



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

Please complete Columns 1 through 6 and return by November 15, 2019.

Columns 7 and 8 are completed for the progress report due August 15, 2020. Please send your report to ACD Reps: Rebecca Hapes (rhapes@tamu.edu), Amber Kargol (akargol@iastate.edu) 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>
Strategic Goal #1 Expand and communicate the scholarship of academic advising	Create an Advisor Training and Development Subcommittee on Research and Writing Group open to any AC member who would like to be take part in the discussion and creation of scholarship within this niche of academic advising.	Identify interested participants from ATD Survey administered in June 2019 and from 2019 Annual Conference. Advertise opportunities via listserv and social media. Work with Wendy Troxel from the NACADA Research Center and work on a Research Brief on ATD. Set up a Zoom with interested subcommittee members to have Wendy review processes (if possible).	One Research Brief on Advisor Training and Development issues. Identifying the holes in the resources for ATD. Seeing an outline, draft or published works on these topics submitted to Academic Advising Today, NACADA Review or NACADA Journal with sponsorship from ATD AC.	Wendy Troxel, NACADA Research Center Drew Puroway, Chair of NACADA Research Committee Leigh Cunningham, Academic Advising Today Ashley Thomas, NACADA Review (Praxis) NACADA Research Experts: -Janet Schulenberg (PSU) -Craig McGill- South Dakota	Finding members interested in completing research that is more for "fun" and not for a graduate, doctorate, or other degree program Keeping the group active and on a schedule, especially if they are looking for information on publications.	A subcommittee for Research and Writing was created in Fall 2019 with new steering committee members. We had a first meeting in February 2020. I learned of the various research interests of our team and I immediately helped make a connect for one of them by contacting Dr. Craig McGill of Kansas State	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 Thomas from EO to

		<p>Create Writing Group with NACADA Research Center on ATD theme.</p>				<p>University whose research on the professionalization of academic advising allowed for her to feel a connection to a theorist in the field.</p> <p>ATD sponsored an AAT article in March 2020 entitled, <i>Discovering Association Wide Advisor Training and Development Practices Using the NACADA Core Competencies.</i></p> <p>In June 2020, I talked to Craig and asked if he might be interested in taking part in a future event called ATD Scholar Spotlight. Share the scholar's research, host a web event with an interview with the scholar. participants to read an article of the scholar before the event. Met with Craig on August 6, 2020 to discuss the event.</p>	<p>create an AC sponsored web event discussing writing for the NACADA Review.</p> <p>Assign a chair of the ATD Research and Writing Group. Allow them the opportunity to create new activities and events. Possibly set up a different research groups based on the areas of interests.</p> <p>Ask scholars in the field to help possibly aid in helping new writers get started in the academic writing.</p> <p>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.</p> <p>Contact Janet Schlenburg to learn more about PSU's <i>The Mentor</i> and other academic writing supportive services.</p>
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<p>Strategic Goal #2: Provide professional development opportunities that are responsive to the needs of advisors and advisor administrators.</p>	<p>Find new ways of engagement so all 2500 members of our AC feel a connection through various opportunities that might fit their current professional plan.</p> <p>Since the 2019 Annual I have work with current steering committee members and offering them the opportunities to serve as chairs of different subcommittees focus on the areas of:</p> <ul style="list-style-type: none"> -Lunch and Learns -Mentoring Program -Research -Social Media -Training and Development Resources -New Advising Professionals ** 	<p>*Identify interested participates from ATD Survey administered in June 2019 and from 2019 Annual Conference.</p> <p>*Meet with Steering Committee by end of December 2019 to have a post Annual Conference meeting reviewing all new subcommittees and responsibilities of these leaders.</p> <p>*Work with Lunch and Learn Subcommittee Chair on setting at least two events Spring/Summer 2020.</p> <p>*Work with Mentoring Program Chair for a possible brainstorming session to discuss roll out of this program for possible Spring 2020.</p>	<p>*Survey subcommittee interests from the seven areas asked about from the ATD Survey in June 2019.</p> <p>*Follow up with all participants and see who might be interested in serving under subcommittee chairs.</p> <p>*If Mentoring Program is organized and matches are made by April 2020 we would have time for a 6-month check in with mentors and mentees by the 2020 Annual Conference to ask how the program has aided in overall professional development of membership.</p> <p>*Response from any Lunch and Learn. Include a short survey through Qualtrics or other service.</p>	<p>*Pre and Post 2019 Annual our AC has been actively supporting the Advising Community for Wellbeing & Advisor Retention.</p> <p>*As of November 2019, I am working with new former members of the New Advising Professionals who emailed about creating a Subcommittee under ATD and I will make those two steering committee members as well.</p> <p>*Create Lunch and Learns with possibly other ACs including:</p> <ul style="list-style-type: none"> *Advising Administrators *Faculty Advising *Small Colleges and Universities 	<p>*Trying to find the right balance of activities to allow professional development opportunities through various different mediums including:</p> <ul style="list-style-type: none"> (1) Social Media (2) Lunch & Learns <p>*If pressure if there is not any programming our community will remain stagnant because that was how it was running previously</p> <p>*I do not want to overwhelm the membership with too many activities that we are working so hard on an event that only tens of people will attend</p>	<p>Post Annual Conference with the new steering committee of 34 people we quadrupled in size. It was largest group of interested people who wanted to the AC.</p> <p>A survey was created asking the areas of interest new steering committee members There was a lot of interest in seven areas of:</p> <ul style="list-style-type: none"> -Lunch & Learns -Mentoring -New Advising Professionals -Proposal Reading -Research -Social Media -Training and Development Resources <p>Post Annual, our AC helped to create a mentoring program with LaTrobe University in Melbourne, Australia with a group of new advisors who were interested in learning more about the professional and</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>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 chairs for updated.</p> <p>Create a second mentoring cycle for the LaTrobe University Advising Team as this center has grown to a 12-person office along with other student</p>
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					<p>the association. Combing the association for professionals from our allied groups in the UK, The Netherlands and NACADA membership in Qatar and the US helped to offered new mentorship opportunities for this group of professionals.</p> <p>Steering Committees Meetings were held in December, April, May and August</p> <p>Our meeting in December 2019 was a post-Annual Conference wrap up where I reviewed the goals for the 2019-2020 year. We reviewed the assignments for subcommittees. I discussed the addition of the New Advising Professional Subcommittee. We talked about the creation of Lunch and Learns on the areas of Faculty Advising</p> <p>Subcommittees met in January,</p>	<p>services professionals.</p> <p>Work with Donna Burton of NCSU on the creation of a lunch time training for faculty advising. Consult Stephanie Graves (Community College of Philadelphia) on this presentation or on a second training.</p> <p>Work on a collaboration with Advising Administration on a mid-level/senior-level advising workshop on those interested in moving into advising administration.</p> <p>Create a formal schedule with for lunch and learns for Fall semester.</p> <p>Work with Teri Farr to create a web event on the INACADA 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>Work with New Advising Professionals</p>
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					<p>also about the NACADA Core Competencies.</p> <p>In February, the ADT Resources subcommittee met to discuss reorganizing the AC website. They discussed wanted to create a new list of advisor training programs websites.</p> <p>In February, Mentoring Subcommittee met to discuss the creation of an AC sponsored mentoring program. Members discussed if it was a good idea to start in Summer or Fall 2020. There was an idea to create subcategories including support for new advisors, mid-level advisors, and senior advisors.</p> <p>In March, our proposals subcommittee met to select the two AC sponsored sessions for the Annual Conference.</p>	<p>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</i> <i>-Developing Socially Just Training for Advising Professionals</i></p> <p>Collaborate with NACADA Council</p> <p>Reps from three divisions for the <i>Returning to Campus Series</i> <i>-Professional Development Committee</i> <i>-Advising Transfer Students AC</i> <i>-Two Year Colleges AC</i> <i>-Regional Chairs</i></p> <p>Brainstorm new web events for the 2020-2021 academic year for the ATD with steering committee, membership and o the association leadership.</p>
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						<p><i>-The First Five Years: Maximizing Time as a New Professional -Developing Socially Just Training for Advising Professionals</i></p> <p>May 2020's steering committee meeting discussed ideas on how to help professionals who might be returning to their campuses in the Fall semester</p> <p>In July 2020 – emailed by Teri Farr from the NACADA Council to ask if ATD would be interested in a presentation discussing returning to campus. We met to discuss ideas to host different roundtables with agents within the industry... -administrators - new advisors -mid-level advisors</p> <p><u>AC Sponsored Web Events:</u> April 29, 2020-</p>	
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						<p><i>Training the New Virtual Advisor</i> – co sponsored with Two Year Colleges AC and Advising in Technology AC.</p> <p>May 7, 2020 – <i>Your Advising Philosophy: Built from the Ground Up</i> – co sponsored by Advisor Well-Being and Retention AC and Theory, Philosophy & History of Advising AC</p> <p>May 8, 2020 <i>Setting Sail to Mid-Level Advisor Success: Embracing the Real ‘Unsung Heroes’ of NACADA</i></p> <p>June 2, 2020 – <i>Welcome to NACADA: It’s Been Waiting for You</i> – as an event with the ATD New Advising Professionals Subcommittee.</p> <p>July 31, 2020 <i>Mentoring in the ATD</i> – with the ATD Mentoring Subcommittee</p>	
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						<p>August 7, 2020 <i>Returning to Campus – A Discussions with Campus Administration</i> co-sponsored with Advising Administration AC and the NACADA Administrative Division.</p>	
<p>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</p>	<p>I would like to see a greater effort on my part to aid in the development of our membership in ATD to see that we are presenting all advisors and advisor administrators through various lens including diversity of regions, states, institutional types, and all intersections of identities. I would like to see greater diversity from our regional and international divisions, membership from different types of institutions and allow our AC to feel like “home”.</p> <p>For me advisor training is a very personal, I we have a lot of amazing people in our AC who need to be represented.</p>	<p>Identify interested participates from ATD Survey administered in June 2019 and from 2019 Annual Conference.</p> <p>Before November 15 review all members who expressed interest in joining ATD Steering Committee and make sure we have all 10 regions and any International Division representation.</p>	<p>Survey Steering Committees in 6 months (May 2020) to ask how they are enjoying their experience on the committee. Ask if they might like to see any changes to the structure of the Advising Community.</p>	<p>Collaborate with AC Chairs of: *Global Engagement *Social Justice (Chartering AC)</p>	<p>Making sure we are as an AC representing the interests of every member through Steering Committee and Subcommittee membership. clu</p>	<p>Steering committee had representation from all 10 regions and international locations including Canada and Australia.</p> <p>There was a strong need to make sure and through the subcommittees that there was representations between everyone in the association. Fostering strong practices of social justice, equity, and diversity.</p> <p>In June 2020, I spoke with Jessica Staten, a ATD Steering Committee member and co-chair of the NACADA Task Force on Race,</p>	<p>Recruit more Canadian and International membership to ATD Steering Committee. I would like to have a stronger global voice at the table within the ATD AC. I think trying to find 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>Collaborations with ACs on Global Engagement and Social Justice.</p> <p>Create a subcommittee on Diversity, Engagement, and Inclusion with the goal to provide</p>

					<p>Ethnicity and Inclusion to discuss the idea of created a subcommittee on Diversity, Engagement and Inclusion for the ATD AC. She thought it might be good to start this subcommittee after the 2020 Annual Conference.</p> <p>After there was a discussion on the ATD AC Facebook Group asking about cultural competency and inclusion trainings. One new member of the AC named Neena Nizar from Metropolitan Community College in Nebraska offered to share her training with the AC. I met with her on July 24 and she shared her presentation. I asked her to join the AC Steering Committee and if she'd like to led an AC led presentation. We are hoping to host this session in September 2020.</p>	<p>trainings on the topical areas and also created new connections for the AC.</p> <p>I think our association and advising community needs to be sensitive to our membership who do not feel they are represented and heard.</p> <p>Find a group of membership interested in serving on a subcommittee who are experts on the training and development within these areas of diversity, equity, and inclusion.</p>
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						I think this will be an amazing move for the AC.	
Strategic Goal #5- Develop and sustain effective Association leadership	Continue the association's practice of creating safe spaces for all membership. Find new ways to incorporate new leadership opportunities for AC members. With a growing AC it will allow us to create new roles within the AC Steering Committee to reflect best practices within our ACD Division	Identify interested participants from ATD Survey administered in June 2019 and from 2019 Annual Conference for steering committee posts. By November 15, 2019 identify all new steering committee members. By December 20, 2019 identify all new subcommittee members.	Email new committee the week of November 18, 2019 and create Doodle to find the best days for end of semester meeting(s). Plan regular (once a month) checks in with subcommittee chairs to ask how moving forward with goals.	Heather Doyle, Chair Sustainable NACADA Leadership Committee Current ADC Cluster Representatives Current ADC Council Members	Without honest and sometime uncomfortable conversations leadership cannot never know what is really going on with AC members. Some folks may not be open to discussing their struggles and difficulties in the association or with the AC. As AC chair I am not an expert in equity, inclusion or diversity but I want to be a proud support of all practitioners in the field who want to work with our AC.	Identified all new steering committee members before November 15, 2019. There was a total of 34 members from all 10 regions and international division. To encourage subcommittee engagement, steering committee membership completed a Google Form listing the different subcommittees. Steering committee meeting were held in December 2019, April 2020, May 2020 and August 2020. Met with Heather Doyle, Chair of NACADA's	Create a training for subcommittee chairs in September or October for 2020-2021 year. Find more steering committee members with 10 subcommittees for 2020-2021 I would like to have 50 members (at least) and assign 5 members per subcommittee based on interests. I think creating more autonomous run subcommittees might allow for greater participation. Less AC Chair organized and freer in the development of events and activities.

						<p>Sustainable Leadership Committee in January 2020 to discuss the new structure of the ATD steering committee. I asked her advice about how to create a more sustainable leadership model for the ATD AC. I wanted to try to create a larger steering committee to allow for more engagement within the AC. This also might encourage a more solid approach to leadership changes and encourage current steering committee to run for the AC Chair role when my position is up in 2021 (so 2020 Fall election cycle).</p>	
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<p>Strategic Goal #7- Expand the use of innovative technology tools and resources to support the Association</p>	<p>Creating new social media outreach within the advising community. Have a team of social media experts in the AC who can each take on one social media account such as Facebook, LinkedIn, Instagram, Twitter, etc.</p> <p>Social Media Chair will be appointed to help shape and the look of the these pages. with the guidance of the Social Media Subcommittee Chair.</p>	<p>Identify interested participates from ATD Survey administered in June 2019 and from 2019 Annual Conference.</p> <p>Work with Social Media Chair on creation of new Facebook Group (by December 2019) and LinkedIn Group (by January 2020).</p> <p>Possibly created Instagram and Twitter accounts as well to reach out AC through as many online mediums as possible.</p>	<p>In three months (March 2020), I will have the Social Media Subcommittee Chair look over the analytics of our social media usage to see what is effective and ineffective.</p>	<p>Current Social Media Chair, Amy McKee</p> <p>New prospective Social Media subcommittee members</p> <p>EO experts on technology such as Jackson who might be able to help in the designing of a logo for Advisor Training and Development.</p> <p>AC chair for Technology in Advising</p>	<p>If our AC goes into too many social media forum is that going to make for more work and stress for Social Media Subcommittee as whole?</p> <p>Are we selling out the AC with too much exposure?</p>	<p>Facebook and LinkedIn Groups created for the ATD AC. The goal is to remove the Facebook ATD AC Facebook Page because there is no communications on there and the Facebook Group was more impactive for communication with members. More interactive.</p> <p>Social Media Subcommittee was formed to help in the management of the social media platforms. We started with a Facebook Group and LinkedIn.</p> <p>Subcommittee members were managing of these groups and helped to create content.</p> <p>It was suggested by my cluster members to created Twitter and Instagram as these can be connected to the Facebook Group</p> <p>In April 29, 2020, I worked with</p>	<p>Create a larger Social Media Subcommittee that including 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 person 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 created these</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 Twitter Account for the ATD AC.</p>
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						<p>Technology in Advising AC on <i>Training the New Virtual Advisor</i> led by Sarah Banner, Two Year Colleges AC.</p> <p>During the May ATD Steering Committee Meeting it was discussed to help create a new website subcommittee as subgroup of our Resources team to help update the ATD AC Website more frequently.</p> <p>Website meeting on July 10, 2020 where changes that were discussed in to create or organized resources based on the areas of faculty advising, new advisors, professional development, etc. Other ideas included updating the links on the AC website for the currently ATD programs that are on there to update content and find other programs to highlight.</p>	
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						Instagram was created in late July 2020 @nacadaadvtrain developac is the group. This I going to be synced to the Facebook Group.	
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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_AziM088vGNOsC5odtYOEMbNAYYseEUU6U88/edit?usp=sharing