

Chapter 7 Faculty Advising

Tables

Introduction to Tables of Chapter 7

In this chapter, the response to six survey questions are examined in order to better understand faculty advising: a) the percentage of institutions with faculty advising, b) if advising is mandatory at institutions where there is faculty advising, c) the average number of advisees seen by each faculty advisor, d) the types of professional development opportunities related to advising available for faculty advisors, and e) how faculty advising is rewarded. The full sample was used for the survey question about whether faculty advised undergraduate students, whereas, only respondents who indicated that faculty advised undergraduate students in their advising situation (n=589) were included for the other five questions.

For the question about whether faculty advised undergraduate students, respondents marked either *yes* or *no*. For the question about whether advising is mandatory, respondents were asked to indicate *yes*, *no*, or *for some students*. For the question about the average number of advisees seen by each faculty advisor, respondents were asked to enter the *average number of undergraduate students each faculty advisor advised during the last academic term*.

For the question about internal (i.e., those sponsored by the institution or campus association) professional development opportunities related to advising available for faculty advisors, respondents selected from five activities (i.e., *none*, *single workshop of one day or less per year*, *single workshop or more than one day per year*, *a series of workshops throughout the year*, and *individualized development based on advisors' needs*). There was also an open response option where they could list an activity that was not listed as an answer option on the survey. The answers provided to the open response option were categorized as *certificate program*, *new advisor training*, and *written materials*. Respondents could mark more than one response to this question.

For the question about external professional development activities related to advising available for faculty advisors, respondents selected from six activities (i.e., *none*, *conferences*, *institutes*, *seminars*, *webinars*, and *publications*). There was also an open response option where they could list an activity that was not listed as an answer option on the survey. However, the answers provided to the open response option were consistent with the six activities listed on the survey.

For the question about how faculty advising is rewarded, respondents selected from eight rewards (i.e., *not rewarded*, *release time from instruction*, *release time from committee work*, *release time from research expectation*, *salary supplement for advising*, *a major consideration in tenure and promotion decisions*, *a minor consideration in tenure and promotion decisions*, and *awards for excellence in advising*). There was also an open response option where they could list a reward that was not listed as an answer option on the survey. The answers provided to the open response option were categorized as *credit on load statement*, and *verbal or written praise*.

Sample sizes smaller than 50 respondents are marked with an * (e.g., n=30*) for tables that present the number and percentage of respondents who endorsed a particular answer. The purpose of the asterisk is to draw your attention to the relatively small sample size. For these groups, a change in the answer of one respondent would result in a change of more than 2%. Inferences involving these groups should be made *cautiously*.

Sample sizes smaller than 30 respondents are marked with an ** (e.g., n=26**) for tables that present the average, or median, amount reported by respondents; for example, the average number of full-time professional advisors employed at an institution. The purpose of the double asterisk is to draw your attention to the relatively small sample size. Inferences involving these groups should be made *cautiously*.

Table 7.1

**DO FACULTY ADVISE
UNDERGRADUATE STUDENTS BY SIZE
OF INSTITUTION**

	Small		Medium		Large	
	<i>n</i> = 425		<i>n</i> = 258		<i>n</i> = 84	
	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%
Yes	355	83.5	179	69.4	52	61.9
No	70	16.5	79	30.6	32	38.1

Table 7.2

DO FACULTY ADVISE UNDERGRADUATE STUDENTS BY INSTITUTIONAL TYPE

	Two-Year		Public Bachelor		Private Bachelor		Public Master		Private Master		Public Doctorate		Private Doctorate		Proprietary	
	<i>n</i> = 239		<i>n</i> = 30*		<i>n</i> = 74		<i>n</i> = 89		<i>n</i> = 117		<i>n</i> = 127		<i>n</i> = 70		<i>n</i> = 24*	
	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%
Yes	190	79.5	24	80.0	70	94.6	68	76.4	97	82.9	82	64.6	49	70.0	9	37.5
No	49	20.5	6	20.0	4	5.4	21	23.6	20	17.1	45	35.4	21	30.0	15	62.5

Table 7.3

**DO FACULTY ADVISE UNDERGRADUATE
STUDENTS BY MANDATORY ADVISING**

	Yes		No		For Some	
	<i>n</i> = 330		<i>n</i> = 264		<i>n</i> = 176	
	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%
Yes	277	83.9	180	68.2	132	75.0
No	53	16.1	84	31.8	44	25.0

Table 7.4

**DO FACULTY ADVISE UNDERGRADUATE STUDENTS BY
ADVISING SITUATION (N = 795)**

	Institution		College, School, Division		Department	
	<i>n</i> = 547		<i>n</i> = 206		<i>n</i> = 42*	
	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%
Yes	449	82.1	123	59.7	34	81.0
No	98	17.9	83	40.3	8	19.0

Table 7.5

**IS ADVISING
MANDATORY FOR
STUDENTS (N = 589)**

	<i>f</i>	%
Yes	277	47.0
No	180	30.6
For Some	132	22.4

Table 7.6

**IS ADVISING MANDATORY FOR STUDENTS
BY SIZE OF INSTITUTION**

	Small		Medium		Large	
	<i>n</i> = 355		<i>n</i> = 179		<i>n</i> = 52	
	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%
Yes	205	57.7	64	35.8	7	13.5
No	100	28.2	55	30.7	24	46.2
For Some	50	14.1	60	33.5	21	40.4

Table 7.7

IS ADVISING MANDATORY FOR STUDENTS BY INSTITUTIONAL TYPE

	Two-Year		Public Bachelor		Private Bachelor		Public Master		Private Master		Public Doctorate		Private Doctorate		Proprietary	
	<i>n</i> = 190		<i>n</i> = 24*		<i>n</i> = 70		<i>n</i> = 68		<i>n</i> = 97		<i>n</i> = 82		<i>n</i> = 49*		<i>n</i> = 9*	
	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%
Yes	53	27.9	16	66.7	53	75.7	33	48.5	59	60.8	27	32.9	34	69.4	2	22.2
No	82	43.2	5	20.8	12	17.1	22	32.4	23	23.7	23	28.0	7	14.3	6	66.7
For Some	55	28.9	3	12.5	5	7.1	13	19.1	15	15.5	32	39.0	8	16.3	1	11.1

Table 7.8

IS ADVISING MANDATORY FOR STUDENTS BY WHO ADVISES

	Full-Time Faculty Advisors		Both Full-Time Professional and Faculty Advisors	
	<i>n</i> = 142		<i>n</i> = 445	
	<i>f</i>	%	<i>f</i>	%
Yes	100	70.4	176	39.6
No	31	21.8	148	33.3
For Some	11	7.7	121	27.2

Table 7.9

IS ADVISING MANDATORY FOR STUDENTS BY ADVISING SITUATION (N = 606)

	Institution		College, School, Division		Department	
	<i>n</i> = 449		<i>n</i> = 123		<i>n</i> = 34*	
	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%
Yes	204	45.4	61	49.6	16	47.1
No	142	31.6	30	24.4	18	52.9
For Some	103	22.9	32	26.0	0	0

Table 7.10

AVERAGE NUMBER OF UNDERGRADUATE STUDENTS ADVISED PER FACULTY ADVISOR

INSTITUTION RESPONDENTS	
N = 449	
Valid Responses <i>n</i> = 349 (77.7%)	
25 th Percentile	20
50th Percentile (Median)	25
75 th Percentile	45
COLLEGE, SCHOOL, DIVISION RESPONDENTS	
N = 123	
Valid Responses <i>n</i> = 95 (77.2%)	
25 th Percentile	18
50th Percentile (Median)	27
75 th Percentile	40
DEPARTMENT RESPONDENTS	
N = 34	
Valid Responses <i>n</i> = 29** (85.3%)	
25 th Percentile	20
50th Percentile (Median)	25
75 th Percentile	39

Table 7.11

AVERAGE NUMBER OF UNDERGRADUATE STUDENTS ADVISED PER FACULTY ADVISOR BY SIZE OF INSTITUTION (INSTITUTION RESPONDENTS)

	Small	Medium	Large
	<i>n</i> = 287	<i>n</i> = 133	<i>n</i> = 29
Valid Responses	<i>n</i> = 247 (86.1%)	<i>n</i> = 88 (66.2%)	<i>n</i> = 14** (48.3%)
25 th Percentile	20	25	25
50th Percentile (Median)	25	45	62.5
75 th Percentile	30	85	225

Table 7.12

AVERAGE NUMBER OF UNDERGRADUATE STUDENTS ADVISED PER FACULTY ADVISOR BY INSTITUTIONAL TYPE (INSTITUTION RESPONDENTS)

	Two-Year	Public Bachelor	Private Bachelor	Public Master	Private Master	Public Doctorate	Private Doctorate	Proprietary
	<i>n</i> = 165	<i>n</i> = 16	<i>n</i> = 65	<i>n</i> = 51	<i>n</i> = 77	<i>n</i> = 33	<i>n</i> = 34	<i>n</i> = 8
Valid Responses	<i>n</i> = 126 (76.4%)	<i>n</i> = 14** (87.5%)	<i>n</i> = 59 (90.8%)	<i>n</i> = 39 (76.5%)	<i>n</i> = 62 (80.5%)	<i>n</i> = 17** (48.5%)	<i>n</i> = 27** (79.4%)	<i>n</i> = 6** (75%)
25 th Percentile	24.3	25	15	20	15	30	20	18.8
50th Percentile (Median)	35	35	20	30	20	50	25	20
75 th Percentile	60	57.5	29	50	25	50	30	21.3

Table 7.13

AVERAGE NUMBER OF UNDERGRADUATE STUDENTS ADVISED PER FACULTY ADVISOR BY MANDATORY ADVISING (INSTITUTION RESPONDENTS)

	Yes	No	For Some
	<i>n</i> = 204	<i>n</i> = 142	<i>n</i> = 103
Valid Responses	<i>n</i> = 175 (85.8%)	<i>n</i> = 108 (76.1%)	<i>n</i> = 66 (64.1%)
25 th Percentile	20	20	24.3
50th Percentile (Median)	25	30	30
75 th Percentile	30	60	50.3

Table 7.14

AVERAGE NUMBER OF UNDERGRADUATE STUDENTS ADVISED PER FACULTY ADVISOR BY WHO ADVISES (INSTITUTION RESPONDENTS)

	FT Faculty	Both FT Pro. Adv. and Fac
	<i>n</i> = 105	<i>n</i> = 343
Valid Responses	<i>n</i> = 93 (88.6%)	<i>n</i> = 255 (74.3%)
25 th Percentile	16.5	20
50th Percentile (Median)	25	30
75 th Percentile	30	50

Table 7.15

AVERAGE NUMBER OF UNDERGRADUATE STUDENTS ADVISED PER FACULTY ADVISOR BY SIZE OF INSTITUTION (COLLEGE, SCHOOL, DIVISION RESPONDENTS)

	Small	Medium	Large
	<i>n</i> = 51	<i>n</i> = 45	<i>n</i> = 25
Valid Responses	<i>n</i> = 47 (92.2%)	<i>n</i> = 30 (66.7%)	<i>n</i> = 16** (64.0%)
25 th Percentile	15	17	21.3
50th Percentile (Median)	25	26	30
75 th Percentile	35	47	50

Table 7.16

AVERAGE NUMBER OF UNDERGRADUATE STUDENTS ADVISED PER FACULTY ADVISOR BY MANDATORY ADVISING (COLLEGE, SCHOOL, DIVISION RESPONDENTS)

	Yes	No	For Some
	<i>n</i> = 61	<i>n</i> = 30	<i>n</i> = 32
Valid Responses	<i>n</i> = 52 (85.2%)	<i>n</i> = 21** (70%)	<i>n</i> = 22** (68.8%)
25 th Percentile	20	12.5	17
50th Percentile (Median)	28.5	30	25
75 th Percentile	40	80	42.5

Table 7.17

AVERAGE NUMBER OF UNDERGRADUATE STUDENTS ADVISED PER FACULTY ADVISOR BY WHO ADVISES (COLLEGE, SCHOOL, DIVISION RESPONDENTS)

	FT Faculty	Both FT Pro. Adv. and Fac
	<i>n</i> = 27	<i>n</i> = 96
Valid Responses	<i>n</i> = 25** (92.6%)	<i>n</i> = 70 (72.9%)
25 th Percentile	20	17
50th Percentile (Median)	25	30
75 th Percentile	40	45.3

Table 7.18

**INTERNAL ADVISOR TRAINING AND
DEVELOPMENT OPPORTUNITIES FOR
FACULTY ADVISORS (N = 589)**

	<i>f</i>	<i>%</i>
Individualized development	256	43.5
Single workshop 1 day or less per year	215	36.5
Series of workshops throughout year	199	33.8
Single workshop more than 1 day per year	73	12.4
Written materials	28	4.8
New advisor training	15	2.5
Certificate program	3	0.5
None	63	10.7
Don't know	20	3.4
Choose not to reply	2	0.3
Did not reply	37	6.3

Table 7.19

**INTERNAL ADVISOR TRAINING AND DEVELOPMENT
OPPORTUNITIES FOR FACULTY ADVISORS BY SIZE OF INSTITUTION**

	Small		Medium		Large	
	<i>n</i> = 355		<i>n</i> = 179		<i>n</i> = 52	
	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%
Individualized development	170	47.9	64	35.8	20	38.5
Single workshop 1 day or less per year	133	37.5	65	36.3	16	30.8
Series of workshops throughout year	112	31.5	65	36.3	21	40.4
Single workshop more than 1 day per year	45	12.7	22	12.3	6	11.5
Written materials	22	6.2	6	3.4	0	0
New advisor training	9	2.5	5	2.8	1	1.9
Certificate program	1	0.3	2	1.1	0	0
None	29	8.2	24	13.4	10	19.2
Don't know	7	2.0	9	5.0	4	7.7
Choose not to reply	2	0.6	0	0	0	0
Did not reply	22	6.2	10	5.6	5	9.6

Table 7.20

INTERNAL ADVISOR TRAINING AND DEVELOPMENT OPPORTUNITIES FOR FACULTY ADVISORS BY INSTITUTIONAL TYPE

	Two-Year		Public Bachelor		Private Bachelor		Public Master		Private Master		Public Doctorate		Private Doctorate		Proprietary	
	<i>n</i> = 190		<i>n</i> = 24*		<i>n</i> = 70		<i>n</i> = 68		<i>n</i> = 97		<i>n</i> = 82		<i>n</i> = 49*		<i>n</i> = 9*	
	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%
Individualized development	91	47.9	11	45.8	31	44.3	28	41.2	47	48.5	21	25.6	24	49.0	3	33.3
Single workshop 1 day or less per year	69	36.3	6	25.0	26	37.1	23	33.8	43	44.3	25	30.5	20	40.8	3	33.3
Series of workshops throughout year	65	34.2	10	41.7	25	35.7	28	41.2	21	21.6	29	35.4	19	38.8	2	22.2
Single workshop more than 1 day per year	19	10.0	5	20.8	15	21.4	13	19.1	8	8.2	6	7.3	6	12.2	1	11.1
Written materials	7	3.7	0	0	7	10.0	2	2.9	7	7.2	2	2.4	3	6.1	0	0
New advisor training	6	3.2	1	4.2	2	2.9	2	2.9	2	2.1	0	0	1	2.0	1	11.1
Certificate program	1	0.5	0	0	0	0	0	0	0	0	2	2.4	0	0	0	0
None	20	10.5	1	4.2	4	5.7	4	5.9	11	11.3	18	22.0	5	10.2	0	0
Don't know	4	2.1	2	8.3	0	0	3	4.4	1	1.0	8	9.8	1	2.0	1	11.1
Choose not to reply	1	0.5	0	0	1	1.4	0	0	0	0	0	0	0	0	0	0
Did not reply	15	7.9	0	0	5	7.1	4	5.9	6	6.2	4	4.9	3	6.1	0	0

Table 7.21

**INTERNAL ADVISOR TRAINING AND DEVELOPMENT
OPPORTUNITIES FOR FACULTY ADVISORS BY MANDATORY
ADVISING**

	Yes		No		For Some	
	<i>n</i> = 277		<i>n</i> = 180		<i>n</i> = 132	
	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%
Individualized development	124	44.8	68	37.8	64	48.5
Single workshop 1 day or less per year	108	39.0	66	36.7	41	31.1
Series of workshops throughout year	91	32.9	58	32.2	50	37.9
Single workshop more than 1 day per year	38	13.7	18	10.0	17	12.9
Written materials	17	6.1	5	2.8	6	4.5
New advisor training	7	2.5	4	2.2	4	3.0
Certificate program	3	1.1	0	0	0	0
None	26	9.4	20	11.1	17	12.9
Don't know	3	1.1	12	6.7	5	3.8
Choose not to reply	1	0.4	1	0.6	0	0
Did not reply	16	5.8	14	7.8	7	5.3

Table 7.22

**INTERNAL ADVISOR TRAINING AND DEVELOPMENT OPPORTUNITIES FOR
FACULTY ADVISORS BY WHO ADVISES**

	FT Faculty		Both FT Pro. Adv. and Fac	
	<i>n</i> = 142		<i>n</i> = 445	
	<i>f</i>	%	<i>f</i>	%
Individualized development	58	40.8	198	44.5
Single workshop 1 day or less per year	51	35.9	163	36.6
Series of workshops throughout year	42	29.6	156	35.1
Single workshop more than 1 day per year	16	11.3	56	12.6
Written materials	9	6.3	19	4.3
New advisor training	6	4.2	9	2.0
Certificate program	1	0.7	2	0.4
None	20	14.1	43	9.7
Don't know	1	0.7	19	4.3
Choose not to reply	0	0	2	0.4
Did not reply	8	5.6	29	6.5

Table 7.23

**INTERNAL ADVISOR TRAINING AND DEVELOPMENT OPPORTUNITIES FOR FACULTY
ADVISORS BY ADVISING SITUATION (N = 606)**

	Institution		College, School, Division		Department	
	<i>n</i> = 449		<i>n</i> = 123		<i>n</i> = 34*	
	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%
Individualized development	207	46.1	46	37.4	12	35.3
Single workshop 1 day or less per year	173	38.5	36	29.3	9	26.5
Series of workshops throughout year	156	34.7	38	30.9	7	20.6
Single workshop more than 1 day per year	57	12.7	17	13.8	1	2.9
Written materials	25	5.6	3	2.4	0	0
New advisor training	13	2.9	1	0.8	1	2.9
Certificate program	2	0.4	1	0.8	0	0
None	35	7.8	21	17.1	8	23.5
Don't know	13	2.9	5	4.1	4	11.8
Choose not to reply	1	0.2	0	0	1	2.9
Did not reply	33	7.3	5	4.1	1	2.9

Table 7.24

**EXTERNAL PROFESSIONAL
DEVELOPMENT ACTIVITIES
IN ADVISING FOR FACULTY
ADVISORS (N = 589)**

	<i>f</i>	%
Webinars	234	39.7
Conferences	215	36.5
Publications	158	26.8
Seminars	117	19.9
Institutes	75	12.7
None	164	27.8
Don't know	74	12.6
Choose not to reply	5	0.8
Did not reply	44	7.5

Table 7.25

**EXTERNAL PROFESSIONAL DEVELOPMENT
ACTIVITIES IN ADVISING FOR FACULTY
ADVISORS BY SIZE OF INSTITUTION**

	Small		Medium		Large	
	<i>n</i> = 355		<i>n</i> = 179		<i>n</i> = 52	
	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%
Webinars	134	37.7	76	42.5	21	40.4
Conferences	122	34.4	68	38.0	22	42.3
Publications	106	29.9	35	19.6	16	30.8
Seminars	69	19.4	38	21.2	8	15.4
Institutes	46	13.0	20	11.2	9	17.3
None	116	32.7	36	20.1	12	23.1
Don't know	33	9.3	33	18.4	8	15.4
Choose not to reply	3	0.8	2	1.1	0	0
Did not reply	26	7.3	13	7.3	5	9.6

Table 7.26

EXTERNAL PROFESSIONAL DEVELOPMENT ACTIVITIES IN ADVISING FOR FACULTY ADVISORS BY INSTITUTIONAL TYPE

	Two-Year		Public Bachelor		Private Bachelor		Public Master		Private Master		Public Doctorate		Private Doctorate		Proprietary	
	<i>n</i> = 190		<i>n</i> = 24*		<i>n</i> = 70		<i>n</i> = 68		<i>n</i> = 97		<i>n</i> = 82		<i>n</i> = 49*		<i>n</i> = 9*	
	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%
Webinars	80	42.1	13	54.2	24	34.3	30	44.1	29	29.9	34	41.5	21	42.9	3	33.3
Conferences	81	42.6	9	37.5	27	38.6	24	35.3	23	23.7	33	40.2	17	34.7	1	11.1
Publications	52	27.4	8	33.3	22	31.4	21	30.9	20	20.6	20	24.4	13	26.5	2	22.2
Seminars	43	22.6	5	20.8	15	21.4	15	22.1	10	10.3	16	19.5	12	24.5	1	11.1
Institutes	31	16.3	4	16.7	7	10.0	6	8.8	11	11.3	9	11.0	7	14.3	0	0
None	47	24.7	4	16.7	23	32.9	14	20.6	38	39.2	21	25.6	14	28.6	3	33.3
Don't know	19	10.0	5	20.8	4	5.7	11	16.2	11	11.3	14	17.1	8	16.3	2	22.2
Choose not to reply	0	0	0	0	1	1.4	1	1.5	3	3.1	0	0	0	0	0	0
Did not reply	19	8.9	0	0	5	7.1	5	7.4	8	8.2	5	6.1	4	8.2	0	0

Table 7.27

**EXTERNAL PROFESSIONAL DEVELOPMENT
ACTIVITIES IN ADVISING FOR FACULTY ADVISORS
BY MANDATORY ADVISING**

	Yes		No		For Some	
	<i>n</i> = 277		<i>n</i> = 180		<i>n</i> = 132	
	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%
Webinars	115	41.5	59	32.8	60	45.5
Conferences	103	37.2	57	31.7	55	41.7
Publications	75	27.1	47	26.1	36	27.3
Seminars	56	20.2	33	18.3	28	21.2
Institutes	36	13.0	20	11.1	19	14.4
None	84	30.3	50	27.8	30	22.7
Don't know	22	7.9	32	17.8	20	15.2
Choose not to reply	2	0.7	2	1.1	1	0.8
Did not reply	19	6.9	17	9.4	8	6.1

Table 7.28

**EXTERNAL PROFESSIONAL DEVELOPMENT ACTIVITIES IN
ADVISING FOR FACULTY ADVISORS BY WHO ADVISES**

	FT Faculty		Both FT Pro. Adv. and Fac	
	<i>n</i> = 142		<i>n</i> = 445	
	<i>f</i>	%	<i>f</i>	%
Webinars	46	32.4	187	42.0
Conferences	47	33.1	167	37.5
Publications	35	24.6	122	27.4
Seminars	18	12.7	98	22.0
Institutes	13	9.2	62	13.9
None	52	36.6	111	24.9
Don't know	10	7.0	64	14.4
Choose not to reply	2	1.4	3	0.7
Did not reply	10	7.0	34	7.6

Table 7.29

**EXTERNAL PROFESSIONAL DEVELOPMENT ACTIVITIES IN ADVISING FOR
FACULTY ADVISORS BY ADVISING SITUATION (N = 606)**

	Institution		College, School, Division		Department	
	<i>n</i> = 449		<i>n</i> = 123		<i>n</i> = 34*	
	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%
Webinars	186	41.4	42	34.1	10	29.4
Conferences	161	35.9	46	37.4	14	41.2
Publications	131	29.2	28	22.8	3	8.8
Seminars	87	19.4	26	21.1	7	20.6
Institutes	59	13.1	15	12.2	1	2.9
None	119	26.5	33	26.8	13	38.2
Don't know	52	11.6	23	18.7	5	14.7
Choose not to reply	4	0.9	1	0.8	0	0
Did not reply	37	8.2	7	5.7	2	5.9

Table 7.30

**HOW EFFECTIVE FACULTY ADVISING IS
REWARDED (N = 589)**

	<i>f</i>	%
Minor consideration in tenure & promotion	136	23.1
Awards for excellence in advising	78	13.2
Salary supplement for advising	72	12.2
Release time from instruction	51	8.7
Major consideration in tenure & promotion	24	4.1
Release time from committee work	21	3.6
Release time from research expectation	7	1.2
Verbal/written praise	3	0.5
Load credit	2	0.3
Not rewarded	257	43.6
Don't know	54	9.2
Choose not to reply	1	0.2
Did not reply	47	8.0

Table 7.31

HOW EFFECTIVE FACULTY ADVISING IS REWARDED BY SIZE OF INSTITUTION

	Small		Medium		Large	
	<i>n</i> = 355		<i>n</i> = 179		<i>n</i> = 52	
	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%
Minor consideration in tenure & promotion	81	22.8	39	21.8	15	28.8
Awards for excellence in advising	33	9.3	32	17.9	12	23.1
Salary supplement for advising	44	12.3	21	11.8	7	13.5
Release time from instruction	15	4.2	22	12.3	14	26.9
Major consideration in tenure & promotion	16	4.5	5	2.8	3	5.8
Release time from committee work	6	1.7	11	6.1	3	5.8
Release time from research expectation	3	0.8	3	1.7	0	0
Verbal/written praise	3	0.8	0	0	0	0
Load credit	1	0.3	1	0.6	0	0
Not rewarded	173	48.7	72	40.2	11	21.2
Don't know	26	7.3	22	12.3	6	11.5
Choose not to reply	0	0	1	0.6	0	0
Did not reply	28	7.9	14	7.8	5	9.6

Table 7.32

HOW EFFECTIVE FACULTY ADVISING IS REWARDED BY INSTITUTIONAL TYPE

	Two-Year		Public Bachelor		Private Bachelor		Public Master		Private Master		Public Doctorate		Private Doctorate		Proprietary	
	<i>n</i> = 190		<i>n</i> = 24*		<i>n</i> = 70		<i>n</i> = 68		<i>n</i> = 97		<i>n</i> = 82		<i>n</i> = 49*		<i>n</i> = 9*	
	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%
Minor consideration in tenure & promotion	19	10.0	4	16.7	23	32.9	20	29.4	25	25.8	30	36.6	14	28.6	1	11.1
Awards for excellence in advising	8	4.2	2	8.3	10	14.3	12	17.6	10	10.3	28	34.1	7	14.3	1	11.1
Salary supplement for advising	21	11.0	3	12.5	12	17.1	4	5.9	15	15.5	10	12.2	7	14.3	0	0
Release time from instruction	7	3.7	1	4.2	5	7.1	11	16.2	6	6.2	17	20.7	3	6.1	1	11.1
Major consideration in tenure & promotion	5	2.6	1	4.2	7	10.0	4	5.9	2	2.1	4	4.9	1	2.0	0	0
Release time from committee work	4	2.1	0	0	2	2.9	3	4.4	2	2.1	7	8.5	2	4.1	1	11.1
Release time from research expectation	1	0.5	0	0	2	2.9	2	2.9	1	1.0	1	1.2	0	0	0	0
Verbal/written praise	0	0	0	0	1	1.4	0	0	0	0	0	0	0	0	0	0
Load credit	0	0	0	0	1	1.4	0	0	0	0	1	1.2	0	0	0	0
Not rewarded	106	55.8	17	70.8	26	37.1	24	35.3	43	44.3	16	19.5	20	40.8	5	55.6
Don't know	21	11.1	0	0	1	1.4	7	10.3	8	8.2	10	12.2	5	10.2	2	22.2
Choose not to reply	0	0	0	0	0	0	1	1.5	0	0	0	0	0	0	0	0
Did not reply	17	8.9	0	0	7	10	5	7.4	8	8.2	5	6.1	5	10.2	0	0

Table 7.33

**HOW EFFECTIVE FACULTY ADVISING IS REWARDED BY
MANDATORY ADVISING**

	Yes		No		For Some	
	<i>n</i> = 277		<i>n</i> = 180		<i>n</i> = 132	
	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%
Minor consideration in tenure & promotion	78	28.2	28	15.6	30	22.7
Awards for excellence in advising	40	14.4	20	11.1	18	13.6
Salary supplement for advising	25	9.0	25	13.9	22	16.7
Release time from instruction	21	7.6	17	9.4	13	9.8
Major consideration in tenure & promotion	14	5.1	5	2.8	5	3.8
Release time from committee work	8	2.9	4	2.2	9	6.8
Release time from research expectation	4	1.4	1	0.6	2	1.5
Verbal/written praise	1	0.4	1	0.6	1	0.8
Load credit	1	0.4	1	0.6	0	0
Not rewarded	123	44.4	82	45.6	52	39.4
Don't know	19	6.9	19	10.6	16	12.1
Choose not to reply	0	0	0	0	1	0.8
Did not reply	20	7.2	19	10.6	8	6.1

Table 7.34

HOW EFFECTIVE FACULTY ADVISING IS REWARDED BY WHO ADVISES

	FT Faculty		Both FT Pro. Adv. and Fac	
	<i>n</i> = 142		<i>n</i> = 445	
	<i>f</i>	%	<i>f</i>	%
Minor consideration in tenure & promotion	39	27.5	96	21.6
Awards for excellence in advising	14	9.9	63	14.2
Salary supplement for advising	10	7.0	61	13.7
Release time from instruction	8	5.6	43	9.7
Major consideration in tenure & promotion	7	4.9	17	3.8
Release time from committee work	3	2.1	18	4.0
Release time from research expectation	1	0.7	6	1.3
Verbal/written praise	0	0	3	0.7
Load credit	0	0	2	0.4
Not rewarded	79	55.6	178	40.0
Don't know	3	2.1	51	11.5
Choose not to reply	0	0	1	0.2
Did not reply	11	7.7	36	8.1

Table 7.35

HOW EFFECTIVE FACULTY ADVISING IS REWARDED BY ADVISING SITUATION (N = 606)

	Institution		College, School, Division		Department	
	<i>n</i> = 449		<i>n</i> = 123		<i>n</i> = 34*	
	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%
Minor consideration in tenure & promotion	104	23.2	30	24.4	6	17.6
Awards for excellence in advising	55	12.2	21	17.1	5	14.7
Salary supplement for advising	57	12.6	12	9.8	4	11.8
Release time from instruction	38	8.5	14	11.4	1	2.9
Major consideration in tenure & promotion	19	4.2	5	4.1	0	0
Release time from committee work	17	3.8	4	3.3	0	0
Release time from research expectation	6	1.3	1	0.8	0	0
Verbal/written praise	3	0.7	0	0	0	0
Load credit	1	0.2	1	0.8	0	0
Not rewarded	201	44.8	42	34.1	17	50.0
Don't know	33	7.3	19	15.4	6	17.6
Choose not to reply	1	0.2	1	0.8	0	0
Did not reply	39	8.7	8	6.5	2	5.9