



**Where's the Help?
Creating and Supporting a
Community of New Academic
Advisors with
No Formal Budget**

ADVISING & ACADEMIC SERVICES



CALIFORNIA STATE UNIVERSITY
SAN BERNARDINO



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“Knowing that I have a supportive group where I can ask questions and get advice on best practices makes it so easy to adjust to my new role.”

POINTS OF EMPHASIS

- **ABOUT CSUSB**
- **History of New Advisors Group**
- **Purpose**
- **Communication**
- **Meeting Themes & Activities**
- **Professional Development**
- **Resources**
- **What's come out of the New Advisors Group**



- 1965
- Public four-year university and post-baccalaureate
- 23 campuses in CSU system
- 10 week quarter system



Academic Colleges

- Arts & Letters
- Business & Public Administration
- Natural Sciences
- Social & Behavioral Sciences



Departments

- Advising & Academic Services
- Athletics
- Extended Learning
- Educational Opportunity Program
- Student Assistance in Learning



NEED FOR PROFESSIONAL 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.”

*Taken from Beyond Foundations:
Developing as a Master Academic Advisor*



Undergraduate Academic Advising Council

- The CSUSB Undergraduate Academic Advising Council provides a positive, innovative and inspirational influence on building the highest quality advising support for all undergraduate students as they strive for a successful academic experience.
- Collaborate with and be a support forum for faculty, staff and peer advisors involved in academic advising.

How it all started

October – November 2014

- 7 new advisors
- Undergraduate Studies
 - Dean, Associate Dean, Assistant Dean
- 1 initial meeting (introductions)
- 1 “coffee break” meeting

November 2015 - Present

- November 2015 - Started New Advisors Group in
- December 11, 2015 - First meeting
 - 4 advisors
 - 3 advisors – Advising & Academic Services
 - 1 advisor – Student Assistance in Learning
- Reached out to advisors with 3 year less advising experience
- No oversight from Undergraduate Studies
 - No Administration

- 20 meetings since December 2015
 - Average attendance per meeting – 12 advisors
- 2 Professional Development workshops
- 26 staff part of New Advisors Group



Purpose

- Support
- Encouragement
- Engagement
- Professional Development
- Validation

Communication

- Social Media
- E-mail
- Meetings



Instagram



- CSUSB_Advisors
- Reminders
- Motivational Mondays
- Opportunity Drawings
- Visual documentation
- Promotion of group

E-mail



- Reminders
- Updates
- Motivational Mondays
- Academic advising articles
- Social media posts
- Birthday Celebrations

Meetings

- Themed Meetings
- Potlucks
- Engagement / Connect
- Updates / Reminders
- Article reviews / discussions
- Case studies / discussions
- Group Activities



Meeting Themes

New Advisors Group



Networking &



CEREAL

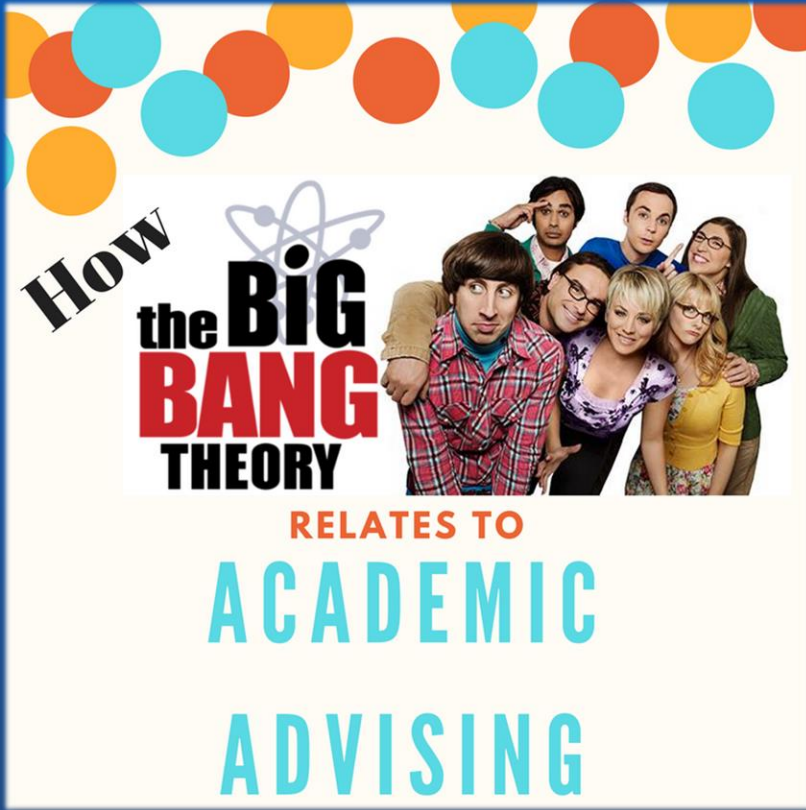


*NEW ADVISORS GROUP
AFTER FINALS STARBUCKS
COFFEE MEETUP*



**When:
Depends on You**

Meeting Themes



Meeting Themes

csusb_advisors



Liked by csusbadvising, csusbpdc and 33 others

csusb_advisors Thanks CSUSB Advisors for coming out to the coffee meet-up at Starbucks! Hope you all enjoyed!
#CSUSB #keepupwithadvising #csusbadvising #academicadvisor #academicadvisors #adviseup #coffeemeetup #itswednesday #csusbadvisors #csusbadvisor

AUGUST 31, 2016

csusb_advisors



Liked by csusbadvising, lambdasigmabioclub and 12 others

csusb_advisors 1st post! #AcademicAdvisors from #CSUSB Michael, Judith, Sara and Matt 🙌😊
#csusbadvising #academicadvising #academicadvisor #nacada #weadvisevoudecide #teamadvisors

csusb_advisors
CSUSB >



Liked by csusbadvising, csusbpdc and 52 others

csusb_advisors At our end of quarter Advisor coffee ☕ meetup 😊 The term may be over, but our work always continues #csusb2017 #csusbadvisor #academicadvisors #coyote4life #csusbadvising #keepupwithadvising #acadv #academicadvisor

View 1 comment

JUNE 19

Meeting Themes



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How The Big Bang Theory relates to academic advising



Liked by csusbnsa, csusbvoicepeers and 44 others

csusb_advisors Trying something new! #CSUSB advisors relating the Big Bang Theory to academic advising and advising approaches. #academicadvisors #academicadvising #teamadvising #teamadvisors #adviseup #csusbadvisors #keepupwithadvising



csusb_advisors

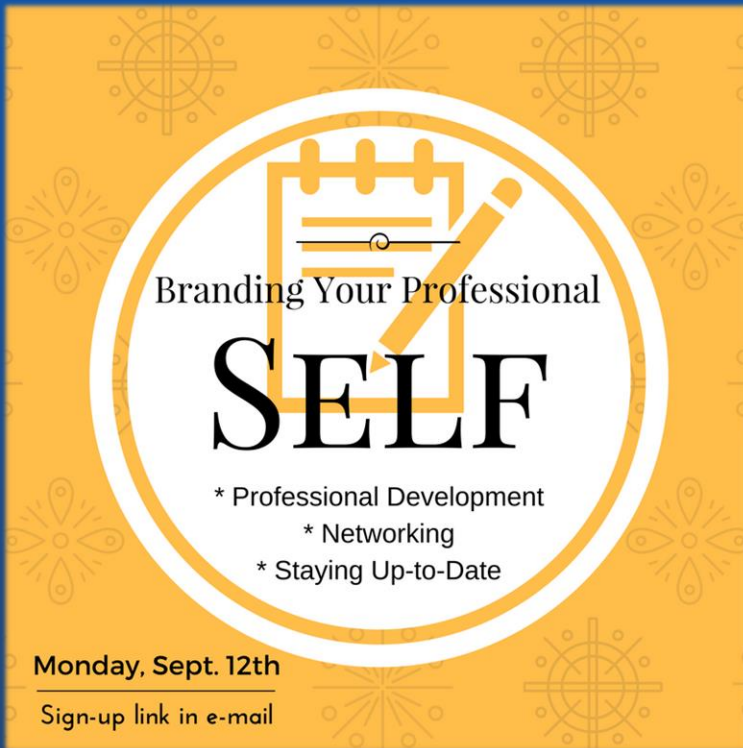
ADVISE UP

Liked by csusbvoicepeers, lambdasigmabioclub and 26 others

csusb_advisors Fun times for networking & learning at our New Advisors Group meeting this morning! #adviseup #newadvisors #academicadvisor #academicadvisors #teamadvisors #csusb #keepupwithadvising

Professional Development Workshops

- Career Center
 - Branding Your Professional Self
 - Networking / Working a NACADA Conference
 - Resume Building / Cover Letter



Branding Your Professional
SELF

- * Professional Development
- * Networking
- * Staying Up-to-Date

Monday, Sept. 12th
Sign-up link in e-mail

The poster features a central white circle on a yellow background. Inside the circle is a stylized illustration of a calendar and a pencil. The background is decorated with faint, repeating geometric patterns.



**NEW
ADVISORS
GROUP**

Monthly Meeting
THURSDAY, OCTOBER 13TH
2-3:30 P.M.
UGS CONFERENCE ROOM UH-397

Resume Workshop
FRIDAY, OCTOBER 14TH
2-3:30 P.M.
CAREER CENTER UH-329

The poster has a yellow background with a dark blue border. It features several icons: a red folder, a blue pencil, a blue stapler, and a blue folder. The text is in a mix of red and black fonts.

Professional Development Workshops

- “I liked the discussions about intentionality in going to conferences and purposeful networking.”
- “I didn’t know I should have a 30-second elevator pitch for conferences. And now I can’t believe I didn’t have one before.”
- “The resume workshop was super beneficial to me since I learned tips about quantifying experiences and events when possible.”

Academic Advising Articles

- *The Professionalization of Academic Advising: Where Are We in 2010?*
- *Academic Advising as Learning – 10 Organizing Principles*
- *It's What I Have Always Wanted to Do. Advising the Foreclosure Student*
- *Why Do I Have to Take This Course?*
- *Working with Undecided Students – A Hands-on Strategy*
- *If Advising is Teaching, What do Advisors Teach?*

What's come out of the New Advisors Group

Instagram



- CSUSB_Advisors
- Started July 10th, 2016
- 220 posts
- 542 Total Followers
- 5K Likes Received
- 293 Comments

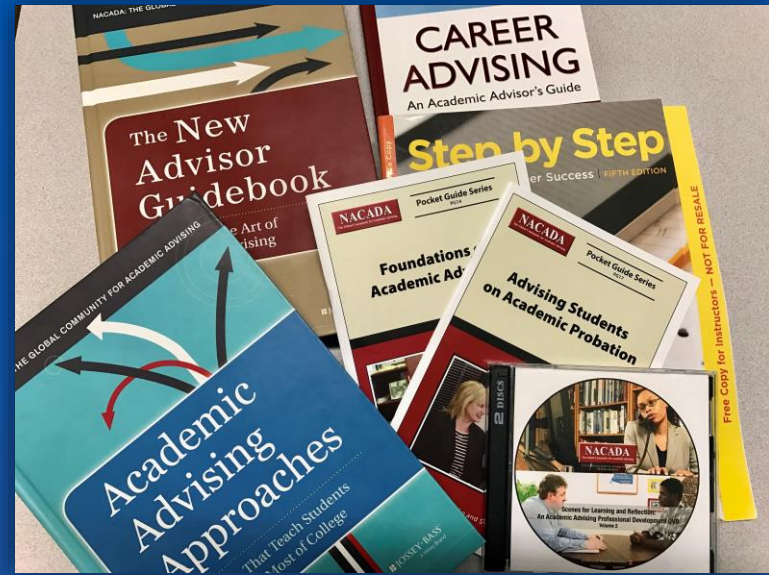
New Advisor Campus Tour

- Learn more about CSUSB
- Learn locations of campus resources
- Interact with other advisors



Mini-Advising Library

- Academic Advising
- Career Advising
- Teaching
- Pocketbooks
- DVD's
- Journals
- Miscellaneous



Motivational Mondays

LEADERSHIP
IS ABOUT MAKING OTHERS
BETTER AS A
RESULT OF YOUR PRESENCE
AND MAKING **SURE**
THAT IMPACT LASTS IN YOUR
ABSENCE.


The difference between
who you are
and what you want to be
is what you DO.

FIGHT YOUR FEARS AND YOU'LL BE
IN A BATTLE FOREVER.
FACE YOUR FEARS AND YOU'LL BE
FREE FOREVER.
-LUCAS JONKMAN-



EmilysQuotes.com

Be thankful for what
you have; you'll end up having
more. If you concentrate on what
you don't have, you will never, ever
have enough.
-Oprah Winfrey-



www.spirituallythinking.blogspot.com

Birthday Celebrations



Advisor Videos

- 14 advisors participated
- Introductory advisor videos
 - Learn about advisors and their respective departments
 - Advisors show a “personal side”
 - Build a connection
 - Each advisor is spotlighted



“What I found beneficial about shooting the video is that we can now use it (in SAIL) as a way of allowing students to see me and hear me. This way, when they come in to see the advisor- it doesn't seem so awful- and they feel a connection to who I am.”

Survey Results

- 93% overall satisfaction as “excellent” with New Advisors Group
- 93% feel encouraged in the New Advisors Group
- 80% feel that social media can increase engagement and encouragement for the new advisors group
- 100% strongly agree or agree that the Advising Library is an effective resource for new advisors

Cons

- Duplication of efforts
- Not an actual job responsibility
- Time / Commitment
- No administrative oversight

Pros

- No administrative oversight
- Better connections / Engagement
 - Sounding board
 - Successes / Struggles of advisors
- Support
- Case studies and academic advising article discussions

“I feel with advisors on campus having an opportunity to participate in the group, we all have a bigger support team.”

“Thanks for starting this group and creating the workshops and different strategies to help us professionally.”

“It is a pleasure being part of this group. I feel very welcomed and encouraged by my colleagues.”

POSSIBLE CHANGES

- Invite additional advisors to participate
- Change name of group
- Add as actual job responsibility

WHAT'S
NEXT?



Thank you!

Any questions?

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