
Project Advising: The Reality of the Profession and Overcoming #AdvisorBurnout

2022 WNY Advising Conference

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Your Presenter - Gavin Farber

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Freshman/Sophomore Advising Team**

10 Years of Experience

NACADA Council - Advising Communities Division Representative

Past NACADA Advisor Training and Development AC Chair

NACADA Region 2 Mentoring and Membership Coordinator

UKAT Community Coordinator - Special Interest Groups (SIGs)

Pop Culture and Reality TV Enthusiast

“I don’t flip tables, I flip schedules!”



Inspiration for Today's Presentation

- Discovering the connection between reality tv and academic advising
- Watched a lot of tv over the last two years
 - Starting to make comparisons
 - Began seeing parallels
- Discussion with colleagues about these themes
 - “I feel like I am Heidi Klum...”
- Looked at the research on mid-level student affairs/academic advisors
 - Reflections on burnout
 - Thought about strategies to help overcome these challenges
- Wanted to provide a fun way to reflect on our profession



Breaking Down The Academic Advising Profession (Through the Eyes of Reality TV)



"Take the high road.
No matter how much
strife, and
consternation,
frustration and
anger you might be
confronted with -
don't go to that
level."

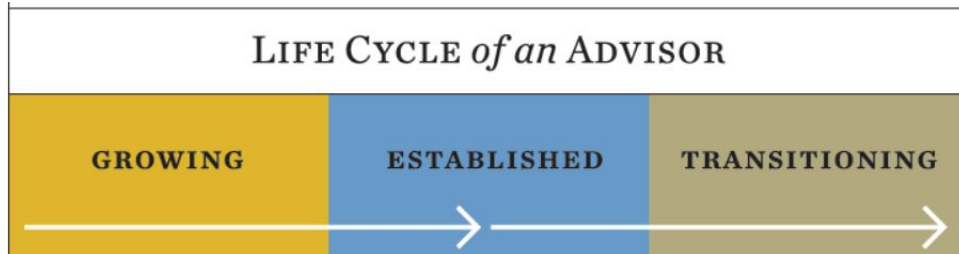
Tim Gunn



If you can't be my friend, just please don't be my enemy.

Think about the Advisor Life Cycle ...

- Advisor Orientation
- Advisor Probation
- Add/Drop
- Withdrawal
- Graduation
- Academic Standing
 - Warning
 - Probation
 - Dismissal
- Re-Enrollment
 - Recovery



Advisor Orientation – The First Days ...

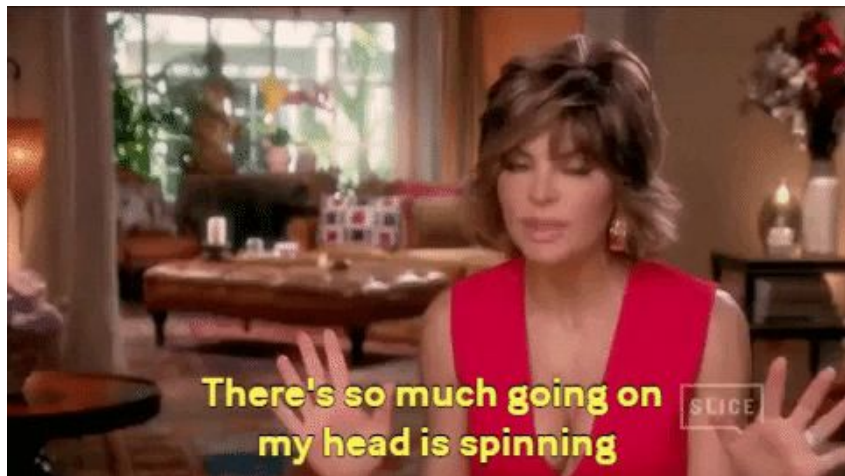


- An advisor's start to their career is an exciting time
- Might be a professional's first job in the field of academic advising
- It's a "magical" time - full of opportunity and possibility
- The beginning of a new reality in a practitioner's world

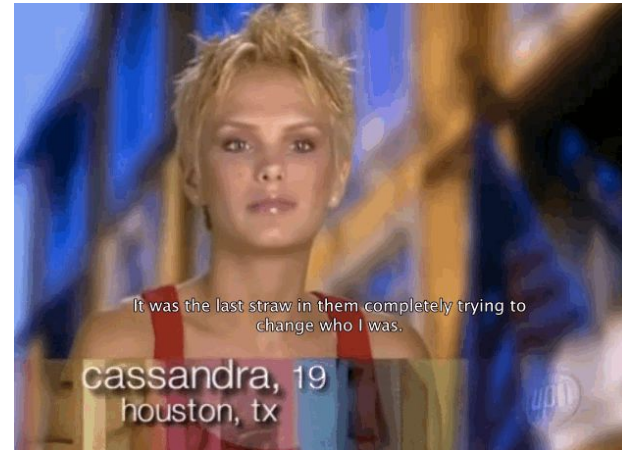
Advisor Probation (90 Day Advisor)



Add/Drop



Withdrawal



Academic Warning



Academic Probation



Academic Dismissal





Academic Recovery

Graduation - Commencement

Our students are “winners” when they complete their coursework and graduate

Like our students - contestants on reality TV shows who win their season/cycle - show off their skills as being the best from their own competitors

Kelly Clarkson - American Idol - Season 1

Eva Marcelle - America's Next Top Model 3

Girls Aloud - Popstars The Rivals (UK)

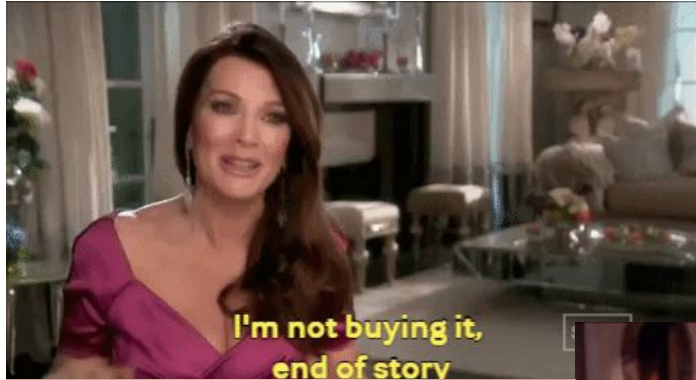
Richard Blais - Top Chef - Season 8



Students Say The Darndest Things...



Advisors Say the Darndest Things



Sashay Away & “auf Wiedersehen”

Attrition and Retention Within Academic Advising





*Thank you, I'm disengaging.
I am not engaging.*

Attrition in Higher Education

- ▶ Marshall, Gardner, Hughes & Lowery (2016)'s study surveyed current study affairs professionals focusing on their “intent to leave” to field; based on three decades of research
- ▶ **41.7%** of professionals spent less than five years in the field before leaving
- ▶ **21.7%** of professionals spent 8-10 years in the field before leaving

Why We Are Leaving

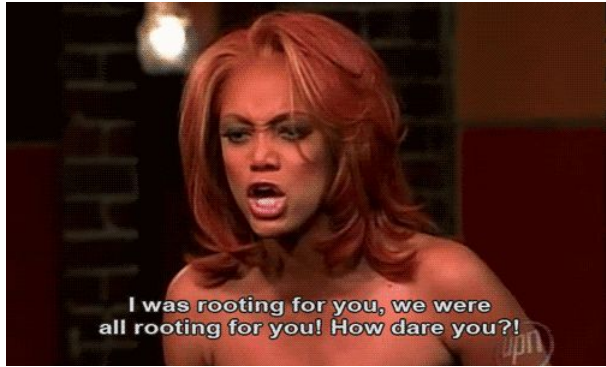
Marshall, Gardner, Hughes & Lowery (2016)'s study found professionals in student affairs left due to:

- ▶ **Excessive Hours and Burnout**
- ▶ **Non-Competitive Salaries Leading to Alternative Career Options**
- ▶ **Attractive Career Alternatives**
- ▶ **Work-Life Conflict**
- ▶ **Limited Opportunities**
- ▶ **Role of the Supervisor and Institutional Fit**
- ▶ **Lack of Challenge and Loss of Passion**

#AdvisorBurnOut - Strategies for Overcoming



Breaking Points ...



Overcoming ... Burnout



Treat Yo Self!



Survivor: *The Tribe Has Spoken*



Whoop It Up!



The Whoop It Up Dream Team is here.

References

Marshall, S.M., Gardner, M.M., Hughes, C. & Lowery, U. (2016). Attrition from student affairs: perspectives from those who exited the profession. *Journal of Student Affairs Research and Practice*, 53(2), 146-159.