

University Academic Advising Executive Council (UAAEC)

5/5/2022

Aispuro, Karina	Horne, Christine	McLeod, Anna	Safranski, Waylon
Bond, Robin	Johnson, Morann	Mickey, Kim/Sarah Kenney	Scourey, Joy/Myla Walter
Brewick, Andrew	King, Terese (Chair)	O'Donnell, Debbie	Stout, Sara
Casavant, Colette	Kisor, Ella (ASWSU)	Orr, Crystal (Admin.)	Walter, Jon/Nathan Lindstedt
Davis, Bill	Lessmann, Jeremy	Plemons, Anna	Yocum, Darren
Gizerian, Samantha	Lewis, Thabiti	Pressley, Shelley	Zimmerman, Matt

*Bolded = Present

Agenda

1. **Advisor Consultant Group (ACG) Report** – Stacey Smith-Colon, Vice Chair

Discussion and feedback from Patty Hurrin (ASCC) on the EARS program. Advisors discussed how each college uses the program. Feedback on advising from the transfer orientation. DEI subgroup-40 professional advisors and staff participated in the mindfulness training that was offered. There will be another offering coming up. Several advising positions are still open across the system. Tabling the co-chair elections until Fall as there was no interest from the current nominees. ACG was not very responsive to the co-chair process, and the ones that were nominated declined. This could be due to being understaffed and hesitancy to take on more additional work loads. Hopefully there will be more interest in the Fall. Serving on ACG provides a good opportunity to promote change.

2. **Academic Advising Survey Update**

1888 – Completed Surveys

- 23 Everett
- 7 Global
- 1358 Pullman
- 60 Spokane
- 168 Tri-Cities
- 272 Vancouver

Exceeded last survey responses by 400 responses. Jr/seniors had higher rates of positivity. Prizes were sent out to all campuses-randomly selected based on the number of responses from each campus. Prizes were \$25 Amazon gift cards, and WSU hats.

3. **Academic Coordinator/Advisor I, II, III – suggested changes to minimum qualifications**

Classification Requirements (Minimum Qualifications)

Bachelor's degree and two (2) years of full-time academic advising experience at a college or university or related education/experience. A Master's degree in a related field may substitute for one (1) year of professional work experience. Any combination of relevant education and professional experience may be substituted for the educational requirement on a year-for-year basis.

Proposed change (AC/Advisor I): Bachelor's degree and experience working with students in an educational setting or related experience. A Master's degree...

Proposed change (AC/Advisor II): Bachelor's degree and two (2) years of academic advising experience or related experience. A Master's degree...

Proposed change (AC/Advisor III): Bachelor's degree and four (4) years of academic advising experience or related experience. A Master's degree...

After meeting with HR and Advising Directors, these are the proposed changes to the minimum qualifications to increase hiring pools. Consistency with information from HR reps as well is vital. The intention is that the pay range will not be lowered/changed by taking out the 2-year experience in academic advising. This offers more flexibility to find great candidates and be competitive in hiring.

*UAAEC approves of this change. Terese will move forward with HR.

4. Open Advisor Positions – WSU System (see attached doc.)

Will fit under the new AP classification as of May 1st. an idea was brought up to host a career fair for WSU with the open positions. More to come from HR. Some areas have already begun to host these types of events within their department virtually. Have not been very successful. Hopefully more success will come from more departments getting involved and more marketing for the events.

It was mentioned that we should put more effort into looking at open positions and current admin staff, and if there are transferable skills that could be utilized.

5. Announcements/Concerns

Student Financial Services campus partner conference coming up on May 25th 1-4 PM. Register here: <https://financialaid.wsu.edu/sfs411/sfs-partner-conference/>

CCOB is hosting a “mini” Conference on June 2nd - invitations will be coming out soon from Stacey.

The Transfer Center (Waylon) is working on a seamless transition for his departure from WSU on May 13th. He will be reaching out to WSU partners before he leaves.

AP compensation- some concern that if positions are reevaluated that there might be an increase in pay for the employee but may not have the budget to do so. New compensation model is going into effect this month (May). The 4 tier is a good system, but funds are not always available. This could lead to more dissatisfaction from employees. May 17th is the next training for AP compensation changes, you can sign up at HRS. Concern with the short amount of time and the need to make important decisions regarding employees and staying within your departments budget.

6. UAAEC Summer Meetings – Ad-hoc basis

Typically, UAAEC does not have summer meetings. There may be the potential to Ad Hoc a meeting during the summer if the need arises.