



ADVISING  
COMMUNITIES

**Division Unit Report for Advisor Training and Development  
Submitted by Gavin Farber**

On January 15, 2019 I was appointed the Interim Chair of Advisor Training and Development Advising Community (AC). In taking over this role, it was my goal over the last eight months to reconnect with the ATD Community to show our strength in numbers and that we will be back stronger in the 2019-2020 academic year. Being new to the division, I looked to current and past leadership for guidance in how to lead during my interim role. It was important for me to make sure I was being respectful for the overall goals of the community while also serving the best interests of the membership.

One of the best projects I worked on in May 2019 was the development of an ATD Community Survey to allow the membership to openly share where they like their ATD to lead them in the next year. It was released in June 2019 and with over 2,200 members, we were able to get 154 respondents (just over 6%).

In working with our AC Division Reps and EO I was in my few months able to understand our demographics and membership better. I was able to gain confidence in my new role and feel that taking on this position earlier than the Annual Conference was a win/win for the AC because from a planning/resource perspective I was able to begin to pin-point where to lead the ATD next. With such large community it is important that we get back on track and start to create and innovate.

In this executive summary I wanted to look to the NACADA Strategic Goals where I am starting to focus my energy for the ATD Advising Community and also share some special projects I worked in my interim time in the position to show how I was able to take on new challenges and work collaboratively with practitioners who emailed me their concerns and questions and how best the AC could serve and assist them.

**Usage of NACADA Strategic Goals:**

**Strategic Goal #1: Expand and communicate the scholarship of academic advising**

Thirty-seven survey respondents (24%) expressed an interest in the creating Writing Group focused on advisor training and development topics. It is my intention to begin communication with those professionals along with Wendy Troxel from the NACADA Research Center about putting together a special ATD Writing Group.

Wendy and I talked at the International Conference in July and she discussed wanting to put something like this together and I was able to share with her some of the results from the AC Survey. It should be a great opportunity for members who would like to get involved in various levels of scholarship within academic advising.

Other collaborators I thought about were Drew Puroway, Chair of the NACADA Research Committee

**Strategic Goal #2: Provide professional development opportunities that are responsive to the needs of advisors and advisor administrators.**

The results of the ATD Surveys provided data on the types of programming they wanted to see from the professional development lens of how the AC could best reach a greater number of ATD professionals.

The creation of an advisor training and development forum (ideally a collaboration of resources from different ATD programs that could be housed on the NACADA Website within the ATD community) had a total of 123 interest participants (79.9%). There is a lists of linked advisor training programs from

across the membership, I would like to see if we could update that information and also include the use of the NACADA Core Competencies.

Eighty-eight people (57.1%) expressed an interest in creating a series of Lunch & Learns hosted by the ATD AC. For ideas on the topics I will look over the qualitative data collected on from the surveys and try to reach out to members who were selected for sponsorship at Annual Conference for their presentations. There might also be a need to create a process for proposals for ATD AC – Lunch and Learn presentations .. try to have two a semester

Sixty-six people (42.9%) express an interested in the creation of an ATD Mentoring Program. In speaking with Rebecca, I liked her suggestions of collaboration with the New Advising Professionals AC and I will approach that community chair soon with that idea.

It will be my goal to create subcommittees focusing on the areas of Lunch and Learns, Mentoring and ATD Resources.

**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**

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”. For me advising training is a very personal process and I feel like we have a lot of amazing people in our AC that just do not have their voices heard yet. It’s my job to help them be heard.

I would like to see if I could collaborate with the following Advising Communities: Multicultural Concerns, Small Colleges and Universities, and Social Justice

**Strategic Goal #5- Develop and sustain effective Association leadership**

Rebuild the AC’s steering committee to include at least one-two representations from each Region and/or International Division. In the ATC Survey I asked if respondents were interested in serving on the ATD Steering Community and there were 73 interested participants for the committee. There were at least one respondent from each of the ten regions. But no international regional interest (however I know of a practitioner in Australia who I will be approaching for the committee).

I also would like to see the creation of sustainable programs (i.e. mentoring program) that could be developed with each of our regions, ACs and institutions. It’s a passion of mine and why I have come to enjoy and love advisor training and development because mentoring (whether formal or informal) is actively a part of the leadership.

With the history of the current steering committee I would like to keep them actively engaged as well because I think they have offered leadership within the AC and outside of it. I can remember active members being at the Annual Conference and speaking at the Town Halls and expressing themselves so openly and I think that energy should be celebrated and encouraged to lead our AC forward.

**Strategic Goal #7- Expand the use of innovative technology tools and resources to support the Association**

It would like to create subcommittees on the topics of (1) Social Media and (2) Online Forums/ATD Talks. The surveys resulted provided that 115 respondents (74.7%) were looking for online webinars and similar programs from the ATD Community. Similar in ideas with possible Lunch and Learns I think it

would be great to look at the proposals that have been awarded ATD sponsorship; reach out to the community and create an interest Google Doc of interested “hot topics” in the field. If our community could host 3-4 online forums/chat a year I think I would be very happy with that.

Social media included 56 respondents (36.4%) were interested this area of communication with the community. Since taking on the role of ATD Chair, I learned that Amy McKee of the University of Hawai'i at Hilo was serving in a coordinator role for social media for the previous AC. I didn't want to deny they opportunity and she was one of the first members of the AC to communicate engagement on the steering committee. I was able to meet Amy in Hasselt, Belgium at the International Conference and we got to chat a little about ATD business.

I would like to look into creating LinkedIn, Instagram and Twitter Pages as well to really expand the reach of ATD. With social media people can very specific about the platform(s) they use to connect with others professionally. If we had to choose just one new platform to use I would prefer LinkedIn because it a more professionalized forum.

### **Special Projects (January – August 2019)**

Since taking on the role of Interim ATD Chair I have gotten wonderful emails from members of the community seeking advice and assistance on how to navigate NACADA resources along with advisor training and development concerns.

In March 2019, I was emailed Sarah Banner of Maricopa Community College in Tempe, AZ and she asked if I would be interested in serving on the NACADA Region 10 Ten Talk on Advisor Training and Development. It was an amazing opportunity to collaborate with other membership on the call and I think I was able to discuss our advising community and the work I had done in the area at my own institution, Temple University. The talk was on March 27, 2019 and it was successful with a few tens of participants, but it got the message out about training and development.

In June 2019, after the ATD Survey was released through the listserv and Facebook, I received an email from Suzanne Sealey of LaTrobe University in Melbourne, Australia. She emailed me from the listserv about how our community might be able to assist her as she is launching the creation of an American model of academic advising at her institution in Australia. In later discussions with her via Zoom, I learned that Australian universities mainly follow faculty advising models for the most part and are now beginning a bit of an advising renaissance in hiring more professional advisors. She also expressed looking at setting up mentors for her advising team of new advisors.

Post-Zoom chat I approached Rebecca Hapes from our AC Division and bounced a few ideas off with one of my NACADA mentors, Joanne Damminger about how to approach a unique mentoring pilot within the global membership. Rebecca and I have been talking since early August about this and in our communications the idea of an institution to institution based mentoring program would be amazing for a pilot program because LaTrobe would be the test advisor mentees and another institution would be a test advisor mentors. In thinking about time zones with Melbourne being 14 hours from Philadelphia (my home university) I wanted to try see if I could find mentors from universities in Qatar (Texas A&M or VCU or both) or Dubai or even New Zealand as I found one university called Massey University with the only NACADA membership in the country.

I will be emailing the Manager of Advising and Communication at Massey University on (August 15) to discuss this mentoring pilot program and see if she might have any interested advisors in such a program.

Plan B would be to collaborate with Mehvash Ali of the Global Initiatives Committee (GIC). Karen Lewis of the Regional Division suggested I speak with her about this mentoring program idea because of

her past ELP engagement. Mehvash and I have emailed, and she is able to help me in finding mentors if we need them.

### **Final Thoughts**

Taking on any new leadership role is difficult and I have to thank Kyle, Rebecca, Amber, Wendy and Dawn for their guidance over the last 8 months. I think without it I would had been a little lost and I am happy to say I am feeling confident in where the Advisor Training and Development AC will be in August 2020. I have a high hope that we will be come a stronger and resilient community that is open to new and innovative programming options for members. I hope we can remember to think about how our activities are sustainable for the next generation of NACADA leaders and participants. I am thankful for this opportunity to serve our community and I am excited to see how our Business Meeting at Annual goes. Thank you for support.

Submitted by:  
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