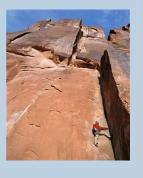


# Why is it important?

- Provides collaborations and interdisciplinary experiences
- Increased sharing across boundaries

# What Keeps it from Happening?

- Obstacles:
  - Internal
  - External



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# 70 Do

## **Outline**

- Stakeholders
- Stewarding Stakeholders
- Long-term Buy-in
- First Steps
- Conclusion and Questions

#### Stakeholders

- Connection between priorities and FYE
- What is your FYE?
- Where do you want faculty involved?
- Who are you targeting?

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# Stewarding Stakeholders



- Planning
- Training
- Faculty Development Opportunities
- Incentives
- Gathering Evidence of success

# **Planning**



- Start with the end in mind
- Encourage the heart
- Guiding coalition
- Shared vision



• Importance of celebration

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# Training – Possible Topics

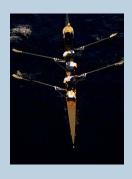


- Importance of training
- Today's Freshmen
- Types of Advising
- Faculty Resources
- Core Curriculum

- Technology resources
- Academic support services
- Interconnections among advising, success, and retention
- Transitions

# Training - Types

- Written
- In person
- Ongoing
- Group vs. Individual
- Web-based
- Modules
- Timing



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# **Outcomes of Training**



- Understand philosophy and structure for advising
- Role of advisor
- Understand types of advising
- Familiarity w/University policies
- Familiarity w/degree programs
- Understand core curriculum and registration issues
- Understand how technology can maximize ability to properly advise

# Outcomes of Training (con'd)



- Know strategies for advising
- Know student and academic support resources/services
- Use appropriate interventions regarding academic alerts
- Assist transition to sophomore year
- Collaborate other support units
- Understand importance of seminar curriculum structure

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# Faculty Development Opportunities



- Enhance other teaching
- Different view of "major" students
- Faculty revitalization
- Research/scholarship opportunities
- Presentation opportunities

#### Incentives

- Stipend
- Time (load release)
- Professional development money
- Grant opportunities
- Access to administration, other faculty, other opportunities



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#### **Evidence of Success**

- NSSE, YFCY, MAP-Works
- Assessment of:
  - Faculty outcomes
  - Faculty satisfaction
  - Student learning outcomes
  - Student satisfaction



# Long-term Buy-in

- Lasting and sustainable partnerships
- Long-term buy-in issues
- Addressing obstacles
- Sharing evidence



# Long-term buy-in Issues





- Budget and other resources
- Effective communication and involvement
- Involving the right people

#### **Obstacles**

- Faculty and Student Affairs culture
  - Student Affairs Professionals assumptions
  - Faculty pre-conceived notions
- Tradition
- History
- Unionization



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## Addressing obstacles - External

- Budget
- Course load
- Tenure/promotion concerns
- Tradition/history
- Uncertain of the curriculum
- Never invited

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Academic Impressions 10

# Addressing Obstacles - Internal

- Priority not communicated
- Cultural conditions
- Limited perspective on FYE



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# Sharing evidence



- Internally with faculty governance, with student government, with administration, with trustees
- Externally with professional associations, institutionallygenerated reports, peerreviewed publications



## First Steps

- Remove obstacles
- Obtain buy-in from "above"
- Pick low hanging fruit
- New faculty orientation
- Change language
- Utilize students
- Keep faculty at the center

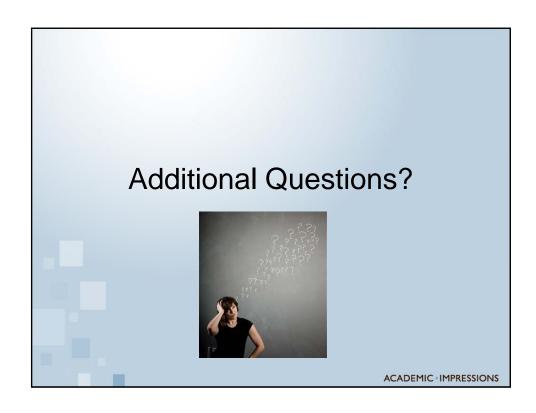
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# Keeping Faculty at the Center

- Not students, not academics— Faculty!!
- Thinking from faculty perspective
- Experience from faculty perspective

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Academic Impressions 12



Academic Impressions 13