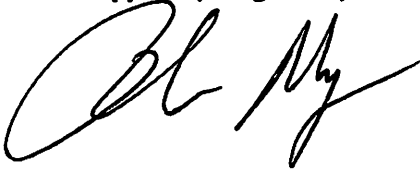


ASUMH PROPOSAL FORM

1. Submitted to the Academic Affairs	Committee on this date: February 24, 2023
Estimated time needed to present proposal: 15 minutes	
2. Please provide a detailed description of the proposed activity, policy, or practice.	
Please see attachment.	
3. Does this proposal amend or abolish a current activity, policy, or practice? If so, please list current activity, policy, or practice.	
Yes. The proposal is to restructure the current tiered advising model.	
4. Will this proposal require budgetary expenditures? If so, please provide an estimated amount.	
No	
5. Will this proposal require the formation of a work group to study and recommend regarding the proposal? If so, please attach a Work Group Committee Recommendation Form. No	
6. Submitted to the SGOC by committee on this date:	
7. Faculty and Staff Senate and SGA amendments: No amendments from Faculty Senate - proposal accepted 03/10/2023 " " " Staff " " " "	
8. Faculty and Staff Senates, SGA, and Committee review completed on this date:	
9. Submitted to Chancellor by SGOC on this date:	
10. Chancellor's approval, assignment, and comments:  3-13-23	
11. Proposed activity completed on this date:	

Advising Work Group

Advising Tier Restructure Proposal: Phase 1

February 23, 2023

To The Academic Affairs Committee:

Recommendation:

The Advising Work Group recommends restructuring the tiered advising model that was implemented in AY 2021-22.

Support:

In Fall 2022, a survey was conducted to gather feedback on the efficiency and effectiveness of the tiered advising model that had been in use for one academic year. Many responses were collected, and the following consistent observations were made:

1. Respondents indicated that Tier 1 was not effective. Advisors have too many degrees for which they are responsible; thus, it was incredibly difficult for them to know all things for every student and degree. Additionally, the advising caseload was disproportionate to the other two tiers. Tier 1 advisors had many more advisees, thus adding to the inability to be effective.
2. Respondents indicated that Tier 2 was effective. Advisors who focused on a few programs indicated satisfaction in knowledge of degree requirements and caseload management.
3. Respondents indicated a number of issues with Tier 3 and deemed it as not being effective. While the intent of Tier 3 was good, the reality of its effectiveness was not. A poll was sent to Tier 3 advisors seeking information on what they were doing as "other" service in lieu of advising, and it was clear that a disparity existed in the number, type, and intensity of activities that were performed in lieu of academic advising.

Purpose of Tier 3: To offer faculty who do not wish to advise an avenue of comparable service to students and the institution.

4. Given the nature of the tiered model (Tier 1, Tier 2, Tier 3), an inadvertent hierarchy was created with Tier 3 advisors receiving less-than-favorable remarks and being perceived as not doing as much work as academic advisors.

After much deliberation regarding the advising survey and the Tier 3 questionnaire, the Advising Work Group sees a number of issues and inequities in the information provided by Tier 3 advisors. Committee work is a part of regular duties. Also, other duties that a faculty member typically does (letters of recommendation; availability during office hours) should not count as

additional duties. Nor can someone count anything for which he/she was paid. Further, personal activities, such as writing books or articles or giving presentations to entities outside of ASUMH, should not count as service to students and the institution. Service should directly benefit students.

Proposal:

Therefore, the Advising Work Group proposes that ASUMH return to an advising model in which all faculty advise. However, the following differences should be considered:

1. In an online form, faculty will indicate their top three preferences regarding which programs to advise.
2. Advising caseloads will be balanced so that there is a fair, equitable distribution of advisees.
3. Former Tier 3 advisors will advise up to but no more than five advisees. The advising load will be in addition to the approved service to the institution, which directly benefits students. This is to ensure all faculty are knowledgeable, competent, and able to advise students when necessary.
4. Programs with only a few students (e.g. ASLAS) will be assigned to only one or two faculty members. Currently, they are spread out among numerous advisors.
5. Student-athletes will be advised by their program advisors, and coaches will ensure that eligibility requirements are met.

The goal is to ensure that students are placed with advisors who have indicated a preference for and proficiency in specific programs. Additionally, an advisor list should be maintained and updated in Student Services. Managing this list would be critical.

The Advising Work Group then proposes specific degree program training to ensure all advisors are up-to-date on program expectations. This would include both faculty and staff advisors.