




**ADVISING
STRATEGIC PLAN
UPDATES 2024**



STRATEGIC GOALS

01. Develop advising resources that promote and support **diversity, equity, and inclusion**
 02. Establish inclusive best practices for **recruiting, hiring,** and retaining a diverse community of academic advisors.
 03. Provide guidelines for effective **case management.**
 04. Establish an academic advisor **on-boarding protocol.**
 05. Enhance existing **professional development** opportunities that are both accessible and relevant to academic advising.
 06. Establish an **advising framework** that is informed by the values and beliefs of Virginia Tech.
 07. Develop an effective **advising communication plan.**
 08. Incorporate appropriate **advising technologies** to complement, support, and enhance advising practices.
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GOAL #1: Develop advising resources that promote and support equity, inclusion, and diversity

Strategies

- Enhance website to promote and support equity, inclusion, and diversity at VT
- Develop monthly advising newsletter to include a focus on equity, inclusion, and diversity
- Develop peer mentoring and shadowing program for advisors

Completed

- Working with AAI to inform DEI training for advising mentorship program; The Advising Academy focuses on a specific student population each year
- Identified ways to curate and cultivate important DEI snippets for newsletters



GOAL #2: Establish inclusive best practices for recruiting, hiring, and retaining a diverse community of academic advisors.

Strategies

- Develop job description template to facilitate consistency
- Develop an advisor recruitment and hiring “toolbox” which identifies resources that support a diverse applicant pool
- Establish an advisor career ladder to facilitate reward, promotion, and retention

Progress

- This was impacted by the Job Architecture project from within HR, some components have been placed on hold for the time being



GOAL #3: Provide guidelines for effective case management.

Strategies

- Analyze existing caseloads and duties/responsibilities related to job descriptions
- Provide resources and strategies for effective case management

Progress

- Creation of monthly Advising Newsletter posts, On Your Radar, to bring awareness and resources around student populations and time-sensitive information.
- Provided a foundation for case management analysis within the colleges to capture a snapshot of what case management looks like for UG Advising



GOAL #4: Establish an academic advisor on-boarding protocol.

Strategies:

- Build upon existing new advisor checklist for the University, and have each college establish their own
- Establish a policy and procedures manual for advisors
- Establish a yearly advisor professional development plan

Completed

- Developed PageUp general onboarding training for all new advisors
- Developed an onboarding guide for supervisors to utilize with the PageUp training
- Helped support the sequencing of onboarding from the PageUp training, Advising Academy, and Advisor Mentor program to aid in continued onboarding and professional development



GOAL #5: Enhance existing professional development opportunities that are both accessible and relevant to academic advising.

Strategies

- Develop opportunities to strengthen advising practices
- Promote scholarly work related to academic advising

Progress

- Was tied with career ladder discussion which are currently on hold
- Would like to bring in NACADA professionals to discuss scholarly work and promote involvement within advising communities



GOAL #6: Establish an advising framework that is informed by the values and beliefs of Virginia Tech.

Strategies:

- Establish an academic advising curriculum
- Articulate a pedagogy for delivering academic advising
- Develop student learning outcomes for advising encounters
- Update existing mission statement of responsibility and definition of advising

Progress

- Created updated mission statement
- Created the Advising Assessment Leadership Group from this goal to look at advising in a broader sense and continue to provide professional development opportunities for assessment



GOAL #7: Develop an effective advising communication plan.

Strategies:

- Develop a plan for enhancing communication for all advising stakeholders
- Develop a plan that offers timely and consistent information for students

Progress

- Developed a university wide, template communication plan that can be tailored to each college or department
- Created an Advising Kick-off program each fall to provide updates to the larger advising community prior to the start of a new academic year



GOAL #8: Incorporate appropriate advising technologies to complement, support, and enhance advising practices.

Strategies

- Use advising technology to enhance the advising experience
- Provide ongoing training for advising technologies

Progress

- Built an advising technology page which outlines the use of the technology, training resources available, and a contact person
- Created a Navigate Advisory Team from all colleges and units who utilize Navigate
- Created a HokieGPS Advisory Group to help inform changes and usage of degree audits and academic plans



Next Steps

- Rounding out the current advising strategic plan which ends in 2025
- New Strategic plan will be from 2025 - 2030

We want to gather your feedback and what you would like to see in the upcoming strategic plan as it relates to students and advisors while also incorporating both the NACADA Core Values and Virginia Tech's Strategic Priorities.