Enhancing Advising Committee Meeting Minutes

February 9, 2016
10:00am to 12:00pm
Union Room 344

- Note taker: Rebecca Reece
- Approval of Minutes
- Approval of the Agenda
- Attendees:

I. Discussion/Business

a) Leadership Training (Guest- Gina Nicoli--tagliapi@uwm.edu)
   - Student Involvement is developing more programming to expand offerings for first year and senior year students
   - Advisory board group includes some advisors and assistant deans
   - Ensuring they don't overlap with existing programs but developing a framework for campus based on competencies students should graduate with according to major-specific programming
   - Want to complement curricular programming
   - Anyone who wants to join from our committee can do so, just contact Gina
   - Want to inform advisors of current programming
     - Leadership catalyst programming this coming Saturday, February 13th--if you know an interested student contact Gina directly
     - AMSLC (American Multicultural Student Leadership Conference) April 21-23; students can submit projects/artwork/papers to present and just to attend. Warren will sponsor 50 UWM students free of charge. Email Gina or Warren if you know of an underrepresented student. Open to any undergrad student, first degree seeking or second degree seeking
     - Sophomore Springboard--helping sophomores to find a greater connection and purpose to help them find focus and success to stick out their degree
- Transitioning Your Leadership-program for students who are somewhat connected to campus already, whether volunteerism, working on campus, etc. Make connections between college experiences and future career or educational goals
- Leave Your Mark--weekly series, 12 topics total (6 in fall, 6 in spring) ; students connect with Milwaukee professionals (such as Purple Door Ice Cream and ExFabula) and develop skills; flexible in that students can just come when they can, but should sign up
- Leadership Awards, afternoon of April 28th; Student Involvement will be putting out a call for nominations both for things related to student orgs and outside of orgs (can be a great student leader, advisor of a student org, a student who is doing great things in the community or campus community but is not involved in a student org.)

- Will discuss other notes from Unconference in a future meeting

b) NSO- Advising Presentation for students (Guests- Colin Daly & Kelsey Stockton)
- No major changes in NSO format this year other than the overlapping days
- Talking points for NSO leaders may have been a bit too much (lengthy) last year; need to cut down a bit or incorporated more into the training we provide to our individual leaders on the school/college level
- There are only a few sit-down lectures for the students during day one, which includes Health/Safety, Housing/Commuters, and Financial Aid
- Orientation Leaders will still be the ones primarily communicating the messaging about advising to students in the evening in the res halls
- Looking at possibly not allowing major changers on day of registration; trying to possibly incorporate messaging in confirmation about NSO to encourage earlier communication about desire to change majors; mostly affects undecided students
- Rationale for not allowing day-of major changes pertains to the complications of related pieces (such as how it affects athletes, LLC’s, etc.)
• If we would move toward this change, NSO should strongly communicate to students that they should let the advisors know they plan to switch so that we can create a more general schedule with the student and point them towards the most appropriate office to check schedule and see what else needs to be changed.

• Some concerns expected about having more chaos on day 2 by not confirming on day 1; suggestions about how to do the confirmation process without asking the question itself (more of a statement to the student rather than a question?)

• Could SSC campus be a better tool someday to help keep track of information like LLC placement, placement scores, athletic schedules, etc.?

• Enhancing Advising will be more involved in OL leader training; Kristin has done it the past few years but will be given more time

• Questions about Grit Survey--a plan for the delivery has not yet been solidified (students taking it during registration?) Sounds like it might end up being a hold in PAWS to be completed the day of? Concerns about making sure parents are not the ones filling it out...

• For the larger NSO/TASO meeting, more for new advisors, people who are reporting back for the entire office, etc.

• Our group should further explore Colin and Kelsey's idea to see what we all think about them no longer asking the specific question of confirming their major when they check in--all advisors report back to their units to see what we think

c) Unconference Notes Review

• **Consistency of Advising and UWM Collaboration**
  - Communication between staff, departments and students should be approved
  - What does consistency even mean and how is it implemented
  - Responsibilities of individuals (advisors, supervisors, students) and how does that play into students achieving success through an equitable process
• What is a best practice and how should they be adopted
• Work with campus administration to clarify and enhance communication channels at UWM (ASALC, EA, ACN, implementation groups)

• **Advising On Campus: Moving Up:**
  - Need consistent attitudes and values
  - Need different reward structures to retain advisors; help advisors to share in administrative responsibilities
  - Advisors voices getting lost and not heard at higher levels
  - Advisors want to work hard to develop but don't have the outlet to do so
  - Job titles and responsibilities vary and depend on school/college leadership
  - Involve ASALC in examining advisor roles and responsibilities

• **2015 Conference Summary: Positivity & Change**
  - Giving and receiving feedback is an important but challenging skill; consider developing a “code of conduct” for working with each other and across groups on campus and helping each other to hone in
  - How can reward structures be created for advisors even when monetary incentives cannot exist? How can supervisors keep up motivation other than intrinsic value of a job well done?
  - Reducing competitive nature between units across campus. Who are key players to be involved in this conversation?
  - Perceived leadership issues in setting the right tone for advisors; ability to lead through positive change forces and authenticity
  - Interplay between negativity and retention with pressure on advisors
  - Leadership must lead by example on positivity
  - More creative reward structures needed other than monetary
  - Retreats for advisors and leaders to work together
  - Focus on trainings, mental health, and wellness of advisors
- Involve ASALC in understanding perspective of advisors on campus and creating new organizational structure to allow for growth
- Involve Norris for tips on self-care
- Involve ACN for conversations about working together, not against
- Ensure next Unconference is aimed at supervisors in a more purposeful manner, or ask ASALC to develop a retreat

d) Advising Contact List (Rebecca)
   - Other campus areas trying to contact us via email and someone thought they should have access to the advisors list
   - We agree as a group that ACN should be the email list utilized

e) Other:
   - Brian will blast out appeal policy to ACN since it is now in effect and was approved by ASALC last semester
f) Need to let Jen know if you want to be chair!!!

II. EA Committee Updates

a) WGUA (Jen)
   i. Recommendations have been accepted, so ASALC has reached out to the co-chairs CMAT to ensure that both of our groups are involved in the implementation/development process as key stakeholders (attempt as a more proactive approach)

b) Online Academic Recovery Pilot program (Kate)
   i. Course is up and running, assignments being submitted

c) EAC Professional Development (Jen/Christine/Angie/Pam)
   i. Technology (through the Student Success Collaborative Swat team) will be the main focus of development this summer to ensure everyone is comfortable across advising units with the new SSC Campus roll out (from basic offerings to advanced offerings)
   ii. EA will develop "trainings" or conversations that align with the Swat team training, not duplicating their work but complementing it
iii. EA rep should encourage colleagues in the office to attend the demo this month together as a group

d) Core Competencies Work Group (Brian Williams)
   i. Draft of student learning outcomes sent to ASALC yesterday and it will be brought to various stakeholders for input sooner; should be vague enough to be applied to all schools/colleges

e) Advising Technology Work Group (Joel)
   i. See Professional Development notes above
   ii. SSC website will be updated with information about Campus SSC; Joel will blast the link out to the group once again (not all knew it existed)

f) Consistency of Student Experience Work Group (Kristin)
   i. Waiting to see if TechWiki can be developed as a result of adopted recommendations from Work Group

III. Next EA Committee Meeting

March 8, 2016 at 10:30-12:00, Union 344