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

ADVISING & ACADEMIC SERVICES
“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

CALIFORNIA STATE UNIVERSITY, SAN BERNARDINO
Meeting Themes

How the Big Bang Theory relates to academic advising.

What does your office say about you?

California State University, San Bernardino
Meeting Themes

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

AUGUST 31, 2016

Liked by csusbadvising, lambdasigmabioclub and 12 others

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

View 1 comment

JUNE 19

Liked by csusbadvising, csusbpdc and 52 others

csusb_advisors At our end of quarter Advisor coffee meet up 😔. The term may be over, but our work always continues #csusb2017 #csusbadvisor #academicadvisors #coyote4life #csusbadvising #keepupwithadvising #acadv #academicadvisor
Meeting Themes

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

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

- NEW ADVISORS GROUP
  - Monthly Meeting
    - Thursday, October 13th
    - 2:30 P.M.
    - UGS Conference Room UH-397
  - Resume Workshop
    - Friday, October 14th
    - 2:30 P.M.
    - CAREER CENTER UH-329
“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
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-

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-
Birthday Celebrations

Liked by csusb advisorgs, adpicsusb and 33 others

csusb_advisors And the #academicadvisor #bdays continue! Happy birthday to Advisor Agustin from #AdvisingAndAcademicServices 😊 Enjoy your day on the first day of fall quarter! #csusb #keepupwithadvising #csusbadvisor #adviseup #teamadvisors

2 DAYS AGO

Liked by csusb advising, csusbnas and 35 others

csusb_advisors Happy early b-day to Advisor Judith from the College of Social & Behavioral Sciences! #csusb #teamadvisors #adviseup #keepupwithadvising #csusbadvising #bday surprise #academicadvisors #academicadvising #academicadvisor #happy birthday

CALIFORNIA STATE UNIVERSITY, SAN BERNARDINO
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
Thank you!

Any questions?

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