Taking Stock of Advising Challenges

**ITEM**

- Tensions between academic affairs and student affairs
- Current student population not targeted – is undeclared, transfer & sophomores
- GE Courses
- Communication
- Does our culture support intrusive advising
- Lack of training on how to be a good advisor for faculty
- Universal commitment is needed
- Majors that align with career opportunities

**CHALLENGES**

- No decisive pronouncement from leadership
- No comprehensive guideline, policy on advising
- Lack of clarity on the process and roles
- Faculty do not understand GE requirements
- Do we have sufficient manpower

UH Hilo EDI Workgroup 10/23/13
(dots indicate votes for prioritizing items)
## Challenges

- No decisive pronouncement from leadership
- No comprehensive guideline, policy on advising
- Lack of clarity on the process and roles
- Faculty do not understand GE requirements
- Do we have sufficient manpower

## Potential Solutions

- Receive mandate for proactive advising (PA) from leaders to campus
- Create a sense of urgency for campus
- Align resources to support PA (incentives)
- Give formal charge to staff/pathway
- Include Faculty Congress and Chairs

- Determine campus-wide policy
- Allow for Depts. to tailor to their needs

- Identify advising benchmarks and standards
- Make the case for more resources
- Shift in resource allocation

## What Will It Take?

- Luoluo and Matt take the PA moral imperative and need to focus to Chancellor
- Chancellor make public announcement
- Need a well-crafted message on why retention is important & how PA will help
- Simple and consistent message

- Look at best practices at other institutions
- Create process map on complete advising process

- Review current advising policies and guidelines
- Student focus groups
- Put pen to paper!

- Get clear about transitions, what happens, needs to happen

- Reward/incentivize increase in retention
- Peer advisors (students)

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<table>
<thead>
<tr>
<th>KEY ACTION</th>
<th>OWNER</th>
<th>TIMING</th>
<th>SUPPORT NEEDED</th>
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<tbody>
<tr>
<td>Create a well-crafted strategy for campus (moral imperative data)</td>
<td>Susan</td>
<td>-Create outline by 10/25</td>
<td>-Review message &amp; provide feedback</td>
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<td>-Dec. EMIT Meeting (12/10)</td>
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<tr>
<td>Message to Chancellor about proactive advising (PA)</td>
<td>Matt/Luoluo</td>
<td>-Present ideas and challenges starting 10/24</td>
<td>-Moral support</td>
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<td>-Big event in Jan</td>
<td>-Use of faculty champions</td>
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<td>-Present to department (proactive advising) senates to get buy in</td>
<td>Deans</td>
<td>By Nov/Dec meeting (before Chancellor announcement)</td>
<td>-Outline for consistency in messaging</td>
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<td>-Identify faculty champions (senior faculty)</td>
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<td>-Message from faculty to Chancellor, supporting PA</td>
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<td>Review and document advising practices</td>
<td>Kainoa</td>
<td>End of Spring 2014</td>
<td>-Provide knowledge on existing processes/guidelines</td>
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<td>Deep dive on advising roles, individually &amp; across institution</td>
<td>Luoluo</td>
<td>TBD</td>
<td>-Respond in a timely manner</td>
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<td>EDI to provide campus examples</td>
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