

Guided Pathways & Equity Project Teams

2020-21 Final Report

PROJECT NAME: Faculty Advising

DESCRIPTION: The Faculty Advising Workgroup is responsible for designing and implementing a scalable faculty advising model that is linked with best practices, equitable resources for all, and a focused goal on helping students achieve their academic goals and maintain focus through consistent support and resources from Faculty Advisors.

PROJECT SPONSOR (if applicable):

David Schlanger & Jethro Midgett representing the Leading from the Middle Team

TEAM LEAD(S): Brady Kerr and Alex Spencer

TEAM MEMBERS: Dr. Jason Parks and Samia Irfan

DATE: 6/1/2021

SUMMARY:

The Faculty Advising Guided Pathways Workgroup initially determined the expressed goal of the workgroup would be to develop a fully functioning Faculty Advising program, large enough to provide opportunities for advisement for the entire Norco College student body.

However, once gathered, we were notified that a group of Norco College professionals, including faculty, staff, and administrators, were hard at work, developing a faculty advising model, as part of the Leading from the Middle leadership development program. The LFM team had been successfully gathering over the course of about one year to develop, implement, and pilot a similar faculty advising program.

In an effort not to waste resources, replicate work that was already in process, and/or overshadow the great work that had already been done, our GP Workgroup decided our efforts would be better used to support the LFM team. We then coordinated with LFM team to discuss the Success Network, the framework in which the Faculty Advising program would operate within.

After coordinating with multiple LFM team members, our goals slightly shifted and began to focus on strategizing how to develop faculty buy-in; one of the major obstacles for scaling a faculty advising program designed to serve all students. If the program did not have an adequate volume of faculty members interested in serving as “advisors” we would not be able to sustain a large-scale program.

Additionally, developing student awareness of the program, and more specifically awareness of the faculty members participating, was also one of the main objectives of our work.

As our work started to progress and we started to conceptualize the “schools-based” networking events that would be developed and implemented to build faculty buy-in and student awareness, Norco College shifted to a remote working environment and remote distance education due to the onset of COVID-19. Because of this new remote environment for both students and faculty, the decision was made to shelve the networking events until these events could be implemented in a “live/face-to-face” format.

DELIVERABLES:

- Piggybacking of the LFM Team and initiating contact with interested faculty.

RECOMMENDATIONS:

- Identify faculty leads in each school, program and discipline (if possible).
- Develop and implement Mustang Major Meetings within the first two weeks of each semester.
- Get institutional buy-in.
- Enroll willing faculty into the Student Success Network.
- Develop a “how to” guide regarding development, promotion and implementation.