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-Titles 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