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I have found NACADA to be welcoming and helpful in my professional development.

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inclusive, welcoming, open, non-segregational, doesn't identify me as being anything other than just another a person (this is positive)

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I don't have any concerns.

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I have found the climate of NACADA welcoming to people of color. What I would like to see is more people of color in elected and appointed leadership positions.

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Seems like a good mix of professionals - all levels are included, plus I noticed good representation of race-ethnic, gender/gender orientation and age range among conference attendees.

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I feel welcome at conferences as a person of color. However, I do think the cultural diversity workshops need improvement.

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I find NACADA to be very welcoming. Over time, I have just accepted that unless I join organizations specific to minorities, I will be a minority.

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no concerns

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This is a welcoming environment and I enjoy being around members who are committed to students success. However, I do feel the NACADA leadership needs to be more diverse in terms of ethnicity. You see the same group res

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Our profession has an overwhelming majority of anglo women and I find that networking with other black women academic advisors not easy. There is not discussion about our development as a minority population in our profession.

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There are not alot of people of color that I have encounter at the regional or national level.

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I believe that NACADA strives to maintain a professional climate that is condusive to all ethnic backgrounds to share their experiences and knowledge.

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no specific concerns to be noted; provides excellent opportunity for networking and great resource tools to implement aspects of action plan

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My first experience with NACADA was at the National Conference in 2006. It was awesome and the association was very friendly. However, there were a few negative people who were not very friendly.

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I felt comfortable at the conference.

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Overall climate is friendly. However, during the time when I have been participated in conference or webnar, it has never been a moment to address diversity and people of color.

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NA

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NACADA is very welcoming to folks of color. But be aware that differences exist within and between groups, so no one solution or position should ever be taken as an "official" NACADA positon in areas of diversity.

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It would be greatly appreciated if members would be more friendly and show concern for each other. I would love to serve on a committee but have not because of several reasons involving the climate of NACADA.

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This is a great organization. The "drive -in" conference held last September at UNC-Greensboro was very informative. More academic advisors (especially University College staff) at WSSU need to be members.

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I haven't felt that ethnicity or race plays a part at all when it comes to NACADA's climate or how people treat you at conferences or events.... which is a good thing!

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I will be attending my first event this summer, so my sense of welcome has been the general level of

quality communication.

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I have found very little appreciation for programming surrounding diversity within NACADA.

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NACADA has been very open and welcoming. The overall climate seems positive and inclusive.

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Educators are traditionally friendly people, that said it your are not able to see inside an individual to observe the real person. So overall climate of NACADA is like any other organization you will get out what you put in.

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I have found it welcoming because I have used the consultant bureau and gotten to know some of the leaders. If it wasn't for this, I would say that the climate was neutral and non caring.

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I am a new member to Nacada. So far I have found NACADA very welcoming. I look forward to the summer Institute.

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It is awesome to be able to see people of color in the profession as well in leadership (administrative) positions. We need mentors and it is great to find mentors at this administrative level.

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I have attended several NACDA events alone & didn't feel uncomfortable. Overall, my colleagues were friendly & diverse. There seem to be sufficient conference presentations about diverse populations & issues. Not enough leadership div.

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I find the overall climate of NACADA to be very open and acceptable

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Advisors are welcoming people.

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I am concerned about an organization that is so large can effectively present programs that truly benefit such a diverse group of educators. Also, to cover all aspects of education, not enough time is being allotted for sessions

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NACADA has always been a very warm climate, very friendly, informative, and caring.

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No comment.

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I attended my first conference and I was very impressed with the openness and responsiveness from members and staff.

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In my experience, NACADA has made a point of intentionally dealing with issues related to diversity in all of its many forms.

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NACADA is very welcoming and the idea that the leadership become involved in the mentoring of prospective new leaders of diverse cultures is a wonderful thought.

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NACADA has come along way in terms of responding to diversity issues. Several years ago in Kentucky at NACADA's national conference I sat on a panel to discuss the issue of diversity as it relates to the organization.

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I've attended 4 NACADA conferences and presented at 2. At the conference, the long-time NACADA members from my own institution were not inclusive. This lack on inclusion was also reflected in their hiring practices until this year.

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As a new member, the overall climate of NACADA has been welcoming and engaging. I appreciate the communications, especially via e-mail, about the association and programs/events that advance the field of academic advising.

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After speaking to a colleague, she mentioned that I should get in touch with NACADA to possibly participate in the proposal committee (Multicultural Concerns Commission) for the annual conference.

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When attending regional/national conference, I look around the room and find that our membership is not reflective of the regional, state, and national student diversity. What a difference we would make we were.

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Because I am a new member, I cannot yet answer this question.

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I have never noticed any discrimination or prejudice based on my race or gender.

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I don't have concerns regarding race. It would be nice to see more members of color presenting and more sessions on advising students of diverse backgrounds. I know presenting is voluntary but suggestions/actions by org might help.

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Bobbie Flaherty is knowledgeable, approachable, and gave me a warm welcome.

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Why are the national conferences midweek? It is difficult to take so much vacation, especially during a busy registration season or for people taking graduate classes that only meet once a week.

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I loved the inclusion of Native people at the NACADA in Canada. It also made me aware of the lack in the USA of the same climate.

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I don't have enough information to answer this question. I have only attended one NACADA event and that was several years ago.

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I feel that Nacada addresses many of the issues and concerns that professionals in higher education witness everyday. It provides a ground for individuals from different programs to come together and share what works for them.

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I have not been a member for very long, however everything seems fine for the moment. I have no complaints thus far.

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When I was able to participate in NACADA, I always felt welcome. Unfortunately, my institution has not been willing to support my involvement so I've lost touch and haven't been able to increase my activity.

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No issues. The American Indian network I belong to has little to no activity. However, that seems to be the norm.

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I have always seen NACADA as a professional organization made up of members who are professionals, and "color" never was an issue for me.

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I believe that the climate of NACADA is welcoming. I've felt comfortable at conferences, regional meetings, and through the web and e-mails.

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I find the climate of NACADA to be relatively diverse.

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NACADA members at the conferences have always been very collegial, collaborative and cooperative w/ their experiences w/ advising. However, there are few people of color at the conferences.

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The past two events I have been to have been very welcoming.

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At every national conference I have attended, current and/or former board members have encouraged members of color to pursue leadership opportunities at regional and national levels.

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I think the "member of color" phrase should be reconsidered and addressed in a non-offensive manner. Possibly "member of a minority group", or "member of an ethnic group" could be replacements.

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Overall friendly.

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Have not done conference in many years b/c subjects presented tend to be safe ones. Never is there a discussion that takes on a tough topic like black/white dating on campus, gay, lesbian or trans gender issues.

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I find that the members are varied and overall honest. I have not been a member very long so I don't really know the politics or the functioning of the organization. But I am learning. Thanks.

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it's a highly professional organization that strives to support advising professionals and is inclusive to all groups of people

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My general comment is I would like to see more diversity in the Administrative positions and on the different committees. I am sure however, this is related more to interest than selection.

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Everyone I have come in contact with has been very professional, open and extremely helpful.

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I have not been active in NACADA for a few years due to shifts in my job responsibilities, but I retain my membership.

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So far the NACADA has given me some tools to work with to make advising less stressful.

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I find the climate to be upbeat and professional. I have found that there are usually workshops offered on issues around diversity and the presenters also reflect that.

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no comments Climate is supportive

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As a person relatively new to NACADA, I have not had many interactions with collective groups of NACADA. However, from discussions with my peers and from the literature that I have used, NACADA provides much information and help.

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The NACADA leaders have been welcoming, however, other members sometimes are not. Perhaps it is my age as well, I am in my 20s. At the Region 7 conference, a presenter I moderated for was very rude to me and was nicer to others.

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I have thoroughly enjoyed my time spent at various NACADA conferences. I am interested in seeking out opportunities to get more involved. I would also like to see more cultural based workshops at the conferences.

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I have attended a few conferences and had the opportunity to network with several members from other institutions. Establishing these personal and professional relationships has been beneficial in my work environment.

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I have attended 1 Summer Institute, 2 (3?) regionals, and 1 state drive-in thus far. Each time I have felt a open, collaborative, and welcoming atmosphere with my peers in academia. I hope this continues.

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N/A I have only attended conferences but would like to be more involved in the future

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I am new to NACADA. I felt good about my experience. I attended the summer inst. in VT and the info was useful and many of the ideas I gleaned will be use.

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NACADA is an organization that is open to anyone who is interested in participating. No one has been disrespectful or unprofessional in the years that I have attended any of the conferences or workshops.

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I think that NACADA is very diverse, professional and culturally sensitive. I have enjoyed being a member and think that what you provide is very valuable.

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NACADA has been very open to ideas of people who come from different cultural backgrounds and whose ways of doing things are influenced by their culture. In this day and age we are more than ever diverse. We are constantly learning.

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Opportunities for participation exists at various levels at the local and regional level but limited in the areas of mentoring, nominations for upper-level leadership positions, appointment to national committees, etc.

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I think the size precludes real interaction with or meeting of new members. I found NAAHP much more inclusive but it is a fraction of the size.

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I have only been a member for about two months. I received a friendly welcome letter almost immediately after joining, and email communications since then have all carried the tone of keeping members informed and building community.

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Every member I have met or spoken with has been friendly and personable. As these same members are the organization, the overall climate is indeed welcoming.

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Weird question....no comments.

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I have never attended a NACADA event and so cannot respond to this question.

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I attended a national conference and felt welcomed as a member of color.

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I have felt welcomed whenever I have talked by phone to any individual; received a quick response from any question asked thus far; and I have seen Webinar presentations by Black individuals and other Black on the cover of media.

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Excellent resource for advisors and very influential in helping advisors and administrators to grow professionally.

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Nacada is a great association. I feel very welcome and cared for.

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I have found NACADA to be very inviting and accepting of diversity at all levels.

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The overall climate of NACADA at the last annual climate was neutral -- the conference, I felt, was overwhelmingly homogeneous (white females in particular). Any efforts NACADA can do to further diversity efforts would be great!

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People of color being more involved with NACADA (Administratively at National Head quarters and be more visiable at the National Conferences).

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Overall, I have had a positive experience but would like to see more focus on issues facing non-traditional students.

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I feel that the NACADA experience is very warm and inviting to all advisors. However, more in-depth research needs to be done concerning advisees of color. I would like to get more involved with the future of NACADA but I'm

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My first and only event to attend was the Assessment Seminar in San Antonio, January 07. The tmosphere was welcoming and folk were most helpful and accommodating. I felt very much a part of the group.

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The climate of NACADA has been welcoming when it comes to assisting advisors with the serving the needs of students of color but limited in advisors of color in leadership and specific professional development for advisors of color.

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I think NACADA is a great organization that is welcoming to anyone interested in their professional development

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A little heavy on the University side. Not enough CC counselors and we send many students to our feeder institutions

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I find it to be very informative about the latest techniques in advising.

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I don't feel I have enough experience with NACADA to accurately answer this question. From what I have seen, the climate is good. I enjoy all the national and regional conferences...

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So far, I have found everyone to be helpful and willing to share information.

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NACADA lacks a significant number of persons of color in senior, high profile positions. Consequently, one easily gets the impression that the organization is run by whites.

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I'm color blind and so are all members of NACADA that I have had the privilege to have contact with during my 3 years.

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Overall I would say that it was welcoming.

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I have found NACADA as an excellent and positive organization which promotes professional development opportunities.

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Haven't been able to find a "space" to have those conversations on the web. Haven't seen a strong emphasis on connecting with other professionals

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Very few African Americans in leadership positions.

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The general atmosphere at NACADA is one of openness. Collaboration is the password in all the Institutes and conferences I have attended.

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Diversity issues are more than for those of color. Issues for African Americans should be attended by all members as should Issues for Asian Americans, ect. this is lacking in most national organizations.

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I have only attending one NACADA conference and thus could not make a complete informed assessment at this time.

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While NACADA seems welcoming in a general way, there does not seem to be one conference presentation about Native Americans at the national conference in Baltimore.

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I would like to see more presentations on minority retention and issues in advisement.

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More representation of culturally diverse groups needed in leadership roles in NACADA.

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The organization as a whole shows the commitment, however the members of the organization are all over the place. I wish that this commitment to diversity were a requirement to be affiliated with NACADA.

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For the recent Student Learning Outcomes in Academic Advising Distance Webinar, presenters were pleasant and allowed participants to ask questions. Answers were made available to all other participants.

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I have been encouraged to get involved in leadership roles in the Region and the opportunity to volunteer in conferences.

---

My first experience with NACADA was at the Northwest Conference in Boise this past April and I was a very welcoming experience and I look forward to becoming more active as a NACADA member.

---

Fortunately, I have met only those who are very open to diversity. However, more can be done to insure that there is equal representation during the planning stages. Acceptance involves giving value, affirmation, & respect to all.

---

People are warm and receptive.

---

I have found the organization friendly, but not quite as encouraging or helpful in promoting and facilitating new members to get involved in the leadership of NACADA. The leadership seems to be a very closed club.

---

not sure yet. seems ok for now.

---

Overall, I have felt a part of the group. No significant issues.

---

The very first thing I noticed about the "leadership" of NACADA was that it was predominantly white so while I think the climate is welcoming, many times, the appearance of the leadership may send an entirely different message.

---

I would like to see more members of color present workshops on counseling students of color and providing support services for these students.

---

Diverse. Helpful. Open. Engaging.

---

No comments.

---

Very good!

---

NACADA has provided me with caring mentors and resources that have helped me grow as a professional.

---

One of the most open, warm climates of any organization in which I've ever had membership, next to my church.

---

I don't see that a lot of HBCU's are active or recruited.

Very friendly.

NACADA represents an opportunity to provide leadership to diverse institutions within the landscape of higher education regarding the culture of effective advising. Professional advisors within this landscape offer promise of NACADA

NACADA welcomes diversity yet if you look at executive office it is very anglo /white. Though they are very open it would be nice to see more people of color represented.

No Comment

NACADA allows those in the academic advising profession to participate in its many activities regardless of ethnicity. However because the organization lacks minority leaders, some minorities feel unwelcome.

I attended the national conference in October 2006 and I thought there was not enough diversity in the presenters and the topics that were covered. The institution that I come from is 60% hispanicl.

no added comments

I haven't officially met any members of the organization besides faculty and advisors at my university, but I have received numerous emails which makes me feel like a welcomed member of NACADA.

Very welcoming

I have only attended 2 regional conferences to date so my comments are limited. I hope to attend the national conference in 2008 and will be able to answer this question better after this experience.

I'm a newer member, but so far I have been kept informed of upcoming events and encouraged to participate which is very welcoming to me.

The term "member of color" or "person of color" only further excludes people from the 'mainstream'. Everyone has a 'color'. Why not just refer to me as a member?

I think I need to be a member for a longer period of time to answer this one. I've been a member for only a few months.

i think its somewhat represented, but overall, a majority of those i interact with at regional conferences are white.

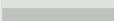
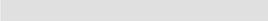
New to this organization.

[Hide Responses](#)

**Question 6**

Check all the ways in which you have been involved in NACADA.

Elected leader	<input type="checkbox"/>	13 (2.64%)
Appointed leader	<input type="checkbox"/>	16 (3.25%)
	<input type="checkbox"/>	

Member of a Committee at the national level		27 (5.48%)
Member of a Committee or Steering Group at the regional or commission level		51 (10.34%)
Member of an Advisory Board, Content Review Board or Task Force		14 (2.84%)
Written for Academic Advising Today		9 (1.83%)
Written for the NACADA Clearinghouse of Academic Advising Resources		2 (0.41%)
Written for the NACADA Journal		14 (2.84%)
Presented at a regional conference		91 (18.46%)
Presented at a national conference		78 (15.82%)
Reviewed proposals for a regional or national conference		35 (7.1%)
Other:		117 (23.73%)
N/R		220 (44.62%)

[View Other Text](#)

### Question 7

If you checked any of the options above, please explain how you became involved in this NACADA activity.

[Hide Responses](#)

I was invited to serve on the committee...but I suspect only after I sent an email complaining about the lack of diversity.

---

My first contact with NACADA was two ago when I was conducting a research on academic advising at my institution.

---

After my first NACADA conference, I felt I really wanted to be more involved.

---

Joined after attendind the 2007 FYE conference in Addison Texas.

---

I felt that my office needed to be elevated in our college. The best way to do that was to present at a regional conference.

---

As a recent member, I have not become involved in any activity.

---

Wanting to expand my knowledge of advising practices.

---

Encouraged by my colleagues on my campus.

---

My college proposed a panel for our regional conference.

---

Signed on at the National Conference Worked with University of Michigan to host State Conference

---

## User Responses

[Close](#)

Check all the ways in which you have been involved in NACADA.

- None of the above

- No

- A new member wanting to be involved.

- none yet

- member only

- Participant - Regional Conf.

- Attended 1 National & 1 Regional Conference

- member

- Worked on MIACADA conference

- submitted proposal/rejected

- member

- attended a conference

- none

- member

- attended a conference

- Planned conference

- none

- attended 2006 National Conference

- attended NACADA conference

- will be presenting at a national conference

- new member

- none

- New Member April 2007

- presented in a local conference

- volunteered

- Member

- Regional conference

- Chaired conference

- Have served as a state liaison to our Regional Rep

- Receive emails/mailings

- Attended a regional conference

- Manager of ACADV Listserv

- conference participant

- attended regional conferences

- Member. Also, served as Facilitator at Regional Conference sessions and participated in the selection of the conference site.

- not involved at all

- 1st Cohort of Grad Cert Academic Advising

- Attended Conference

- None

- member

- will present at nat'l in 07

- No Response

- No Response

- Conference attendee

- member

- Proposal for Monograph

- new member

- No Response

- None. I am a member through my university.

- No previous involvement

- Attended conferences and will present in October

- National Board member

- member

- attendee

- 2 book reviews

- none

- member and summer institute attendee

- Conference participant

- member

- none of the above

- planning committee for state conference

- I have done none of these things yet.

- attended conferences

- Volunteer at a regional conference

- None of the above

- No Response

- Volunteer and Served on NACADA conference committee.

- attended conferences

- Participate in Institutes and Regional Conferences

- Attended NACADA events

- none

- N/A

- I am not active with any particular committee.

- not applicable, yet

- member, attended a summer conference

- book review

- First-time national conference attendee

- none

- No Response

- Attended a national conference

- Member

- State sub-region head

- participated at summer institute

- Have not been involved

- seminar moderator

I have attended regional conferences.

- None of the above

- Use of Resources

- Member

- none yet

- No Response

- Attended Meetings

- attended National Conference

- I read your publications

- attended national conference

- Have been a member for less than 6 months

- member, occasionally attend regional and national conferences

- Conference attendee

- attended many conferences

- Writing book review

- attend conferences and receive written publications.

- Certificate course

- attended regional/national conferences

- volunteer at regional conference

- Member of NATIG

- Interest Groups

- None of the above, my membership is due to start Septemberr

- Attended regional conference

---

- n/a

- Award winner

- Published in book

- none

- conference attendee

- Used materials

- None

- conference volunteer

- membership only

---

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I displayed interest on my application to the association.

---

My job recommended it.

---

Topics were of interest

---

na

---

Co-presented with internship supervisor support during my graduate program.

---

I joined the NACADA Diversity Committee in 2005 and have presented at the regional conference.

---

NA

---

volunteered

---

N/A

---

It was an interest area of mine ( Math ,Science and Engineering Commission) So I got involved.

---

I helped plan the NACADA conference held in Missoula, MT.

---

I was appointed by past Commission chair

---

I was invited to chair one of groups for the Chicago Conference 2008 committee.

---

A colleague of mine, who has been active for many years, suggested that I submit a presentation for the regional conference.

---

I agreed to serve as the Region VII Chair, as such I was appointed to the Region VII Steering Committee and was also a reviewer for the proposals for the regional conference.

---

Saw a request for proposals and sent mine in for consideration

---

I believe that NACADA is a wonderful professional organization. I believe the "front" line individuals have the university should have the tools they need to do their job. I think NACADA helps provide that support.

---

I attended a Special Interest meeting for New Advisors during my first Summer Institute in 2005 (when I was hired as an Advisor).

---

It is budget for the position I am in.

---

My division encourages presenting and publishing; personal interest.

---

Asked by graduate assistantship supervisor to present.

---

I attended a NACADA conference in Indianapolis and because interested in presenting. I thought about our center and the challenges faces our university and decided to present on a new retention program we were just beginning.

---

volunteered and/or recommended by colleague

---

I noticed that NACADA had an extensive book review section and I have written one (soon to be two) book reviews. I joined a committee through the application process. I plan to take on greater roles within the organization soon.

---

I first started off at the state level and got involved at the regional level, and finally at the national level. I have been presenting at the regional and national conferences since 1991. I am currently the MCC chair.

---

Via recommendations, behind the scenes volunteer work at the regional level, growing interest in and use of NACADA's resources for members

---

We submitted a proposal that was accepted. I probably would not have cared to attend otherwise. It turned out to be a beneficial experience.

---

N/A

---

I saw an email request for reviewers and I responded to it. A colleague of mine asked if I would assist in a presentation.

---

Volunteered

---

I was invited by the Director of Academic Advisement at the college.

---

I became director of our advising centers and knew I needed some formalized training to be effective in training other advisors. Also, this is a way to network, see what has been tried and to establish a solid base for appealing to

---

volunteered for regional conference doing registration check-in

---

Attended a regional conference. Very little mingling. I was disappointed. I am reluctant to attend another.

---

I found the opportunity reading through the website.

---

I started attending conferences since 1993 and thought I could contribute and learn so I chaired a regional conference first.

---

Nancy King and Charlie Nutt were key in my involvement

---

I have not been involved mostly because I have volunteered to be on committees but no one has taken me up on my offer. While I've received responses saying yes we need your help, no one has ever followed through and got back to me

---

I wanted to become involved and have looked for opportunities which I could work into my schedule. I was a charter member and worked with the state advising association for over 7 years.

---

I presented because I want to have more workshops on working with students of color. I was elected once because no one else from my state wanted the job.

---

N/A

---

I was asked to present with a peer from another office at the urging of my director at the time.

---

Was approached to join and or be a contributor.

---

Was encouraged to submit proposal by supervisors at our university

---

I wanted to educate my staff and give them options for networking and resources. This was a regional conference. I'd like to attend a national one.

---

Became interested at the regional level; presented at regional conference, had chats with various regional people, and involvement took off from there.

---

wanted to grow in my professional development

---

By volunteering at a regional conference, then participating in an interest group

---

I went to my first NACADA and they opportunity was presented at each session and it was something I wanted to do and it was made possible for me to do it.

---

The conference was held in Little Rock and our office was heavily involved in planning the conference.

---

I co-created and taught(with four other academic advisors)a course in our college to support the acclamation of freshmen and transfer students to our university.

---

I recently transferred into Student Affairs, who is a firm believer in NACADA and provides the resources to attend meetings, and encourages me to be an active participant.

---

I was invited to participate.

---

I had presented at ACPA and other conferences in the past, and wished to continue to do so in the NACADA organization. I enjoy sharing information, and feel more a part of the organization in this way.

---

Our institute is going through a similar phase, where our population is well over 90% Native/Minority. And it's a shame to realize that we don't have any Native Administrators and everyone is feeling the effects of it.

---

I went to the conference to gain more experience in advising students who use the American Indian Learning Resource Center. We are secondary advisers. I was happy to say we were doing similar activities already.

---

n/a

---

I wanted to get involved in a professional organization for advising and student affairs, and NACADA seemed the best place to begin that process.

---

My interest and involvement

---

Through my College.

---

i became involved because i wanted to gain experience at presenting at a professional conference.

---

I have submitted the link to our website for undeclared students to be posted on NACADA's resource list. I also attempted to submit a proposal to present a regional conference.

---

When it was held in Canada, I and a colleague presented on our programming to raise the awareness within NACADA of working with Aboriginal students in higher learning.

---

Asked questions and joined in. Sometimes I pushed my way in, at other times I was asked to help from other NACADA members.

---

Membership in an organization is an action word. In order to get the most from NACADA I decided to become actively involved and began to volunteer for committees and proposal review.

---

A colleague told me about it.

---

Advised it existed by e-mail.

---

by reading the online information and I like sharing my ideas.

---

I tried to volunteer for two commissions, but nobody was interested in my help. Finally, I decided to use the NACADA volunteer form and was added to a steering committee. I just finished my first project and am very happy about it.

---

Through faculty in my graduate program

---

No previous involvement, but would welcome an opportunity to become so. I plan to submit to the NACADA Journal and to participate in more Webinars.

---

As the Activity Director for a Title V grant that has as its goal the improvement of the way Liberal Arts Academic Advisement is conducted at the college.

---

Enjoyed what I was doing and thought it would be a good place to connect. But there was little to connect with.

---

Interested in the profession and its advancement

---

I asked a couple of colleagues at my school to join me on a panel to discuss a program at our school.

---

At the national conference saw information.

---

did a presentation with a co-worker

---

attended a conference

---

My NACADA membership & participation was strongly supported by administrators at my 2-year college in MD.

---

I submitted proposals for presentations b/c of encouragement from colleagues that are members of NACADA and served on the Board. Book reviews were an easy way for me to do some more professional development at no cost.

---

I volunteered on the NACADA website and I have a passion for helping students. This has encouraged me to get more involved with NACADA.

---

Via email announcement

---

I want to share what has worked for me on my campus and hope it provides a seed for an idea to build upon at other institutions.

---

opportunity to attend summer institute was presented by my division chair

---

Submitted a presentation proposal with colleagues from my university.

---

My co-presenter, who has been a NACADA member longer than I, asked me to present with her at the Regional Conference in Spring 2007, and I agreed. We now have the opportunity to present at the National Conference in October 2007.

---

By contacting directly the Committee chair and offering my assistance

---

Very recent member. Wanted to learn more about advising.

---

Colleague from work introduced me to NACADA.

---

NA

---

I was recruited to join by my mentor, Darlene Samson, who has been a member of NACADA for several years.

---

I want to become more involved on the regional level.

---

I decided to switch my membership from ACPA to NACADA since it was more focused on the work I do.

---

I have been a member of NACADA for more than 10 years and have presented at the National conference twice and the regional conference several times.

---

My colleague is the regional conference chair and I will do anything to help her.

---

Members were solicited via e-mail to work on a specific issue and we met at the National Conference to discuss/plan.

---

I was asked to participate on two committees. I submitted a proposal to the northeast region in 2004 and it was accepted.

---

required by job

---

Recommendation by my supervisor and continued interest in professional development.

---

By reviewing the NACADA website

---

I volunteered to take over the health professions interest group when the chair moved to an officers position.

---

I have been actively involved in NACADA for more than 20 years and like to stay involved.

---

colleague encouraged me to co-present

---

N/A

---

Encouragement by my supervisor to participate in NACADA and meeting leaders from NACADA.

---

Because of the Provost of my University

---

Through a non-advising colleague.

---

not applicable

---

See question #5

---

I volunteer at NACADA, Region 7, and was part of NACADA conference committee when it was held in Kansas City. I enjoy contributing to the organization in this capacity.

---

suggestion of my work supervisor

---

It was suggested by one of my supervisors

---

After attending a few state conferences I decided I wanted to present. Because the state and regional conferences combined this year, I looked into what was required and created a proposal which was accepted.

---

Book Review submitted and accepted in 2005.

---

I was asked by the chair of the region and my experience has been wonderful.

---

I took the initiative to collaborate with colleagues. I did this for professional development as well as to share ideas and info with others.

---

Served as Chair of a Commissions

---

My department encouraged me to join NACADA.

---

I was a part of a group of people that developed a study skill module for at-risk students.

---

An email was sent out by a Nacada member requesting help and I volunteered my time.

---

Between 1992-1997, my supervisor was supportive of my professional development. She supported attending conferences if you were a presenter.

---

volunteered by commision chair

---

I wanted to present and one of my avenues was NACADA.

---

Ordered resource materials. Wrote to inquire about membership concerns, copyrights, Advising Certificate program, and such.

---

Interested in ESL/International advising and that was topic in 2006 in Indianapolis so I was selected to attend the national conference

---

In order to attend the NACADA conferences, I wrote a proposal on our integrated Advising, Career and EOP model that was accepted at both a national and regional conferences.

---

Through co-chairing a regional conference, I volunteered for the regional steering committee. The national conference presentations (individual and joint-) are excellent opportunities for networking and professional development.

---

through my university

---

Program I work with designed for at-risk students. Program has been around for more than 30 years and we decided to do presentation about it.

---

Personal interest in the area of distance education and adult learners. Took the initiative to show interest, and added my name to a listserve/

---

Just decided to submit proposal and it was accepted. Since the university was going to send us to the conference, we decided to participate in a presenter capacity.

---

I attended the Effectively Engaging Faculty and attended the Indy Convention and was eager to become more active with NACADA.

---

I was a charter member of NACADA and served in leadership roles at national and regional levels. Membership was much smaller - easy to become involved. At the beginn

---

It was recommended by my supervisor and dean.

---

NA

---

I got the call for submissions and had an idea and submitted it.

---

On the registration form, I checked off I wanted to volunteer.

---

Charlie Nutt recommended me to the chairs of region 4 as chair of their proposal review committee. As for the presentations, I submitted a proposal and it was accepted to the regional conferences.

---

I felt that our institution had a unique service that helped at-risk students which was worth sharing.

---

Involvement at the regional and national level and was appointed and elected to various positions within the organization.

---

I am advising students on transferring their college credits, and not have them wasting their time and money. I wanted to provide them with professional advise and so I joined NACADA.

---

In response to meeting brochures.

---

through my employer

---

I was asked to be involved during the institute.

Just a member at this point.

I was referred to NACADA by a colleague.

n/a

The organization and conference were recommended to me by a colleague because I was interested in advising and retention.

I am a member of a Quality Enhancement Committee at my College and I avail myself of the resources provided by NACADA

I just joined and hav sent one of my employees to the Advising summer institute.

Encouragement through my immediate supervisor and further encouraged by fellow NACADA members.

I wanted to encourage professional development for my staff.

After I had attended several conferences, I decided to present information about advising research and methods that we currently conduct in our office. Presenting at the conferences were exciting and educational.

I have been a counselor at Montgomery College for 29 years and have always been aware of this organization.

Responded to request to do same.

I applied to present, and I was asked to review proposals. I have tried for other positions with no avail. I feel it is probably like everything else it is who you know.

Through sign-up when registering for a conference

I was invited by a member to attend a regional NACADA conference. Someone at the conference wanted to develop a presentation with me.

Sent a presentation proposal

During the commission meetiing in Las Vegas I volunteered to reviewed proposals for the following year's national conference.

As part of my professional development I wanted to get involve with an organization that met my interest.

As the associate dean responsible for Academic Advising, I found it necessary to learn more about the profession; as a result, I joined NACADA and started attending conferences, especially those involved with assessment.

Our advising office here at Texas Tech University are all members and support NACADA membership and participation.

Through the website.

Attending events

---

Recommended by Director of Dept.

---

I was asked to participate in NACADA during my initial Summer Institute in 1999. The trainers and instructors fostered the sense of caring and learning throughout any NACADA activity.

---

I just attended a national conference and started to attend meetings. Signed up to join committees. You had wonderful committee chairs/directors that really kept me involved from the start.

---

Primarily adding input on the various issues raised within my committee

---

We became involved in the activity after getting the call for proposals to present at the Regional Conference.

---

responded to email blast.

---

I would like to bring an awareness of Native American student advising issues to NACADA.

---

I was honored by receiving an award early on in my career and I felt strongly that I wanted to give back to the organization by being involved in the Awards Committee.

---

Distance Advising and Community College Interest groups

---

Mentored by another colleague in doing the presentations and my name was suggested for the Regional board involvement and no one else wanted it.

---

Presentations were a means of sharing research findings.

---

A person in my office emailed the office to let me know about the opportunity and I volunteered to help. The person who sent the email was working with the region to plan the national in Baltimore, which is how she knew about it.

---

presented a proposal and it was accepted

---

Another member at my school told me about NACADA.

---

After attending the NACADA Summer Institute twice, I became more interested in getting more involved and sought out the position to run for Chair of the Interest Group.

---

Through NACADA correspondence

---

I was fortunate to work with people on my campus who were heavily involved with NACADA and gradually got involved myself; some by my own initiative; other times, by getting pulled in.

---

Submitted proposal on persistence of students of color in response to call for proposals.

---

Through a current presenter

---

I was invited by the chair of the committee

---

Another NACADA member approached me about participation.

When I started advising, it was part of my job description to do presentation submissions and everything snowballed from there.

National Committee for the Faculty Advising Video

Chapter contributor in Academic Advising Handbook

We have a motivational advising model used as a guide for our interaction with college students. We presented this model at regional conferences the four years.

Joined during national conference

Simply signed up!

My past supervisor, who is now the university director of advising, is a strong advocate for professional development and NACADA.

[Hide Responses](#)

### Question 8

How would you rate NACADA's commitment to diversity?

Very strong commitment		62 (12.58%)
Strong commitment		208 (42.19%)
Weak commitment		53 (10.75%)
No commitment		6 (1.22%)
Unknown		158 (32.05%)
N/R		6 (1.22%)

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### Question 9

Have you recommended NACADA to colleagues?

Yes. (Please provide comments as to why you have chosen to do so)		382 (77.48%)
No. (Please provide comments as to why you have chosen not to)		98 (19.88%)
N/R		13 (2.64%)

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## User Responses

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How would you rate NACADA's commitment to diversity?

- I feel that pays a lot of lip service but I don't see real actions.
- I do not know
- ALWAYS attempts to have sessions on working with students of color or other under-represented groups.
- Have yet to experience it. However, I was pleasantly surprised to receive this survey.
- In many of the articles I have noticed a commitment towards diversity.
- It has emphasis in theme's, and tracks, but this does not translate to the experience we have as members and participants.
- The presentations are available The key speakers address these issues Presentor are diverse
- How to work with students of diverse backgrounds was always at the forefront of discussion.
- Webinars that I have witnessed so far do not include presentations on serving rural students, students of low income, and first generation students.
- There needs to be more workshops available at conferences (regional and national) that discuss issues in higher education related to cultural diversity.
- I haven't attended that many events to answer #8
- I would prefer to see more active recruitment and mentoring of individuals, at all levels.
- I just don't know off hand. At best it is a weak commitment at the National level. Perhaps it is better at the local/regional levels
- I've atteded two NACADA conferences and both conferences had a diverse outcome of participants.
- The commitment to diversity is strong.
- Don't know enough about the leadership to comment fully; programming seems to support diversity efforts.
- Weak representation of conference facilitators in terms of people of color in general and Afrcan-Americans in particular.

- n/a

- I have not been involved in NACADA very long but have been in since the beginning of the talks of diversity within the organization. As of now, it seems that the Multicultural Commission is very committed although I am not sure if the Board is as committed.

- I think NACADA does have a strong commitment to diversity.

- NACADA is an organization of the diversity and for diversity.

- Diversity among NACADA leaders has grown tremendously over the last several years. I like the fact that there are so many women leader (which made me very comfortable when I first joined) growing numbers of racial,ethnic, and young leaders. I like seeing this at conferences and institutes, and even in webinars.

- Based on your aforementioned definition of diversity, NACADA has tried to be committed to issues of diversity. However as a person of color, I dont feel that there is a strong commitment to actively encourage participation for professionals of color in NACADA nor a commitment to hear their voices.

- There seems to be an effort in the administration to increase diversity. This comment is based on: this survey and the Emerging Leaders Program.

- At the regional conference, I saw one or two presentations about diversity, but I thought it could be more.

- This shows that I'm not involved and this survey is a wake up call for me and my involvement. I plan to get more involved with the organization.

- many workshops on advising students of color

- Again, all I know is that it seems to appear that workshops either target people of color or they don't include us. I don't know NACADA's stance on the matter.

- I am in academic advising as well as coordinator of the Career Ctr. at the institution I work in. I find your resources helpful. Unfortunately, I have not had the time to reflect as this question is rarely posed.

- I haven't seen anything to make me think that NACADA is proactive in this area.

- There is a strong commitment but execution is lacking not because of a lack of will but ambiguity in how to move forward.

- Actions speak louder than words. Who is in the national office or on the board?

- I see talk about diversity all the time, but I still do not see leadership that looks like me. Very much reminds me of my institution, all talk little action.

- I have not been in NACADA long enough to determine nor have I been involved in hands-on activities to observe/interact with NACADA members.

- I never really took the time to assess NACADA's commitment to diversity.

- I believe that NACADA promotes diversity through the development of various programs, activities, and through its different commissions and interests groups.

- as a new member of NACADA I am hoping to become part of the emerging leaders program to contribute to NACADA

- The commitment to working with students with diverse backgrounds is very clear. However, I am not sure how NACADA mentors members of color.

- I am very new to NACADA and have not had any experience with them.

- I have noticed sessions on the topic.

- I say weak commitment because during my time in Indianapolis last year I did not see any activities/presentations that focused on diversity in regards to advisement.

- Guest speakers represent various ethnic groups.

- Surveys & national committees

- NACADA's mission embraces diversity, but it must reflect it in all areas of the organization-from presentations to the boards.

- Many of the conferences seem to adress the issue. Individuals from NACADA if they have not should attend NCORE. It is excellent and the people there are a great resource. Diversity does not often mean that the issue of race are dealt with successfully.

- That question is unclear.

- Weak to strong commitment - advisors from this group need some leadership role modelling from within the sub-group to demonstrate contributions to NACADA.

- all talk; no action

- Like many organization NACADA may need to spend more time actually developing leadership from members of color, since there are few current role models for them.

- There seems to be a firm commitment but I'm still new to the organization and would appreciate more time to assess.

- Appear to have a strong commitment

- The articles about diversity are great but then there was no presentations!

- I am not sure. I know of a few possibilities that is available for minorities, like that Emerging Leaders program, which by the way looks like a great program - I am sad I am not eligible. That is pretty much all I know about it, but I have only been a member for about 8 months.

- I haven't seen it demonstrated in a way that has made a strong impact on me.
- My perception is that there is a very strong commitment. At the Summer Institute (Madison, WI), I met BLaine Harding and Tom Brown; other African Americans attended the Institute. I also participated in the "Learning Outcomes" Webinar conducted by Tomarra Adams. I have noted other individuals of color as program participants at national and regional meetings of NACADA
- Diversity does not simply mean black & white, which is often what it seems like the discussions base themselves around.
- My comment is based on the leadership, not no friendly welcoming at the conferences, and my experience with another major and larger professional organization.
- Judging by appearances (participants; organizing of panels, panel topics, content of presentations, etc.) it certainly seems as if there there is tacit support of diversity in the organization. It's not easy for me to ascertain how deliberately NACADA supports diversity.
- The ELP is a great example of acknowledging that sometimes minorities need a little more of a push to reach their full potential. I might compare that program to something like Student Support Services of TRIO.
- I am not aware of NACADA's commitment to diversity at this time. However, I am sure this survey indicates that there might be a commitment.
- I have not been involved beyond the state level so do not feel that I can answer this question.
- Again, the representation of NACADA leadership is not diverse. I see no people of color in the leadership roles. How can we work to change this?
- There appears to be very little executive support for the committee on Multicultural concerns. The work for that committee has not improved in the past 10 years.
- NACADA may want to broaden its membership, but the current leadership of NACADA is not diverse.
- Personally, I have found the commitment weak. I have had conversations with other minority members and they feel the atmosphere is one of a country club where it is hard to crack the barrier. My involvement has only come as a result of using the bureau and getting to know some of the top people in the organization. Otherwise, I doubt if I would have been considered to be on certain committees.
- I visit the website often and I find that diversity is an important issue to the organization
- By sending me this survey I believe this is an indication that your organization is looking to ensure that it is meeting its members of color needs. (But again aren't we all people of color?)
- It is hard for me to give an accurate opinion because of the short time that I have been affiliated with the organization. I was pleased to hear the topics Dr. Kuh covered on a national level.
- Thank you for promoting, supporting, and providing guidance how we as people of color can advance and succeed in this profession.
- I've only participated in professional development activities. Conference Presenters and Institute Faculty have always been welcoming at the events I have attended. However, I am unaware of what the climate is like for those involved

in leadership roles.

- The commitment is there; tools and programming to offer to institutions to recruit diversity is not.

- I have not had the opportunity to participate in events or forums to increase my knowledge in this area.

- I have not had the opportunity to attend a national or regional conference. Many of my colleagues locally do not seem to be members.

- Attempts are now being made to encourage people of color to get involved in the NACADA organization. Prior to 2007, I did not hear of any encouragement or attention given to need/desire to have leadership roles adequately represent the member population.

- None.

- I know there's always been a subcommittee but unfortunately it never seem to become active.

- Diversity of students in higher education is receiving attention that was almost non-existent when i first started college in 1967. Whether or not i would have fared better and stayed in college if diversity programs were available back then is something to ponder for me.

- NACADA has the commitment to diversity. How can NACADA translate it to encourage more interest in the field for diverse populations that reflect the changing demographics.

- I don't know that I have encountered advisors from the Historically Black Colleges - perhaps some effort could be made to interest them

- There seems to be a strong commitment in it's mission, but more programming could be done.

- I would say "some commitment"

- Not fair for me to judge. When I joined in '89 I got the feeling folks thought I was good for taking notes during discussions and that was it.

- The organization seemingly is making an effort to listen address issues of diversity both internally and externally.

- I have not been a member long enough to provide a rating. I am comparing their commitment with other organizations and institutions whose commitment I do know.

- No comment

- "member of color" seems somewhat superficial and outdated, I would even use the term minority instead.

- I don't know of any activities devoted to this.

- I think that the governing body of NACADA believes in the ideology of "diversity", but are struggling with "how to" best apply/institute the notion.

- As a very new member, I have not had the opportunity to thoroughly explore this aspect of NACADA's work, but the variety of groups and resources offered for different subgroups of the advising population seems promising.
- The mere fact that NACADA has recently started a Diversity task force and has developed this questionnaire shows that there is a strong commitment. Prior to these initiatives, I never gave it much thought.
- It depends on how you define diversity.
- I haven't been attending the conferences lately, however several years ago they were receptive to welcoming diversity.
- I don't think that they're uncommitted, I just don't know how far reaching their diversity planning has gotten.
- Leadership reflects much diversity not just of color.
- I think in the past few months NACADA is trying to address any concerns regarding diversity issues.
- There didn't seem to be too many minorities involved in the organization
- I believe NACADA is committed to diversity for the simple fact this issue is being addressed.
- I haven't seen many activities regarding diversity.
- I've have enjoyed 3 National Conferences and presented at 2. I'm scheduled to present in Baltimore at 8am on Sunday. Not much of an audience then. Guess my research proposal was a little weak. :(
- I responded on my application about ethnicity but I am assuming that it is just a way of tracking. If there were affinity groups at regional and national conferences that would be nice.
- See question 5
- Very much enjoy getting e-mail on diversity issues and committee.
- I feel that the commitment can be seen on the national level, but not as much on the regional level and local level.
- It seems that work is being done to intentionally bring awareness.
- I'm still so new, I'm not sure about NACADA's commitment or outreach in this area.
- I have seen a commitment through the advising topics covered.
- Any time you put your money where your mouth is shows a strong commitment plus having been more involved in NACADA over the years, I have personally seen NACADA's commitment to diversity.
- Emerging Leaders program seems to reflect commitment to diversity.
- Committees and Conferences that address advising at various types of institutions within the landscape of higher

education.

- See above comments

- No Comment

- I do not know of any other efforts other than this survey. I do not feel that any extra efforts are needed, at this time. If any members have strong feelings against people of color or cultures different from their own, an education career is the wrong place for them. Working in education means caring for all students' well being. I feel welcome and not because any additional effort is given because I am an African American. I get offended when people single me out because of my race. I like to be judged by my character, an American, and a professional.

- I don't have enough knowledge to answer this question.

- The 1 Regional Conference I attended did not have many minority speakers/ presenters.

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## User Responses

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### Have you recommended NACADA to colleagues?

- NACADA is a instrument by which we can measure the effectiveness of our Advising program and a tool which enables us to improve.
- It is very informative.
- There are a couple of other groups that are more committed to diversity and when your time is precious, you have to choose carefully.
- A great organization to promote the academic advising career
- All the other advisors I have known were already familiar with NACADA. I did not have to reccomend. But, I would reccomend NACADA if I met an advisor who was not familiar with the organization.
- I believe it is a good organization and representative of the academic advising field. It has advising issues at heart and I believe it is sincerely trying to make a difference in bringing advising into a more professional light.
- I am still learning about the organization.
- Conferences provide a wonderful learning opportunity.
- I have not recommended NACADA because most of my colleagues are already memebers. Also, I have no experiances to share or recommend.
- I think that it is an excellent organization for academic advisors.
- Believe that this organization has a solid reputation and can be beneficial to any department interacting with students.
- I've recommended NACADA to new advisors in the field.
- The overall quality of the organization is excellent.
- For professional and personal growth. Outstanding research on advising practices. Contacts with other universities/advisors.
- Best way for advisors to become involved in prof. dev in our profession on a national level.
- It is an excellent organization.

Great resources, informative conferences, user friendly website, networking opportunities, outlet for shared interests and personal development

- I don't find it to be a welcoming place for people of color.
- He is an advisor and as far as I know this is the only professional group for us. I like my membership, I just need more time to use it.
- The organization is essential to knowing the most up to date info. The resources are exceptional. The support for the profession is needed. Helps in professional development by providing opportunities to present at state, regional and national conf.
- I believe NACADA is an excellent resource and networking tool for Advising and related professionals.
- do not know much about the organization other than reading the newsletter. I have not attended a NACADA conference.
- I to see more diversity within the NACADA.
- The professional support is very attractive to new advisors in the field. It is a chance to expand on our "new" ideas and compare notes on how to deal with challenges that come with "new" ideas.
- I work with primarily a non-EuroAmerican population of students and NACADA focuses on EuroAmerican culture that much of the information is not helpful in my growth as an advisor.
- Professionally appropriate organization. if you want to get to the heart of diversity concerns in NACADA, you need to give us a chance to expand more on these comment boxes.
- No need due to everyone in my department having a more long term relationship with NACADA.
- I have all new advising staff participate in Summer Institute, I found that particularly rewarding. I urge all staff to attend and present at conferences for prof dev.
- NACADA has good workshops to improve one's academic advising skills.
- I just joined, so I don't know enough yet to recommend the organization to others.
- NACADA provides many resources to assist advisors in the work we perform. The resources are available on the web, in publications, at conferences and workshops, and webinars.
- Felt it was a worthwhile organization and something all counselors and advisors should belong.
- Excellent resources
- Opportunity to gain new ideas and insights to best practices.
- My boss is a strong supporter of NACADA.

- Although there are other organizations for advisors, I consider NACADA to be "the" professional organization for academic advisors.
- I have recently become aware of the organization and its network base when I started my first year as an academic advisor.
- The range of information is tremendous at the NACADA conferences. I feel that others can benefit from it and I inform them about it. Plus it's a great organization to belong to.
- I find an incredible amount of information through NACADA and its conferences. I appreciate that NACADA is involved in a wide array of issues in higher ed.
- NACADA has a huge support system for academic advisors. Through the conferences, I have added many advisors to my support system throughout the state of Montana. NACADA also sends out (through email) important information regarding advising.
- Not a person of color, I thought they would find the organization as a helpful resource in the advising role.
- I feel that it is a great resource for information on advising.
- Great source of information
- good conference.
- Have not thought about it.
- When new advisors are hired in our department we provide them with membership
- NACADA offers great resources for all levels of advising that would benefit not only advisors, but the students who seek advising.
- As members of the Academic Staff at our University we are obligated to be a part of an organization such as NACADA and after much research we decided upon you.
- I enjoy the benefits of membership and feel that my colleagues will also.
- All advisors I know are already members.
- My first conference was very interesting and I think all academic advisors could learn a lot from the conferences.
- Those I work with are already members.
- Good opportunity to learn and exchange ideas; good resources.
- I was recommended by colleagues.
- Most of my colleagues are members of ACPA and NASPA.

- I told others of the Conference in Indianapolis. We will not be able to attend the one in Maryland but look forward to the one in Chicago which we will take a larger contingency.
- Yes, I have definitely recommended it to different new colleagues.
- To further academic advising as a viable profession and encourage professional development opportunities
- My colleagues rarely see themselves as advisors or counselors, but I think they should be involved.
- It is an important educational and support tool for the profession.
- I really believe that everyone involved in NACADA will benefit from it both academically and professionally.
- I recommend NACADA to all newly hired advisors and fund participation in conferences both regional and national, and I reward advisors who present. I also pay membership fees for advisors when my budget allows. Any advisor wishing to present at a conference must provide a proposed topic, and are encouraged to present their developing presentation at staff meetings and staff development in order to receive advice from colleagues. I have also recommended NACADA to student services specialists whose work is closely related to academic advising.
- I'd encourage others to come because we can all use rejuvenation and an infusion of new ideas.
- Great source of information and support for those involved with academic advising.
- It is a good way to network for academic advisors and to learn about other initiatives, successes, struggles across the field of advising.
- They introduced me to NACADA.
- Excellent resource for advisors.
- Wonderful resources
- Have not had the opportunity.
- I would like to participate more at the local and regional levels.
- It's not because I don't recommend the organization, I'm not fully involved enough to recommend.
- A good organization for advancement and credibility.
- It is an opportunity to learn about the profession of academic advising from the very best in the field. It's also a great opportunity for networking.
- It is a great resource and provides opportunities for development you don't necessarily get from your institution.
- Professional Development

- I believe that NACADA provides an opportunity to develop our professional skills. It is also a recognized, respected voice that can positively impact the wide range of educational institutions that members represent.
- I've recommended NACADA because it is the professional organization for academic advisors
- To improve our advising techniques and network with area and out of state colleagues.
- Only because it is a national association for academic advisors, and professionals need to belong to professional organizations.
- To learn about advising/counseling research and issues to better prepare for the counselor profession.
- NACADA's journal articles provides its readers with powerful suggestions and recommendations about confronting academic advising issues.
- It's an excellent way to connect and network with other advising professionals.
- Very informative and good base from which to begin understanding a career in higher education
- I cannot find any other reputable and strong organizations for Academic Advising networking and education. This seems to be the only one on town!
- For lack of time.
- For advisors, it provides a HUGE amount of benefits - both in terms of resources and through professional connections.
- I believe that the more members we have as an organization the stronger we will become
- Brand new to organization
- I has been very beneficial to me.
- the conferences are great sources of new ideas
- I have been on campuses where I am the only one directing advising, so there were no other peers to recommend NACADA membership to.
- I have attended, received from it and believe in the mission.
- I think this association is very proactive in supporting academic advising in higher education, and enhances career development. I've had wonderful experiences attending the seminars and conferences.
- All colleagues I know are already members.
- As far as I know schools in the surrounding area are already involved.

- I believe it is an especially rewarding professional organization for new and older advisors to join.
- I think it's good to be connected to the organization that provides you with tools necessary to assist us with our professional goals.
- Everyone in my office is aware of NACADA and the purpose of the association.
- It is important to learn from colleagues at other institutions, and to continue to learn what is new (or what has come around again) in our profession.
- I don't think I want them to experience what I felt. I've been an educator for 20 years and I still find it hard to believe we have to fight diversity issues. But then again, when you are part of a minority class, that is all there is realize. Good Luck!
- Informative organization
- Conferences and resources are beneficial.
- the topics were interesting, the speakers at luncheons were fantastic.
- It is always nice to get ideas from others, especially as we tend to become myopic in our viewpoints if we don't have opportunity to see diverse viewpoints.
- Networking, resource and professional development.
- I recommended NACADA because I always come away from the national and regional conferences with such useful information that I also wanted my colleagues to be able to benefit from what NACADA has to offer.
- Most colleagues already members.
- Good information for job, and job advancement!
- professional growth
- I have not been that involved in NACADA so I find it difficult to speak on these issues. There have been diverse speakers at conferences but that does not necessarily mean that an organization is committed to diversity.
- To a recent new advisement hire.
- I believe it is important for academic advisors to be members of professional organization that addresses their responsibilities
- It is a good general place to start.
- because overall I believe in NACADA's mission and hope that in time it will develop into a better organization.
- It has been a great resource for me in building our program. Members are very supportive.

- All of my colleagues are members of NACADA

- I just joined NACADA at the recommendation of the Student Affairs Director. I am still learning about the objectives and benefits of the organization, so I do not feel comfortable recommending it to others until I am well informed.

- I think all advisors should be associated with a common organization.

- It is an excellent opportunity to do networking and to learn about the multitude of services. We can only attend the annual meeting every 2nd year as we rotate our advisors' attendance due to budget and work load.

- it offers great networking opportunities

- The organization provides the most up to date and comprehensive services and information on advising.

- NACADA is the premier resource for information on academic advising.

- NACADA provides advisors with important and valuable information.

- If I am going to help enhance diversity in NACADA, I want to help recruit more members of color to join NACADA.

- A great resource.

- Academic advising is a third career. I find that Nacada has met my professional needs through their publications and conferences more than any other professional organization I have been affiliated with in the past.

- breadth of subjects addressed: probation, high achieving, career, etc. Learn new things. Networking opportunities. Support materials through newsletters and journals. NACADA's currency with topics affecting most post-secondary schools.

- Net working

- I don't have much experience or knowledge of NACADA.

- there's useful information in membership.

- In the institution I work for, because of its size and the fact that we are a kind of an off-campus of a larger university, advisors are not recognized at all. There are no awards, not budget for participating in conferences or other programs (this has improved a little), no incentive to professional development, and no support for innovation. Well, I am a person who likes to develop new things, to learn new things, to be on top of what is going on. That is one of the reasons why I decided to be a NACADA volunteer. I thought that would be a good way to learn new things, develop ideas, and participate in something that matters. I a meeting yesterday, I mentioned my first project and how great I felt in having participated - how much I learned and how much it made me feel more confident in myself. I encouraged my co-workers to volunteer also. I hope they do. Thanks for the opportunity to share my thoughts!

- I am new to NACADA and the Advisors I work with are already members.

- NACADA is the premiere student affairs professional organization.

- The organization offers the most appropriate way for an institution to plan, implement and assess its advising effectiveness. There has not been much activity on our campus previously with NACADA, but I find the scholarship, the opportunity to learn more about effective advising to be very stimulating and I have advised for many years previously. It's wonderful to be affiliated with a formal professional group.
- The conferences provide a great opportunity to learn more about ways to assist our students and sustain what we do.
- There isn't a place for communication and recommendations on my campus.
- That Advising is teaching and regardless of my title as a Dean, Advising is what we do. I strive to be better at what I do and firmly believe that we get better by sharing ideas.
- People I know as academic advisors are already members.
- encouraged peers to attend the last Regional conference, which all members of our advising attended.
- Great place to network and gain additional knowledge on advising and working with different groups of students
- it's a support organization for our profession
- Definite step to encourage professional growth in the advisement area - Good group - good networking opportunity.
- Most of my colleagues are counselors with formal counseling training, so NACADA may not meet their needs.
- Very informative for advisors
- I highly value professional development and think all advisors should continue to learn. NACADA is a great way to do this and also learn about programs across the country.
- most of my colleagues are already apart of the organization
- professional development.
- Great resource and clearinghouse of info
- It is important to be a lifelong learner and exposure to different points of view is vital to learning.
- To increase awareness about NACADA and improve the effectiveness of working with students overall.
- It is a national organization that directly relates to advising and offers professional development and ideas for improving student services.
- I was highly impressed with the National Conference in 2006. After the conference, I became a member and shared with colleagues all of the wonderful things about this organization. I do hope diversity becomes a NACADA commitment as higher education becomes more diversified as well.
- I don't know enough about it yet.

- NACADA has wide range of knowledge and experience from its members.

- I find it very enlightening

- I have told colleagues about this wonderful organization and how there are so many opportunities to get involved. There are also so many opportunities to learn about the wonderful field of advising.

- This is a great organization for people (faculty and professional staff) who are involved with advising students.

- I've liked the conferences I've attended thus far and think any involved in Academic Advising should become a member of NACADA.

- I am a new member. I suspect that after I participate in the summer institute in Vermont that I will have a sense of whether I would recommend NACADA.

- NACADA does provide good networking opportunities.

- All of my colleagues are already members of NACADA

- I feel that anyone who is in the field of academic advisement should have membership in the professional organization. It is a requirement of all my professional staff.

- I believe it is very helpful in providing resource, guidance and networking with other universities.

- I recommend the NACADA resources to all my educator colleagues.

- I work with faculty advisors and try very hard to get them to learn more about their advising role by exposing them to NACADA articles, etc.

- I have recommended NACADA to new employees, so that they may have an opportunity to be more involved with your organization.

- No other organization has had as much impact on modern day, student centered education as NACADA.

- networking and professional development opportunities

- I found this organization to be well structured and committed to promoting effective advising.

- I feel that particularly for advisors new to the field, the contacts and resources provided by NACADA are invaluable as we grow as advisors.

- NACADA provides cutting edge information. As new advisors come into the this profession it is a great place for training and mentoring.

- Most of my colleagues are members.

At least to two other people of color so that they could get exposed to what other institutions are doing in the field of advising and meet some of the wonderful folks I did.

- I believe being aligned with a national association provides networking opportunities, provide professional and personal development in the field of academic advising. Those that are interested, I highly encourage them to go to the national website and learn how they can be involved.
- Networking is essential to this profession and current research in trends is vital.
- To me, it's a way to strength your professional skills, network, and find mentors to help you become a better professional in Higher Education. Most importantly, meet new friends from all over the USA and learn about opportunities.
- As an advising administrator, I have asked all of my professional advising staff to be a member.
- I feel NACADA is an excellent association in so many facets, diversity is one area I would focus to develop to make it even stronger and effective.
- The organization is an excellent networking and development tool.
- All of my colleagues are already members! :)
- NACADA provides up to date information in our field of expertise and professional development opportunities.
- Comprehensive organization and well-structured.
- NACADA is one of the leading association for higher education advising/counseling.
- Great organization to belong to. Professional development is outstanding.
- I've learned a lot from attending conferences and have met some great people. The membership dues are reasonable and there are many opportunities to be involved at different levels. I consider NACADA to be a very valuable opportunity.
- I submitted the volunteer interest survey about 4 times over the past two years and only received one form response and a generic response that didn't seem to address the areas in which I'd indicated an interest. Perhaps each activity/committee/division should have its own up-to-date descriptions of current needs and a local contact person, so that new members know exactly how to get involved, who to contact, and what they might be doing.
- I encouraged a colleague to join NACADA so she would have an opportunity to take advantage of the various trainings offered through the organization.
- I have recommended NACADA because I believe it is important for advising professionals to participate in professional development and NACADA provides such activities.
- NACADA is the national organization for academic advising. I have several advisors that work for me. Whenever possible, I send them to conferences so that they can stay informed and better able to assist our students.
- The organization is the most important with regard to advising in a college environment.

- To network, grow and learn with other advisors and to be a proactive advisor for my students.

- need further review

- As an academic advisor I felt that the university should belong to an organization that could provide us with new ideas and strategies, while also giving us the same opportunity to do the same for other institutions.

- I think professional development is critical to the survival of the art of advising. Unfortunately, most institutions (certainly mine has not) have not grasped the importance of academic advising as a critical component to the teaching and learning mission of higher education. Therefore, there is not support to improving the skills necessary to become better in our jobs. Although I do so much more, advising (on my campus) is considered no more than a clerical responsibility of registering classes. This dark age mentality has hurt student retention as well as the professional development of advisors.

- I have not yet found it to be very helpful to my particular wants and needs.

- They belong to NACADA already.

- NACADA provides for is a common forum and affiliation for advisors in a university of college setting.

- NACADA is a good foundation especially for new advisors. It is also a good networking environment.

- Great organization with outstanding resources

- NACADA provides the most comprehensive info on advising

- I thought this organization is helpful for new professionals.

- NACADA provides opportunities for professional development beyond the very few available on individual campuses.

- All my colleagues are current NACADA members.

- I'm very new to NACADA still and don't know much about it.

- professional development

- Good for networking

- great information and sharing of ideas.

- Anytime I know of someone new to advising or interested in becoming an advisor, I steer them to NCADA.

- I recommended it to my colleagues for their professional development.

- It is an excellent professional development organization with awesome opportunities.

for those involved in Student Affairs, esp. academic advising, NACADA is THE organization

- NACADA is an outstanding resource for academic advising professionals.
- All the advisors in my unit are members. I do not get to interact with other campus advisors as much.
- NACADA is the only major organization I know of created to serve the professional, Academic Advisor.
- Excellent source of information for advisors Great ideas for innovative practices
- Only one person in my office is a member of NACADA. I have encouraged everyone to become a member. I have had a positive experience thus far with the organization.
- I provided recommendations as I used the services and was helped by NACADA materials.
- Because it is the premier Advising organization.
- They already know about it. They will join if they wish.
- Most of my colleagues are aware or are already members.
- Suggested new advisors join for cheaper conference rates and access to information
- At this time those I would recommend it to are already members.
- Networking and learning opportunities
- NACADA is a very unique organization that supports academic advising at all levels and professions.
- To new advisors and I also need our faculty advisors need to come with us to our conferences as they don't have nearly enough training.
- I took an advisor last year.
- to help them better understand academic advising
- It would be nice to have more people of color involved at the national and regional level giving presentation or something on that level.
- Very resourceful and current and up to date information
- My current colleagues are not directly involved in academic advising responsibilities.
- Not yet.
- Good starting point for young advising professionals.

- NACADA has been a great resource for me. I consider NACADA to be the "advising authority". I visit the website for research and theory information and I am subscribed to various interest group listserves. The information that I have access to on the website and through the journal and NYU Today contributes to my success as an advisor.
- I find your journal to be helpful and informative.
- Because of the information that is available on advising and retention.
- I have found that NACADA has a wealth of information and is very helpful to me as an advisor
- I believe that this organization provides professional network which supports and enhances what we do in the advising profession.
- It provides the most direct professional linkage for what my colleagues do on a daily basis and it reaffirms the career field as a viable option.
- My colleagues are advisors!
- Still learning about NACADA.
- I attended a NACADA regional conference and it was very organized and informative. I enjoyed the registration goodies as well as the presentation topics. Overall, I had a great time and want other colleagues to go through the same experience.
- Very important for professional development and for our students to stay current, network and an opportunity to discover new ideas in advisement
- Because of the significance of the organization to those who do advising.
- To become more knowledgeable of the advising process.
- Education, certification, and regular interaction other professionals is always a good idea. NACADA's summer institute was my first glimpse into the organization -and what an introduction that was! I walked away with much more knowledge and respect for the field than I had ever anticipated. Keep up the good work!
- I don't have much colleagues in my field
- Many of my colleagues at this campus and our Rockville and Germantown campus are members of this organization. Last year, Dana Baker was recognized as counselor of the year, if I am not mistaken. Ms. Baker is an African American.
- It's long history and national reputation makes it a strong organization to promote to others in the advising field.
- I enjoy your conferences and I learn a great deal. I feel NACADA tries to convey useful information to its members.
- I always emphasize that NACADA offers the environment where one can learn from others and others can learn from you.

- We now have some advisors and I sent seven to last years regional conference
- Everyone I know is already a member!
- Great opportunity to network with others in your field.
- Great for networking and sharing ideas.
- Most colleagues I know are already members of the organization.
- All my colleagues are members.
- NACADA is the best in the field. No other organization commits as much time and energy to a field I truly love.
- I enjoyed the information I received.
- Colleagues coming abroad to the college have been invited to join the association so that they can network, gather information and grow personally and professionally in the field of academic advisement.
- I don't necessary comment about the organization. I do regularly send colleagues to the website for critical information
- Exposure to present and meet other colleagues and learn of their practices
- I have only attended a conference, not sure what else NACADA has to offer.
- I recommend the organization to all that are part of academic advising at my institution. I promote this organization to my staff.
- I have also used information from NACADA in researching different areas.
- To have an impact and raise our school profile in the national community.
- I recommend to new advisors in the field as a wonderful resource.
- They already know about NACADA
- Very supportive for those working in higher education.
- I feel it is important for members of our professional to have a context for the work that they do. NACADA provides the context & resources.
- For professional development On-line workshops
- I find a good fellowship and mentors among these colleagues and I look forward to getting together at the regional conferences to catch up with those friendships.

- I will be recommending it to local area advisors from other institutions.
- No reason.
- all my colleagues are members
- It is an organization that has great potential for bringing about positive changes in our educational system.
- It is the national organization for academic advising and there is a lot of important information and research that goes through NACADA.
- I have recommended participation to our new academic advisors as a way for them to learn more about the profession.
- opportunity to network
- I think this is a good way to grow professionally.
- The colleague started a new position as an academic advisor.
- still learning about the org first.
- The workshops and conferences are valuable in building advisor skills.
- NACADA has been a great resources/organization/experience for me that I want others to share and benefit from as well.
- I would like to be a part of the membership longer before recommending membership to someone else.
- All of my co-workers are already members. Many advisors on campus are members as well.
- I have gain a lot of knowledge from the new letters etc. and I have met wonderful people who can relate to my work.
- The materials available through NACADA are excellent and very practical.
- Involvement will expand knowledge base and aid professional development.
- I have recommended NACADA to departmental advisors on our campus as a resource for advising materials and suggestions.
- The information provided by NACADA is always timely, research supported, and easily accesible. The organization's values provide direction for all educational organizations in their service to students.
- For the wealth of information on advising....
- I have found the organization to be a good source of information for professional development.

- N/A: all professional advisors at the institution already belong.

- Promise within the structure of NACADA that equates support to the diverse institutions within the landscape of higher education.

- Would like to see more Native American at these conferences

- Because it is the only professional organization for Academic Advisors of its kind.

- Most of my colleagues are already members.

- I feel NACADA is a valuable resource for advising and membership only strengthens our profession.

- As I mentioned before I am a new member, and I am currently seeking an academic advisor position so my current colleagues aren't interested in academic advising.

- I believe NACADA offers excellent opportunities to develop and improve advising.

- To stay abreast of advising issues, trends, and best practices

- Advisor support

- New to this.

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