

## **Ad Hoc Committee One**

*A commitment of 15 hours of live sessions, plus additional work with AAC and PDT to develop a professional development plan to bring module content to entire advising community. Exact dates TBD.*

### Modules:

- Track 1, Module 2 (4-hour session; May 2022) - Understanding Racial and Socioeconomic Equity in Education
- Track 2, Module 3 (4-hour session; September 2022) - Understanding Racial and Socioeconomic Equity in Advising
- Track 2, Module 4 (3-hour session; September 2022) - Aligning Core Components of Holistic Advising with Roles and Responsibilities
- Track 3, Module 4 (4-hour session; December 2022) - Redesigning Student Support Policies and Processes for your Unique Student

### Participants:

- 10 individuals selected specifically to represent all advising areas/colleges, AAC, and some administration. Compensation: \$2000 paid in installments as modules and work are completed.



TRACK 1, MODULE 2: ATD

# Understanding Racial and Socioeconomic Equity in Education

LENGTH: One 4-hour session (Zoom)



## Activities:

- Prep:
  - Participants review the session glossary; their institution's Equity statement (if one is available); and provide a description of institutional challenge(s) and relevant data or background information that contextualizes their institutional culture
- During the Session:
  - Participants will deepen their understanding of pivotal moments in the history of higher education in the United States
  - Through discussion, participants will identify how specific policies and practices have impacted minoritized students and learn promising practices in equitable advising
  - Participants will examine a case study and reflect on strengths, areas of growth and next steps for their institutions



TRACK 2, MODULE 3: ATD

# Understanding Racial and Socioeconomic Equity in Advising

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LENGTH: One 4-hour session (Zoom)

## Activities:

- Prep:
  - Participants review the session glossary
  - Participants review their institution's Equity statement (if one is available)
  - Participants formulate a list of their advising policies, practices, challenge(s), and any other relevant data or background information that contextualizes their current advising structure
- During the Session:
  - Participants will define equity in advising and identify deficit and equity-minded statements
  - Participants will deepen their understanding of why equity in advising is important
  - Participants will explore what equity in advising looks like in action through case studies and discussions





TRACK 2, MODULE 4: The Center

# Aligning Core Components of Holistic Advising with Roles and Responsibilities

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LENGTH: One 3-hour session (Zoom)



## Activities:

- Prep:
  - Participants submit a 10-minute intake survey
- During the Session:
  - Participants will conduct an inventory of programs, examining the characteristics of connections between those programs, and auditing current practices
  - Participants will identify existing alignment across advising and student supports
  - Participants will integrate student success initiatives to form a constellation of intentional practice
  - Participants will consider how to align the core components of holistic advising and engage in a case-making exercise to brainstorm ideas for advising redesign and action
  - Participants will explore the significance of using data strategically and identify at least one strategy for using evidence strategically



## TRACK 3, MODULE 4: ATD

# Redesigning Student Support Policies and Processes for your Unique Student Population

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LENGTH: One 4-hour session (Zoom)



### Activities:

- Prep:
  - Participants read equity audits and complete a worksheet looking at student identity intersectionality
- During the Session:
  - Participants will deepen their knowledge about student population data and equitable practices for collecting, evaluating, and making the data actionable
  - Participants will evaluate unique student population data and student outcomes to identify equity gaps in their existing advising system
  - Participants will identify opportunities to address equity gaps through revised advising policies and procedures, including plans for pivot and revisions schedules to accommodate changes in their student populations

## **Ad Hoc Committee Two**

*A commitment of 7 hours of live sessions, plus additional work to make recommendations to Provost and HR about ISU advising structure/roles/job descriptions. Exact dates TBD.*

### Modules:

- Track 1, Module 1 (4-hour session; April 2022) - Identifying Core Components of Holistic Advising
- Track 2, Module 1 (3 1-hour sessions, August 2022) - Definitions, Roles and Responsibilities

### Participants:

- 5 individuals. Compensation: \$700 paid in installments as modules and work are completed.



TRACK 1, MODULE 1: NACADA

# Identifying Core Components of Holistic Advising

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LENGTH: One 4-hour session (Zoom)



## Activities:

- Prep:
  - Participants should review Vision, Mission, and Goals statements at both the institutional and advising unit level(s), where such exist
  - Participants should have an institutional snapshot of student success data, disaggregated by race and ethnicity
- During the Session:
  - NACADA will present an overview of how advising has evolved as a profession and practice
  - Participants will go through an exercise to identify their institution's operational definition of holistic advising
  - Participants will go through an exercise evaluating mission statements
  - Participants will draft or operationalize an advising mission statement for their institution



## TRACK 2, MODULE 1: NACADA

# Definitions, Roles, and Responsibilities

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LENGTH: Three 1-hour sessions (Zoom)

### Activities:

- Prep:
  - Participants review Vision, Mission, and Goals statements at both the institutional and advising unit level(s), where such exist
  - Participants should bring an institutional snapshot of student success data, disaggregated by race and ethnicity
- During the Sessions:
  - Participants will learn standard and Network definitions of key terms
  - Participants will map their institution's current advising structure using the student experience and identify gaps and redundancies between the existing advising structure and in the array of academic and student support services at the institution
  - Participants will map advisor competencies and responsibilities to established advising and administrative positions, and introduce the concepts and rationale for developing/refining an advising career track





### **Ad Hoc Committee Three**

*A commitment of 3 hours of live sessions plus additional work to make recommendations to AAC about advising policies and procedures that should be analyzed with EDI lens. Exact dates TBD.*

#### Modules:

- Track 3, Module 1 (3 1-hour sessions; October 2022) - Centering Equity in Policies and Processes for Holistic Advising

#### Participants:

- 6 individuals. Compensation: \$500 paid in installments as modules and work are completed.



TRACK 3, MODULE 1: NACADA

# Centering Equity in Policies and Processes for Holistic Advising

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LENGTH: Three one-hour sessions (Zoom)



## Activities:

- Prep:
  - Participants should compile copies of advising-related academic policies, communications to students, and related documentation two weeks in advance of the module delivery; and institutional student outcomes data disaggregated by race and ethnicity to the module
- During the Sessions:
  - The first session will focus on discussion on the importance of centering equity in policy and process redesign
  - The second session will be a facilitated audit of existing documentation and messaging to a student audience
  - The final session will begin with a policies and process audit from these same functional units