

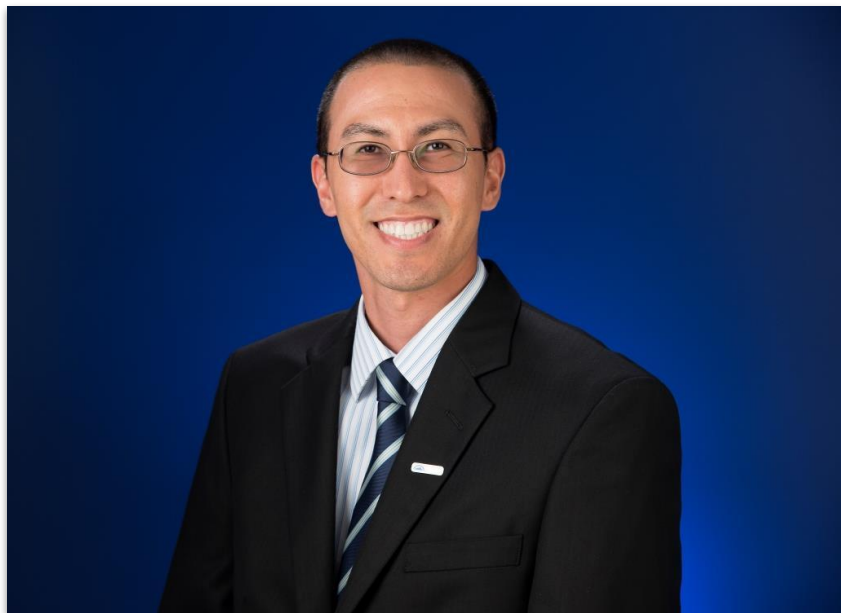
Where There's a Will, There's a Way:
Developing and Sustaining an Advising
Community from the Ground Up



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Imagine if you will...



Points of Emphasis

- About CSUSB
- Advising at CSUSB
- New Advisors Group
- Social Media Engagement
- Advisor Learning Community
- Moving Forward: Advising Academy



About CSUSB

- 1965
- Public 4-Year Institution
- 23 campuses in system
- Quarter System - Converting to Semester
- 20,000+ students
- 60+ Student Services Professionals in Advising



Advising at CSUSB

Centralized/Decentralized model

- 5 Academic Colleges
- 10+ Academic Department/Programs

New Advisors Group

- December 11, 2015 - First meeting
 - 4 advisors
- Gradually reached out to other advisors
- No oversight from Undergraduate Studies
 - No Administrators



Need for Growth

Sofranco 2014 states, “The top incentive for participating in professional development activities included ability to better assist students, professional growth, and personal growth as well as opportunities to engage in lifelong learning and networking.”

New Advisors Group

- Themed Meetings
- Potlucks
- Engagement / Connect
- Updates / Reminders
- Article reviews / discussions
- Birthday celebrations



New Advisors Group

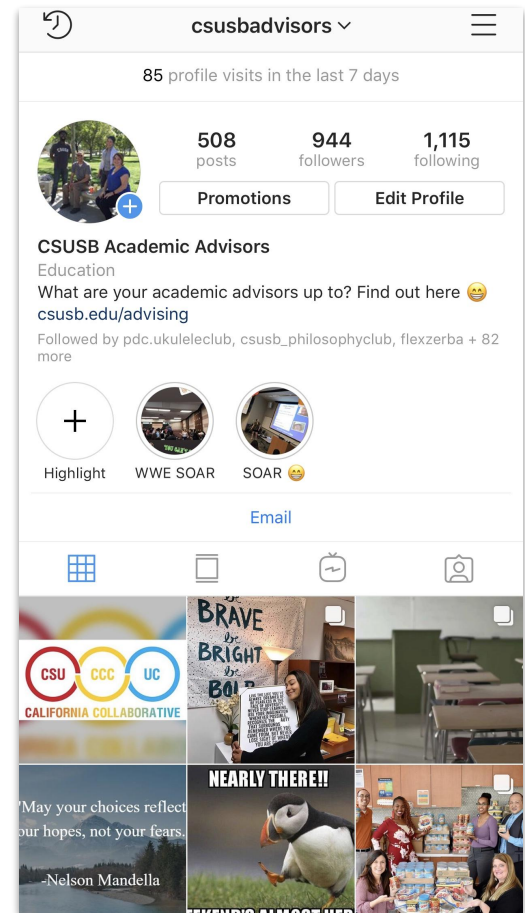
- 33 meetings between Dec. 2015 - Jan. 2018
- Average attendance - 12 per meeting
- 30 staff members part of group





@csusbadvisors

- Started July 10, 2016
- 500+ posts
- 900+ followers



@csusbadvisors

- Meeting reminders
- Motivational Mondays
- Staff videos
- Music videos
- Visual documentation



Creating a Learning Community

DOE-Title III STEM Advising

Three Step Process:

- 1) Theory (Becoming a Student Ready College, Yosso-Cultural Wealth Model, Bandura - Self-efficacy & Dweck - Growth Mindset)
- 2) Survey of needs
- 3) Created curriculum based on CSUSB needs



Learning Community Format

3 day intensive institute kick-off

Monthly follow ups

Webinar/resources distribution

Blackboard site with materials



Advising Learning Community

Text based and best practice discussions

Practical “nuts and bolts” information

Group activities to encourage team building

Take in feedback to pivot quickly

Monthly follow ups

DAY 1: 8/21/2018

- 8:30-9:00 Breakfast
- 9:00-9:30 Introducing and group/community building (Dr. Craig Seal welcome)
- 9:30-9:45 Introduction and agenda for institute
- 9:45-10:00 Morning Break
- 10:00 – 12:00 Module 1- Advising Theories and Frameworks
- Article/text based reviews of best practices
 - Review of advising and student development theories
 - Review of cultural wealth model and self-efficacy framework
- 12:00-13:00 Lunch Break
- 13:00-14:30 Module 2 – Individual Advising Philosophies and Styles
- Connecting theory to practice
 - Activities to understanding ones own individual style/philosophy
 - Supporting / Ally to underrepresented and marginalized populations
 - Difficult Conversations (exploring/probing conversations with students)
- 14:30 – 15:00 Closing, Debrief and Evaluation



Activity Example



Conflict Management Styles



How it turned out

99% Attended (2 on vacation)

Pre/Post Survey of Belonging

96% Empowered

99% Connected with other advisors

95% Learned & would do it again

85% Liked the food

THE ADVISING ACADEMY

