



SELF-CARE SEPTEMBER — NACADA REGION 7 ROUND-UP

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ABOUT OLIVIA

- ❖ Academic Advisor since 2016, currently at UMKC at the Bloch School advising graduate students
- ❖ 3 institutions – started at a new institution twice during the pandemic
- ❖ 2018: presented “Caring Too Much or Just Enough? Balancing Empathy & Emotional Intelligence to Overcome Compassion Fatigue” at campus conference
- ❖ 2018: also joined a small group of advisors across NACADA to create the potential Advising Community on Advisor Well-Being & Retention – which became official in 2020



TODAY'S CONVERSATION

- ❖ Self-care
 - ❖ Setting boundaries & expectations
 - ❖ Community of support & community care
 - ❖ Remembering your Why
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- ❖ Today's goal: reflect on how best to take care of yourself this academic year



SELF-CARE & WELLNESS



Vocational Dimension of Wellness:

- Preparing for and participating in work that provides personal satisfaction and life enrichment that is consistent with your values, goals, and lifestyle
- Contributing your unique gifts, skills, and talents to work that is personally meaningful and rewarding
- “For those in the helping professions, wellness is a professional as well as a personal responsibility” (Stowen, 2017)

CARE: THE DOUBLE-EDGE SWORD

- ❖ Caring is a core value in NACADA – it is part of our job
- ❖ How do you take care of yourself in order to take care of others in our profession (your students, your colleagues)?
- ❖ What are your self-care practices?
- ❖ How is self-care and wellness communicated and practiced in your advising unit?



Caring

Academic advisors respond to and are accessible to others in ways that challenge, support, nurture, and teach. Advisors build relationships through empathetic listening and compassion for students, colleagues, and others.

CAN'T POUR FROM AN EMPTY CUP; PUT YOUR OXYGEN MASK ON FIRST



EMOTIONAL INTELLIGENCE

- ❖ Definition: the ability to understand and act on personal emotions and the emotions of others.
- ❖ Think of all the emotions students bring to our advising offices and how we help them process them.
- ❖ Students are retained by institutions where they have made a connection to **and feel cared for** by someone at the institution. (Haley, 2016)

COMPASSION FATIGUE/BURNOUT

- ❖ Compassion Fatigue: When helping others precipitates a compromise in our own well-being we are suffering from compassion fatigue (Figley, 2002, p. 124).
- ❖ Burnout: A syndrome of emotional exhaustion, depersonalization, and reduced personal accomplishment (Maslach, 1982, p. 3).

SETTING BOUNDARIES & EXPECTATIONS

- ❖ Boundaries are individual and personal – what works for you might not work for someone else
- ❖ Olivia's boundaries:
 - ❖ No work email on phone
 - ❖ Check and respond to email only at work – and not over the lunch hour
 - ❖ Schedule enough time in day, if possible, to have breaks in-between student appointments
 - ❖ Communicate with students when I'll be out for an extended period to try and redistribute the amounts of constant email
- ❖ Your boundaries: ???
- ❖ Communicating with students what advising is and our role for an effective partnership
 - ❖ Role and responsibility of the student in the advising relationship
 - ❖ Teaching students to be self-sufficient and self-reliant on campus resources and repetitive inquiries
 - ❖ The degree is the student's
 - ❖ Advising syllabus
- ❖ *A personal reminder: there is almost never an advising emergency – a lack of planning on a student's part does not constitute an emergency for me*

THE SLOW ADVISOR, FEATURING REGION 7'S RYAN SCHECKEL

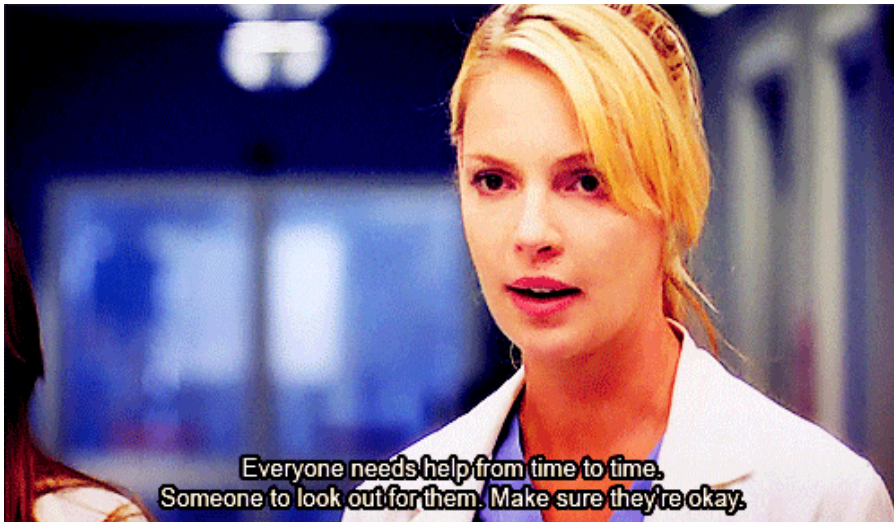
- ❖ John Tomlinson's "*The Culture of Speed*"
 - ❖ Speed has a cultural significance, technological dimensions and an economic element -> immediacy is the inevitable destination
 - ❖ Cultural significance: discipline and rational regulation, escaping that discipline for risk, immediacy emerges
 - ❖ Technological dimension: acceleration (transportation, communication, etc.), acceleration of social change and acceleration of pace of life (due to globalization)
 - ❖ Fast capitalism annihilates space and time
 - ❖ Economic element: clock time dominates and process and wait time are related (does this best define academic advising – should it?)
 - ❖ Global capitalism turns us into accumulation machines (Vostal 2019)

THE SLOW ADVISOR CONTINUED

- ❖ Not a new problem, always an advising problem
- ❖ Access which temporality is being squeezed?
 - ❖ Volume: amount of time on tasks
 - ❖ Organization: coordination with others
 - ❖ Density: number of tasks
- ❖ Wait characteristics (give agency while waiting): temporal features of the wait, reason(s) for the wait, nature of the wait, criticality of the wait, context, status, agency
- ❖ 10 Ways to Slow Down: don't hurry, don't multitask, do nothing/daydream, prioritize balance, get good quality sleep, don't cram calendar, disconnect, be early, slow down personal clock, give your time
- ❖ Cost (of losing an advisor): institutional memory, student support, money -> discussing loss/expectations, prioritizing health & well-being

COMMUNITY OF SUPPORT & COMMUNITY CARE

*"THE CURE FOR BURN OUT
is not self-care, it's all
OF US CARING FOR EACH OTHER."
-emily & amelia nagoski*



- ❖ Encouraging a shift of simply just self-care to community care
- ❖ Support your colleagues in their self-care practices and boundaries, give and receive recognition, encourage gratitude
- ❖ Find your people:
 - ❖ At your institution
 - ❖ Here in Region 7
 - ❖ Within NACADA – Advisor Well-Being & Retention Advising Community

YOUR WHY

- ❖ Write out your reason for going into academic advising
- ❖ List out all the positives of your job
- ❖ Set it aside and on the bad days return to it as a reminder
- ❖ Add to it as your why changes over the years

- ❖ Other activities/pick me ups:
 - ❖ Quote log
 - ❖ Personal academic advising philosophy, mission statement
 - ❖ Career vision board



RESOURCES

- ❖ Well-Being & Advisor Retention AC Facebook group: [NACADA: Advising Community for Wellbeing & Advisor Retention | Facebook](#)
- ❖ NACADA Presents: Wellness Series – 6-part podcast: [NACADA Presents Podcast \(ksu.edu\)](#)
- ❖ March 2022 edition of Academic Advising Today: *From Self-Care to Systemic Change: The Evolution of Advisor Well-Being in NACADA* - [From Self-Care to Systemic Change: The Evolution of Advisor Well-Being in NACADA \(ksu.edu\)](#)
- ❖ From the Chronicle of Higher Education: *Right Now, Your Best Employees Are Eyeing the Exits* - [Right Now, Your Best Employees Are Eyeing the Exits \(chronicle.com\)](#)
- ❖ *Love My Naps, But Stay Woke: The Case Against Self-Care* - [Love My Naps, But Stay Woke: The Case Against Self-Care - Dian D. Squire, Z Nicolazzo, 2019 \(sagepub.com\)](#)

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