

## RACAD FALL MEETING

### AGENDA/MINUTES

September 30, 2020  
9:30 am to 12:00 noon  
via Microsoft Teams

I. Call to Order (9:30)

Meeting called to order at 9:33am. Sharon Duhart welcomed our new Chair of RACAD Terri Carroll from UNG.

Terri C takes over the meeting. Terri began by stating that we need to elect a chair elect, a new treasurer and secretary at the end of the meeting. Approval of minutes occurs.

We see the spring being similar in modality and the spring meeting will be virtual as well.

II. Welcome & Transition of 2020-21 RAC Chair (9:35 – 9:40) Meeting transition begins at 9:35 am

III. Minutes (9:40 – 9:45) Minutes are Approved

IV. Discussions: (9:45 – 10:45)

a. Prioritizing Priorities & Shared Strategies – RACAD Chair

Terri: Advisors are being pulled away from our top priority of the job of advising. All other initiatives we are being asked to do many layers. Too much redundancy. Holds and seeing the same students. Stepping on each other toes. We must push for more centralization. Student success coaches could be reorganization. Could there be a ladder for advancing advisors?

Open floor discussion:

Elizabeth – Dalton – she received push back based on Carl Benson study. Now with budget cuts. Staff would have to change as they are non-exempt employees. Needs to get that changed. HR not willing to change. They receive comp time. This affects promotion ladders.

Pat Morris- Coastal – nonexempt advisors. Working towards that. She would like to burn it.

Eric – federal guidelines. HR decisions are at the local level.

Jonathan- will talk to HR at BOR level to see what guidance was. Probably not been looked at since original decisions. Guidance comes from BOR but still institutional decision.

Carol – the churn of hiring at ladders and this leaves open positions as we hire from AAI to AAll and upward....

Terri- discussed blocking calendars to accommodate... but advisors are already booked.

Jerryl- KSU works with the Registrar and got together and worked together. Ran reports and looked at the same list of students that are at risk.. Still there will be additional list of students at risk coming from Pres or Provost. Huge freshman class and this is now the new initiative to make sure they stay and graduate.

Jennifer Hicks- everyone doesn't know what all of the other initiatives, so students are getting multiple calls. It is confusing to students. Should advising do a better job letting everyone know what they are doing. QEP is advising at GHighlands. Need to give more time to show successes.

Terri – UNG has been pulled away from the QEP to do new initiatives. Something has got to give. WE need to promote advisors. They leave us to move for more money and less stressful work. Success for more collaboration. DE they do all of this in advising at UNG. Out at many events including recruitment.

Jerryl- Same issue at KSU about DE being pushed on his advisors. They have started to collaborate better but still a work in progress.

We will put a document in our Teams site to begin defining what advisor duties are and then add on the additional duties so we can show priorities and then additional duties.

- b. USG Updates – Jonathan Hull and Heather Collins
  - i. Momentum Year
  - ii. Gen Ed & Core Curriculum Updates
  - iii. CPOS- Tracy Ireland from the USG office joined the call to share a brief overview of the CPOS process. Based on many of the notes in the chat this topic still remains a potential issue as many advising offices have not been a part of the conversation of CPOS on their campuses. Carol added that while financial aid owns this process due to its origin, advisors at all campuses should be playing some role in the final process.
  - iv. Test Optional- There were lots of comments in the chat as to how test optional has affected some of our admissions and enrollment process due to our system processes being based on test scores. Waiting on final transcripts can cause delays. This affects LS processes as well.

Heather – She has begun working on other areas of responsibilities of positions across campuses. Adding this work to this advising issue and building out the competing priorities and look at the faculty side. They have three main areas to meet. We could use this type of planning. Possibly set up some type of similar goals for advisors so we could add outcomes. Could we build summative work as well as formative component. Planning for next 5-10 years. How to use this to help advisors feel invested. This will help when sharing with leadership.

Jonathan – Coordination role handed to advisors. For good reason. Front line to students. Stopped using faculty due to competing interests. Professional advisors sit at the nexus at conversation on campuses. What is the power and presence of the advisors on campus? What is important to the university. Advisors are at the center. There is a need to investigate the role of the advisors and how to better coordinate. Where does the advocacy sit on each campus? We need to look at how you can leverage with collaborators. Be intentional. We need care teams. Students shouldn't have to decode how to navigate.

- V. Academic & Early Alert Programs – (10:45 to 11:15) This topic has been moved to our next meeting. Danita Townsend has agreed to be one of the presenters.
- VI. Advising & Career Services Presentation – Patricia Morris, College of Coastal Georgia (11:15 – 11:45) Excellent presentation by Pat Morris and her colleague, Brian Weese. The presentation will be added to the Teams site as well.
- VII. Other Business (11:45 – 12:00 pm)
  - a. RACAD Election – Eric Tack has been elected to the Chair Elect position. Carol was elected to remain as secretary. There will be no treasurer until further notice or need based on virtual meetings being the modality for the near future and the fact that we do not have any money at this time.
  - b. Next Meeting Date – The next meeting will be held in February.
  - c. Q & A – The meeting was adjourned at 12:09pm.

\*\* For additional comments and information, please refer to the chat feature in our Teams meeting call to see many additional comments that were shared during the meeting about various topics.