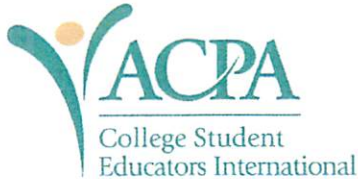


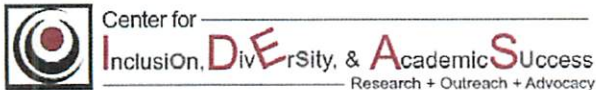


National Center for Higher Education
One Dupont Circle NW, Suite 300
Washington, DC 20036, USA
tel 202.835.2272
fax. 202.296.3286
www.myacpa.org

Press Release



PRESS RELEASE FOR IMMEDIATE RELEASE



Contact: Ralph Newell | 703.385. 2419 | ralph@diverseeducation.com
Gregory Roberts | 202-835-2272 | groberts@acpa.nche.edu
Terrell L. Strayhorn | 614-292-1936 | strayhorn.3@osu.edu

Embargoed until Thursday, March 27, 2014

30 Most Promising Places to Work in the US, Plus Canada, in Student Affairs

Fairfax, Va.—In honor of its year-long 30th anniversary celebration, *Diverse: Issues In Higher Education* has teamed up with the American College Personnel Association (ACPA) to present a new national study: *30+ Promising Places to Work in Student Affairs*. The findings will be released in the March 27, 2014 edition of *Diverse* magazine.

The Center for Inclusion, Diversity & Academic Success (iDEAS) at The Ohio State University was selected to conduct this study, under the leadership of Dr. Terrell Strayhorn, associate professor and director, who also served as ACPA director of Research and Scholarship from 2009 to 2012.

With a focus on workplace diversity, staffing practices and work environment, the five member advisory board and iDEAS research team used a web-based survey approach to examine categories such as family friendliness, salary/benefits and professional development opportunities, just to name a few.

According to **Ralph Newell**, vice president of business development and technology, “We’ve been looking at diversity recruitment efforts for years and we know who has been doing a great job at promoting diversity. This takes the next step so we can see who is doing the best job once diverse talent gets on campus in the student affairs segment. *Diverse* has plans to do additional studies in other higher education sectors in the coming months.”

Gregory Roberts, Executive Director of ACPA commented, “A special thank you to our colleagues at *Diverse* and the Center for Inclusion, Diversity and Academic Success at The Ohio State University for looking at the workplace balance for student affairs colleagues. This is just the beginning of a partnership that will bring important information to our members about the workplace and diverse issues” And as principal investigator, **Terrell Strayhorn** shared: “The Center for iDEAS is excited about the release of results from the *30+ Promising Places to Work* study and we share our enthusiasm with our partners at ACPA and *Diverse Issues*. Our study yields insight

into diversity in the student affairs workplace and offers a useful tool for employers, career services staff, and job-seekers across the country. This is the first of many steps forward in our partnership.”

The list of 31 Promising places to work in Student Affairs (in alphabetical order) is:

1. Arkansas State University (Jonesboro, Arkansas)
2. Arkansas State University-Beebe (Beebe, Arkansas)
3. California State Polytechnic University, Pomona (Pomona, California)
4. Centre College (Danville, Kentucky)
5. The Chicago School of Professional Psychology (Chicago, Illinois)
6. The College of William & Mary (Williamsburg, Virginia)
7. Hamline University (Saint Paul, Minnesota)
8. Hampshire College (Amherst, Massachusetts)
9. Holy Names University (Oakland, California)
10. Indiana University-Purdue University Fort Wayne (Fort Wayne, Indiana)
11. Lehigh University (Bethlehem, Pennsylvania)
12. Loyola University Chicago (Chicago, Illinois)
13. McGill University (Montreal, Quebec, Canada)
14. McKendree University (Lebanon, Illinois)
15. Monmouth University (West Long Branch, New Jersey)
16. North Dakota State College of Science (Wahpeton, North Dakota)
17. Ohio Wesleyan University (Delaware, Ohio)
18. Pace University Westchester (Pleasantville, New York)
19. Rutgers University, The State University of New Jersey (New Brunswick, New Jersey)
20. Shepherd University (Shepherdstown, West Virginia)
21. Southern Illinois University Edwardsville (Edwardsville, Illinois)
22. The State University of New York at Stony Brook (Stony Brook, New York)
23. The State University of New York College at Cortland (Cortland, New York)
24. Sweet Briar College (Sweet Briar, Virginia)
25. Texas A&M University-Corpus Christi (Corpus Christi, Texas)
26. University of Baltimore (Baltimore, Maryland)
27. University of Vermont (Burlington, Vermont)
28. University of West Georgia (Carrollton, Georgia)
29. Washburn University (Topeka, Kansas)
30. Winthrop University (Rock Hill, South Carolina)
31. Youngstown State University (Youngstown, Ohio)

DIRECTOR

Terrell L. Strayhorn, Ph.D.
Associate Professor
Strayhorn.3@osu.edu

ASSISTANT TO DIRECTOR

Ryann Randall
Randall.140@osu.edu

GRADUATE RESEARCH ASSOCIATES

Blossom Barrett (barrett.690@osu.edu)
Zak Foste (foste.1@osu.edu)
Royel M. Johnson (johnson.5363@osu.edu)
Joey Kitchen (kitchen.72@osu.edu)
Karleton Munn (munn.32@osu.edu)
Derrick Tillman-Kelly (tillman-kelly.1@osu.edu)
Michael Steven Williams (williams.4103@osu.edu)

MISSION OF THE CENTER

The mission of the Center for IDEAS is to foster inclusion, promote diversity, and ensure academic success of all individuals served by education and our primary activities include research, outreach, and advocacy. The Center's research agenda focuses on diverse, historically underserved, and vulnerable populations across the lifespan generally and within education specifically, including students, faculty, staff, and families. IDEAS engages in meaningful partnerships with campus units, local agencies, and national organizations to establish college outreach efforts, increase access for groups, inform educational policy, and maximize human potential by improving education. Housed within the College of Education and Human Ecology, the Center for IDEAS also offers high-quality programming and professional development to College units, the broader university, and constituents across the country.

RESEARCH AND OUTREACH

College Outreach & Academic Support Programs
Franklin County Minority Male Initiative
I Know I Can Evaluation Project
STEM Students of Color Mixed-Method Study
OSU Campus Climate Study
Black Doctoral Socialization Project
Foster Care Alumni Collegian Study

Promising Places to Work in Student Affairs

PROMISING PLACES TO WORK

The student affairs profession has significantly grown in its presence on college and university campuses across the country and world. However, little research has sought to better understand the ways in which divisions of student affairs function to develop their staff, promote diversity, and share promising practices that better allow student affairs professionals to serve students. In response, ACPA and Diverse Issues in Higher Education decided to commission a study, led by the Center for IDEAS, to gather and disseminate this information.

PURPOSE OF THE STUDY

The Promising Places to Work in Student Affairs (PPWSA) study investigates the institutional-level, administrative structure of divisions of student affairs nationally. Using a 30-item survey, the study will obtain institutional characteristics as well as the divisions' practices related to workplace diversity, staffing practices, family friendliness, work-life practices, professional development opportunities, and salary and benefits for division staffers.

RESEARCH QUESTIONS

Two primary questions guide this research study:

- (a) What are the promising places to work in student affairs when considering the following dimensions: workplace diversity, staffing practices, family friendliness, work-life practices, professional development opportunities, salary and benefits; and
- (b) How do practices across these dimensions vary by institutional type and geographic location?

PROJECT CONTACT

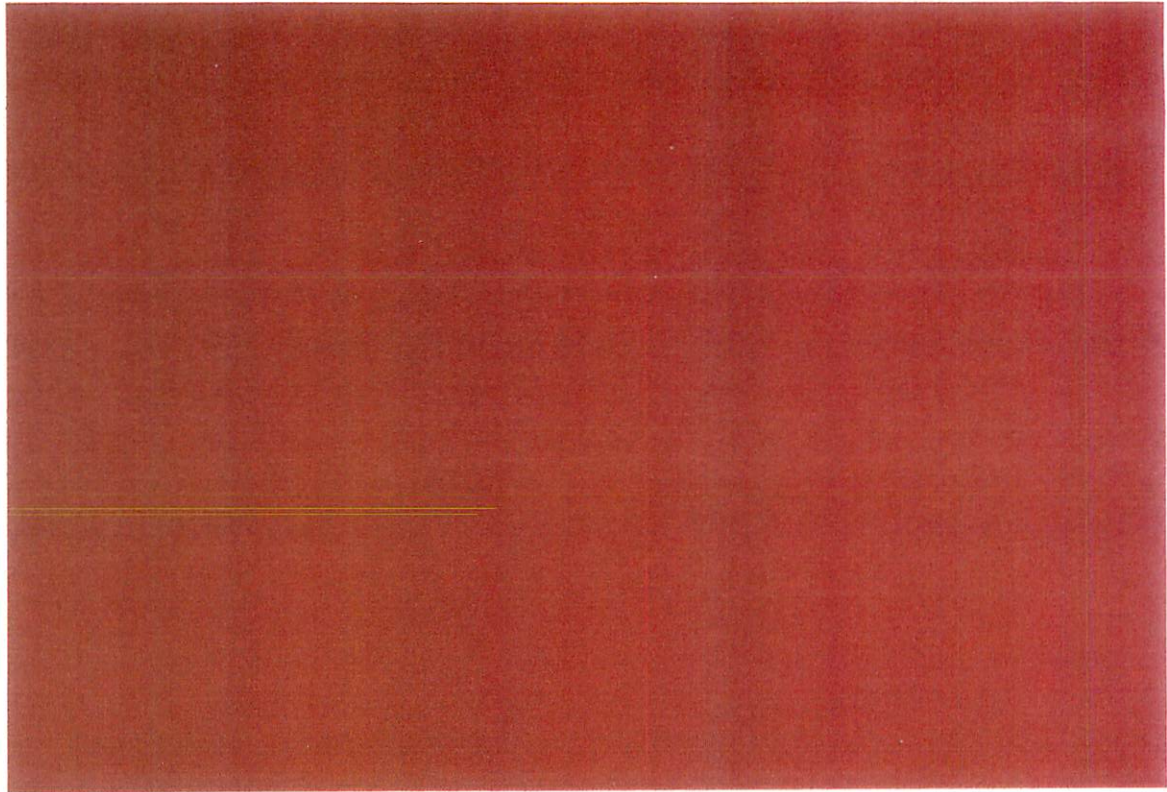
For more information about the ACPA/Diverse Issues Promising Places to Work in Student Affairs project, contact Derrick Tillman-Kelly at Tillman-Kelly.1@osu.edu.

CRITERIA FOR PARTICIPATION

The Promising Places to Work in Student Affairs survey was sent to all Senior Student Affairs Officers (SSAOs) of ACPA-member institutions.

BROADER IMPACTS OF THE STUDY

The Promising Places to Work in Student Affairs Survey provides student affairs professionals the opportunity to learn about the ways divisions of student affairs perform on issues related to workplace diversity, staffing practices, family friendliness, work-life practices, professional development opportunities, and salary & benefits.

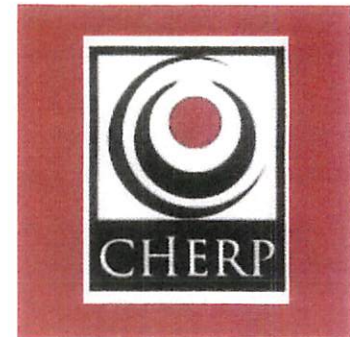


Best Places to Work in Student Affairs: A National Study

Dr. Terrell L. Strayhorn, Derrick L. Tillman-Kelly,
Sarah E. Graf, and Joshua M. Stephens



RESEARCH GROUP FOR
HIGHER EDUCATION
RESEARCH & POLICY



Session Overview

- Introductions
- Project Background
 - Goals of BPWSA
- Theoretical Framework
- Overview of BPWSA Survey
- Potential Benefits to Student Affairs
- BPWSA Next Steps
- “Feedback” Session
- Q&A

Introductions

- Who's Here?
- Introduction of Presenters



Tweet about BPWSA...

- Dr. Terrell L. Strayhorn @tlstrayhorn
- Derrick L. Tillman-Kelly @DTK1911
- Sarah E. Graf @SarahEGraf
- Josh Stephens @itsjoshstephens
- CHERP @CHERP_OSU

USE Hashtag: **#ACPA13**



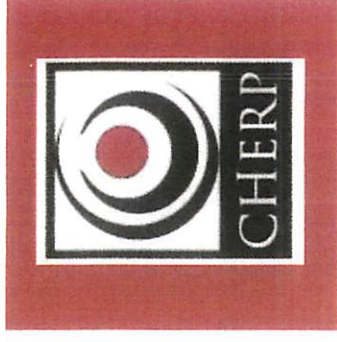
Project Background

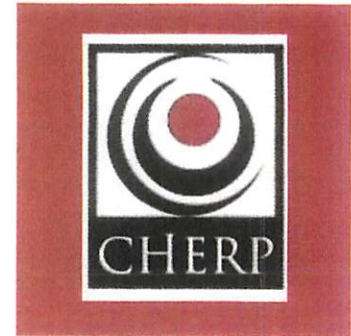
- **Origin of Idea:** ACPA and Diverse Issues in Higher Education collaboration
- **Evolution of Project:** Best Places to Work in Student Affairs (BPWSA) National Study Advisory Board
- **Development of Materials:** Research design, survey instrument, (proposed) institutional profiles



Project Advisory Board

- Stan Carpenter
- Joan Hirt
- Sue Saunders
- Kris Renn
- Raechele Pope
- Tracey Cameron
- Terrell Strayhorn (ex officio)





BPWSA's Theoretical Frameworks

- Hirt's (2006) *Nature of Student Affairs Professional Work Model*
 - Nature of Work
 - Nature of Relationships
 - Nature of Rewards

- Pope, Reynolds, & Mueller (2004) *Multicultural Competence in Student Affairs*

REFERENCES:

Hirt, J. B. (2006). *Where you work matters: Student affairs administrators at different types of institutions*. Lanham, MD: University Press of America.

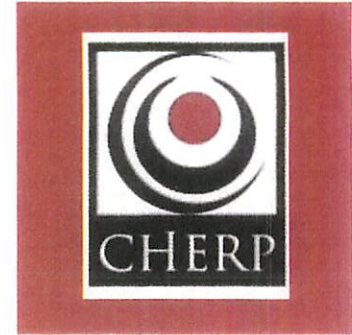
Hirt, J. B., Strayhorn, T. L., Amelink, C. T., Bennett, B. R. (2006). The nature of students affairs work at historically Black colleges and universities. *Journal of College Student Development* 47, 661-676.

Pope, R., Reynolds, A., & Mueller, J. (2004). *Multicultural competence in student affairs*. San Francisco: Jossey-Bass.

BPWSA Survey Overview

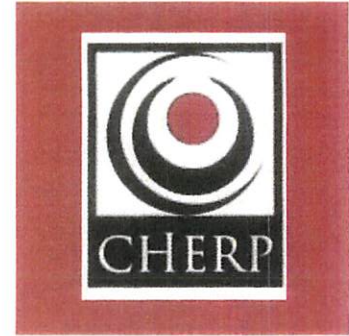
- 30-item Survey
- Six (6) Areas:
 - Workplace Diversity
 - Staffing Practices
 - Family-Friendliness
 - Work-life Practices
 - Professional Development Opportunities
 - Salary & Benefits





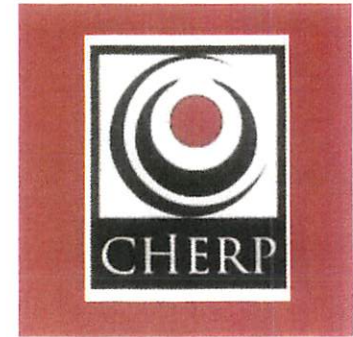
Potential Benefits to Student Affairs' Divisions

- Full Feature Report of Institutional/Divisional “Best Practices” published in annual issue of *Diverse Issues in Higher Education*
- Institutional profiles “highlighting” some of the promising “sites” for employment in student affairs—rather than overall scores, we’re thinking per category
- Institutional Reports for Respondents
 - Comparison of practices to set of institutional peers



What's Next for BPWSA Study

- Finalize survey and other study details based on feedback from ACPA 2013 and advisory board
- IRB approval (final)
- Launch national survey in Fall 2013 using ACPA member institutions database
- Collect information for full features and institutional profiles (Fall 2013)
- Promo advertisement in Fall 2013 issue of Diverse
- BPWSA @ 2014 ACPA Convention
- Full Feature Report released at ACPA 2014 in *Diverse Issues in Higher Education*



Thanks for Joining Us!

- Contact CHERP
cherp@osu.edu @CHERP_OSU
- Dr. Terrell L. Strayhorn
strayhorn.3@osu.edu @tlstrayhorn
- Derrick L. Tillman-Kelly
tillman-kelly.1@osu.edu @DTK1911
- Sarah E. Graf
graf.90@osu.edu @SarahEGraf
- Josh Stephens
stephens.416@osu.edu @itsjoshstephens