



ONTARIO COLLEGE ADMINISTRATIVE STAFF ASSOCIATION

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## Trends in Educational pursuits for College Administration

A survey of OCASA members to better understand the trends in advanced studies and professional credentials amongst college administration.

*March 2013*

“As learning institutions we have to have a very strong PD agenda whether it is for personal credentialing or towards career advancement. PD is the best investment the colleges can make in times of change and transition. Good people are already working in the system.”

*- Survey respondent*

## Executive Summary

The goal of this survey was to better understand the educational profile of OCASA members, the trends in education, and what OCASA's role might be in supporting these initiatives.

Here's what we found (170 respondents completed the survey):

- **Education profile:** 53% of all respondents have a Masters degree, and 74% have Undergraduate degrees.
- **Granting institutions:** Members are using a wide variety of institutions for their studies, with Ontario institutions granting the strong majority.
- **Current enrollment:** 24% of all respondents are currently enrolled in a program of some sort, half at the graduate level (Masters or PhD/Doctorate).
- **Gender:** Female respondents are dominating the current enrollment figures at all levels – Undergraduate, Masters and PhD/D.
- **Reasons for pursuing credential:** Those that have enrolled in studies while employed at the college named PD as the number 1 motivation (68%), followed by Advancement/Promotion opportunities (61%) with only 13% stating a requirement for the job.
- **College support:** 74.5% indicated some tuition sharing (level varies by college); 46% indicated some time off or leave (might be in addition to financial support); and roughly 25% indicated no support or knowledge thereof.
- **PD Leave:** 86% have never taken a PD leave, and of those that have, only 8% have taken a PD leave according to the Terms & Conditions of Employment

Equally noteworthy were the open-ended comments invited at the end of the survey. Clearly PD/Education is important to administrators, as a natural part of being a college manager and leader. Also clear is the need for stronger support from colleges – both time and financial.

Finally, respondents are looking for more information about study options, future trends in job requirements, and support with planning their education path.

### **Recommendations to the OCASA Board:**

1. That OCASA continue to advocate for administrators provincially regarding access to and support for PD/Education.
2. That OCASA explore next steps in providing support to members who are seeking information about educational pathways.
3. That partnership opportunities between OCASA and granting institutions be explored in an effort to build bridges and opportunities.