



Division Unit Report for Well-Being & Advisor Retention
Submitted by Kacey Gregerson

Please complete Columns 1 through 6 and return by November 15, 2020.

Columns 7 and 8 are completed for the progress report due August 15, 2021. Please send your report to ACD Reps: Amber Kargol (akargol@iastate.edu), Wendy Schindler (wkschindler@gmail.com) and EO Liaison Dawn Krause (dawnkrause@ksu.edu). Please copy your [Cluster Rep](#) as well. Thank you!

1. NACADA Strategic Goal(s) <i>(List one of NACADA's 7 strategic goal(s) related to the specific desired outcome in #2)</i>	2. Specific desired outcome <i>(What you want to occur as a result of your efforts; what you want someone to know, do, or value)</i>	3. Actions, activities or opportunities for outcome to occur <i>(What processes need to be in place to achieve desired outcome)</i>	4. Outcome measurements & related data instrument(s) <i>(How will you specifically measure the outcome and with what instruments? e.g. survey, focus group)</i>	5. Other groups or individuals to connect <i>(List opportunities for collaboration with other groups)</i>	6. Anticipated challenges <i>(How will you address issues that arise as you work to achieve the outcome?)</i>	7. Progress toward outcome <i>(Complete in August 2020 report)</i>	8. Future action(s) based on data (Data-informed decisions) <i>(Complete in August 2020 report)</i>
Provide professional development opportunities that are responsive to the needs of advisors and advising administrators. Expand the use of innovative technology tools and resources to support the work of the Association. Foster inclusive practices within the Association that respect the principle of equity and the diversity of advising professionals across the vast array of	Offer engagement and virtual opportunities throughout the year.	Offer virtual learning and connection opportunities monthly through Munch & Learns and Coffee Chats for AC members. Continue to engage our membership through monthly newsletters, and by posting at least twice weekly to the Facebook Group.	Measurement through <ul style="list-style-type: none"> • number of attendees at events • sending newsletter • creating posts/encouraging engagement on Facebook 	Collaboration could occur with other ACs - notably Advisor Training & Development, Social Justice AC, among others. Work with Dawn in EO to schedule the Zoom rooms. Reach out to individuals to lead the Munch & Learns and Coffee Chats.	Attendance may be down some months, especially if there is an influx of other NACADA events planned. Be mindful of schedules.	The Well-Being & Advisor Retention AC was busy this year! We held the following events: <ul style="list-style-type: none"> • November: Coffee Chats (90 in attendance over two dates) • December: Coffee Chat (8) • February: Panel with ATD on Return from Remote (256) & Munch & 	We will continue to offer engagement opportunities via Coffee Chats and Munch & Learns, ideally on a monthly basis. We have also found that there is a deep desire for authentic conversations on our work, and we will continue to hold space for these discussions and finding opportunities for action.

intersections of
identity.

Learn: Dance
Cardio (31)

- March:
Coffee Chat
(17)
- April: Coffee
Chat (12)
- May: Munch
& Learn:
Panel on
Return to
campus (68)
- June:
Discussion
about “we
can’t go back
to normal”
(271)
Coffee Chat
(10)
- July:
Discussion
“how do I
even do
this?” (55)
- August:
Panel on
Return to
campus/well-
being (120)

We also sent out
monthly (for the
most part)
newsletters to
members through
NACADA and
the LISTSERV.
We continue to
provide
engagement to
the 1K +
members of our
Facebook group.

<p>Expand and communicate the scholarship of academic advising.</p> <p>Engage in ongoing assessment of all facets of the Association.</p> <p>Foster inclusive practices within the Association that respect the principle of equity and the diversity of advising professionals across the vast array of intersections of identity.</p>	<p>Encourage writing opportunities across NACADA platforms</p>	<p>Create a survey to send to all NACADA members to have a better understanding of the needs of advisors. This survey may also be on addressing the <i>why/solutions to advisor burnout</i> to start looking at the conversation in a preventative way. Are there relationships between advisor identity and diversity/equity/inclusion? Is there a correlation between these?</p> <p>Submit an article for <i>Academic Advising Today</i> discussing the history/growth of well-being and advisor retention at conferences and the creation of the AC.</p>	<ul style="list-style-type: none"> • Write questions for the survey. • Contact the research committee to learn of the process for sending out a survey and the steps involved. • Submit AAT article by deadline. 	<ul style="list-style-type: none"> • NACADA Research Committee • Potential opportunity to work with Social Justice AC and LGBTQ AC in regards to DEI questions on survey 	<ul style="list-style-type: none"> • Be prepared for the results. • Working within federal/institutional and NACADA guidelines will take time. There will likely be rewrites involved. • Many articles are likely submitted; we may not be published or may need to rewrite. 	<p>WBAR Research Leads, Olivia Miller & Liz Sutton, wrote an article for AAT. They tried to submit for summer, but there was already a well-being article in that issue. They are resubmitting for the December issue. Kacey has submitted an article for the upcoming pocket guide, <i>Advising is Forever: Sharing Stories to Ignite (or Reignite) your Advising Spirit</i>. Jake, Kacey, Olivia and Di Dingmann also wrote a survey to send out to members to help guide the conversations in the <i>We Can't Go Back to 'Normal'</i> discussion. We are hoping to send out a survey organization-wide.</p>	<p>We will continue to work on a survey to send out to NACADA membership. We will also continue to utilize the smaller options to gauge interest in offerings we provide.</p>
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<p>Expand the use of innovative technology tools and resources to support the work of the association.</p> <p>Foster inclusive practices within the Association that respect the principle of equity and the diversity of advising professionals across the vast array of intersections of identity.</p>	<p>Continue to build, encourage, maintain, and promote enacting our list of resources and “pretty good practices” by advisors for advisors.</p> <p>Encourage advisors to integrate well-being/self-care into meetings with students.</p>	<p>Continue to seek out resources and continue to add them to our list.</p>	<p>A spreadsheet that continues to be updated through the next year.</p>	<p>Steering Committee and AC members who add to the list.</p>	<p>Our list is already quite expansive - we will need to be creative in continuing to organize and maintain it.</p>	<p>While we continue to use the resources list (and will continue to do so), we have also found success in sharing resources as we find them on the Facebook page. Thankfully, others are also sharing. The monthly newsletter is also a way to share resources, and we will continue to highlight a resource in the newsletter.</p>	<p>We will continue to share resources and find creative ways to engage with the community - likely through continued Coffee Chats/book clubs, and also continuing to make sure we highlight BIPOC and other individuals who are not as represented in the items we share.</p>
<p>Provide professional development opportunities that are responsive to the needs of advisors and advising administrators.</p> <p>Foster inclusive practices within the Association that respect the principle of equity and the diversity of advising professionals across the vast array of intersections of identity.</p>	<p>Encourage and work with regional steering committees to ensure there is a well-being and self/care presence at regional conferences.</p>	<p>Empower regional liaisons to reach out to regional steering committees and conference committees.</p> <p>Create a template for regional liaisons to use for outreach.</p> <p>Create some “ready-made” well-being/self-care activities/opportunities for regional conferences.</p>	<p>Seeing well-being/self care opportunities at regional conferences.</p>	<p>Regional chairs/steering committees, Conference chairs/steering committees, Regional liaisons</p>	<p>Some regions may not be interested or on-board.</p>	<p>Our regional liaisons have been awesome this past year. Edna Renee Macbeth and Di Dingmann host monthly meetings with the liaisons and have sent out a request on whether they want to continue with the position. Edna Renee & Di have made the regional liaison position to be September through May. This past year, the regional liaisons included:</p> <ul style="list-style-type: none"> Stephanie Kirylych (1) 	<p>We want to continue to build on the momentum of the regional liaisons. Edna Renee & Di are fantastic in this role, and I believe both are continuing on with the steering committee.</p>

						<ul style="list-style-type: none"> • Kelley Lawson (1) • Dane Zdunowski (2) • Tiffany Turna (3) • Stephanie Morawo (4) • Jessica Pfeiffer (5) • Blair Pisio (6) • Ellie McPherson (7) • Amanda Triplet (8) • Lucy Rinard (9) • Cara Nissen (9) • Alyssa Patricio (9) • Jordan Truex (10) 	
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INSERT rows as needed

Resources:

NACADA Strategic Goals - <https://www.nacada.ksu.edu/About-Us/Vision-and-Mission.aspx>

Advising Community Self-Assessment Rubric - <https://docs.google.com/document/d/1QRd4FTxuE72NDOMdcw8cnDP7k5pISRZIYhYzG-EqP0o/edit?usp=sharing>

Advising Community Chair Self-Assessment Rubric - https://docs.google.com/document/d/1Z-4O7ir_AzjM088vGNOsC5odtYOEMbNAYYseEUU6U88/edit?usp=sharing