

Report based on 296 responses to a web-based questionnaire. The survey link was sent to SECUSS-L, STEAM-L, and the AIEA list. The data analyzed was collected between January 8 and April 14. The survey is still on the web and still available for SECUSSAns to respond.

The sample analyzed here is not a scientific sampling and makes no claim of either completeness or accuracy. Rather it is a snapshot of where the respondents feel the section is and should be headed

I. PART ONE: Who are we?

1. Average number of years in EA: 9.2
 Largest cohort: 4-6 years in EA (22.4% of the respondents)

New (0-3 years)	2%	66	Less than one	14
			1-3	52
Mid (4-12)	47%	139	4-6	66
			7-9	43
			10-12	30
Senior (13- up)	31%	90	13-15	27
			16-19	20
			Over 19	43

2. Range of Job Titles of current position: what one might expect from higher education. The five largest cohorts are indicated:

Dean	
Associate Dean	
Assistant Dean	
Director	103 (34.6%)
Associate Director	26 (9%)
Assistant Director	33 (11%)
Coordinator	60 (20%)
Manager	
Adviser	31 (10%)
Analyst	
Officer	
Other	
President (and Vice President)	

3. 92.5 % of the respondents are working full-time in their positions; however of these only 56% are working full time in education abroad
 17 % are working more than three-quarters time in EA, 8 % up to three-quarters and also about 8% up to one half in EA
4. Years in current position:
 The largest cohort (118) about 40% have been in their current position 1-3 years. The average time in the current position is 4 years.

Choice	Count	Percent
less than one	53	18.00%
1-3	118	40.10%
4-6	55	18.70%
7-9	26	8.80%
10-12	18	6.10%
13-15	9	3.10%
16-19	5	1.70%
more than 19	10	3.40%

7. Where do we work?

US Higher Education: 80%

Program Provider 12%

8 The majority of the respondents working in Higher Education work either at a research university or a 4-year institution.

Choice	Count	Percent
Research	94	37.9%
Doctoral	26	10.5%
Masters	32	12.9%
4-year	81	32.7%
2-year	9	3.6%
Other	6	2.4%

II. Pathway to Education Abroad

17. Highest Level of Education

Bachelor's 18%

Master's 51%

Ph.D/Ed.D. 25%

18. Undergraduate: (most often listed) about one-third of respondents have a BA from a liberal arts college Georgetown, Kalamazoo College (each 5)

Graduate School (most often listed)

SIT, Indiana, Minnesota, Wisconsin-Madison, Kansas, Columbia-Teacher's College

19. Field of highest degree

Education 65 22%

Foreign Languages and Literature 49 16%

Humanities (Literature, Philosophy, Religious Studies) 35 12%

Social Sciences (Area Studies, History, Sociology, Anthropology, Economics, Communication, Intercultural Administration, Psychology, Political Science) 119 40%

20 Undergraduate Effectiveness of preparation for current position

Choice	Count	Percent
Not at all Effective	20	6.80%
Somewhat Effective	78	26.40%
Effective	69	23.40%
Rather Effective	71	24.10%
Highly Effective	57	19.30%

21. Graduate Effectiveness of preparation for current position

Choice	Count	Percent
Not at all Effective	5	1.90%
Somewhat Effective	54	20.90%
Effective	52	20.20%
Rather Effective	70	27.10%
Highly Effective	77	29.80%

22. knowledge and skills for current position **from education**

Choice	Count	Percent
0%	11	3.70%
20%	89	30.20%
40%	102	34.60%
60%	69	23.40%
80%	24	8.10%
100%	0	0.00%

23. knowledge and skills for current position **from experience**

Choice	Count	Percent
0%	0	0.00%
20%	21	7.10%
40%	53	18.00%
60%	98	33.20%
80%	109	36.90%
100%	14	4.70%

25. Overseas Experience

Choice	Count	Percentage Answered
Work	161	59.20%
Study	218	80.10%
Volunteer	18	6.60%
Research	40	14.70%
Peace Corps	18	6.60%
Military	8	2.90%
Other (specify)	59	21.70%

26. Most influential to leading to EA

Most Influential	Count
Education	57
Life	117
Other	30 SA 13
Work	91

27 What first brought you into EA

- 23% study abroad
- 14% Job Opening
- 11% Serendipity
- 9% Internship/work Study
- 9% Living/working Abroad
- 9% students
- 6% Intercultural
- 5% Foreign Language
- 3% other work in International Education
- 3% travel
- 3% Mentor

28. Advice to students looking to enter the field

- 38% study/work abroad
- 18% internship in EA Office
- 16% Graduate Degree
- 13% NAFSA
- 12% foreign language
- 4% mentor/networking

29. Top 11 Personal strength/characteristic most useful

- 15% Flexibility
- 11% patience
- 7% Commitment/perseverance
- 6% passion
- 5% Curiosity
- 5% Empathy
- 5% Intercultural Skills
- 5% interpersonal skills
- 5% sense of humor
- 5% communication skills
- 5% Listening Skills
- 4% Enthusiasm

30. Top 12 Professional strength/characteristic most useful

- 18% Communication Skills
- 8% knowledge of higher education
- 8% management skills
- 8% Interpersonal Skills
- 8% Organizational Skills
- 7% multi-tasking
- 6% Intercultural Skills/knowledge of higher education
- 4% foreign language
- 4% attention to detail
- 3% Breadth Of Understanding/experience
- 3% Computer/internet Skills

3% Knowledge Of International Affairs

3% Financial Skills

31. Hiring Factors: In order of importance (1= extremely important)

Personal Characteristics relevant to job	1.30
Successful experience overseas	1.57
Other	1.84
Type of experience in field	1.89
Length of experience in field	2.19
Foreign Language proficiency	2.42
Graduate degree	2.61
NAFSA PDP training	3.57
Status of institution granting degree	3.66

32. Other desirable characteristics viewed when hiring

- 34% Want work with students
- 12% Interpersonal Skills
- 12% Enthusiasm/Work Ethic
- 9% Communication Skills
- 8% Flexibility
- 7% Organizational Skills
- 7% Computer/Technology Skills
- 5% Sense of Humor
- 4% Attention to detail
- 2% Maturity

Part II How can SECUSS be of service to you?

34. Training, Publications, Professional Development opportunities used (all respondents) Most often used on top:

SECUSS-L	14%
NAFSA Nat'l Conference	12%
Nafsa Website	11%
Other EA Colleague	10%
NAFSA Regional Conf	9%
Secussa Website	9%
NAFSA Pubs	7%
CIEE Conf	5%
Other EA	4%
Other Pubs	3%
SECUSSA PDP @ National	3%
Other	3%
SECUSSA National Team	2%
SECUSSA PDP @ Regional	2%
AIEA Conf	2%
SECUSSA Regional Rep	2%
Other Prof. Dev Wrkshp	1%
CIEE Prof Dev Wrkshp	1%

(examples other conf AACC, EAIE, ASEE, Comparative Int'l Ed. Soc., IES, ISEP, ACM, ACE, Butler, FORUM Conf , AAPLAC, Butex, VA Tidewater, UC EA Conf, NUAS, State conf, PaCIE)

35. The importance of these resources in work in EA. (most important on top—1 Extremely Important)

Other EA Colleague	1.4
SECUSS-L	1.75
NAFSA Nat'l Conference	1.93
Nafsa Website	2.25
NAFSA Pubs	2.39
Secussa Website	2.42
NAFSA Regional Conf	2.59
Other	2.76
Other Pubs	2.89
Other EA Conf	3.23
SECUSSA PDP @ National	3.31
CIEE Conf	3.33
SECUSSA PDP @ Regional	3.45
SECUSSA National Team	3.47
Other Prof. Dev Wrkshp	3.57
SECUSSA Regional Rep	3.59
AIEA Conf	3.73
CIEE Prof Dev Wrkshp	4.06

36 Three greatest Challenges (in order of frequency, most frequent on top)

104	time/workload
86	funding
53	staff
36	institutional support
24	building administration support
22	faculty support
22	world events
19	students
18	marketing
17	quality
16	health/safety
16	increasing student participation
16	program development/management
15	personnel management
15	university bureaucracy
14	Staying current in the field
11	Professional development
9	communication
9	technology
8	curriculum integration
8	financial aid
8	parents
8	staff retention
7	office management
6	cooperation with other offices
6	orientation
5	economy
5	knowledge of partners abroad
5	legal/risk management
5	managing growth

37. Resources needed to meet challenges

161	staff
153	funding
137	time
19	administration support
13	space
7	change in national policy
7	institutional support
6	scholarships
6	technology
6	training
4	Collaboration/courtesy On Campus
4	experience
4	professional development
3	mentor
3	mone
3	patience

38 Top priorities for Training:

- 12 advocacy on campus
- 12 educational systems and cultures of other countries
- 10 management tools and techniques
- 10 marketing
- 9 networking
- 7 program development
- 6 credit evaluation
- 6 site visits
- 6 technology/software
- 5 outcomes assessment tools/models
- 5 risk/crisis management
- 5 SECUSS-L
- 5 time management
- 4 advanced training
- 4 communication with colleagues
- 4 Crisis/emergency managment
- 4 financial aid
- 4 funding
- 4 liability/risk management
- 4 mentor/consultant

39. what skills to improve

35	foreign language
29	managerial/administrative skills
23	experience abroad
19	technology/computer/software
14	Marketing
14	time management
14	world education systems
12	budget/finance skills
11	funding sources
9	degree (graduate, law, MA, Ph.D.,student affairs)
9	web site development
8	communication skills
8	immigration regulations
6	credit transfer
6	crisis/emergency management
6	grant writing
6	liability/risk management
6	program development
5	business management
5	how other institutions handle study abroad
5	intercultural communication
5	Orientation
5	wider knowledge of available programs
5	world politics

40. Three most important issues in EA

129	health/safety/security
102	Funding/cost/financial issues
51	Global/national Politics
48	Quality
36	EA Goals/Campus Internationalization
35	underrepresented groups / non-traditional destinations
30	Research/Data Collection/Outcomes
26	Institutional Support/Advocacy
20	Increasing Participation In Ea
18	Integration of EA into curriculum
14	Professionalism/Credentialing
10	Foreign Language Issues
7	Parent Involvement
7	pre-departure/reentry Issues

41. Improvements In order of importance

Organizational structure (SECUSSA w/in NAFSA)
professional development
Conference
Sr. Administrators
Cost
Funding/fin aid
Praise
Data
Advocacy
Network
program development
Mentoring
health/safety

Q 41 Improvements Detail

31	communication	commuication: expanded information on countries/politics and higher education abroad
31	communication	communication: [secussa] website good, but in should be given more emphasis
31	communication	communication: archive workshop, conference session information, handouts, books, etc.
31	communication	communication: clarification of options provided by SECUSSA/NAFSA
31	communication	communication: clarification of services and resources provided by SECUSSA/NAFSA
31	communication	communication: database of EA internships available
31	communication	communication: email lists by region and section with one click
31	communication	communication: get word out about [value] of SA/IE
31	communication	communication: information for non-American advisors and students
31	communication	communication: information is available elsewhere
31	communication	communication: information on overseas opportunities for young professions to brush up on skills learned during their own SA
31	communication	communication: keep 'how to' books updated
31	communication	communication: keep website updated; make website more interactive
31	communication	communication: more affordable literature to be used by students
31	communication	communication: more attention to recruiting students into the profession/NAFSA/SECUSSA
31	communication	communication: more effective way to find EA jobs, current NAFSA job registry is pittiful
31	communication	communication: more emphasis on SECUSSA topics in NAFSA news
31	communication	communication: more information about international students in the US
31	communication	communication: more on-line resources
31	communication	communication: more sharing of [research] tools
31	communication	communication: more study abroad news in NAFSA news
31	communication	communication: NAFSA news website on events that could affect SA
31	communication	communication: new publicatoinis
31	communication	communication: on-line publications for international admissions staff
31	communication	communication: on-line up to date information on best practices in international admissions
31	communication	communication: publish a print version of the directory and keep it updated
31	communication	communication: response to questions asked over SECUSS-L
31	communication	communication: short newsletter updates directly related to study abroad
31	communication	communication: updated resources on SECUSSA website
31	communication	communication: updates on new issues
31	communication	communicaton: how to get on SECUSS-L
30	org structure	org structure: allow non-members to participate more
30	org structure	org structure: better integration of graduate students [into profession]
30	org structure	org structure: disappointed that NAFSA negligence forced SA profession to create the FORUM
30	org structure	org structure: elected NAFSA president has little impact
30	org structure	org structure: emphasis on Pan-NAFSA issues and meger [NAFSA] staff support to sections very damaging
30	org structure	org structure: greater visability of SECUSSA within NAFSA
30	org structure	org structure: half of NAFSA staff should be assigned to support sections
30	org structure	org structure: more attention to SA, especially at regional level
30	org structure	org structure: more balance between international students and study abroad areas of NAFSA
30	org structure	org structure: more equality of support for SECUSSA
30	org structure	org structure: more inclusion of EA in NAFSA projects/documents
30	org structure	org structure: more regional activities
30	org structure	org structure: more support from NAFSA for work of SECUSSA
30	org structure	org structure: NAFSA consultant on Websites
30	org structure	org structure: NAFSA has dropped ball on overseas learning
30	org structure	org structure: NAFSA is large and cumbersome
30	org structure	org structure: NAFSA is the silent partner in general other than for the annual conference and lobbying on international student matters. Very little on the study abroad side however.
30	org structure	org structure: NAFSA should work harder to untarnish its compromised integrity as it continues to develop relationships with corporate sponsors, not all of whom are of high standards.
30	org structure	org structure: NAFSA too large and too impersonal
30	org structure	org structure: needs to be more connection between EA professionals in field and SECUSSA team
30	org structure	org structure: regional meeting totally immigration
30	org structure	org structure: SA issues not taken seriously by NAFSA, beyond entry level workshops
30	org structure	org structure: SECUSSA become a proper professional organization, rather than just advocacy as is currently
30	org structure	org structure: SECUSSA should get a bigger share of the NAFSA pie

30	org structure	org structure: SECUSSA should support the activities of the FORUM
30	org structure	org structure: SECUSSA too much of 'old boys' network
30	org structure	org structure: SECUSSA/NAFSA should be more inclusive; difficult to get involved if haven't been around forever
30	org structure	org structure: slate of candidates for all elected positions
30	org structure	org. structure: needs to be more connection between EA professionals in field and NAFSA staff
26	professional development	prof devel: greater emphasis on academics/less on administration
26	professional development	prof devel: continue to offer training
26	professional development	prof devel: funding sources for international visitors to visit US campuses
26	professional development	prof devel: guide to in-office training
26	professional development	prof devel: help with visa issues
26	professional development	prof devel: if NAFSA advertises a PDP workshop at a Regional Conference, the workshop should be delivered!
26	professional development	prof devel: information on encouraging underrepresented majors to study abroad
26	professional development	prof devel: less nut and bolts for beginning adviser
26	professional development	prof devel: more development of a theory base [for EA]
26	professional development	prof devel: more information and suggestions for working with faculty
26	professional development	prof devel: more sharing of experiences and programs
26	professional development	prof devel: more training
26	professional development	prof devel: more workshops on funding/financial aid
26	professional development	prof devel: more workshops on working with faculty
26	professional development	prof devel: on-line Master's program for EA professionals
26	professional development	prof devel: professional development seminars offered abroad
26	professional development	prof devel: professional development workshops offered closer to home
26	professional development	prof devel: staff exchange
26	professional development	prof devel: study tours for non-US EA coordinators to visit US EA offices
26	professional development	prof devel: study tours/site visits overseas
26	professional development	prof devel: summary studies of study abroad programs including, structure, safety, cultural integration)
26	professional development	prof devel: time to understand partner's educational system
26	professional development	prof devel: web-based real-time PDP's
26	professional development	prof devel: workshops on recruitment
26	professional development	prof devel: would like professional development programs that are essential component of every international educator's growth and development in the field
26	professional development	prof development: frequent training for EA professions
19	conference	conference: better quality of conference presentations (content and preparation)
19	conference	conference: better quality sessions at conferences
19	conference	conference: better quality sessions at conferences
19	conference	conference: better regional conferences
19	conference	conference: clear description of conference sessions by level

19	conference	conference: come to Pittsburgh more often
19	conference	conference: conference just for study abroad
19	conference	conference: Help set the conference agenda
19	conference	conference: If Nafsa Advertises A Pdp Workshop At A Regional Conference
19	conference	conference: more academic focus to some sessions [=papers]
19	conference	conference: more pertinent information at conferences
19	conference	conference: more sessions and workshops aimed at specific areas of study abroad, ie country specific
19	conference	conference: more sessions at conferences
19	conference	conference: more sessions for program providers
19	conference	conference: need new panels and sessions at conferences; too much recycling
19	conference	conference: new workshops at NAFSA conferences
19	conference	conference: prefer NAFSA national conference closer to home (midwest/east coast)
19	conference	conference: SECUSSA should put out topics for the Conference and then have them addressed
19	conference	conference: workshops at the national conference have not changed much in 4 years
18	Sr. Administrators	sr admin: more and better opportunities for 'seasoned professionals'
18	Sr. Administrators	sr admin: more emphasis on experiential learning
18	Sr. Administrators	sr admin: more opportunities for EA professionals with 5-10 years exp. (management issues, careers, etc)
18	Sr. Administrators	sr admin: SECUSSA does a good job with entry and mid-level professionals. Longer term and higher professional needs seems to be neglected.
18	Sr. Administrators	SR Admin: workshops for senior int'l ed administrators
18	Sr. Administrators	sr. admin: bring non-academic international professionals for reality therapy
18	Sr. Administrators	sr. admin: conferences/workshops at higher level of [seasoned] administrators
18	Sr. Administrators	sr. admin: for seasoned professionals SECUSSA/NAFSA are less learning/training resource and more networking device
18	Sr. Administrators	sr. admin: managing a study abroad office
18	Sr. Administrators	sr. admin: more emphasis on how to get staff
18	Sr. Administrators	sr. admin: more information on management, budgeting, program development, etc.
18	Sr. Administrators	sr. admin: more resouces for non-beginners (=seasoned) in EA
18	Sr. Administrators	sr. admin: more training options for EA profs with 5-15 years experience
18	Sr. Administrators	sr. admin: offer administrator development seminars on: office management, external review, hiring/developing staff
18	Sr. Administrators	sr. admin: software for SA offices
18	Sr. Administrators	sr. admin: standards for accrediting programs
18	Sr. Administrators	sr. admin: upgrade perspectives of profession to be part of the executive layer of administration, rather than clerical/mid-managment
18	Sr. Administrators	st. admin: more higher-level discussions
17	cost	cost: conferences are too expensive
17	cost	cost: lower conference fees
17	cost	cost: lower cost for workshops
17	cost	cost: lower cost of conference
17	cost	cost: lower cost of conferences
17	cost	cost: lower cost of dues
17	cost	cost: lower cost of membership
17	cost	cost: lower cost of NAFSA national conference
17	cost	cost: lower cost of national conference
17	cost	cost: lower cost of PDP workshops
17	cost	cost: lower cost professional development workshops
17	cost	cost: lower costs for training
17	cost	cost: lower costs for workshops and PDPs

17	cost	cost: more financial assistance to attend conferences
17	cost	cost: more financial support for people from hard pressed institutions to attend workshops
17	cost	cost: NAFSA conference too expensive
16	Funding/fin aid	funding fiancial aid: more information on scholarships
16	Funding/fin aid	funding/fin aid creative funding
16	Funding/fin aid	funding/fin aid: information on funding opportunities/sources for non-American
16	Funding/fin aid	funding/fin aid: more emphasis on how to get funding
16	Funding/fin aid	funding/fin aid: more information about scholarships for students to study abroad
16	Funding/fin aid	funding/fin aid: more work on funding for study abroad
16	Funding/fin aid	funding/fin aid: training in fund raising
16	Funding/fin aid	funding/fin aid: updated information on funding options/financial aid
16	Funding/fin aid	funding/fin aid: work with US gov't to increase funding for SA
16	Funding/fin aid	funding/fin aidmore support for training
16	Funding/fin aid	funding/financial aid: better resources for promoting SA
16	Funding/fin aid	funding/financial aid: grant opportunities
16	Funding/fin aid	funding/financial aid: more funding for students on short-term programs
16	Funding/fin aid	funding/financial aid: more scholarships for administrators to attend programs
16	Funding/fin aid	funding/financial aid: research grants for EA related proposals
16	Funding/fin aid	funding/financial aid: study abroad scholarships
13	praise	praise: a lot is offered
13	praise	Praise: fabuous job
13	praise	Praise: good job
13	praise	praise: good job
13	praise	Praise: grate job
13	praise	Praise: great resources
13	praise	praise: great work
13	praise	praise: keep up good work
13	praise	praise: SECUSS-L invaluable
13	praise	praise; resouces astound
13	praise	prasi: very effective/helpful
12	data	data collection: about injuries abroad
12	data	data: additonal research
12	data	data: assessing quality of institutions abroad and readiness for support to visitng US students
12	data	data: Concise outlines for conducting successful study abroad initiatives for various types of schools, by number, private vs. public, etc..
12	data	data: models for outcomes assessment
12	data	data: more data [on outcomes/value of EA]
12	data	data: more data collection at national level
12	data	data: more qualitative data collection efforts
12	data	data: more research
12	data	data: more results
12	data	data: Research/Data Collection/Outcomes
12	data	data: start Research SIG
10	Advocacy	advocacy: government regulations
10	Advocacy	advocacy: make SA case effectively to rest of world
10	Advocacy	advocacy: more effort to reach out to faculty by EA profs and NAFSA
10	Advocacy	advocacy: more emphasis on how to get better salaries
10	Advocacy	advocacy: more leadership on policy matter to protect IE
10	Advocacy	advocacy: more reponsiveness from Congres to EA advocacy
10	Advocacy	advocacy: positive media connections
10	Advocacy	advocacy: PR approach to counter bad press
10	Advocacy	advocacy: SECUSSA issues should be on national and regional radar
10	Advocacy	advocacy: urge government to streamline processing of [immigration related] requests
10	network	network: areas for finding/building partnerships with other institutions for program development
10	network	network: assistance in connecting with EA professionals working abroad

10	network	network: easier connection with colleagues across regions
10	network	network: facilitate contact with other EA advisers in region
10	network	network: more assistance given to non-OSEAS overseas members
10	network	network: more networking opportunities
10	network	network: more networking opportunities close by
10	network	network: opportunities to collaborate with peer institutions on research
10	network	network: partner with business and industry
10	network	networking: more time/places for networking at conferences)
8	program development	prog devel: designing short-term programs
8	program development	prog devel: group to develop science and technology programs
8	program development	prog devel: how to avoid the trend of "Americanizing" programs abroad
8	program development	prog devel: resources/materials to improve orientation for students
8	program development	prog devel: workshops on student services and SA
8	program development	prog development: workshops on curriculum development
8	program development	program devel: more concret guidelines about program quality
8	program development	professoinal devel: more training locally
5	mentor	mentor: continued focus on career path opportunities to encourage young people to move into IE
5	mentor	mentor: mentor program
5	mentor	mentor: mentoring
5	mentor	mentor: one-one mentoring program
4	health/safety	H/S: how to change student notion that SA is "Let's Party!"
4	health/safety	H/S: more information about health/safety/security
4	health/safety	h/s: update safety abroad publication
4	health/safety	h/s: workshops on safety/risk management

Q 42 What Else Detail

36	praise	praise: admirable job
36	praise	praise: good job
36	praise	Praise: good job
36	praise	praise: great field to work in, very collaborative
36	praise	praise: great job
36	praise	praise: great job so far
36	praise	praise: hardworking, caring
36	praise	praise: impressive leadership in SECUSSA
36	praise	praise: keep on keeping on
36	praise	praise: keep up good work
36	praise	Praise: keep up good works
36	praise	praise: Keep up the good work on SECUSS_L
36	praise	Praise: NAFSA/SECUSSA has been very important to my professional growth.
36	praise	Praise: no complaints
36	praise	praise: respondent was encouraged to check out SECUSSA website
36	praise	praise: SECUSSA great help
36	praise	praise: SECUSSA great, but
36	praise	Praise: SECUSSA is invaluable in the access it provides to other professionals in the field, training in the field, and setting standards for our profession.
36	praise	praise: SECUSSA is perfect for what it is, don't try to be something it is not.
36	praise	praise: Secussa leadership does excellent job
36	praise	praise: SECUSSA sessions always interesting
36	praise	praise: SECUSS-L very helpful
36	praise	praise: SECUSS-L very useful
36	praise	praise: thank you
36	praise	praise: thanks for good work
36	praise	praise: training is invaluable

9	org structure	org structure: more support from NAFSA central
9	org structure	org structure: NAFSA organizational structure problematic
9	org structure	org structure: Provide a forum (sic.) for more serious discussion of issues that can really make a difference in the field
9	org structure	org structure: SECUSSA work more across associations (e.g. AACRAO, NAFSA)
8	communication	communication: Continually be there as a resource.
8	communication	communication: brief descriptions of successful strategies (recruitment, faculty, longer SA, underrepresented, funding)
8	communication	communication: centralized website consulting service; continue advocacy in DC
8	communication	communication: more information on professional groups in EA
8	communication	communication: more information on regional activities
8	communication	communication: more SECUSSA specific publications
8	communication	communication: SECUSSA should help fund/coordinate making a series of video on SA, like Mich State's on Africa.
8	communication	communication: Short, concise e-mails on SECUSS-L with suggestions, instructions, debates, etc.
6	prof development	prof devel: bring back grant program to allow EA profs to visit other Universities' EA offices
6	prof development	prof devel: keep developing new PDPs
6	prof development	prof devel: more conversation about issues facing field
6	prof development	prof devel: people in field need pragmatic solutions; SA for dummies
6	prof development	prof devel: training, conferences, publications
5	sr. admin	sr. admin: more focus on educational/pedagogical issues of EA
5	sr. admin	sr. admin: more opportunities for EA professionals with 5-10 years exp. (management issues, careers, etc)
5	sr. admin	sr. admin: more philosophical discussions on SECUSS-L
5	sr. admin	sr. admin: SECUSSA more useful at early stage in career
5	sr. admin	sr. admin: working with non-us organizations for staff training
4	advocacy	advocacy: continue advocacy (especially in financial aid for EA)
4	advocacy	advocacy: how to get faculty/administrators elsewhere in the university to recognize expertise in EA office
4	advocacy	advocacy: more marketing/advocacy tools to use on University administration
4	advocacy	advocacy: Organization seems to be afraid of being too political; everything is political
4	data	data: better data collections
4	data	data: common set of standards for EA programs with regard to expectations, accommodations, etc.
4	data	data: develop way to monitor and enforce ethics/professional conduct
4	data	data: recognize that there are qualitative differences between programs
4	data	funding/fin aid: Collaborative Funding Proposals/Research
4	network	network: with experienced colleagues most valuable resource
4	network	org structure: continue to push for an equal role for SECUSSAn's in NAFSA
4	network	org structure: Eliminate the actual rule, hidden rule, custom, and/or tradition that some regions have to receive approval of their new SECUSSA Sectional Representative from the National SECUSSA team.
4	network	org structure: encourage 'old guard' to make way for new blood and fresh perspectives
4	network	org structure: figure out how to work with the FORUM collaboratively
4	network	org structure: more cooperation with non-us organizations
3	conference	conference: come to Pittsburgh more often
3	conference	conference: conference sessions of relevant topics (e.g. safety)
3	conference	conference: more sessions on SA at conferences
3	cost	cost of PDP too high
3	cost	cost: lower cost of conference attendance
3	cost	cost: lower cost of training/workshops
3	mentor	mentor: mentor program for new professionals EA to EA
3	mentor	mentor: mentor program that works
3	mentor	mentor: more outreach by established folks to harness the new energy coming into the field.
3	mentor	network: more colleagues to talk to, am isolated
3	mentor	network: more structured opportunities for networking at conferences
3	mentor	network: wants more networking, formal mentoring program