

# UNIVERSITY ACADEMIC ADVISING STRATEGIC PLAN

**2022 | 2027**



**COLORADO STATE  
UNIVERSITY**



# STUDENT SUCCESS AT CSU

*Academic Advising is crucial in impacting student success as part of the campus wide effort.*



## GOAL 1

Increase graduation rates for all students, while eliminating the equity gaps for first generation, limited income, and racially minoritized students.



## GOAL 2

Focus on increasing retention rates for first-year, first-time students.



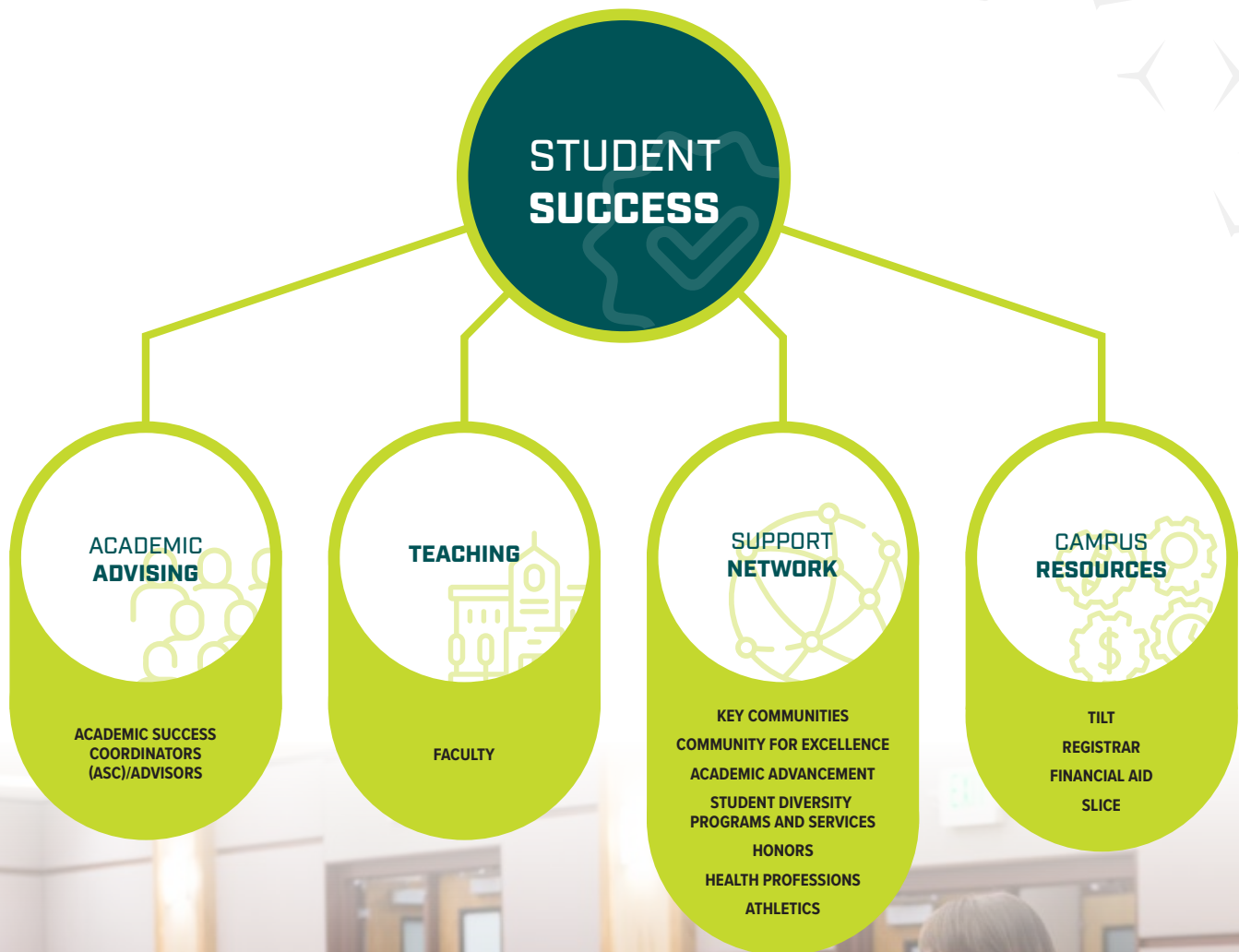
## GOAL 3

Use more data to inform decision making and measure success of pilot and on-going programs.

## NETWORK

# STUDENT SUCCESS NETWORK

The academic advising network is part of a university wide student success network that includes faculty, support network staff and campus resources.



# ACADEMIC ADVISING

## MISSION

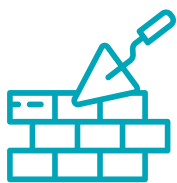
Academic Advising at CSU inspires students to pursue their academic and professional goals.

## VISION

Guided by CSU's Principals of Community and Land-Grant mission of access and equity, we achieve our vision through an integrated community of advisors who engage in intentional, holistic, and relationship-centered interactions to empower all students to navigate their unique paths and foster learning, development, and academic success.

# ACADEMIC ADVISING COMPETENCIES

These competencies were informed and developed by the Global Community of Advising (NACADA) Core Values, and ASC/Advisor input and are grounded in the scholarship of advising, Diversity, Equity, Inclusion and Social Justice (DEISJ), and an asset-based framework. The Academic Advising Competencies are in three areas including the Academic Advising Framework, Academic Practices, and Strategic Proactive Outreach, Intervention, Tracking and Assessment.



**ACADEMIC  
ADVISING  
FRAMEWORK**



**ACADEMIC  
PRACTICES**



**STRATEGIC  
PROACTIVE  
OUTREACH,  
INTERVENTION,  
TRACKING AND  
ASSESSMENT**

# ACADEMIC ADVISING NETWORK

Academic advising efforts are coordinated and supported by the Provost's Office with the goal of enhancing the campus-wide student experience. Colleges and departments provide the oversight and delivery of advising services. This framework benefits from university-wide institutional support synergistically collaborating with departmental and disciplinary approaches to advance academic advising on this campus.

University-wide coordination leads central advising initiatives, coordinates university-wide strategic outreach and interventions, and utilizes data to increase the positive impact of advising services. University-wide advising

training, professional development, advisee caseload management technology, and communication supports Academic Success Coordinators (ASC)/Advisors to be successful in their work.

Colleges and departments implement advising services integrating university strategies and goals with tailored approaches specific to academic disciplines or exploratory studies and department structures. Colleges and departments supervise ASC/Advisors, provide training, and support specific to their area. The advising network is connected within departments and colleges, and as a university-wide network.



# STRATEGIC PLAN

## PURPOSE

Provide a broader institutional plan on how to enhance equitable data-informed academic advising for undergraduate students. Broadly focusing on increasing first to second year retention rates for incoming students and eliminating the equity gaps for first generation, limited income and racially minoritized students.

## PROCESS

Over the academic year the Advising Student Success Work Group (2021-2022) and the Advising College/Dept. Coordinators (on-going committee) developed the Advising Strategic Plan.

# ADVISING STUDENT SUCCESS WORKING GROUP MEMBERS

**GAYE DIGREGORIO** | Co-Chair | *University Academic Advising and Outreach*

**ADDY ELLIOTT** | Co-Chair | *Agricultural Sciences*

**MARY ANN LUCERO** | *Academic Advancement Center*

**NATALIE MONTECINO** | *ASCSU*

**ALBERT BIMPER** | *Athletics*

**MIKE JARAMILLO** | *Business*

**SAM DESTA** | *Community for Excellence*

**AMY QUINN-SPARKS** | *CSU Online*

**LUCY PALTO-BRADY, DAWN MALLETTE** | *Health and Human Sciences*

**ROBERT GUDMESTAD** | *Liberal Arts*

**ROB SICA** | *Library*

**MARTIN GELFAND, GRAHAM PEERS** | *Natural Sciences*

**SHANNON ARCHIBEQUE ENGLE** | *Office of Inclusive Excellence*

**JILL PUTMAN** | *Outreach and Support*

**CORONDA ZEIGLER, KACEE COLLARD JARNOT** | *Student Success*

**KARLI HANSEN** | *Veterinary Medicine and Biomedical Sciences*

**TONI-LEE VINEY** | *Walter Scott, Jr. College of Engineering*

**ETHAN COMBS, NATALIE MONTECINO, ANA IBARRA, AND**

**VIVIANA RETANA** | *Student Input*

# ADVISING COLLEGE/ DEPARTMENT COORDINATOR GROUP MEMBERS

**GAYE DIGREGORIO** | Co-Chair | *University Academic Advising and Outreach*

**ADDY ELLIOTT** | *Agricultural Sciences*

**TONJA ROSALES** | *Business*

**HALEY RICHARDS** | *Exploratory Studies*

**JENNIFER ABERLE, TAMI BODAY** | *Health and Human Sciences*

**ELIZABETH TERRY, ELLIE LIGHT** | *Liberal Arts*

**LISA DYSLESKI, CASSIDY MCLAREN** | *Natural Sciences*

**JILL PUTMAN** | *Outreach and Support*

**SEAN WERNERT, LATOYA NOEL** | *University Academic Advising  
Coordination and Support*

**KRISTEN BROWN** | *Veterinary Medicine and Biomedical Sciences*

**SHANNON WAGNER** | *Walter Scott, Jr. College of Engineering*

**MEGAN MARDESEN** | *Warner College of Natural Resources*





## STRATEGIC PRIORITIES

### PRIORITY 1

# EQUITABLE ACADEMIC ADVISING

***Provide equitable academic advising\*  
that maximizes positive outcomes for first  
generation, limited income and racially  
minoritized students and benefits all students.***

\*Equity is defined in the CSU Diversity, Equity, Inclusion, and Campus Climate Blueprint [Glossary of Terms](#). Equitable academic advising is based within the culturally engaged advising framework outlined in Goal 2.

## GOAL 1

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

Research indicates that higher percentages of students and faculty of color tend to close racial gaps in graduation rates. *More student or faculty diversity on campus leads to lower racial gaps in graduation rates.*

## GOAL 2

***Utilize Culturally Engaged Advising as a common theoretical framework to enhance equitable advising practices at CSU.***

The culturally engaged advising framework is based on the Culturally Engaging Campus Environments (CECE) Model developed by Dr. Sam Museus, is a more racially and culturally responsive theoretical model centering the voices of racially diverse students. The culturally engaged advising framework provides a collective understanding amongst the advising network to enhance equitable advising approaches and practices.

*Culturally Engaging Campus Environments (CECE Model)*

*Role of Academic Advising in Equitable Serving Diverse College Students*

*Characteristics of Academic Advising that Contribute to Racial and Ethnic Minority Success*

## GOAL 3

***Implement Strategic Caseload Management***

Strategic Caseload Management provides proactive outreach for students to create a sense of belonging and offer additional support for marginalized students. This approach maximizes advising impact with advisee caseloads considering student identities (i.e., racially minoritized, limited income, first-generation), student needs, personal circumstances, and developmental stage (i.e., probation, mental health), developmental transitions (i.e., first year students, graduating students). Outreach efforts provide centralized institutional consistency with the student experience and individualized approaches that are tailored for students in each department.

*Caseload's Impact on Advising Practices and Student Success*

*The Case for Strategic Academic Advising Management*

## GOAL 4

***Prioritize advising by providing sufficient salary, advancement opportunities, and institutional resources***

It is imperative to activate the ASC/Advisor Tiered Advancement acknowledging ASC/Advisors expertise in integrating the academic advising competencies and leadership and advocacy in advancing advising at CSU and provide opportunities for official recognition and percentage salary increases (similar to nontenured faculty promotion pathways).

## GOAL 5

***Provide additional advising support to maintain consistent student outcomes***

One strategy to provide additional student support is implementing an Academic Advising and Outreach Intern initiative to support ASC/Advisor proactive outreach, maintain high quality advising services, and create a pipeline for professional ASC/Advisors.



## STRATEGIC PRIORITIES

### PRIORITY 2

# INCLUSIVE STUDENT SUPPORT

***Adopt a revised academic advising model that empowers ASC/Advisors and Faculty to strategically partner in inclusive student support practices.***

#### ***ASC/Advisor and Faculty Student Support Framework***

(Existing and proposed) <https://col.st/RDILs>

The Academic Advising Model that was developed in 2007 created a framework that students were advised by an ASC/Advisor for the first two years and then were advised by faculty in the last two years. Currently, the intended faculty advising role is not practiced, with a couple of exceptions. The revised ASC/Advisor and Faculty Student Support framework recognizes ASC/Advisors being entirely responsible for academic advising and illustrates the role of faculty in supporting student success. This framework focuses on the expertise of faculty and ASC/Advisors which supplement each other and broaden the impact of student success. Fluid ASC/Advisor and Faculty student connections happen throughout a student's collegiate experience rather than focused ASC/Advisor connection in the first two years and faculty connections in the last two years of college.

### GOAL 1

***Institutionally share, refine, and adopt the Student Support Framework***

### GOAL 2

***Implement the Student Support Framework***





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