

Approved at 2/24/2016 meeting

Minutes

University Undergraduate Advising Council

December 2, 2015

Present: Courtney Gage, Kristin Maas, Charles Israel, Ruthie Spiers, Sarah Crim, Anna Burchett, Mary Brownlee Couch, Bob Cochran, Bob Karcher, Jack Feminella, Judy Sanders

Approval of minutes: A motion was made to approve the minutes of the October 28, 2015 meeting. Several members seconded the motion. All members were in favor of approving the minutes.

Athletic Representative: Courtney Gage announced she would be leaving the committee due to additional roles she will assume in the athletic department. Kristin Maas will replace her on UUAC. Welcome Kristin!

NACADA Consultant: Ruthie Spiers gave an update of the progress in securing a consultant from NACADA to work with the committee to expand the academic advisor training and professional development plan. The Exploratory Advising Center was awarded funds to bring a consultant to campus to help develop a training and professional development plan. Ruthie had previously sent out resumes/information for three potential consultants. She presented the committee with pros and cons from UUAC committee members for each consultant. The committee voted to rank the consultants in order for Ruthie to communicate with NACADA to facilitate the consultant visit. The committee agreed any of the three would be acceptable, but expressed a preference for guidance.

Advisor Training Working Group: Judy Sanders gave an overview of the sub-committee meeting. Handout included with minutes. Charles Israel asked about a definition of success and a discussion continued regarding how to measure success of the new training/professional development program. Other suggestions included a needs assessment of the advisors, including students in the process, providing aggregate assessment data to each college, and requesting the NACADA consultant to help make decisions regarding the assessment process.

Transfer Student Working Group: Sarah Crim gave an update of the progress of this sub-committee. A handout is included with these minutes. She indicated the committee met with Dr. Laura Ann Forest and Taylor Kamin to obtain a better understanding of the transfer student process from the Office of the Registrar and First Year Experience perspective. UUAC discusses several additional areas of concern regarding transfer students. These included the difficulty in getting transfer students to identify as a transfer student, mentoring programs, the role SSC might play in advising and identifying this population, and the need to update Area IV pages in STARS. UUAC made the recommendation to add this topic to the consultant request to gain an additional perspective. Obtaining transfer student graduation rates for the Office of Institutional Research and working with First Year Experience to standardize advising at the college level were action steps mentioned for this sub-committee.

Advisor Compensation Working Group: Dr. Jack Feminella gave a review of the work of this sub-committee. He discussed the overall problem as has been stated in previous UUAC meetings and the work Human Resources is currently conducting regarding this topic. He stated Rod Kelly met with Academic Affairs (small group) to discuss reforming compensation guidelines campus wide. New hires would be based on experience and scaled to the middle third of the compensation bracket. This would potentially create inequality with current advisors, but would allow colleges to review current advisor salaries individually. The advisor job family is not fully vetted at this point.

Dr. Villaume, Dr. Israel, Dr. Feminella, and Professor Smith met with Rod Kelley to discuss this issue. It was stated the grades within the job family need to be more fully defined and this group delivered information from the NACADA salary database to Mr. Kelley. The committee did not feel there was time at this initial meeting to discuss the advisor initiative and have set an additional meeting for December 3, 2015. Dr. Beth Yarbrough and Dr. Mike Waldrop will be included in the meeting.

Dr. Feminella stated the needs appear clearer, but the method to make change needs to be identified.

The meeting adjourned at 11:45am.