

Workplace Equity and Advisor Advocacy: A Panel Discussion

Noéll Bernard-Kingsley, Director of Academic Services, Department of Earth & Space Sciences

Nell Gross, Director of Academic Services, Department of Geography

Meghan Oxley, Senior Adviser, Nutritional Sciences Program

Erika Samson, Director of Academic Services, Department of Communication

Nancy Sisko, Associate Director, Humanities Academic Services

PollEverywhere URL PollEv.com/noellbernard574 or Text #NOELLBERNARD574 to 22333: Please prepare now for later discussion!

Please feel welcome to send questions/comments you prefer to share anonymously to Noéll Bernard-Kingsley in private chat.

Adviser Advocacy Group History

2015: AEP, APAC, and GPAA executive boards discuss lack of stability in advising positions, disparate supervisory models, lack of advancement opportunities, inconsistency regarding job titles/duties, and lack of job protections

2016: Results of [College of Arts and Sciences Study of Undergraduate Advising](#) echo these concerns

2018: Volunteer representatives from the 3 boards begin meeting as the Adviser Advocacy Group to discuss these issues and related projects, conduct UW Academic Services Staff Experiences Survey modeled partly on A&S survey

2019: Adviser Advocacy Group proposes formal Adviser Advocacy Chair position within APAC executive board to lead Adviser Advocacy Group moving forward, with continued representation from all 3 boards

2018 Academic Services Staff Experiences Survey Demographics

- 142 respondents
- Campus: 94% UW Seattle, 4% UW Tacoma, 2% UW Bothell
- 88% departmental advisers
- Gender: 79% female, 18% male, 3% did not respond/“prefer not to say,” and 1% female, male, transgender, and non-binary
- Ethnicity: 75% White, 9% Asian/Pacific Islander, 5% Latino/a, 5% did not respond, 4% both White and Asian/Pacific Islander, 1% Black, 1% Native, 1% both Asian/Pacific Islander and “mixed”
- Education: 1% high school, 24% Bachelor’s, 61% Master’s, 12% Doctorate or other terminal degree, 2% did not respond

Thank you to Nell Gross, Carissa Mayer, and Kathleen Rascon, who designed the survey and conducted initial analysis of some survey results presented here.

2018 Academic Services Staff Experiences Survey Highlights

- 69% supervised by professional staff, 30% by faculty
- 46% use working title different from official title
- Annual salaries ranged from \$41,000 (Program Coordinator) to \$100,000 (Assistant Dean); average salary was \$61,000, but many respondents in higher-ranking positions did not report
- Job title did not necessarily correspond to years working at UW; 28% who used “Academic Advise/or” as job title had been doing this work for 10+ years
- Salaries within job titles varied widely (\$47-78K for Academic Advise/or, \$50-73K for Counseling Services Coordinator)

2018 Academic Services Staff Experiences Survey Highlights

93% enjoy their job

- 77% report job responsibilities aligned with job description
- 70% feel able to utilize their time towards professional development opportunities
- 55% received adequate training and on-boarding when they started role
- Themes in open-ended responses: feel undervalued, increased workloads without increased compensation, limited time/funding for professional development, lack of opportunity to advance, lack collective voice or place other than HR/Ombud to voice concerns, risk of burnout, salaries/titles do not reflect professionalization of field or cost of living in Seattle, faculty do not understand work of advisers

2018 Academic Services Staff Experiences Survey Highlights by Demographic Data

- 13% of female vs 0% of male respondents performed student services work under a “Program Coordinator” or “Program Manager” job title
- Minimum, maximum, average, and median salaries were all ~\$2-3K higher for male respondents, despite equal % of male/female Assistant/Associate Directors (9%) and slightly higher % of female Directors (12% vs 9%)
- Average salary for White respondents was ~\$5K more than Asian/Pacific Islander and Latino/a respondents
- Only the groups who identified as White or both White and Asian/Pacific Islander include more than one respondent at the Assistant/Associate Director or Director level, and only the group who identified as White includes respondents at the Assistant Dean level

2019-2020 Adviser Advocacy Group Projects

- Drafted a formal description of the Adviser Advocacy Chair role
- Wrote public letter in response to the layoffs of 9 advisers in the A&S Humanities Division as part of planned restructure; collected signatures and submitted to A&S leadership
- Wrote Adviser Bill of Rights to articulate ethical principles and reasonable workplace expectations for the advising community
- Began collecting these materials on Adviser Advocacy Resources page on APAC website
- Beginning with 2020-2021 school year, expanded Adviser Advocacy Chair position on APAC board into 2 Co-Chairs

PolleEverywhere Question:
text NOELLBERNARD574 to 22333
or PolleEv.com/noellbernard574

- Reflecting on the data we have shared from the 2018 Academic Services Staff Experiences Survey, **what is your initial reaction?** In which ways does this data line up with your experiences?

Small Group Discussion (in Breakout Rooms)

Discuss the following questions within your small groups:

- What are 1-2 examples of workplace inequity that you've experienced or observed in the UW advising community?
- How do our individual identities and our status within the academic hierarchy challenge our ability to do the work of advising?

We'll have 10 minutes to discuss in small groups, and then come back for 5 minutes to discuss as a larger group. Please be sure to get folks' consent or avoid individually identifying details when sharing stories with our larger group.

Panelists



Amy Fox
Graduate Adviser, UW School
of Aquatic and Fishery
Sciences



Neal Kingsley
Senior Staff Attorney,
ComplianceEase



John Tankersley
Academic Adviser,
Shoreline Community
College International
Education

Next Steps

Do you want to know more about the **Advisor Bill of Rights**?

Please come join the discussion, hosted by APAC Advocacy Co-Chairs, Christine Straight (UW-B) and Chetana Acharya (UW-S), on Wed., Feb 10, 12:30-1:30 PM!

Zoom info (will also be sent over All Advisers list):

<https://washington.zoom.us/j/91770103368?pwd=L3NVSTFwcWJmODhSWFk3VIRzWUxtZz09>

Meeting ID: 917 7010 3368; Passcode: Advocacy