

**THE
PRESENT
& FUTURE
OF UCI STUDENT AFFAIRS**

March 5, 2019
UCI Student Center



2019

STUDENT AFFAIRS
CONFERENCE

**EVALUATION
REPORT**

Table of Contents

Executive Summary	2
Overall Conference Evaluation	3
Table 1. Event Attendance (by Those Who Completed the Evaluation).....	4
Overall Learning	4
Table 2. Overall Quality, Learning, Benefits of the Conference.....	5
The Different Conference Events.....	5
Planning for Next Time	6
Concurrent Sessions Evaluations	8
Table 4. Attendance at Concurrent Sessions by Cluster	8
Figure 1. Concurrent Session Presentations: Speaker Attributes.....	9
Figure 2. Overall Quality of the Concurrent Sessions	10
Table 5. Concurrent Session Presentations: Speaker Attributes Frequency Distribution	10
Appendix: Open-Ended Responses.....	11
Table A1. What Did You Learn in Today’s Conference?.....	11
Table A2. What to Keep the Same Next Time.....	15
Table A3. What to Do Differently Next Time	17
Table A4. Topic Suggestions for Next Time.....	20
Table A5. Speaker Suggestions for Next Time	21

Executive Summary

Approximately 190 Student Affairs staff attended the inaugural UCI Student Affairs Conference in March 2019 and 47% completed the overall conference evaluation.

The conference was rated highly, an overall “8” on a scale of 1 to 10.

- 91% agreed that they had learned things at the conference that would help with their job and/or career
- 91% would like to attend a similar conference in the future (most of the rest were unsure)
- 64% learned the most in the concurrent sessions, 24% in the keynote and/or plenary
- 57% most enjoyed the concurrent sessions, 31% most enjoyed networking.
- Most respondents found the keynote and plenary session to be interesting (“agree”) and helpful for their work (slightly lower than “agree”).
- Concurrent sessions were very highly rated, with an average of 6.2 on a 1 to 7 scale.
- Response differences across the three Student Affairs clusters and job categories were minimal

Most respondents gave suggestions for the next Student Affairs conference:

- Respondents liked the format, the breadth of topics covered in the concurrent sessions, and the logistics (details in appendix Table A2).
- Respondents suggested changing the day’s schedule (some wanted longer, some wanted shorter), and aspects about the concurrent sessions (appendix Table A3).

The following sections contain detailed feedback about the overall conference and the 15 concurrent sessions.

Overall Conference Evaluation

The inaugural UCI Student Affairs Conference was held on March 5, 2019 and attended by approximately 190, though not all stayed for the entire day.

The purposes of the overall conference evaluation were to (1) determine whether and what attendees learned, (2) determine which components were most helpful and most interesting to attendees, and (3) obtain feedback for use in planning future conferences.

While the responses from all respondents combined is shown in all the tables below, most responses are also broken out by cluster and type of position:

- Auxiliary Services (Aux Svcs)
- Student Life & Leadership (SL&L)
- Wellness, Health, and Counseling (WH&C)
- Administrative support (Executive assistant to VC/AVC, front desk staff)
- Professional & Managerial (Analyst, Assoc. Director, Director, Program Coordinator, Event Planner, Psychologist, AVC)

Other job categories, such as “OVCSA staff” and “Services & Trade” employees had too few respondents for breakdowns to be meaningful, but their responses are included in the “all respondents” group.

There were over 190 attendees, and 89 completed either the online or the paper overall conference evaluation. Note that there were fewer responses regarding the afternoon events, the plenary and third set of concurrent sessions, as fewer people attended those.¹

Table 1 shows that the morning concurrent sessions were the most attended event, at least by the evaluation respondents.

¹ Evaluation Distribution: During all concurrent sessions, the room coordinators distributed paper evaluations and urged those in attendance to complete them. At the conclusion of the day, paper evaluations were distributed to those at the closing remarks, and a link to an online evaluation were sent to those who had attended a portion of the conference but were not still in the room.

Table 1. Event Attendance
(by Those Who Completed the Evaluation)

What Attended	All Resp (n=89)	Aux Svcs (n=33)	SL&L (n=18)	WH&C (n=19)	Admin Support (n=14)	Prof & Mgmt (n=70)
Morning						
Keynote	76%	84%	67%	63%	71%	75%
Concurrent Sessions 1	77%	77%	72%	89%	86%	76%
Concurrent Sessions 2	86%	90%	83%	95%	93%	87%
Afternoon						
Plenary	61%	58%	56%	74%	64%	59%
Concurrent Sessions 3	70%	68%	50%	84%	71%	69%
N items attended mean	3.7	3.8	3.3	4.1	3.8	3.7
N items attended mode	5	5	4	5	5	5

Overall Learning

Table 1 shows that those who attended at least part of the conference gave it high ratings overall, about an 8 on a scale of 1 to 10. The average response about having learned things that will help them in their job or career was “agree” (91% agreed). And 91% would attend a similar conference in the future (another 7% were unsure). These figures were similar across the six respondent groups.

Respondents were asked what, for them, was the primary benefit from the conference. Response choices included:

1. Learning more about UCI Student Affairs in general
2. Learning more about something specific within UCI Student Affairs, e.g., one presentation
3. Networking
4. Opportunity to see what it’s like to attend a conference

While most respondents, including SL&L, selected the “one specific thing learned” response, Aux Svcs was somewhat evenly divided among the first three response choices. However, the administrative support professionals somewhat more often selected networking as the primary benefit from the conference, and 10% of them appreciated the opportunity to see what a conference was like, as shown in Table 2.

Table 2. Overall Quality, Learning, Benefits of the Conference

	All Resp (n=89)	Aux Svc (n=33)	SL&L (n=18)	WH&C (n=19)	Admin Support (n=14)	Prof & Mgmt (n=70)
Overall Quality of Conference (1=low, 10=high)						
Mean	8.0	8.1	7.3	8.3	7.8	8.0
Median	8	8	7	8	8	8
Std Dev	1.45	1.62	1.27	1.11	1.63	1.40
Learned things today that will help me in my job or career (1=low, 5=high)						
Mean	4.1	4.0	4.1	4.2	4.0	4.2
Median	4	4	4	4	4	4
I would attend another similar conference (1=low, 5=high)						
Mean	4.4	4.2	4.3	4.5	4.4	4.3
Median	4	4	4	5	4.5	4
For me, primary benefit from the conference						
Learning more about UCI SA in general	26%	31%	19%	33%	20%	26%
Learn more about something specific within UCI SA, e.g., one presentation	45%	28%	69%	44%	30%	48%
Networking	25%	38%	6%	22%	40%	23%
See what it's like to attend a conference	4%	3%	6%	--	10%	3%

Additionally, the overall conference evaluation form asked respondents to list two things they learned during the conference. Things learned in concurrent sessions were mentioned most frequently, and second most often was the plenary. Verbatim responses to this question are shown in appendix Table A1.

The Different Conference Events

While over half the respondents most enjoyed the concurrent sessions, a third most enjoyed networking. Respondents also reported having learned the most in the concurrent sessions, but a third of SL&L and Aux Svcs respondents said they learned the most in the Keynote and/or Plenary.

Most respondents found the keynote and plenary sessions to be interesting (“agree”) and helpful for their work (slightly lower means than for “interesting”).²

² 67 responded about the keynote; 54 about the plenary because it was later in the day so fewer were present.

Table 3. Concurrent Sessions, Networking, Keynote, and Plenary

	All Resp	Aux Svc	SL&L	WH&C	Admin Support	Prof & Mgmt
Where Learned Most						
Concurrent Sessions	64%	52%	61%	84%	67%	61%
Keynote/Plenary	24%	29%	33%	16%	17%	27%
Networking/Chatting	12%	19%	6%	--	17%	11%
What Enjoyed Most						
Concurrent Sessions	57%	52%	44%	61%	67%	57%
Keynote/Plenary	12%	14%	28%	6%	8%	13%
Networking/Chatting	31%	34%	28%	33%	25%	29%
Keynote was Interesting (1=low, 5=high)						
Mean	4.2	4.1	4.5	4.2	4.1	4.3
Median	4	4	4.5	4	4	4
Keynote Info Helpful in My Work (1=low, 5=high)						
Mean	3.9	3.6	4.3	3.8	3.9	3.8
Median	4	4	4	4	4	4
Plenary was Interesting (1=low, 5=high)						
Mean	4.0	3.9	4.3	4.0	4.2	4.0
Median	4	4	4.5	4	4	4
Plenary Info Helpful in My Work (1=low, 5=high)						
Mean	3.7	3.4	4.3	3.8	4.0	3.6
Median	4	4	5	3.5	4	4

Planning for Next Time

Attendees were asked open-ended questions about what to keep the same, what to do differently, what topics to cover, and suggestions for keynote, plenary, and session speakers for the next conference. Responses were compared across the five respondent groups, but group differences were minimal.

Fifty-four respondents (61%) wrote what they recommend keeping the same for next time. The most frequent responses were the format of the day, the breadth of topics covered in the concurrent sessions, and the logistics, as shown in appendix Table A2.

When asked for suggestions about what should be done differently next time, 57% (n=51) gave one or more suggestions, shown verbatim in appendix Table A2. Most suggestions revolved around the day's schedule (some wanted shorter, some wanted longer) and the concurrent sessions.

Topic and speaker suggestions for a future conference are shown in appendix Tables A4 and A5.

Concurrent Sessions Evaluations

The 15 concurrent sessions were evaluated immediately following each session with paper evaluations so the response rate was high (based on observation), with a total of 260 completed session evaluation forms. Table 4 shows the percentage completed evaluation forms for each session, to approximate session attendance, and give the planning committee an idea of which clusters were most interested in which topics. Percentages of 10% and above are bolded. Nava's session attracted a larger percentage than most from each cluster, and the presentation by two AVCs also drew larger attendance. To clarify how to read Table 4, the first row shows that 1% of Aux Svcs' and 7% of SL&L's session evaluations completed were for Contreras' session.

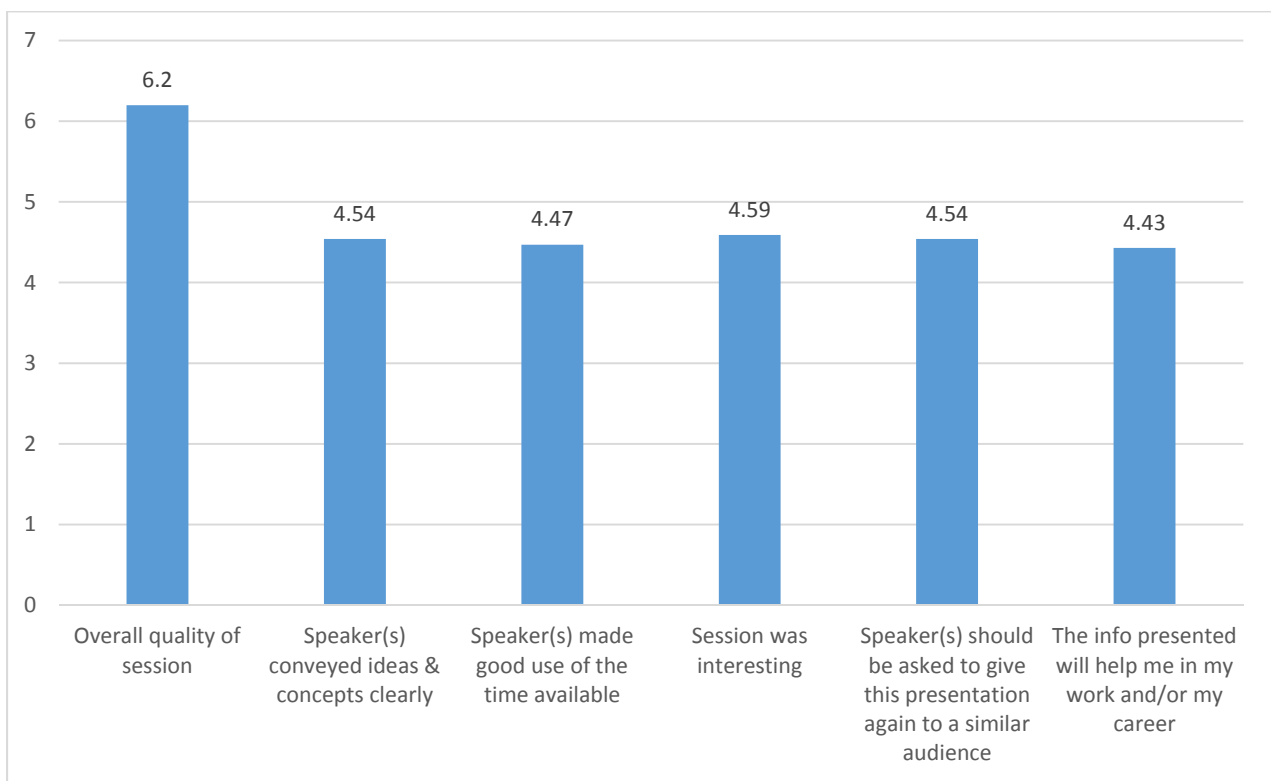
Table 4. Attendance at Concurrent Sessions by Cluster

	Aux Svcs	SL&L	WH&C
Contreras - A Look at First Gen & URM Students	1%	7%	--
Harvey - A Global Perspective: Sustainability & the Role of Student Affairs	11%	3%	1%
Hayashida & Talesh - How Do We Know When It's Really a Crisis? Qs to Frame Your Thinking & Preserve Your Health	13%	8%	20%
Hernandez & Perez-Molina - It Takes a Village: Serving Diverse First Gen & Low Income Students at UCI	5%	14%	1%
Hsieh - Becoming a Culture Creator	8%	--	7%
Johnson - Discover Your Career Path: Part 1	9%	--	3%
Johnson - Discover Your Career Path: Part 2	3%	3%	1%
Jones - Changing the Status Quo of Student Affairs: Leaders Who Shift Paradigms	8%	12%	6%
Kikuchi - Setting Goals with Results	11%	7%	7%
Margolis - Eat Well to Be Well: Why Is It So Hard for College Students?	4%	3%	10%
Mukkamala, Parks, & Pahwa - Value-Based Self Care: Messages Are Not for Everyone	3%	2%	6%
Nava - Empower You: Women's Winning Strategies for Confronting Challenges in the Workplace, Life, and the World	12%	22%	16%
Reyes & Tizcareno Ortiz - Young Professionals Circle	1%	3%	1%
Ryba - Tools for Tough Talks	8%	10%	17%
Tran & De Souza - The Role of Inclusive Communities in Fostering International Student Success	4%	5%	1%

Note: The percentages are column percentages; each column sums to 100%. The column total numbers, i.e., totals for session evaluations completed (most attendees did complete the session evaluations) are 76 from Aux Svcs, 59 from SL&L, and 69 from WHCS.

The concurrent sessions were rated highly, with an average overall rating of 6.2 on a scale of 1 (low) to 7 (high). Overall, the individual session presenters were rated highly on all five attributes, with ratings generally about 4.5 on a scale of 1 (low) to 5 (high), as shown in Figure 1.³

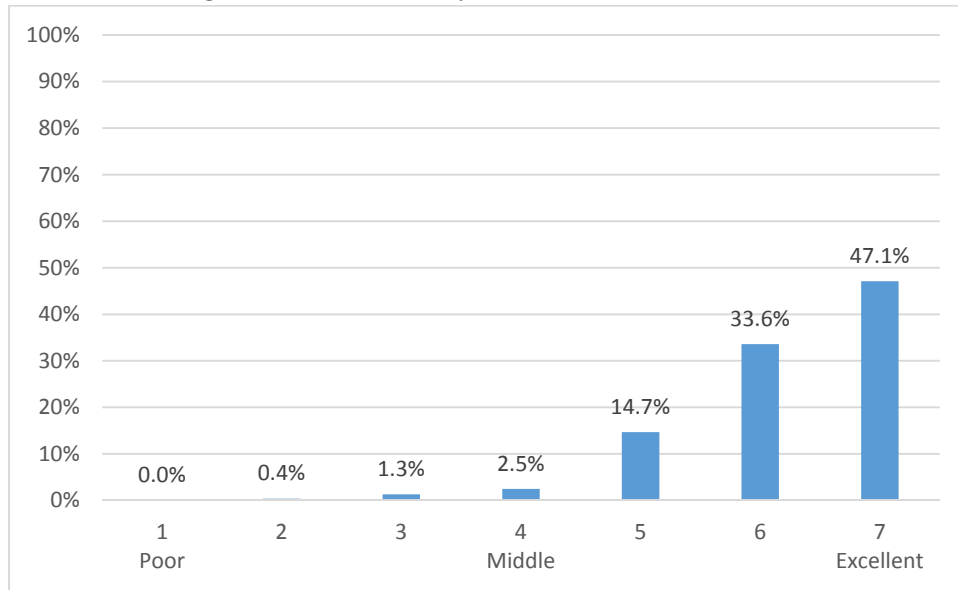
Figure 1. Concurrent Session Presentations: Speaker Attributes
(First item is on a 1-7 scale; others are on a 1-5 scale)



Further examination of the first column in Figure 1 – overall quality – showed that 80% of the respondents rated the overall quality of the concurrent sessions as “excellent” or close to it. Fewer than 5% of the respondents rated sessions as average or below, as shown in Figure 2.

³ Note that the results in Figures 1 and 2 are unweighted, thus the sessions with the most responses (largest attendance) are weighted more than those with few responses.

Figure 2. Overall Quality of the Concurrent Sessions



Note: The number of responses to this question across all sessions was 238.

Table 5 shows further details for the attributes shown in Figure 1. As shown, there were virtually no negative responses about the speakers on any of the five attributes.

Table 5. Concurrent Session Presentations: Speaker Attributes Frequency Distribution

	Speaker(s) conveyed ideas & concepts clearly (1 to 5)		Speaker(s) made good use of the time available (1 to 5)		Session was interesting (1 to 5)		Speaker(s) should be asked to give this presentation again to a similar audience (1 to 5)		The info presented will help me in my work and/or my career (1 to 5)	
	%	N	%	N	%	N	%	N	%	N
Str Disagree	1.2	3	1.2	3	1.2	3	1.6	4	1.6	4
Disagree	--	--	1.5	4	--	--	1.2	3	1.2	3
Neutral	3.5	9	6.6	17	3.5	9	4.3	11	8.1	21
Agree	34.0	88	30.9	80	29.3	76	27.9	72	31.0	80
Str Agree	61.4	159	59.8	155	66.0	171	65.1	168	58.1	150
Subtotal	100	259	100	259	100	259	100	258	100	258
No Response	--	1	--	1	--	1	--	2	--	2
Mean	4.54		4.47		4.59		4.54		4.43	
Median	5		5		5		5		5	
Total	100	260	100	260	100	260	100	260	100	260

Note: The median for the overall rating, which could range from 1 to 7, was 6.

Appendix: Open-Ended Responses

Table A1. What Did You Learn in Today's Conference?

Table A2. What to Keep the Same Next Time

Table A3. What to Do Differently Next Time

Table A4. Topic Suggestions for Next Time

Table A5. Speaker Suggestions for Next Time

On the overall conference evaluation form, respondents were asked to list two things they learned during the conference. There were at least 26 mentions of things learned in concurrent sessions (11 regarding the "Tough Talks" session) and 18 mentions of the plenary. Verbatim responses are shown in appendix Table A1, and most respondents gave two responses as requested.

Table A1. What Did You Learn in Today's Conference?

Learning about other programs

- Learned about work being done on campus to support students
- Staff's competency level working w/ intl students
- STUDENT AFFAIRS DOES A LOT FOR THE STUDENT BODY
- Learning about programs offered on campus
- one department that was part of Student Affairs that I did not know about
- Great presentation from SSI- Lots of information. Summer bridge program Transfer program
- I was able to ask about possible department collaborations and think about ideas for further enhancing student success in partnership with this office.
- I learned of another program I can connect with to improve the needs of our International students
- I learned about resources available to undergrads who are UR or first generation.
- Programs offered by ISP
- More about Student Success Initiatives
- I absolutely loved the SSI workshop. It was incredibly useful for me as I'm a new staff member. The presentation was thorough it and was nice to meet the team. I didn't realize how many resources were available to students.
- I found the first workshop most helpful where I was able to learn more about the SSI Office and it's programs and resources for students.
- All of the services offered by the Transfer Hub.
- I learned way more about Student Success Initiatives, their staff, and the services they provide to our students.

Tough Talks

- Tools for Tough Conversation was interesting although short.
- Tools for tough talks content
- Tools for Tough Talks session was excellent -

- Info on Latinx students
- "TOUGH TALKS" CONTENT
- Communication styles in the "Tools For Tough Talks" session.
- The tough talk session & info shared in this
- How to have tough conversations
- How to have tough conversations
- How to Deal with Difficult Talks in the Workplace
- How I behave in "tough talks" (learned my style under stress)

Plenary/HSI

- All the data
- UCI as MSI Latinx students in higher education
- While the presentation was dry, I found the plenary information interesting and understating how we got our HSI and MSI certification was helpful.
- Statistics in Plenary
- Loved hearing Dr. Morales.
- Latinx are underserved
- Latinx campus focus and shifting our mindset to understand our overall student populations, I think it is great to know who are students are and will be.
- Latinx students @ UCI & in Higher ED
- Definitions of HSI/AANAPISI
- Some of the impacts & benefits of the HIS & AANAPSI designations
- Learned how unique UCI is to be both a HSI/ANAPISIAC/AAU holder.
- I enjoyed learning about out HIS and ASI Serving
- MSI Designation, challenges & opportunities
- I learned more about what it means to be an HSI/AANAPISI; thought more about what it means to develop trust in the workplace.
- That UCI is the leading first-generation admitting institution.
- I loved learning about UCIs designation as an MSI.
- HSI Info
- A MORE CRITICAL LOOK AT UCI'S CHALLENGES AS AN MSI BEYOND POINTS OF PRIDE.

Networking

- Met people in Student Affairs
- Meeting other SA professionals as I am new to UCI
- Meeting partners who can directly help my student population was great.
- Connecting with other student affairs professionals about our experiences.
- It was interesting to just to be able to meet and see other people from Student Affairs. I often find myself working in a bubble and very hardly get to see what things are like outside of it.

Career development

- Setting goals
- Negotiation skills
- Career development
- Career path I
- Confidence in conversation (professional development)
- How to negotiate pay
- How to set appropriate goals
- How to set goals better

Keynote

- Keynote Presentation
- KEYNOTE SPEAKER'S TALK
- Research on Latinx students at UCSD -How could this be applied to UCI

Self care

- LEARNING TO KEEP STRESS LEVELS MANAGEABLE
- How important it is for self care at work too.

All Other

- A lot of resources were given to me to so that I may forward it those who may need them.
- Ability to identify warning signs in students in regards to Eating habits
- Also lots of practical tools for feeling motivated and refreshed at work. I learned how to deal with crisis and specific ideas on how to retain international students.
- Attending tough talks was perfect timing as 2 of us in the room were having some conflict in our work area. After the session we talked on the side agreeing to use some of the tools we walked away with in order to get our staff understanding fight or flight in their interaction with each other.
- Bias' that create false emergencies
- Crisis mgmt at work
- Empower
- Everything I learnt in Hannah N. Jones session!
- First Glance Impressions
- framework, strategies and research based methods that I can use to make our programs stronger.
- Great presentations
- Hearing feedback on Crisis Response
- How and why students struggle to eat healthy and how it affects them holistically
- How many sustainability efforts are in process
- How others in Student Affairs are frustrated in trying to connect students with services that are available on campus.
- How Students struggle with body image, food, and stress.
- How to address crises in a way that does not cause chronic stress/exhaustion by set boundaries in times of urgency and allowing yourself to think clearly.
- How to better manage crises, and to have a plan to respond to various foreseeable crises.
- How to pay attention to both staff needs as well as student needs
- How to properly approach tough talks and how to deescalate
- I also enjoyed the networking lunch aspect since it allowed me to interact with people outside of my immediate department.
- I also liked learning more about planning and assessment strategies.
- I heard about some books I would like to read
- I learned that UCI is ahead of UCSD in efforts to serve underrepresented communities.
- I thought more about what it means to develop trust in the workplace
- I walked away with some tools for diffusing non-crisis situations that my coworkers might perceive as crises.
- I was made aware of the different needs and demographics about UCI's students that I did not know before.
- Idea of 'revolutionary thinker'
- Inspiration on women empowerment.
- It was great to hear a motivational speaker because it gave me that push I needed to follow the plans I've had in the back of my mind.
- Kate Hsieh - woud love for her to come to our dept.
- LEADING with the HEART will ADD more value & impact in the work we DO On Campus.

- Learned more about the broader perspective of students at UCI Learned more about the national perspective of UCI, and more specifics about the direction of UCI.
 - MSI Programs
 - OKRs
 - OKR's
 - Okr's
 - Other Job/career opportunity within UCI
 - Peer support for first year international grad students / SSI services
 - People are very passionate about their work
 - Presenters
 - Problems certain groups of the student population face
 - Reminder to empower myself in order to empower others.
 - See through the eyes of the international student to help improve their experience here.
 - Some of The concurrent sessions I found interesting but was unable to attend
 - The "How Do We Know When It's Really A Crisis?..." session was particularly interesting for me.
 - The communications workshop Tools or Tough Talks by Jason Ryba: All of it was really useful for self examination and for tools for improving dialogue.
 - The conference was well organized.
 - The demographic makeup on our campus and how it was used in several different presentations and how the numbers varied.
 - The whole family comes to college
 - Timeline as a admin
 - Triage crisis
 - Trust + purpose = join
 - Trust and purpose
 - Useful to understand student focus at federal, state, UC, division level
 - Ways make students feel welcome
 - ways to think about purpose in life
-

In the following four tables (A2 through A5), multiple suggestions in response to a single question were separated so each suggestion could be categorized. When asked what should be kept the same for the next conference, 61% (n=54) responded. As shown below, respondents particularly liked the format, range of topics in the concurrent sessions, and logistics.

Table A2. What to Keep the Same Next Time

Format

- 1 DAY FORMAT WORKS!
- Breakout sessions
- Bring in speakers
- format & duration - excellent
- Format of concurrent sessions was good + zero waste! Very organized
- Good format
- Great communication, structure, and overall great program planning loved the pins!
- I liked the format of a keynote speaker and then the plenary speaker after lunch.
- I liked the overall schedule of events. speakers/concurrent sessions, etc.
- I think the day long format with 2 keynotes, 3 breakouts should be kept the same.
- I think the overall schedule was great and flowed well. The conferences were well done and relevant
- Lots of topics/tracks to choose from, interaction, activities
- Love the time duration, Just one hour is good enough for each workshop.
- Loved the diverse staff presentations & the commitment from leadership.
- Many concurrent sessions
- The day-long focus was good. Timing in relation to potentially being out of the office for NASPA was not good. I think it would be a great way to kick off the year (maybe an early October timeframe)?
- The format and topics.
- The general outline/structure of the conference.
- The opening keynote and the 3 rounds of concurrent sessions.
- The topics offered a good variety.
- The variety of sessions was good, keep that.
- Timing

Topics

- Appreciate the variety of topics for the sessions.
- Career/self development sessions, "Culture creation"
- Diverse views, focus on multiple topics
- having similar topics discussed, the schedule topic specific sessions/speakers before lunch and panel discussions after
- I like the variety of the topics
- Include sessions for administrative staff
- Providing the same or more amount of Break out sessions.
- Quality of the sessions
- Variety in topics covered
- Variety of sessions w/in the pillars.
- Wide choice of topics
- Wide variety of topics
- Workshops!!

Speakers

- Chancellors talk should focus more on student affairs units- not some broad and vague _____. Intentional opportunities for _____.
- great keynote; good speakers
- Having plenary speakers is great and is a good way of getting some significant message/idea to the larger group.
- INVITE OUTSIDE SPEAKERS
- Invite those who are presenting at national or regional conferences to showcase their presentations
- Motivational speakers should definitely continue to be brought to these conferences.
- Quality of keynotes

Logistics

- Breakfast/Lunch was also very nice.
- Check in was well done, food was great, venue was fine.
- Collecting evaluations
- Conference flow/ agenda
- Food
- I really enjoyed the location. I was able to walk to it.
- Location
- Lunch
- Lunch was fantastic
- Main room and breakout rooms -
- The catering was the best I have been to. Great vegan / vegetarian choices.
- The check-in process was easy, the food was good, and the logistics and timing were perfect.
- The Student Center was a nice location. It was good to have everything right there together.

General Praise

- All done well.
 - Most of it as it was good
 - Thank you for such a great conference. I look forward to attending more of the sessions next year. It is great to have such an opportunity.
 - It was put together very well, I would leave it as it was.
-

Fifty-one respondents (57%) gave one or more suggestions about what could be done differently next time (Table A3). Again, multiple suggestions were separated so each suggestion could be categorized, and responses are shown verbatim.

Table A3. What to Do Differently Next Time

Day's Schedule

- [Concurrent] SESSION 3 = TOO SHORT OF TIME WINDOW
- Either shorter time for speakers or more speakers in the time allotted to present. Possibly having panels.
- Further eliminate afternoon or more sessions
- Have a networking social session after the lunch. Some people could not stay the entire day but would have benefited from a networking session.
- Have a strong unified theme let people know they could drop in and attend a session and not spend the whole day there Open the conference up to the academic side of Student Affairs
- I was unable to attend session I was interested in due concurrent scheduling
- If they are going to be specifically for UCI only, I would see if a half day could be done...I think a full day is hard for some folks. Also, if possible, invite local institutions to join us in the sessions.
- Maybe a half-day event? I felt pressured to attend the conference but also have pressure to complete my work, so it was a little tough to balance and I left after lunch to finish some looming projects/tasks.
- maybe have it on the weekend or half day
- More time per session
- Network immediately following lunch or as part of lunch so that there are more people still there.
- Networking opp in middle or beg instead of end
- OFFER MORE TRACKS, ADD BREAKS, OPEN UP OPPORTUNITY FOR STAFF TO GET INVOLVED.
- Put the networking session earlier
- Shorten the day.

Concurrent Sessions

- A greater breadth of sessions - there was nothing that directly impacted me/helped in my line of work.
- Better workshops, wks. Content to match descriptions
- For the concurrent sessions, place an emphasis on the tangible takeaways...or make sure that there are actionable nuggets for attendees to walk away from the conference and implement immediately.
- Have presentations for staff who do not work directly with students.
- I think it would have been nice if some of the sessions were a little longer. Maybe offering a longer session for one time frame and then a shorter session for the next.
- I wish I could've attended more of the concurrent sessions. Maybe offering shorter sessions but more attendance options.
- I would like to attend more workshops but they are presented at the same time so if we can have the conference for couple days, we can attend more.
- If possible, make sure the titles of the concurrent sessions relate to the content of the sessions.
- I'm not sure how to address this but there were two speakers presenting during the same concurrent session that I was interested in listening too and unfortunately could only attend one.
- More focus on problem-solving strategies, hearing from colleagues
- More focus on what we can do to help
- More interactive sessions and perhaps 1.5 hours instead of 1 to allow for direct ties to current work.
- Offer skills based workshops, more resources
- Repeat sessions
- The "Discover your Career Path" part 1 seemed to be focused more on retirement and how long you need to wait it out in order to get benefits/UCRP. It didn't really seem to focus on professional advancement at all. The

food at lunch made me feel sick afterwards; I know in the Student Center we have to use UCI catering though.
;/

- The individual sessions were a little too basic for a more seasoned professional. I would have loved to see some additional senior level sessions.
- Workshop presenters should be conscious of audience and title of workshop. For example, I found myself at a workshop where the title was misleading and I didn't glean what I wanted from the presentation. Also another presentation was given as if everyone was not a SA professional. More advanced content in workshops and best practices would be appreciated.
- Would be great if we could have some of the speakers present their workshops throughout the year so we can hear some of the sessions we missed (could only choose one)

Keynote/Plenary

- I felt like the Keynote and Plenary both had very similar topics. It would have been nice to have 2 different topics for a general all group session.
- I think because Student Affairs has so many different departments that influence student life/success directly or indirectly, there should have been a broader range of topics. While MSI/HSI discussions are important, we had the same conversation for 2 Keynote sessions and 1 break out session (Essentially 60% of the day). If I was a potential attendee and saw a list of topics that did not have variety and appeal to my specific functions, I probably would not sign up.
- Maybe only 1 keynote or have them talk about separate topics
- MORE ENGAGING/MOTIVATIONAL KEYNOTE/PLENARY SPEAKERS; KEEP PPL. MOTIVATED TO STAY
- More Q+A with keynotes
- Opening keynote Dr. Contreras presentation too long - shorten these.
- Perhaps choose a more general topic for keynote and plenary speakers.

Registration & App

- Expand the mobile app functionality.
- I think having a link to the app would be helpful. The app wouldn't let me login to see the schedule I created. I liked how everything flowed and how it was organized, but maybe start the conference an hour later? Not sure how that would affect the feel of the conference. Also, maybe move the plenary to after the last workshop. I felt like having it after lunch interrupted the flow and I would have appreciated listening to it after.
- Make the conference easier to register for
- Maybe for the app there should be an ability to evaluate the sessions, that way you can save paper and people can access the schedule, brochure, and general conference information on the app
- More organization w/ website info, Registration table - was confusing and disorganized
- Not have a separate website and create a new account to register. This initially put me off registering the first time.

Date of Conference

- More to fall quarter or a date not so close to NASPA conference. Weekend date, half day w/ less time for keynote/plenary.
- Schedule during finals week when interactions with students are less frequent and staff are more available to attend more sessions.

Food

- Announce type of breakfast
- Breakfast burritos :)
- Snacks should be available throughout the conference, especially between meals.

Other

- Smaller name tags

- Be more environmentally friendly - Encourage people to download app or take pics of agendas
- I think the disconnect for me was to go to a conference that is titled "The present and future of UCI Student Affairs" and walk away with so little knowledge of the present and future mission of UCI Student Affairs. This conference i feel could have built a lot of community within departments. I dont mean socialize but rather finding common ground and learning how to share resources.
- Maybe provide "networking" cards so that we could hand out to the people we meet!
- More specific focus
- TRY THE FOCUS TO BE LESS POLITICAL
- Very hard to squeeze in // Spanish Translation

More Advance Notice

- Earlier advertisement? Encouragement to supervisors to allow SAO the entire day off.
- Earlier registration - felt a bit last minute
- More advance notice.
- Send a save the date in advance.

Nothing/ Don't Know

- All done very well.
 - Can't think of anything
 - I can't really say as I was only able to attend the afternoon
 - N/A
-

Respondents were asked topic and speaker suggestions for a future conference, and their responses are shown verbatim in Tables A4 and A5.

Table A4. Topic Suggestions for Next Time

Career Development

- A conference dedicated to just young professionals and link them with senior admin.
- (more) young professional Talks
- Career development for director level
- I think topics, such as sharing experiences or a "day in the life" of a senior professional could be interesting. I would think that many of us would like to see what a senior professional does and what skills they use so we can career plan while also learning more about our administrators.
- Leadership pathways, more prof. development
- MID-LEVEL PROFESSIONALS ROUNDTABLE
- More sessions for administrative staff and auxillary staff.
- Negotiation skills & transitioning skills inside vs. outside academic
- New professionals
- PATHWAY TO S.A. LEADERSHIP/ADMIN; WORKING PARENTS

Student Populations

- FYRE, LIVING/Learning communities, Personal responsibility
- Intersectional needs of students
- More populations discussed (veterans, disability, LGBTQ, etc.)
- Specifically focusing on diverse student populations

Student Programming

- Communicating and connecting with Gen Z students
- Innovative programs @ UCI
- International Student Experience
- Student Housing

Collaborations with SA and across Campus

- Collaborations w/in and outside of Student Affairs
- Decide to share more outside Student Affairs to Advisors + other staff.
- More ways to integrate services, transparency regarding challenges
- Opportunity to get together with people doing similar work throughout the division and compare notes, etc. through an unstructured round table would be nice.

Wellness

- Or a whole conference dedicated to wellness and all of its dimensions.
- Student Health & Wellness
- Wellness & Health topics for staff
- Wellness; leadership dev

Disability

- Aecessibility on campus
- Disability services

Technology

- Technology. What exists and what can be leveraged or shared.
- the advancement of sometime lack of certain technology in higher education and how it impacts student life

Other

- AA workshops, Grant/funding opportunities/ assessment
 - FUTURE PART II
 - Improvement made after this one
 - Maybe having a conference just for women would be empowering like NASPA has one.
 - More engaging speakers would be much appreciated. While the content of the speakers was valuable and appreciated, the VC and keynote were dull and it was tough to stay focused/engaged that early in the morning when they were so dry and hard to follow.
 - Or have a conference based on the internationalization of higher education.
 - Student Affairs trends (Nationally)
 - Topics and/or presentation styles that provide tangible tools is always helpful.
 - Vetted speakers who are inspiring, call those in attendance to some sort of action, etc.
-

Table A5. Speaker Suggestions for Next Time

-
- A more dynamic plenary speaker - it was a bit dry and just felt like a data presentation The topic was interesting & useful though
 - Addriene Marie Brown, DR. James Soto Antony (Harvard)
 - Bring in diff. industries (google/Zappos/etc.) Maybe develop a mentor/mentor track.
 - Cultural resource centers
 - Dr. John P. Higgins
 - Hannah N. Jones to be a key note speaker
 - Have more engaging presenters - data was good but seemed/felt more like a class lecture.
 - I think inviting Denise Bevly, Ph.D. from the CSU Chancellor's office would be helpful since she can speak to student homelessness and food insecurity. Her public health background within higher ed and the research that she shares with staff is invaluable.
 - LAURA RENDON, SAM MUSEUS
 - Motivational speakers
 - Q+A with Chancellor/Provost.
 - SA people
 - Sherwynn <3
-