



Professional Advising Update

Anne Alexander, Academic Affairs



UNIVERSITY
OF WYOMING

Charge

One of the Strategic Enrollment Management groups, the Advising Redesign Action Group (ARAG) was charged with designing and implementing the redesigned professional advising and training system for undergraduate students.



Members

- Anne Alexander, AVP of Undergraduate Education, Co Chair
- Jo Chytka, Director, Advising Services, and Exploratory Programs, Co Chair
- Michael Pishko, Director, Engineering and Architecture
- Derek Smith, Assistant Director, Kinesiology
- Michell Anderson, Manager, Student Advising, College of Health Sciences
- Christi Thompson, Director, Advising, College of Business
- Pam Henderson, Director, Advising, School of Education
- Richard Miller, Assistant Director, Advising, Career Services, Center for Career Studies
- Bob Schuhmann, Associate Director, College of Arts and Sciences
- Aaron Courtney, Assistant Manager, Financial Services
- Craig Vaske, Manager, Student Advising, College of Health Sciences

**Membership of 37 people:
11 faculty, including professors
and ETT lecturers, department
heads, deans and associate
deans, from all colleges and
schools, as well as multiple
professional advisors, student
support services staff, and
students.**

- Director/Academic Services
- David Ward, Southeast Regional Center
- Coordinator
- David Mak, Senior Lecturer, Physics
- Registrar
- Student
- UW-Casper
- Manager, Student Education and UW-
- Dean, College of
- Lecturer, SENR
- Director, LeaRN and STEP
- Athletics Academic
- Director of Academic
- Athletics
- Person, Athletics Academic
- Coordinator
- Heather Warren, Office Associate, Chemical Engineering



Goals

1. Revisit the advising reboot paper presented to Provost and President in Fall 2016.
 - ✓ The advising reboot paper took a 360 snapshot of existing advising systems and compared them to best practices.
2. Align Redesign with Strategic Plan goals:
 - ✓ Increase retention rate from 76% to 80%
 - ✓ Increase 4 year (from 25.8% to 33%) and 6 year (from 54.4% to 60%) graduations rates

Re-envisioning Academic Advising at the University of Wyoming

“Good advising may be the single most underestimated characteristic of a successful college experience.” - Richard Light

- Significant **demographic changes** experienced by higher ed institutions has meant that students from extremely diverse backgrounds, experiences, and expectations now attend university, and the **traditional, transactional model of advisors and students meeting once a semester to pick courses simply does not work for 21st century students.**



Re-envisioning Academic Advising at the University of Wyoming

“Good advising may be the single most underestimated characteristic of a successful college experience.” - Richard Light

- At the **most transitional times in a university student’s life**
 - **the first semester of a transfer student’s career, and the first year of the first-year student’s career** – students are **commonly mystified by the new world they must learn to navigate.**
 - "Why is everyone at this welcome picnic named Dean?"
- An advisor who can guide the student through the multitude of questions & decisions of academic life is often a key factor for a student's ultimate success in college.



Academic advising is the only structured activity in which all students have the opportunity for on-going, one-to-one interaction.

- **Advisors must be trained in**
 - advising policy,
 - curricular issues,
 - all aspects of the transition to college, and
 - career/post-graduation preparation.

They should employ national best practices to focus on helping students overcome barriers and challenges in order to succeed.



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- Professional advisors build a **relationship** with the student. This relationship
 - Assists students in navigating their way through new and complex processes,
 - Helps them select a major best suited to **their academic preparation and career aspirations**,
 - Helps them **understand how and when to persist in a course** integral to success in their major,
 - Helps them accumulate the **appropriate credits toward their degree**, and
 - Guides them to take **full advantage of financial and wellness support services.**



Academic advising is the only structured activity in which all students have the opportunity for on-going, one-to-one interaction.

- The approach is **holistic, collaborative and integrated, multidisciplinary**, and helps students navigate support systems before they may even know they need them – services including
 - registration,
 - degree planning,
 - counseling,
 - financial aid guidance,
 - academic mentoring and tutoring,
 - internship exploration,
 - international experiences,
 - career preparation.



Academic advising is the only structured activity in which all students have the opportunity for on-going, one-to-one interaction.

- It relies on **outstanding and constant collaboration between all parts of campus, and strong communication.** It helps identify students who are at risk of falling off track – before they do – and gives them guardrails to get back on.

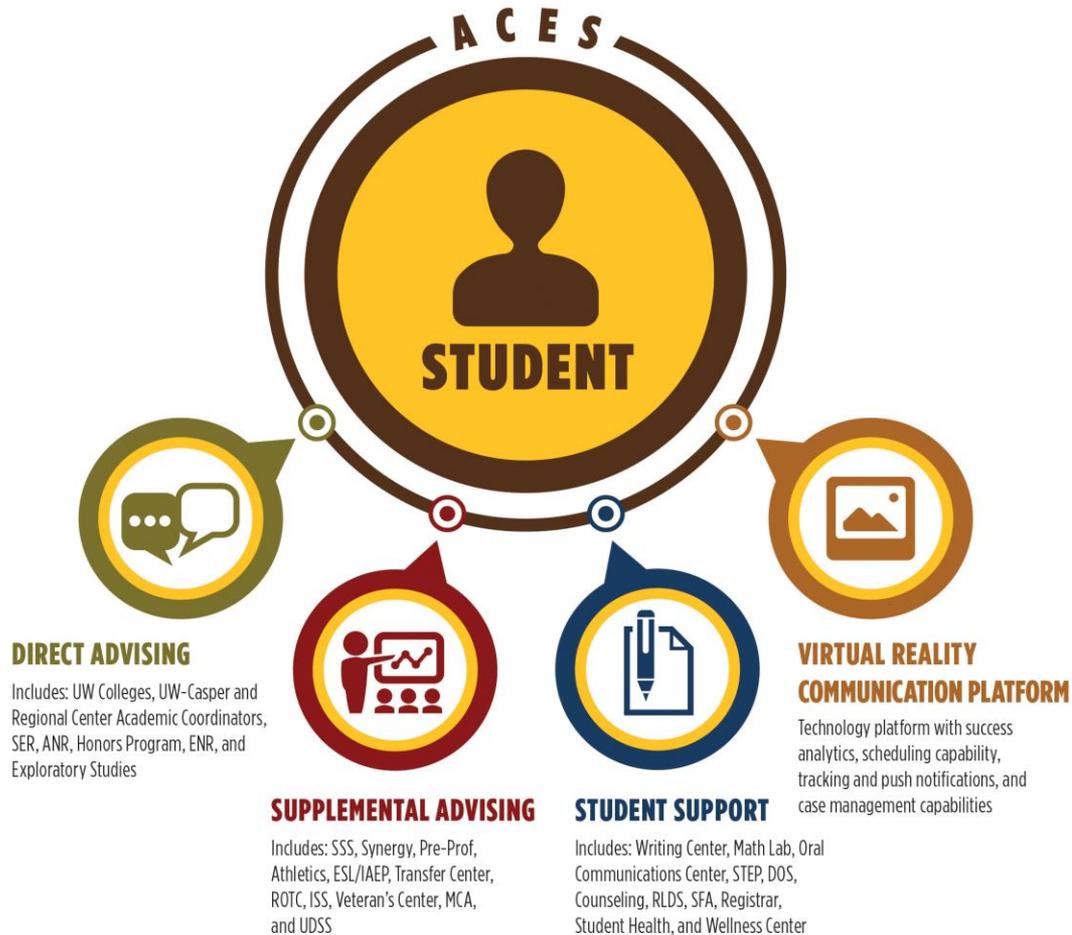


Academic advising is the only structured activity in which all students have the opportunity for on-going, one-to-one interaction.

- A good system will alleviate “advising deserts.”
- A good system will train all who advise students in how to manage transition.



FIGURE 1. RECOMMENDED UNDERGRADUATE ADVISING MODEL



Our recommendations are focused around achieving eight goals that align with the SEM and the UW Strategic Plan:

- Goal 1:** Embrace and promote a culture of student readiness and success that overcomes barriers
- Goal 2:** First-year student and first-semester transfer student advising that is consistent, available and student centered
- Goal 3:** Training and certification for all advisors to ensure consistency and accuracy
- Goal 4:** Clear governance and accountability for advising system
- Goal 5:** Use advising technology and communications that promote student success
- Goal 6:** Promoting engaged academic and career planning
- Goal 7:** Establishment of exploratory studies tracks
- Goal 8:** Assessment and continuous improvement of advising system

Summary: 8 Recommendations

1. Embrace and actively promote a culture of student readiness and success that promotes overcoming barriers for all UW students, regardless of location.
2. First-year student and first-semester transfer student advising will incorporate the principles of consistent, available and student-success-centered academic advising.
3. Provide training and certification for all academic advisors, including professional staff and faculty, to ensure consistent and accurate academic advising.
4. Provide outlines for clear governance, accountability, expectations, and processes for first year and transfer advising with clear pathways for continuing students.



Summary: 8 Recommendations

1. Embrace a student readiness and success approach for UW students, regarding student readiness and success.
2. First-year advising will include student-
su
3. Professional advisors, based in colleges, trained by ACES, will be first point of contact for first year, full time students.
4. Professional advisors, also trained, will take over.

More than 45% of students in every college change major to a different college at least once their first year.
Around 75% of students change their major at least once in their first year.
Professional advisors based in colleges, trained by ACES, will be first point of contact for first year, full time students.
As students settle into majors, faculty advisors or professional program advisors, also trained, will take over.

Summary: 8 Recommendations

1. Embrace success re Training – about 15 hours for the whole enchilada:
2. Focus on re Level 1: Advisor Quick Start } Required for anyone who advises students
Level 2: Advising Essentials }
3. Provide re Level 3: ACE Advisor
4. Provide re Level 4: Specialization and National Best Practice } First year, transfer, distance, veterans, international students, athletes, other special populations
with clear pe

Summary: 8 Recommendations

1. Embrace and support student readiness and success that includes all UW students, regardless of background.
2. First-year advising will be incorporated into the RT&P process. Undergraduate advising will be valued and rewarded. RT&P process must value and reward undergraduate advising. Faculty RT&P Working group has a set of recommendations that will go to the Provost soon.
3. Provide resources, including advising, to support student success, including accurate and timely advising.
4. Provide our students with clear pathways and expectations, including transfer advising.

Summary: 8 Recommendations

5. Employ technology and online resources to support effective and efficient advising. Evaluate current technologies and advising tools for effectiveness and efficiency in the support of academic advising, student success, and retention and degree completion.
6. Instill a culture of student responsibility for academic and career planning through engaged creation of four-year career path plans and other systemic post-graduation planning to assist in the structure of the advising model and prepare students for life beyond the university.
7. Offer exploratory studies tracks for first year students that will allow them to choose an academic major based on exploration of field of study and academic success.
8. Commit to ongoing and meaningful assessment and continuous improvement of the new advising model.



Summary: 8 Recommendations

5. Employ technology to support effective and efficient advising and advising tools for effectiveness in academic advising, student completion.
6. Instill a culture of career planning throughout the path plans and other student life structure of the university beyond the classroom.
7. Offer exploratory studies that will allow them to choose an exploration of field of study and academic.
8. Commit to ongoing and integrative assessment and continuous improvement of the new advising model.

Exploratory Studies are packages of existing courses, replacing UNDC.

These are not majors, nor will anyone be allowed to graduate with a degree in 'exploratory studies.'

They are portable and related bundles of coursework.

http://www.uwyo.edu/aces/exploratory_studies/

Timeline

Fall 2017

- Fees approved by Trustees
- Colleges begin development of College Advising Plans
- ARAG continues to meet to work on developing transition plans to ramp up to Fall 2018, including;
 - Working with department heads for curated lists of advisors who will be designated to be trained and part of new model
 - Developing job description recommendations
 - Developing and complete training modules architecture
 - Discussion of integration of supplementary advising
- Working groups :
 - Working with Faculty Senate and faculty in relevant departments to confirm and implement packages of coursework for **Exploratory Studies**
 - Working with faculty, Faculty Senate, and administration on **valuing faculty advising in job descriptions and RT&P process**
 - Evaluating existing technology and as needed developing RFP for **software platform to complement model**
 - Developing short- and long-term **space recommendations** for optimal locations for advising clusters



Timeline

Spring 2018

- College Advising plans submitted
- UW Advising Council nominated
- Hiring and budget plan approved by President and Provost
- Nominations from Department Heads received for faculty advisors
- Training architecture development continued
- Scenario planning from ARAG to UW Advising Council
- Colleges begin hiring professional advisors

- Students admitted into Exploratory concentration tracks for Fall 2018

Summer 2018

- Training levels 1 through 2 are available for campus and off campus advisors and faculty
- Advising centers begin in the colleges

Fall 2018

- By December, all training levels available for campus; integration into Teleo Learn



Advising Council Charge

- The Advising Council will ensure accountability and continuous improvement in the implementation phase by:
 - Reviewing College Advising Plans and MOA's.
 - Using evidence based process to continuously improve the advising system by responding to emerging needs of students and colleges.
 - Setting and assessing campus-wide goals for undergraduate advising, processes, outcomes, and technology.
 - Making decisions and recommendations around budget allocations, staff allocations, and paths for professional progression in the academic advising professional system.
 - Embracing and championing the vision of the new advising model with a strong commitment to the success of undergraduate advising and our undergraduate students.



Advising Council Members

Unit	Role	Name	Title
Academic Affairs	Co-chair	Anne Alexander	AVP for Undergraduate Education
ACES	Co-chair	Richard Miller	Associate Director
College of Agriculture and Natural Resources	Primary	Frank Galey	Dean
	Alternate	Kerry Casper	Student Advising Manager
College of Arts and Sciences	Primary	Danny Dale	Associate Dean
	Alternate	Greg Brown	Associate Dean
College of Business	Primary	Kent Drummond	Associate Dean
	Alternate	Dave Finnoff	Director/Associate Professor
College of Education	Primary	Leslie Rush	Director, School of Teacher Education
	Alternate	Todd Krieger	Student Advising Manager
College of Engineering and Applied Science	Primary	Steve Barrett	Associate Dean for Academic Programs
	Alternate	Paul Dellenback	Associate Dean
College of Health Sciences	Primary	Tristan Wallhead	Interim Associate Dean
	Alternate	Derek Smith	Division Director
Haub School of ENR	Primary	Mandy Gifford	Academic Administrative Associate
	Alternate	Doug Wachob	Director of Academic Programs
School of Energy Resources	Primary	Pam Henderson	Student Advising Coordinator
	Alternate	Tara Righetti	Associate Professor
UW Offsite	Primary	Rosalind Grenfell	Student Advising Manager
	Alternate	Lisa Harsh	Northwest Regional Center Coordinator
ASUW	Primary	Paige Trent	Student - Energy Resource Management
	Primary	Alex Mulhall	Student - Political Science
	Alternate	Japheth Frauendienst	Student - ENR and ESS
	Alternate	Hayley Stromberg	Student - Nursing
Veterans Service Ctr.	Ex-officio	Marty Martinez	Senior Project Coordinator
Global Engagement	Ex-officio	Carrie Hesco	Director
Athletics	Alternate	Shalee Lehning	Academic Coordinator
Dean of Students	Alternate	Danae Davis	Student Welfare Coordinator



Hiring Overview

- 82% of new advising positions have been filled with new advisors currently assisting with Freshman Orientation. Should be at 100% by end of July.
- To date all colleges have come in at or under budget projections for salaries.
 - Projected: \$1,308,836.00
 - Actual: \$1,194,783.16

College Hires

- College of Agriculture and Natural Resources
 - Currently interviewing for three Academic Advising Professional positions.
 - Will advise all incoming freshman and transfer students.
 - Advising Center to be located in Agriculture C Building rooms 158, 159 and 160.



College of Agriculture Advising Center

College Hires – Continued

- College of Arts and Sciences
 - Hired four new Academic Advising Professional, Sr. positions.
 - Will advise all incoming freshman and transfer students.
 - Advising Center to be located in the East Wing of Ross Hall on the Garden Level. Rooms currently being remodeled.



College of Arts and Sciences Advising Center

Note: College is covering the cost of renovations.

College Hires – Continued

- College of Business
 - Completed interviews for one new new Academic Advising Professional position.
 - Will advise all students through graduation.
 - Advising Center located in the west wing of College of Business building in room 175.

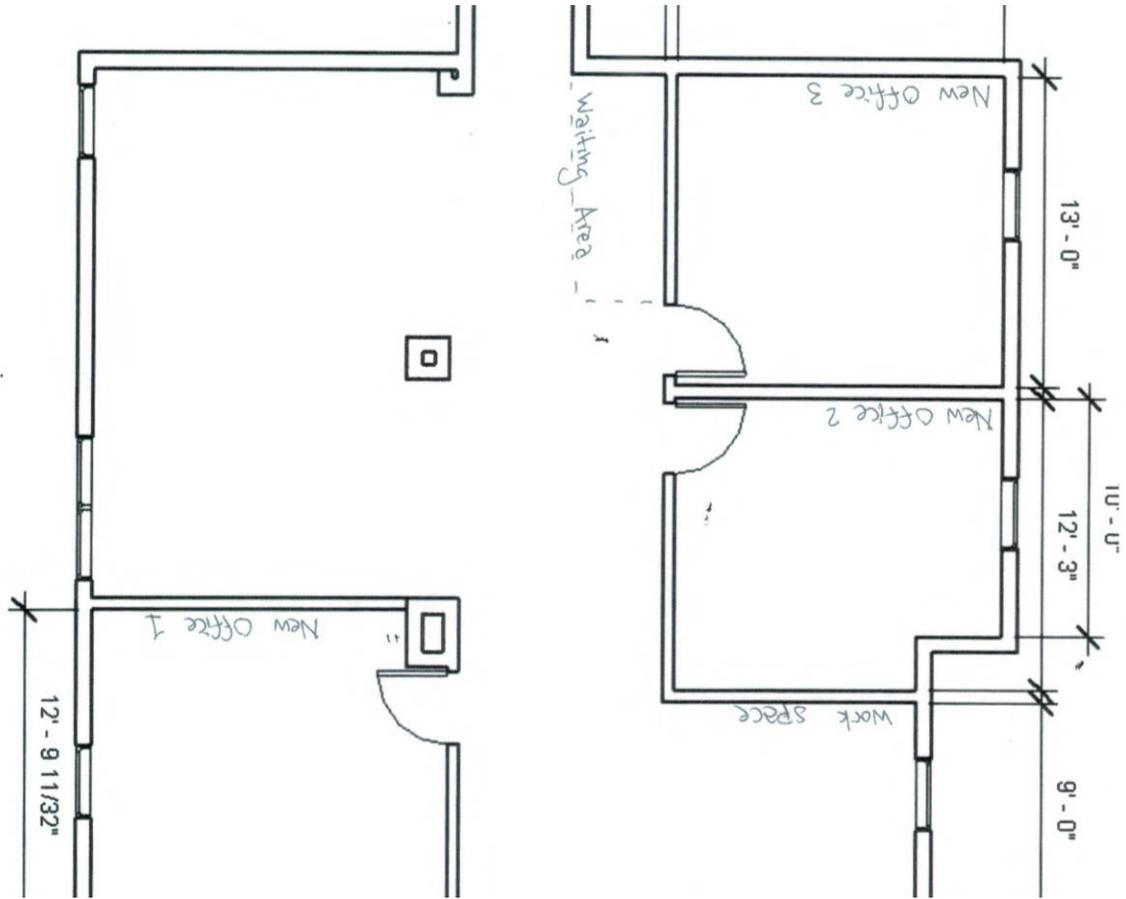


College of Business Advising Center

College Hires – Continued

- College of Education
 - Hired three new Academic Advising Professional positions late May.
 - Will advising all incoming and transfer students.
 - Current Advising Center located in the 1st floor of McWhinnie Hall Teacher Preparation and Advising Office. Space will undergo renovations to add necessary office space for new advisors.





College of Education Advising Center Remodel

College Hires – Continued

- College of Engineering and Applied Science
 - Hired three new Academic Advising Professional, Sr. and three new Academic Professional positions.
 - Will advising all students through graduation.
 - Advising Center is located in the Susan McCormick Center for Student Success.



Engineering Advising Center

College Hires – Continued

- College of Health Sciences
 - Hired one new Academic Advising Professional, Sr. and one new Office Associate position.
 - Will advise all pre-med students (medicine, dentistry, optometry, physical therapy, occupational therapy, podiatry and physician assistant), health science undeclared, dental hygiene and First-Year speech pathology.
 - Advising Center to be located in Health Sciences rooms 110, 112 and 114.





Health Science Advising Center

College Hires – Continued

- Haub School of Environment and Natural Resources
 - No new hires at this time. Reorganization of current staff resulted one Advising Manager and one Advising Coordinator.
 - Advising Center to be located Haub School Building in rooms 004, 005, 101, 105 and 106.



Haub School Advising Center

College Hires – Continued

- School of Energy Resources
 - Currently in an open search (ended June 25) for one Academic Advising Professional.
 - Will advise all SER students through graduation.
 - Advising Center located in Energy Innovation Center rooms 301 - 303.



SER Advising Center



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Summer Orientation

- Nearing end of summer orientation and registration with last session wrapping up June 29th.
 - 1,662 incoming freshman have attended or are scheduled to attend a summer orientation.
 - Roughly 250 confirmed incoming students, who have not attended an orientation, will still need to be advised through the summer.
 - 222 transfer students have attended summer orientation.



Questions?

Dr. Anne Alexander

Associate Vice Provost for Undergraduate Education, Academic Affairs

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www.uwyo.edu/acadaffairs/sem/committees.html

