



# SPRING 2022

## ADVISING FELLOWS' LISTENING SESSIONS

Thank you to all of the departments, campus offices, staff, and faculty that provided us with this information.



### ADVISING AT CAL POLY: THE MOST CONSISTENT FEATURE IS ITS INCONSISTENCY!

Departments approach advising from vastly different places: changes to advising should be responsive to student and specific departmental needs (small v. large departments, embedded professional advisor, lab-based pre-reqs, experiential reqs, interdisciplinarity, heavy unit counts, etc.)

#### WHAT'S WORKING WELL FOR SOME...

- **Group Advising Meetings** provide the opportunity to disseminate information widely, while building community and sharing food: a great supplement to individual advising
- **Clear & timely communication with students**, providing easily accessible information via Departmental emails, curricular roadmaps, or a Departmental Canvas page
- **Clear & timely communication among advisors**, including among academic advisors in a department and between faculty and professional advisors
- Using **DARS** to plan multiple semesters
- Establishing or accessing **peer mentoring** programs
- **Holistic Advising**, on topics academic & otherwise

#### SOME CHALLENGES

- A **lack of formal training** for faculty advisors
- **Unequal distribution of workload** - between departments and within departments
- **Cultural taxation**, for advisors who are sought out by underrepresented students
- **Lack of advisor-to-advisor communication** between professional and faculty advisors
- **Lack of university recognition** of the importance of advising for student success, and lack of support for the effort that goes into holistic advising



**Holistic Advising** means that advisors consider the student as a whole person, beyond their academic needs. Many advisors indicated they already practice this, including mental and physical health, family and community concerns, co-curricular activities, and hopes and fears for the future in their advising.

#### SUGGESTIONS FOR FACULTY

1. Partner with professional advisors, communicating and collaborating closely.
2. Practice holistic advising: know where to direct students for other-than-academic needs.
3. Recognize that each student has a team of advisors on campus, and that multiple relationships of trust on campus contributes to retention and success.
4. Reach out to advisees early and often - be proactive.

#### RECOMMENDATIONS FOR THE CAMPUS

1. Equitably compensate all advisors for the advising they are doing, recognizing cultural taxation and including lecturers.
2. Communicate advising procedures clearly, openly, and with adequate lead time with students, staff, and faculty included.
3. Create processes for better communication among advisors.
4. Offer and incentivize formal training for holistic advising.