

**Division Unit Report for [ADVISOR TRAINING AND  
DEVELOPMENT]  
Submitted by [Gavin Farber]**

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 your [Cluster Rep](#) and the ACD Reps: Amber Kargol ([akargol@iastate.edu](mailto:akargol@iastate.edu)), Wendy Schindler ([wkschindler@gmail.com](mailto:wkschindler@gmail.com)) and EO Liaison Dawn Krause ([dawnkrause@ksu.edu](mailto:dawnkrause@ksu.edu)). 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  <b>(Complete in August 2021 report)</b>	8. Future action(s) based on data  (Data-informed decisions)  <b>(Complete in August 2021 report)</b>
<b>Strategic Goal #1</b> <b>Expand and communicate the scholarship of academic advising.</b>	Contact Wendy Troxel to see if she might be interested in meeting with our interested scholars in our Writing Group. Discussing the holes in the research within the ATD niche.  Created more opportunities for AC sponsored articles for Academic Advising Today (AAT). Meet with Leigh Cunningham.  Work with Ashley	Assign a chair of the ATD Research and Writing Group. Allow them the opportunity to create new activities and events. Possibly set up different research groups based on the areas of interest.  Follow up with Wendy Troxel on research within the ATD field and ask her about the "holes" in the research on this niche area of academic advising research.	In August 2021– review the total number of articles submitted and approved for publication to AAT, NACADA Review, and NACADA Journal with AC sponsorship.  Assess ATD AC Research and Writing Group with survey.	Contact Craig McGill of Kansas State University to discuss the professionalization of academic advising.  Contact Lisa Rubin of Kansas State because of her past work with Student Athletics. I thought it might be a cool collaboration between ATD and Student Athletics AC.  Contact Janet Schulenburg from Penn State University to	Finding professionals interested in writing between everything professionals are going through with our new work environments.  If writing groups form, getting them to stay together and not fall apart.	Advisor Training and Development AC recognized the importance of scholarship on the interest.  The AC explored different ways to expand scholarship that was related to advisor training and development. We were able to be creative due to the pandemic and find new an innovative ways to partner	Contact Wendy Troxel from the NACADA Research Center - discuss the ATD related holes in the research related to this topic.  Promote Second Saturday Scholars in an effort to encourage membership to work on writing and research projects.  Work with the new AC Chair on this topic and find

	<p>Thomas from EO to create an AC sponsored web event discussing writing for the NACADA Review.</p> <p>Support the Third Edition of the Advisor Training and Development Book that is being published for 2022. Contact Editors Karen Archambault and Rebecca Hapes.</p>	<p>Ask scholars in the field to possibly aid in helping new writers get started in academic writing.</p>		<p>learn more about her experiences in advisor specific research through NACADA and her engagement in PSU's <i>The Mentor</i> and other academic writing supportive services.</p> <p>Contact Dr. Rhonda Dean Kyncl, NACADA Coordinator for Writer Support to discuss resources to writers.</p> <p>Contact past NACADA Authors such as Dr. Joanne Damminger and Dr. Jayne Drake about their experiences in publishing for the association.</p>		<p>with different NACADA communities and practitioners were experts on the</p> <p>ATD sponsored a NACADA Webinar on November 5, 2020 entitled <b>“Redefining the Mid-Level: How Can We Retain Academic Advisors”</b></p> <p>ATD worked in collaboration with CJ Venable of the Theory, Philosophy, &amp; History of Advising AC and Greg Mason of the Advising Administration AC with Ashley Thomas, Dr. Peter Hagan and Dr. Julie Givers Voller of the NACADA Review. We had an introductory meeting on January 14, 2021 and we held our Munch &amp; Lunch: Praxis Discussion on February 25, 2021.</p> <p>Contacted Lisa Rubin of Kansas State University who is an expert in Athletic Advising and I emailed her in May.</p>	<p>research liaisons within the community to help in the development of new articles for AAT, NACADA Review and NACADA Journal.</p> <p>Work with Dr. Rhonda Dean Kyncl, NACADA Coordinator for Writer Support to discuss resources and possibly see if there could be an ATD Writers Support Group.</p> <p>Contact Janet Schulenburg from Penn State University to learn more about her experiences in advisor specific research through NACADA and her engagement in PSU's <i>The Mentor</i> and other academic writing supportive services</p> <p>Contact past NACADA Authors such as Dr. Joanne Damminger, Dr. Jayne Drake, Dr. Jennifer Joslin and Dr. Craig McGill about their experiences in publishing for the association.</p> <p>Support the Third Edition of the</p>
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<p><b>Strategic Goal #2: Provide professional development opportunities that are responsive to the needs of advisors and advisor administrators.</b></p>	<p>Create a new ATD membership survey for Fall 2020. This would give the AC a stronger idea for the 2020-2021 programmatic direction.</p> <p>Create formalized steering committee chair positions for each of the subcommittees.</p> <p>Create a second mentoring cycle for the LaTrobe University Advising Team as this center has grown to a 15-person office along with other student services professionals.</p> <p>Contact the two authors of the AC Sponsored sessions for the 2020 Annual Conference to offer a web event to them to present their presentations or a portion of it.</p> <p><i>-The First Five Years: Maximizing Time as a New Professional -Developing Socially Just Training for Advising Professionals</i></p> <p>Brainstorm new web events for the 2020-2021 academic year for the ATD with steering committee, membership, and of the association leadership.</p> <p>Collaborations with other NACADA</p>	<p>Work with ADC Division Reps and EO on the review of our ATD Survey. Once approved, create a message to the membership to be sent through the EO ATD Listserv of our paid membership.</p> <p>Offer more autonomy of the subcommittees to allow for a greater number of professional development opportunities throughout 2020-2021.</p> <p>Allow new leadership in AC to take on the organization of web events that are of interest to AC Membership.</p> <p>Hold at least one to two meeting a semester with subcommittee for update.</p> <p>Work with the New Advising Professionals Subcommittee for more intentional educational sessions on the association. Offer monthly or bi-monthly events from NACADA and EO. Make intentional connections to these members so understand the larger picture and value of NACADA.</p> <p>Work with ATD Resources and Website</p>	<p>Review the 2020 Fall Survey answers to understand the needs of the ATD Membership.</p> <p>Review the enrollment totals for all professional development lunch and learns, webinars, and other events.</p> <p>Review which subcommittees had the best engagement through online events.</p> <p>Survey of LaTrobe Advisor Mentoring Program at 6 Month and 12 Month points of the program.</p> <p>Membership survey in Summer 2021 to ask what membership would like to see in the 2021-2022 academic year.</p>	<p>Work with Donna Burton of NCSU on the creation of a lunchtime training for faculty advising.</p> <p>Consult Stephanie Graves (Community College of Philadelphia) Bonnie Hall (Grand View University) on this presentation or on a second training.</p> <p>Collaborate with Faculty Advising AC.</p> <p>Work on a collaboration with regnal lon a mid-level/senior-level advising workshop on those interested in moving into advising administration.</p> <p>Work with Teri Farr to create a web event on the NACADA Core Competencies to offer a more simplified training on the three competencies area and how the new advisors can work those practices into their advising.</p>	<p>Not having enough time to accomplish all projects as time is not always on our side. We try to find a mix of professional development programs that show how diverse our AC is.</p>	<p>During the 2020-2021 Academic Year - there was what seemed to be a record number of engagement opportunities offered by our AC.</p> <p>In our new virtual world we adapted and found ways to reach our membership.</p> <p><b>Advising Community Survey</b> was completed in October 2020 -31 members responded to our survey sent throughout the AC Listserv</p> <p>-We asked demographic information along with reasons why they joined the ATD community.</p> <p>-It is also the way we recruited new members of our steering committee.</p> <p>-We offered a new "General Volunteer" role in the AC for interested professionals who just wanted to get some experience in the community.</p>	<p>In the future it is the hope under the new AC leader coming in October 2021 that that practitioner will review the past professional development offerings by the advising community.</p> <p>Faculty Advising training was not offered this past year - we need to work with interested steering committee members who might be able to offer this training with the Faculty Advising AC.</p> <p>Work more with the New Advising Professionals for series of events including: NACADA 101 Mentoring 101 Other topics that might be helpful to this population of the membership.</p> <p>Work with new AC Chair and ADC reps to see if there could be any changes to the ATD AC webpage including a few of the resources from our Advising Resources &amp; Technology Subcommittee.</p> <p>Membership survey is needed for 2021 and should set out post</p>
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	<p>divisions – including NACADA Professional Development Committee in the Administrative Division.</p> <p>Collaborate with NACADA Council Reps from three divisions for the <i>Returning to Campus Series</i></p>	<p>Subcommittee to create a new list of Advisor Training and Development programs. Update site with EO and make the page more user friendly. Better resources allow for more usable webpage for the membership.</p> <p>Work with the Mentoring Subcommittee to create a mentoring program in Fall 2020. Brainstorm how to offer this program online and with new and innovative training for the mentors and mentee. Add subcommittee members on the mentoring program with La Trobe as the group has increased by 3x the amount.</p>				<p>40 Steering Committee Members joined this year including 17 new Steering Committee Members</p> <p>Along with the interest for new steering committee members we also sent out a call for advising community volunteer roles. We had a total of 14 people request this role in the AC.</p> <p>We wanted to offer opportunities for engagement at various levels due to the pandemic.</p> <p>Professional development continued in the virtual setting and allowed our steering committee to think creatively on how to reach our membership.</p> <p><b>Steering Committee Meetings</b> were held during 2020-2021 on:  September 22  September 23  November 10  November 12  January 6  January 8  March 2</p>	<p>2021 Annual Conference to determine membership interest in serving on the AC Steering Committee, Volunteer or other specific areas.</p> <p>Encourage our top scored presentations from Annual Conference opportunities for AC sponsorship with NACADA Webinars - new AC chair should speak with Leigh Cunningham.</p> <p>Return to Campus Series will continue in 2021-2022 Academic Year. New conversations will be held with ACs and other divisional levels. The goal is to work with different communities that have not been featured in the past.</p>
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						<p>March 4 June 15 June 17</p> <p>In collaboration with all three divisions, Board of Directors and EOs support we were able to collaborate throughout 2020-2021 with so many Advising Communities for <b><i>The Return to Campus Series:</i></b></p> <p><b>August 7, 2020:</b> -A Discussion with Campus Administrators</p> <p><b>October 15, 2020</b> -Voices of the ATD</p> <p><b>November 9, 2020</b> -Voices from the Two Year Colleges</p> <p><b>December 2, 2020</b> -A Conversation with Advising Administrators</p> <p><b>February 2, 2021</b> -A Discussion on Advisor Well-Being</p> <p><b>February 18, 2021</b> -The Peer Advisor in the Pandemic</p> <p>May 17, 2021 -Collaborating with Advising Administrators</p>	
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						<p><b>June 17, 2021</b> -Voices of Canada</p> <p><b>August 4, 2021</b> -Advisor Well-Being 2.0</p> <p>ACs we worked with including: *Advising Administration *Two Year Colleges *Peer Advising and Mentoring *Canada *Well-Being and Advisor Retention</p> <p><b>Lunch and Learns Subcommittee</b> created the “Tuesday Tea Talks” a series of discussions on specialized topics that would be led by subcommittee members beginning in April 2021. These are on the third Tuesday of each month. The AC planned days for April, May, September, October and November 2021.</p> <p><b>Topics:</b> <b>April 2021-</b> “No Budget, No Problem!”</p> <p><b>May 2021 -</b> “New Advisors Transitioning from a Remote Start to</p>	
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						<p>an Unknown Campus</p> <p><b>September 2021-</b> What is Advising? How Do The Skills Utilize Transition to Other Career Opportunities?</p> <p><b>October 2021 -</b> Best Practices for DEI: Training for New Advising and Outgoing Training for Experienced Advisors</p> <p><b>November 2021 -</b> Share the Wealth: Expectations and Experiences with Sharing Information Obtained through Professional Development (in development)</p> <p><b>Mentoring Subcommittee</b> Discussions started in the fall 2020 to create a mentoring program for the ATD Advising Community. Two subcommittee chair were assigned in October,</p> <p>Subcommittee meetings: February 8, 2021 March 3, 2021 March 25, 2021</p> <p>The applications</p>	
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						<p>for the program went out beginning on April 9, 2021.</p> <p>The <b>Goals</b> of the Program were: (1) Develop and grow as an advisor(staff, professional or faculty) (2) Network and make connections with NACADA (3) Identify an action plan to work toward personal and professional goals</p> <p><b>12 Mentors</b> <b>12 Mentees</b> <b>are in the 2021 Spring Cohort.</b></p> <p><b>International Mentoring Program Cohort</b> During the spring 2021 in working with Suzanne Sealey an ATD Steering Committee Member in Australia who helped to develop new advising professionals at universities including La Trobe University in Melbourne.</p> <p>For April 2021 our new mentoring program cohort was expanded to</p>	
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						<p>include a larger group of mentors and mentees. From a more global cohort.</p> <p>We contacted members from different parts of the world and worked with UKAT, LVSA, and University of California System.</p> <p>We have a total of <b>24 Mentors</b> <b>24 Mentees</b></p> <p><b>From 9 countries:</b> Australia Canada China Ireland Japan The Netherlands New Zealand United Kingdom USA</p> <p><b>AC Chairs Collaborations Group</b> Advising Admin Advisor Training Faculty Advising Graduate/Profess. Well-Being &amp; Advisor Retention</p> <p>We met beginning in November 2020 to discuss ideas for pandemic related programming where they were ideally to discuss topics about the</p>	
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						<p>hardships faced during this time.</p> <p>There were ideas to work with Graduate and Professional Student AC to create a possible panel for graduate students and the job market.</p> <p><b>Core Competencies</b> Met with Teri Farr and CJ Venable (Theory, Philosophy and History of Advising AC) to discuss the creation of an assessment that members could use with the NACADA Core Competencies. We had two meetings in March 2021 and we stopped as this was something needed to be reviewed by the BoD.</p> <p><b>Sponsored Annual Conference Sessions</b> ATD AC supports the sponsorship of presentations for the Annual Conferences.</p> <p>The advising community has an Annual Conference Proposal Review</p>	
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						<p>Subcommittee which was created in 2019 and has grown to one of our largest subcommittees because there is a need for proposal readers but some administrative oversight.</p> <p>While the AC helps in the review of these proposals to offer a more fair review of our sponsored sessions a group of subcommittee members are given top 10-12 highest scored proposals and they are able to review and give their input on which proposals should be sponsored by the ATD AC.</p> <p>2021 Annual Conference the ATD AC Sponsored the following sessions:</p> <p><b><i>“Once This is Over...” Leveraging a Pandemic Mindset for Organizational Change”</i></b></p> <p><b><i>“Maintaining Your Advising STEAM: Advisor Thriving During</i></b></p>	
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						<p><b><i>Challenging Times”</i></b></p> <p>During the 2021 Virtual Regional Conference there were many Training and Development themed sessions including:</p> <p>9 Sessions during the 2021 PreConference Week</p> <p>44 Sessions throughout all 5 Virtual Regional Conferences including:</p> <p>11 Sessions at Region 1 and Region 2</p> <p>11 Sessions at Region 8 and Region 9</p> <p>8 Sessions at Region 4 and Region 7</p> <p>7 Sessions at Region 3 and Region 5</p> <p>7 Sessions at Region 6 and Region 10</p>	
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<p><b>Strategic Goal #3: Promote the role of effective academic advising in student success to college and university decision makers.</b></p>	<p>Collaborate with more Advising Administrators and Senior Level Officers in Academic Advising to discuss as an advising community the connections between training and development and student success.</p> <p>Having those power players engaged with the AC would also help practitioners to make connections between student success and advisor success.</p> <p>Defining what is student success? How has advisor training and development played a role in this concept in higher education?</p>	<p><i>Returning to Campus Series</i> – Voices from Advising Administration – featuring leaders in our association and industry about how they are working through the pandemic.</p> <p>Allowing reflection and what has been learned after almost a year in our current work environments.</p> <p>Regular collaboration with Greg Mason, AC Chair of Advising Administration</p>	<p>Attendance at Returning to Campus – Voices from Advising Administration</p> <p>Attendance at other AC sponsored events.</p> <p>Survey of our AC members in Advising Administrative roles.</p>	<p>Susan Campbell and Kathy Stockwell of NACADA’s Excellence in Academic Advising program.</p> <p>Look to outside partners such as The Gardner Institute or ACPA or NASPA or NODA focusing on helping practitioners through their student success work.</p> <p>Learning who are EAA Fellows who we might be able to collaborate with on new projects and web events on how we could collaborate between divisions and programs within the associations.</p> <p>Work with the First Year Advising AC Chair on a partnership with ATD on student success.</p> <p>Work with Veteran, Military Students and Families AC Chair on an event that focuses on advisor training for working with veteran and active duty military as this is a unique population.</p>	<p>Finding willing Advising Administrators and other campus decision makers open to sharing their experience especially since March 2020 when our work lives changed due to Covid-19. This is a sensitive topic so finding those professionals open to show us a little bit of their experiences as stakeholders at the table of serious meetings with campus partners.</p>	<p>One of the AC’s greatest accomplishments was the creation of the <b>“Return to Campus” Series</b> with Teri Farr of the NACADA Board of Directors.</p> <p>In collaboration with Greg Mason of Advising Administration AC we wanted to have as many decision makers on our panels to discuss their perspectives working through the pandemic. The final discussion in May 2021 was a global discussion with representatives from four countries (Canada, Ireland, UAE and USA).</p> <p><b>-A Discussion with Campus Administrators (August 7, 2020)</b></p> <p><b>-A Conversation with Advising Administrators (December 2, 2020)</b></p> <p><b>-Collaborating with Advising Administrators (May 17, 2021)</b></p> <p>-</p> <p>In August 2020 - AC Chair was approached by Susan Campbell</p>	<p>Work with Advising Administrators AC on at least 2-3 panels for Returning to Campus in Fall 2021, Spring 2022 and Summer 2022. Work with ACD Rep for assistance on this project.</p> <p>Work on a survey for just AC members who are Advising Administrators, possibly a collaborative survey with Advising Administrators AC.</p> <p>Work with Veteran, Military Students and Families AC Chair on an event that focuses on advisor training for working with veteran and active duty military as this is a unique population.</p>
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						<p>and Kathy Stockwell of the NACADA Excellence in Academic Advising (EAA) to assist them along with Teri Farr from the Board of Directors to work on a panel with The Gardner Institute discussing how academic advising changed through the pandemic. Meetings were held with reps from EAA, Gardner and panelists in August, September and October 2020.</p> <p>Panel was entitled, <b>“A Brave New World in Academic Advising”</b> with NACADA and Gardner.(October 28, 2020.)</p> <p><b>Advising First Year Students AC Collaboration</b></p> <p>In January 2021, AC Chair received an email from the Advising First Year Student AC chair about creating a collaborative web event that focused on the topic of Advisor Training and Development.</p> <p>Throughout the</p>	
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						<p>spring semester presenters were assigned for this presentation there was an original date for August 9, 2021 for this presentation but it will be rescheduled for Fall 2021.</p> <p>The presentation was for advisors and administrators and look at topics including:          -Transferable Skills          -Training Models          -Advisor Ladder          -Advisor Evaluation          -NACADA Resources</p>	
<p><b>Strategic Goal #4- Foster inclusive practices within the Association that respect the principle of equity and diversity of advising professionals across a vast array of intersections of identity.</b></p>	<p>Recruit more Canadian and International membership to ATD Steering Committee.</p> <p>Create a stronger global voice at the table within the ATD AC. Membership outside of the USA will give our team a much-needed global perspective and make the approaches to training and development much more “big picture” to celebrate our community.</p> <p>Create a subcommittee on Diversity, Engagement, and Inclusion with the goal to provide training on</p>	<p>Speak with other NACADA Leadership through ACs on Canada and Global Engagement to learn more about how to recruit international membership into the ATD Steering Committee.</p> <p>Collaborations with Social Justice AC, NACADA Task Force on Race, Ethnicity, and Inclusion for guidance on creating new diversity themed advisor training in a collaboration.</p> <p>There have a been members interested in how to create these trainings, what should</p>	<p>Review our recruitment totals at the end of the year of membership numbers with help from EO for an ATD membership list in October 2021.</p> <p>Reviewing the number of members who are asking for help in diversity themed programming.</p> <p>Survey membership who attend any of our DEI programming.</p>	<p>Contact representatives from NACADA Inclusion and Engagement Committee and Global Engagement Committee to discuss ways ATD can collaborate.</p> <p>Contact UKAT’s Emily McIntosh and David Gray as they are focusing on issues relating to diversity, equity, and inclusion this year. Also, to see if some of their members were interested in a partnership on discussion on training and development.</p> <p>Contact chairs of the</p>	<p>As an association and industry we have gotten to a place in our culture where diversity education is needed; it might be difficult to find trainers open to lead sessions; participants open to accepting new ideas and concepts.</p> <p>Getting membership to get vulnerable and open themselves up to having difficult conversations that might at the end of the day be beneficial for others learning more about each other.</p>	<p><b>DEI Subcommittee</b>          Creation of the ATD Diversity, Equity and Inclusion Subcommittee was important to form as the NACADA created the Race, Ethnicity and Inclusion Work Group.</p> <p>2020-2021 was a transformative year within the worlds of DEI/REI education, as the association was evolving ATD wanted to be on the forefront of that engagement and change.</p>	<p>During this past academic year there were a few advising communities that we could not get involved with that would offer some really wonderful partnerships to discuss DEI/REI topics and learn more about specific HBCUs, MSIs, and other institutions.</p> <p>ATD was not able to collaborate with the Social Justice AC as much as we wanted to do - for the next year it is hopeful that we reach out more to this community to see if there was anything we might be able to</p>

	<p>the topical areas and create new connections for the AC.</p> <p>Developing a more robust training on compliance, diversity, equality, equity, inclusion and other related topics for the community at large.</p>	<p>be included and discuss experts who might be helpful in training advisor</p> <p>Working within the association to find members interested in serving on a subcommittee who are experts on the training and development within these areas of diversity, equity, and inclusion.</p>		<p>Global Initiatives Committee who might be able to allow our groups to meet and network.</p>		<p><b>Global Cross Division Collaboration</b></p> <p>Beginning in December 2020 - ATD AC joined a group of AC Chairs and Admin Committee Chairs to find new ways we can connect on more global issues within the association.</p> <p><b>ATD joined:</b>  <b>Advising Admin AC</b>  <b>Canadian AC</b>  <b>Global Engagement AC</b>  <b>Global Initiative Committee</b>  <b>Professional Development Committee</b></p> <p>We originally met to find ways we could help out global membership and find ways we could connect with each other.</p> <p>GIC wanted us to help in the developing presentation or panel for the 2021 NACADA International Conference to promote the conference.</p> <p>Effie Hortis</p>	<p>assist other members interested in this AC.</p> <p>AC's DEI Subcommittee should see if they can collaborate with NACADA's REI Work Group or Inclusion &amp; Engagement Committee to see if they can help collaborate on future training for a cross-divisional approach.</p>
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						<p>(Global Engagement AC) who is from Greece and served as the co-chair for 2021 International Conference suggested we create a panel that was tentatively called “<b>Higher Education in Greece</b>” including Greek Academic Advisors and Greek Undergraduates students to offer their perspectives. This was held in June 2021 at the conference.</p> <p><b>Canadian Collaboration</b> Worked with the Canadian AC on programming that focused on advisor development. The AC chair met with Alli Scully, Canadian AC Chair to discuss hosting a “Returning to Campus” session that focused on Canadian higher education and advising. This session was planned for June 2021.</p> <p>“Returning to Campus: Voices of Canada” was held on June 17, 2021</p>	
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						and included five Canadian advisors from four Canadian Provinces. It included a panel of questions and also a Kahoot on the Canadian Higher Education System.	
<b>Strategic Goal #5- Develop and sustain effective Association leadership.</b>	<p>Create a sustainable leadership plan for the ATD AC to discuss ways to get involved and stay engaged from year to year.</p> <p>Create training for subcommittee chairs in December 2020.</p> <p>Find more steering committee members with 10 subcommittees for 2020-2021.</p> <p>Offer new leadership roles and responsibilities for subcommittee members.</p> <p>Open the ATD up to having a basic volunteer role for professionals just looking to join a subcommittee and no steering committee.</p> <p>Having more open leadership team discussion with the ATD Steering so we have a stronger awareness of our work together and to allow</p>	<p>Contact JP Villavicencio, Chair of NACADA Sustainable Leadership Committee to ask if there are any resources for training AC Steering Committee(s) if not see if there is a way to work together on this topic.</p> <p>Steering Committee recruitment through Facebook, Listserv and AC Specific messaging through EO.</p> <p>Business Meeting in October 2020 as another recruitment tool for engagement in AC.</p> <p>Create applications for interested steering and volunteers for AC so it is easier to determine what subcommittees participants wish to take part in.</p> <p>Communicate with the leadership team of AC if help is needed for any action.</p>	<p>Review all applicants for the Steering Committee and volunteer to determine the total number of interested members who wish to work with ATD AC in 2020-2021.</p> <p>Create an official list of subcommittee assignments including two co-chair roles per subcommittee.</p>	<p>Discuss with Past ACD and Current ACD Reps about leadership plans.</p> <p>Work with other AC chairs on leadership planning for steering committees such as Cluster 7?</p> <p>Work with regional chairs about how they run/organize their leadership on their steering committees check with 2-3 region chairs.</p>	<p>Possible loss of steering committee or subcommittee members due to lack of interest or lack of work available in the AC.</p>	<p>During 2020-2021 the ATD AC has interest of a total of 40 people to serve on the steering committee along with 14 volunteers to assist the advising community grow throughout the academic year.</p> <p>To create new leadership opportunities – steering committee members were assigned to serve as Chairs or Co-Chairs of one of nine subcommittees based on interests of the membership.</p> <p><b>-Advising Resources and Technology</b></p> <p><b>-Annual Conference Proposal Reading</b></p> <p><b>-Diversity, Equity, &amp; Inclusion</b></p> <p><b>-Faculty Advising Lunch &amp; Learns</b></p> <p><b>-Mentoring</b></p> <p><b>-New Advising</b></p>	<p>Not all subcommittees were active during 2020-2021. I will suggest to our incoming AC chair to think about whether we could downgrade from nine subcommittees to possibly six.</p> <p>One subcommittee had three co-chairs – it caused unnecessary drama between leaders – lesson learned, not more than 2 co-chairs per subcommittee.</p> <p>Create an official Executive Committee for the advising community which would be made up of all Steering Committee Subcommittee Chairs</p> <p>Contact Chair of Sustainable Leadership Committee to discuss leadership development opportunities within</p>

	each member to have a unique experience that adds by in power for their year on the committee(s).	<p>Create leadership spotlight opportunities for steering committee members through possible social media and/or through listserv newsletters starting in December 2020 through October 2021 and future.</p> <p>Create an interview series for steering committee members.</p>				<p><b>Professionals -Research -Social Media</b></p> <p>AC created an Executive Committee including all chairs and co-chairs of the subcommittees</p>	<p>the AC – something for our incoming chair to consider. 3</p> <p>Leadership spotlights monthly of different steering committees, volunteers and other standout ATD AC members. These professionals could be featured in the AC’s newsletter.</p>
<p><b>Strategic Goal #7- Expand the use of innovative technology tools and resources to support the Association</b></p>	<p>Think about with the AC how Covid-19 has increased and changed our usage of technology as advisors and as professionals. Thinking about those new tools in our advising toolkits.</p> <p>Create a larger Social Media Subcommittee that includes about 4-5 members.</p> <p>Perhaps rename the Social Media Subcommittee to Communications group that might include a four-five-person team including two people who work on social media and two-three people who work on AC Communications.</p> <p>Monthly or quarterly newsletter to be sent out to the member through EO. Learn from other AC chairs what platforms are used to create these</p>	<p>Assign a chair or co-chairs of Social Media Subcommittee. Have these leaders assign a different platform for each member to help in the running off such as Facebook, IG.</p> <p>Create new social media accounts for Twitter and other social media platforms.</p> <p>Work with the Social Media Subcommittee to see their interest in the creation of a quarterly newsletter.</p> <p>Work with Website subcommittee on ideas to create a stronger web presence on this page as we will have membership not involved in social media and we’d like to create different types of ways for membership to know what is needed to make this happen.</p>	<p>Review in October 2020, how many people have joined our social media sites and review the overall engagement.</p> <p>Survey membership on social media engagement; ask how many members do not use social media.</p>	<p>Work with other AC Chair such as Kasandrea Serano of Technology in Advising AC; Sarah Banner, Two Year Colleges AC and others with a strong web presence.</p> <p>See if those ACs might be open to sharing their experiences and tips in these areas.</p>	<p>Are we going to be too engaged in social media and not be representative of professionals without social media?</p> <p>Is everyone sick and tired of using technology for extra activities outside of their work life to help in the development of the AC’s web presence?</p>	<p>During the 2020-2021 academic year our AC used technology for our benefit. While many members were working remotely – we used this as an opportunity to continue to think innovatively to help our AC thrive during a time of such uncertainty.</p> <p>The Social Media Subcommittee was created in October 2020. There were a few meetings including one in January 2021.</p> <p>Social Media Accounts were created for the AC on the following platforms:  <b>Facebook</b>  <b>Instagram</b>  <b>LinkedIn</b>  <b>Twitter</b></p>	<p>New AC chair should look at possibly creating a monthly or quarterly newsletter within Social Media or creating a Communication Chair position within the advising community.</p> <p>Work with leaders from the Advising Resources &amp; Technology Subcommittee on the suggestions they wanted to make to the AC’s website.</p>

	<p>Get permission from NACADA EO to remove the NACADA ATD AC Facebook Page as it is not very active and the Facebook Group is active.</p> <p>Work with Website Subcommittee and EO to work on updating the ATD Website.</p> <p>Create a Twitter Account for the ATD AC.</p>	<p>Set up a meeting with the EO division rep to discuss the ATD Website with the subcommittee.</p>				<p>ATD worked with the chairs of Two Year College (Sarah Banner) and Technology in Advising (Kasandrea Serano) on the “One Year Later: Reflections on Remote Working” on April 30, 2021.</p> <p>This panel was hosted one year after a training hosted by the three advising communities on “Training the New Virtual Advisor” – with a lot of interest from over 100 members.</p>	
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*INSERT rows as needed*

**Resources:**

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