

Academic Advising Strategic Plan 2022-2023

A university-wide plan to enhance student success- maximizing positive outcomes for first-generation, limited income and racially minoritized students

Priority 1- Provide equitable academic advising

Goal 1- Center Diversity, Equity, Inclusion and Social Justice (DEISJ) in ASC/Advisor hiring, training, evaluation, recognition, and retention

Strategies	ASC/Advisor	College/Dept. Coord/Assoc. /Asst. Deans	University Outreach Leadership	University Training and Prof. Dev.	University Advising Leadership
<p>Engage with ASC/Advisors, supervisors, Dept. Heads, Advising College/Dept. Coordinators, and Asst./Associate Deans to share job descriptions, recruiting strategies, and interview questions that integrate DEISJ; and best practices for requiring DEISJ training and on-going DEISJ work integrated throughout the ASC/Advisor responsibilities.</p>	<p>Integrate DEISJ practices in the hiring and onboarding processes such as during interviews.</p>	<p>Fall Semester Compile DEISJ best practices for hiring and on-boarding practices to share with supervisors & hiring authorities.</p> <p>Spring Semester Coordinate College meetings with ASC/Advisor supervisors to share resources to achieve this goal.</p>		<p>Throughout the Training and Prof. Development Program- DEISJ framework will be integrated into Town Halls, Network Meetings, the use of Navigate, and advising communication (i.e., weekly updates promoting DEISJ campus training, and creating specific advisor training sessions.</p> <p>Spring Semester Offer training and prof dev. sessions/resources during the advising summit in collaboration with OEO on best DEISJ hiring practices for staff who serve on hiring committees.</p>	<p>Fall Semester Compile DEISJ best practices for hiring (i.e., interview questions) and on-boarding practices to share with supervisors & hiring authorities.</p> <p>Spring Semester Coordinate College meetings with ASC/Advisor supervisors to share resources to achieve this goal.</p>

<p>Align hiring practice with the Commission on Diversity and Inclusion recommendations https://cdi.colostate.edu/subcommittees/hiring-subcommittee/.</p>		<p>Fall Semester Develop a standardized Recruitment and Selection Toolkit and obtain the EO and Multicultural and Faculty Network recruiting avenues.</p>			<p>Fall Semester Develop a standardized Recruitment and Selection Toolkit and obtain the EO and Multicultural and Faculty Network recruiting avenues.</p>
<p>Ensure integration of DEISJ within the university-wide and college/department academic advising onboarding, training and professional development processes and resources.</p>	<p>Integrate DEISJ into college/dept. onboarding and training.</p>	<p>Integrate DEISJ into college/dept. onboarding and training.</p>		<p>Fall Semester Include Office of Inclusive Excellence DIE definitions, competencies, and Principles of Community that align with ASC Competencies and Advising Mission and Vision. Facilitate an onboarding/training session focusing on this framework, include information on the advising website, and as part of new Advising staff meetings twice a year.</p> <p>Spring Semester Require one DEISJ training/prof. dev in Spring 2022 with learning outcomes and include discussions in Network meetings- (i.e., creating equitable advising session, providing Navigate related materials and events).</p>	
<p>Activate the ASC/Advising Tiered Advancement based on Advising Competencies that integrate DEISJ work, and competencies.</p>		<p>Fall Semester Encourage advisors/ASCs to apply for the tiered advancement to ensure accountability to DEISJ competencies.</p>		<p>Include information on the Tiered Advancement on the advising website.</p>	<p>Fall Semester Work with Provost to support implementing the Tier Advancement process.</p> <p>Spring Semester Require DEIJ Training including CIE, CDHE modules, ASC sessions as part of Tiered Advancement.</p>

Learn and implement ways to support the work of ASC's/Advisors that hold marginalized identities within the advising community.	Fall Semester Share feedback on the value of creating a group for ASC/Advisors with marginalized identities.	Fall Semester Explore the possibility of creating a group for ASC/Advisors with marginalized identities.		Through the training and development program ingrate means of how we include all members of the Advising network. -using the Principles of Community to outline our meeting guidelines. On the Advising and CSU onboarding page- integrate existing campus resources that support diverse identities within the advising network.	Fall Semester Explore the possibility of creating a group for ASC/Advisors with marginalized identities. Spring Semester Facilitate recommendations that were developed in fall semester.
Partner with OIE, HR, Career Services and OEO to implement this priority.					Fall Semester Meet with staff in these areas to compile the information for supervisors along with other recommendations. Explore utilizing College Career Services Educators.
Assessment	ASC/Advisor	College/Dept. Coord/Assoc. /Asst. Deans	University Outreach Leadership	University Training and Prof. Dev.	University Advising Leadership
	Include DEISJ work as part of self-evaluations, and the Tiered Advancement portfolio.	Report on compiled DEISJ practices for ASC/Advisor hiring and on-boarding.		Report on DEISJ training and professional development efforts.	Track racial/ethnic identities of ASC/Advisors that apply, interview, are hired and that leave their positions and compare with 2021-2022. Report on the ways that ASC/Advisors are integrating DEISJ work as part of the Advising Tiered Advancement portfolio, and in annual ASC/Advisor reports. Share report with supervisors.

Goal 2-Utilize Culturally Engaged Advising as a common theoretical framework to enhance equitable advising practices at CSU

Strategies	ASC/Advisor	College/Dept. Coord./ Assoc./Asst. Deans	University Outreach Leadership	University Training and Prof. Dev.	University Advising Leadership
Continue to offer training and discussion on Culturally Engaged Advising to implement humanized, proactive, and holistic advising approaches.		Integrate discussions about culturally engaged advising as part of the College Advising meetings.	Support training efforts and incorporate emphasis on Culturally Engaged Advising practices in outreach materials.	Coordinate a session on Culturally Engaged Advising as part of the fall Foundations Summit. In an Advising network create a meeting template(s) that prop questions about student experience around sense of belonging.	Determine presenter(s) for a session on Culturally Engaged Advising as part of the fall Foundations sessions. Provide data (NSSE and others) that support and guide conversation on Culturally Engaged Advising practices.
Provide opportunities for the advising community to understand how they can best collaborate with Student Diversity Programs and Services, Community for Excellence, and Academic Advancement.			Intentionally incorporate support networks in outreach initiatives.	Coordinate Student Success panel with AAC, C4E, Student Success, and SDPS staff members. Create ongoing opportunities through Lunch & Learns, etc..	
Engage ASC/Advisors to identify one additional way to integrate culturally engaged advising into their advising practice.	Share one additional way to integrate culturally engaged advising into your advising practices as part of the ASC/Advisor Report.	Encourage ASC/Advisors to share their culturally engaged advising practices ideas with each other as part of a college meeting.		As part of a Spring Advisor Network meeting, ASC/Advisors share with each other their culturally engaged advising practices.	Compile and summarize ASC/Advisor responses that were shared and include in the ASC/Advisor report.

Assessment	ASC/Advisor	College/Dept. Coord./Assoc. /Asst. Deans	University Outreach Leadership	University Training and Prof. Dev.	University Advising Leadership
	Identify one way to enhance culturally engaged advising as part of the ASC/Advisor Report.	Review ASC/Advisor reflections on culturally engaged advising as part of the ASC/Advisor Report. Include discussions about culturally engaged advising during college advising meetings.		Report on culturally engaged advising training and professional development opportunities.	Summarize ASC/Advisors reflections on culturally engaged advising and share with Advising College/Dept Coordinators. Regularly share NSSE Advising Survey results that relate to student experiences (i.e., feeling safe and heard) with DEISJ regularly.
Goal 3- Implement Strategic Caseload Management					
Strategies	ASC/Advisor	College/Dept. Coord./Assoc. /Asst. Deans	University Outreach Leadership	University Training and Prof. Dev.	University Advising Leadership
Create a framework for caseload management expectations and limits of supporting student success. Consider how to balance expectations to support all students in a timely manner with prioritizing student outreach.		Strategize how to encourage strategic caseload mgt. in colleges and depts.	Share overall framework/rationale for utilizing strategic caseload management strategies, cultivate trust in these approaches. Acknowledge factors influencing change.	Coordinate time in a fall Advising Network Meeting to discuss strategic caseload mgt during advisor network meeting. Navigate Training on how use technology to support caseload management In weekly Navigate updates promote training opportunities on this topic.	Strategize how to encourage strategic caseload mgt. in colleges and depts. Explore providing a stipend/incentive to departments/advisors willing to pilot new strategic caseload management strategy and report on efforts.
Strategize with the Advising College/Dept. Coordinators, University Committee on Advising, ASC/Advisor supervisors, and Advising Network on how to implement strategic caseload management valuing the need to prioritize first-generation, limited income and racially minoritized student support and maintaining high quality advising services.	Share how you are implementing strategic caseload mgt. and learn from others about their strategic caseload mgt. practices.	Highlight promising practices in depts. and encourage opportunities to learn from each other within College/Dept. Advising teams.	Provide examples of strategies to use.	Share examples of strategic caseload mgt. on the advising website- link to resources from Navigate and NACADA / others.	Explore wider usage of Canvas for Advising Syllabi to provide more on-line advising resources for all students.

<p>Increase efficiency and impact of strategic proactive outreach by using EAB Navigate Support Priority. -Support priority offers more comprehensive data (i.e., EPF Not yet meeting expectations and Students Recommended for Support. Using one factor (high support priority) will streamline identifying students for outreach rather than running multiple lists.</p>	<p>Utilize the EAB Support Priority in doing proactive outreach with your advisee caseload.</p>	<p>Encourage utilization of the support priority in outreach efforts.</p>	<p>Encourage utilization of the support priority in outreach efforts.</p>	<p>Coordinate time in a fall Advising Network Meeting to discuss support priority and the application for caseload management, and how support priority can support marginalized identity students.</p>	<p>Implement a plan for the updated EAB support priority.</p>
<p>Assessment</p>	<p>ASC/Advisor</p>	<p>College/Dept. Coord/Assoc. /Asst. Deans</p>	<p>University Outreach Leadership</p>	<p>University Training and Prof. Dev.</p>	<p>University Advising Leadership</p>
	<p>Share feedback on using the support priority functionality.</p>	<p>Report on feedback from ASC/Advisors on using the support priority functionality for outreach and sharing the quality of the outreach contacts. Other assessment measures for university-wide coordinated outreach efforts such as outreach in first year seminars for First Four Weeks outreach.</p>	<p>Number of advising student contacts for university-wide coordinated outreach efforts within designated timeframes including First-Four Weeks, Early Performance Feedback; and contacts for students that are high support priority, non-registered, and in the probation process with disaggregated data by student demographics.</p>		

Goal 4- Prioritize advising by providing sufficient salary, advancement opportunities, and institutional resources

Strategies	ASC/Advisor	College/Dept. Coord./Assoc. /Asst. Deans	University Outreach Leadership	University Training and Prof. Dev.	University Advising Leadership
Activate the ASC/Advisor Tiered Advancement to provide opportunities for official recognition and increased salaries.		Encourage staff to apply for tiered advancement.		Advising Training and Development Program promote opportunities for professional development.	Work with the Provost to support implementing the Tiered Advancement Process in the fall semester.
Provide more support to the advising community about the Tiered Advancement process.				Clear many to assess information about the tiered model on the advising at CSU website. Provide Q&A session before the closing of the Advising Advancement application.	Explore aligning the ASC competencies with the teaching effectiveness model with TILT staff.
Propose permanent base funding for the Tiered Advancement.					Work with Provost on to gain base funding.
Assessment	ASC/Advisor	College/Dept. Coord/Assoc. /Asst. Deans	University Outreach Leadership	University Training and Prof. Dev.	University Advising Leadership
					Work with the Provost Office to implement the Tiered Advancement process recognizing ASC Tier II and Tier III ASC/Advisors and gain permanent base funding.

Goal 5- Provide additional advising support to maintain consistent student outcomes

Strategies	ASC/Advisor	College/Dept. Coord./Assoc. /Asst. Deans	University Outreach Leadership	University Training and Prof. Dev.	University Advising Leadership
Hire a supplementary Academic Advising and Outreach Interns to provide strategic outreach and on-going support as well as assist with advising.	Work with the Advising and Outreach Interns to best supplement your advising responsibilities.	Determine how best to utilize interns within the College/Dept.	Oversee the Intern initiative.	Align advising communication and resources with Strategic Plan.	Work with Provost to fund this request and then College/Dept. Coordinators/Contacts to implement this pilot.
Work toward increasing the racial diversity of the ASC's.					Integrate DEISJ within the Intern hiring process.

Assessment	ASC/Advisor	College/Dept. Coord/Assoc. /Asst. Deans	University Outreach Leadership	University Training and Prof. Dev.	University Advising Leadership
	Share feedback about student experiences with the Advising and Outreach Interns.	Gather feedback from Dept. Heads/supervisors about the Advising and Outreach Interns.	Report on staff feedback, gather student outcomes for students served. Gather feedback from the Advising and Outreach Interns.		

Priority 2- Refine the academic advising model to an ASC/Advisors and Faculty Student Support Framework

Goal 1- Institutionally share, refine, and adopt the Student Support Framework

Strategies	ASC/Advisor	College/Dept. Coord./Assoc. /Asst. Deans	University Outreach Leadership	University Training and Prof. Dev.	University Advising Leadership
Gain feedback from the University Committee on Academic Advising, Advising Network, Committee on Teaching and Learning as part of Faculty Council, and Associate Deans to refine and approve the model.	Continue to share feedback about the framework.	Gather feedback about the framework from colleges/depts.	Provide examples of strategies for how advisors and faculty engage in framework around outreach.	Provide space and opportunity for the advising community to share feedback in town halls and network meetings. Collect this information and share it with University Advising And Outreach leadership.	Share framework at appropriate meetings and refine the framework based on the feedback in the fall semester.
Share Provost endorsement of the finalized model with Deans, Associate/Assistant Deans, Department Heads, and ASC/Advisor Supervisors.				Utilize EAB research to facilitate a training about ways Advisors and faculty to work together to support student success.	Gain Provost approval of the framework in the spring semester.
Assessment	ASC/Advisor	College/Dept. Coord/Assoc. /Asst. Deans	University Outreach Leadership	University Training and Prof. Dev.	University Advising Leadership
					The ASC/Advisor and Faculty Student Support Framework is finalized with Deans, Associate/Assistant Deans, Department Heads, and ASC/Advisor Supervisors.