

# LOOKING TO LEAVE?

## PERSPECTIVES OF STUDENT AFFAIRS EMPLOYEES ON THEIR WORK EXPERIENCES

Southern Association for College Student Affairs (SACSA) and Skyfactor partnered to survey current employees who work in student services and student affairs at colleges and universities across the United States and in Canada during fall 2022. Below is a summary of the responses from 324 employees.



### Over **one-third** of student affairs professionals are **actively job searching**.

**37%** of student affairs professionals are actively searching for a new job

10% searching only in higher ed

19% searching only outside of higher ed

8% searching both

**50%** of student affairs professionals have been encouraged to change jobs

5% from contacts at other institutions

14% from contacts outside of higher ed

31% from both

### Yet, student affairs professionals love their work.

**63%**

My job provides work that is meaningful



**55%**

My job provides work that contributes to a bigger purpose



**67%**

My team members treat each other with respect



"I am most happy at work when I am engaging with my students and staff. They allow me to focus on why I entered the field of student affairs and remind me why my work is important. Seeing them succeed and grow on campus makes me happy and fulfilled."



Despite loving the work, many student affairs professionals do not see a future at their current institution.

**13%** Highly satisfied with job opportunities across their institution

**14%** Highly satisfied with career advancement opportunities within their institution

**25%** Highly satisfied with opportunities for training at their institution

### And, student affairs professionals feel a range of pain points in their jobs.



#### Pay

Only **17%** said their salary is competitive to the market



#### Departures

**43%** were negatively impacted by the departure of close colleagues



#### Leadership

**30%** did not agree that their institution's leadership takes action on employee feedback



#### Meetings

**48%** said too many or ineffective meetings negatively impacted their satisfaction



#### Workload

**45%** said increased workloads during peak seasons negatively impacted their satisfaction