

# HEADING FOR THE DOOR?

## INSIGHTS FROM CURRENT STUDENT AFFAIRS PROFESSIONALS ON THEIR WORK EXPERIENCES

SACSA and Benchworks partnered in fall 2023 to survey professionals working in student affairs and student services in the United States and Canada. The insights below reflect the responses of 240 current professionals.

38% of current student affairs professionals are actively job searching.

40%

Have been encouraged to change jobs



18%

Are actively job searching outside of higher ed



16%

Are satisfied with job opportunities at their institution



*It's really hard to do this work every day knowing that I have friends in other fields who do far less stressful and personally draining work and get paid way more than I do.*

However, student affairs professionals are genuinely passionate about their work.



*I have a number (of students) who are grateful for my work and those who have grown significantly because of my direct impact. This reminds me why I entered this profession.*

56%

Your job provides work that is contributing to a bigger purpose

63%

Your job provides opportunities to use your skills and abilities

53%

You get to make thoughtful decisions in your work

And student affairs professionals love the people they work with.

70% Agree that their team members help each other

56% Agree that their direct supervisor recognizes their accomplishments

59% Agree that they feel appreciated by the people they work with



*My direct supervisor and team is phenomenal and I enjoy working with them - they stay, I stay.*

*My co-workers within my department are amazing. We are a strong team and function very well together.*

Yet, the profession continues to confront significant obstacles.



Workload

30% agree that they have a reasonable workload



Leadership

18% agree that their institution's leaders take action on employee feedback



Salary

24% agree that their salary is competitive compared to the market



Future

17% are satisfied with career advancement opportunities at their institution