

**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!

<b>1. NACADA Strategic Goal(s)</b>  <i>(List one of NACADA's 7 strategic goal(s) related to the specific desired outcome in #2)</i>	<b>2. Specific desired outcome</b>  <i>(What you want to occur as a result of your efforts; what you want someone to know, do, or value)</i>	<b>3. Actions, activities, or opportunities for outcome to occur</b>  <i>(What processes need to be in place to achieve desired outcome)</i>	<b>4. Outcome measurements &amp; related data instrument(s)</b>  <i>(How will you specifically measure the outcome and with what instruments? e.g. survey, focus group)</i>	<b>5. Other groups or individuals to connect</b>  <i>(List opportunities for collaboration with other groups)</i>	<b>6. Anticipated challenges</b>  <i>(How will you address issues that arise as you work to achieve the outcome?)</i>	<b>7. Progress toward outcome</b>  <b><i>(Complete in August 2021 report)</i></b>	<b>8. Future action(s) based on data</b>  <i>(Data-informed decisions)</i>  <b><i>(Complete in August 2021 report)</i></b>
<b>Strategic Goal #1 Expand and communicate the scholarship of academic advising</b>	<p>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.</p> <p>Created more opportunities for AC sponsored articles for Academic Advising Today (AAT). Meet with Leigh Cunningham.</p> <p>Work with Ashley Thomas from EO to create an AC sponsored web event</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>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.</p> <p>Ask scholars in the</p>	<p>In August 2021– review the total number of articles submitted and approved for publication to AAT, NACADA Review, and NACADA Journal with AC sponsorship.</p> <p>Assess ATD AC Research and Writing Group with survey.</p>	<p>Contact Craig McGill of Kansas State University to discuss the professionalization of academic advising.</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 Schulenburg from Penn State University to learn more about her experiences in advisor specific research</p>	<p>Finding professionals interested in writing between everything professionals are going through with our new work environments.</p> <p>If writing groups form, getting them to stay together and not fall apart.</p>		

	<p>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>field to help possibly aid in helping new writers get started in the academic writing.</p>		<p>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><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</p>	<p>Work with ADC Division Reps and EO on the review of our ATD Survey. Once approved, created 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</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</p>	<p>Work with Donna Burton of NCSU on the creation of a lunch time 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</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>present their presentations or a portion of it.</p> <p><i>-The First Five Years: Maximizing Time as a New Professional</i></p> <p><i>-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>.</p> <p>Collaborations with other NACADA 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>with subcommittee for updated.</p> <p>Work with New Advising Professionals Subcommittee for more intentional educational sessions on the association. Offer monthly or bi-monthly events with 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 Subcommittee to create new a 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 Mentoring Subcommittee to create a mentoring program in Fall 2020. Brainstorm how to offer this program online and with new and innovative trainings 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>year.</p>	<p>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>			
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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 does advisor training and development play a roll 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 us on new projects and web event 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 a</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 stakeholder at the table of serious meeting with campus partners.</p>		

				an event that focus on advisor training for working with veteran and active duty military as this is a unique population.			
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>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 trainings on 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</p>	<p>Speak with other NACADA Leadership through ACs on Canada and Global Engagement to more about how to recruitment 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 trainings in a collaboration.</p> <p>There have a been members interested in how to create these trainings, what should be included and discuss experts who might be helpful in training advisor</p> <p>Working within the association to find m</p> <p>Find a group of membership interested in serving on a</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 on 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 Global Initiatives Committee who might be able allow our groups to meet and network.</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 led 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 other learning more about each other.</p>		

	community at large.	subcommittee who are experts on the training and development within these areas of diversity, equity, and inclusion.					
<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 engagement from year to year.</p> <p>Create a 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</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 tools for engagement in AC.</p> <p>Create application 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 leadership team of AC if help is needed for</p>	<p>Review all applicants for Steering Committee and volunteer to determine total number of interest members who wishes to work with ATD AC in 2020-2021.</p> <p>Create official list of subcommittee assignment 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 committee 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>		

	awareness of our work together and to allow each member to have a unique experience that adds by in power for their year on the committee(s).	any action.  Create leadership spotlight opportunities for steering committee members through a possible social media and/or through listserv newsletters starting in December 2020 through October 2021 and future.  Create an interview series for steering committee members.					
<b>Strategic Goal #7- Expand the use of innovative technology tools and resources to support the Association</b>	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.  Create a larger Social Media Subcommittee that including about 4-5 members.  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.  Monthly or quarterly newsletter to be sent out to the member through EO. Learn from other AC chairs	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.  Create new social media accounts for Twitter and other social media platforms.  Work with Social Media Subcommittee to see their interest in the creation of a quarterly newsletter.  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	Review at October 2021 how many people have joined out social media sites and review the overall engagement.  Survey membership on social media engagement; ask how many members do not use social media.	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.  See if those ACs might be open to sharing their experiences and tips in these areas.	Are we going to be too engaged in social media and not be representative of professionals without social media?  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>what platforms are used to create 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>	<p>this happen.</p> <p>Set up meeting with Dawn Krause to discuss the ATD Website with subcommittee.</p>					
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*INSERT rows as needed*

**Resources:**

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