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

Today’s goal: reflect on how best to take care of yourself this academic year
PULSE CHECK: WHY ACADEMIC ADVISING?
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?
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
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

- 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

“THE CURE FOR BURN OUT is not self-care, it’s all of us caring for each other.”
—Emily & Amelia Nagoski
WELL-BEING & ADVISOR RETENTION AC SURVEY: HAVE WE GONE BACK TO ‘NORMAL’?

- Informal survey about the advisor’s working experience and is meant to collect frank feedback and ideas from direct service primary role academic advisors.

- A follow-up from a survey we did last summer about returning to work and advisors’ experiences.

- Goal: to provide advising leaders with informal and anonymized feedback on the experiences of their advising staff and insights into how to support them as the pandemic begins to fade.

- Answers are anonymous.

- [Have we gone back to "normal"? (google.com)](https://google.com)
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)


- 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)

REFERENCES

❖ Stoewen D. L. (2017). Dimensions of wellness: Change your habits, change your life. The Canadian veterinary journal = La revue veterinaire canadienne, 58(8), 861–862