

TABLE 1 Fellowship Advisors' Definitions of Success
[157 Total Respondents]

	<i>Total Times Mentioned</i>	<i>% of Respondents who Mentioned Issue</i>
<i>Student Development</i>	81	.52
<i>Winning Fellowships</i>	36	.23
<i>Quality Advising</i>	34	.22
<i>Raising Awareness</i>	34	.22
<i>Number of Applicants</i>	20	.13
<i>Identification of Appropriate Students</i>	13	.08
<i>Number of Interviews/ Semi-Finalists</i>	8	.05
<i>Building Relationships w/Faculty</i>	8	.05
<i>Other</i>	25	.16

TABLE 2 Fellowship Advisors' Perceptions of Institutional
Definitions of Success
[156 Total Respondents]

	<i>Total Times Mentioned</i>	<i>% of Respondents who Mentioned Issue</i>
<i>Winning Fellowships</i>	87	.56
<i>Number of Applicants</i>	19	.12
<i>Not Evaluated by Institution</i>	19	.12
<i>Don't Know</i>	15	.10
<i>Student Development</i>	12	.08
<i>Finalists in Competitions</i>	8	.05
<i>Impact on Campus Culture</i>	6	.04
<i>Student Satisfaction</i>	4	.03
<i>Raising Awareness</i>	4	.03
<i>Publicity</i>	3	.02
<i>Students Attending Graduate School</i>	2	.01
<i>Faculty Participation</i>	2	.01
<i>Building Reputation for Academics</i>	1	.01

TABLE 3 Career Objectives of Fellowship Advisors
[144 Total Respondents]

	<i>Total Times Mentioned</i>	<i>% of Respondents who Mentioned Issue</i>
<i>Student Development</i>	29	.21
<i>Expand/Improve Fellowship Office</i>	21	.15
<i>Increased Responsibility in Institution, incl. Dean, Chair, etc</i>	15	.11
<i>Teach</i>	13	.09
<i>Retire</i>	13	.09
<i>Administrative Role in Institution</i>	13	.09
<i>Direct Fellowship Office</i>	9	.06
<i>Job Outside Academia</i>	6	.04
<i>Research</i>	4	.03
<i>Earn Tenure</i>	2	.01
<i>Earn PhD, Become Faculty</i>	2	.01
<i>Work for Foundation</i>	1	.01
<i>Other</i>	22	.16

TABLE 4 Greatest Accomplishment of Fellowship Advisors
[150 Total Respondents]

	<i>Total Times Mentioned</i>	<i>% of Respondents who Mentioned Issue</i>
<i>Information Sharing</i>	39	.26
<i>Creating Supportive Community</i>	39	.26
<i>Creation of NAFA</i>	28	.19
<i>Transparency w/Respect to Process</i>	19	.13
<i>Student Development</i>	17	.11
<i>Professionalization of the Field</i>	13	.09
<i>Conferences</i>	10	.07
<i>Increasing Institutional Recognition for Scholarships/Fellowships</i>	8	.05
<i>Leveling the Playing Field</i>	7	.05
<i>Diversity in Applicant Pool</i>	3	.02
<i>No Contribution</i>	2	.01
<i>Encouraging International Study and Research in Universities</i>	1	.01
<i>Other</i>	10	.07

TABLE 5 Greatest Obstacle for Fellowship Advisors
[144 Total Respondents]

	<i>Total Times Mentioned</i>	<i>% of Respondents who Mentioned Issue</i>
<i>Pressure to Win</i>	35	.24
<i>Lack of Institutional Support</i>	25	.24
<i>Identifying and Mentoring Students</i>	35	.24
<i>Unrealistic Expectations</i>	23	.16
<i>Understanding and Communicating Criteria to Students</i>	19	.13
<i>Faculty Participation</i>	16	.11
<i>Burnout</i>	15	.10
<i>Profession Becoming Female Ghetto with Low Salaries</i>	15	.10
<i>Inconsistency in Where Fellowship Advisors Fit into University Structures</i>	11	.08
<i>Isolation of Fellowship Advisors on Campus</i>	10	.07
<i>Cumbersome Application Procedures</i>	9	.06
<i>Obligations of Fellowship Advisors Who Double as Faculty Members</i>	7	.05
<i>Leveling Playing Field for Applicants at Non- Ivies</i>	6	.04
<i>Finding/Encouraging Diverse Applicants</i>	6	.04
<i>Integrating Community of Fellowship Advisors</i>	4	.03
<i>Continuity in the Fellowship Office</i>	4	.03
<i>NAFA's Ability to Articulate Member Concerns</i>	1	.01
<i>Other</i>	16	.11