Advising Initiatives

<table>
<thead>
<tr>
<th>Area</th>
<th>AY 15-16</th>
<th>“Year of the Advisor” AY 16-17</th>
<th>AY 17-18</th>
<th>AY 18-19</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Mission, Roles, Definitions</strong></td>
<td>Advising learning outcomes codified</td>
<td>Refresh Advising Strategic Plan (spring)</td>
<td>Implement any changes to mission, roles, definitions</td>
<td></td>
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</tbody>
</table>
| **Organizational Structure** | • UAAEC formed  
  • Drafting of career ladder | • HRS review of Career ladder of advising positions  
  • HRS revision of Advising Coordinator Classification | • Review by key advisors of Career Ladder for Academic Advisors  
  • Formal completion of job classifications  
  • Planning for College Lead Advisors (Advising Directors) | • Reclass positions  
  • First cycle for promotions under new system  
  • Implementation of lead advisors |
| **Training and Development** | • Need for training infrastructure identified  
  • Advising syllabi developed | • SSC Training coordinator hired through internal grant funding  
  • Training for SSC Campus advisor tools  
  • Advising “course space” with syllabi on Blackboard | • Advising Training coordinator hired through OUE reallocation  
  • Development of coherent university advising training protocol  
  • Planning for sustainable funding for advising training | • Implementation of consistent ongoing advisor training  
  • Training infrastructure institutionalized |
| Advising Technology | • Blackboard for advisors created  
• SSC Campus piloted  
• Wider use of myWSU tools and dashboards | • Guide app introduced (Pullman)  
• Wider use of SSC Campus campaigns (faculty: progress reports, enrollment censuses)  
• Online appointment scheduling | • Guide extended to all campuses  
• SSC Campus becomes mandatory for advisors  
• Online appointment scheduling in comprehensive use |
|---|---|---|---|
| Policies and Processes | • Equitable advising model drafted | • Policy on mandatory training & certification  
• Policy on service indicators  
• Equitable advising model piloted | • Streamlining and rationalizing of service indicators  
• Expansion of equitable advising model  
• Equitable advising model applied to all student cohorts (fall 2018) |
| Accountability | Advising Workload Survey | • Core Advising Responsibilities formulated  
• Draft performance indicators | • Annual review template/framework piloted  
• Further work on KPIs  
| | | | Annual review template refined and fully implemented |