April 14, 2021

Zoom Link: https://utexas.zoom.us/j/99515321678

8:15am  Zoom Room Opens

8:30am  Welcome and Intro of Provost Jaffe
  - Sawyer Tedder – ACA Co-VP
  - Pronunciation “Jaff-ee”

8:30am  Provost Jaffe Presentation
  - Advisor Compensation
    - Work has been critical to running of University
    - Much more difficult to manage on salaries available
    - University budget not grown, call-back last year
    - Looking for additional funding and pinch points
    - Document provided by ACA helps to provide information and awareness
      - Is included in strategic planning
    - Keeping yourselves in front of us is valuable
    - Communication to advisors – valuable to student success
      - First consideration is students – advisors support that
      - On the other side – extra work that it puts on advisors, especially in last year
      - Told process to follow when it comes to being represented
      - Policies come in – often the last time to know --> difficult to seem credible to students
      - Compensation – how is that happening, what steps are being taken
      - Difficult to hear these things – many advisors have to take second jobs to live in Austin
      - Reactions and specific steps – how to work with the resources we have to enable you to provide the valuable work that you do – grow the pie or stop doing something else
    - In a diffuse system – sharing this puts them top of Interim Provosts’ priorities
• There isn’t a pot of money that’s being held back

• Academic Calendar Changes
  o Changes made to calendar driven by compliance issues
  o Winter semester – formal structure that permit the existing structure to have a roof over them to prevent federal compliance problems
  o Not planning to have a whole new set of courses provided in that semester
  o Clarifying questions:
    • Concern is that even with the changes of the dates of semester starting does add workload to advisors
      • Only seen a draft of the calendar, not seen breakdown by groups
      • Will take this topic and ask about it
      • Why does this affect total amount of work compared to distribution of work?
      • Does UT still have winter closure with classes?
      • Timeline of Maymester and graduation – heavy workload for advisors
      • Internal transfer
      • Vacant positions and limited hiring – positions related to student services not filled and increasing the workload
      • Area for ACA to help: think about how we can change and simplify some of these processes so that the workload doesn’t increase.
      • Said about compliance, but nobody trusts that it won’t add new classes.
        o Similar conversation with Deans – inclusiveness with decision-making and repetitiveness with planning
        o If more classes are good for the students, we will do that.
        o Takeaway: Can’t dump on advisors without support and resources
        o In the past, the conversation has said there will be more resources for advisors later to handle this, but did not materialize
Provide some analysis from advisor experience

- Return to Campus/Remote Work
  - Spending a lot of time on this question right now
  - Fall will be a transition period – will not be as it always will be in the future
    - Epidemiological questions
  - Heard a lot from faculty about convenience of online office hours
  - Hearing from advisors about effectiveness of work with virtual
  - Not a one size fits all – Will depend upon departments/role
  - Advisor – no show rates are way down over Zoom, very effective

- We’re being told that it’s important to self-advocate – more support, compensation, being involved with advocacy
  - Have been doing it for many years and feels that it doesn’t change
  - In role as interim and sharing with successor
    - Strategic planning process
    - Extensive briefing of successor – pain points and opportunities
  - Worked with advisors and grad students, but more recent awareness from this meeting and pass/fail

- Keeping advisors involved in decision making
  - First – understand how people are listening to you – people in Provost’s organization and Deans
    - If they don’t have regular mechanisms for that, make sure that they do
    - Complicated decision-making – people involved remember that advisors need to be involved when it relates the work that you do

- Advisors working for 10-20 years haven’t seen things change during this period
  - Glad to hear that you’re listening
  - Make sure things are in place so that things don’t happen again like the fall

- Appreciate that you’re reaching out and spending the time to put these things in front of me
• Added to notes above

9:00am  Follow-up and Brief Processing of Provost Jaffee’s Presentation

• ACA Exec will send a Qualtrics for all feedback
• Thank you for sending questions and feedback in advanced
• Do you feel the Provost adequately addressed our concerns?
  o 90% said no
• Continue to send feedback

9:10am  ACA Leadership Updates

• Steph Cantu (ACA President) – Compensation Report Updates
  o Submitted compensation report
    ▪ Thank you for everyone who worked on it
    ▪ April 1 – President – deadline to respond today (April 14)
    ▪ Vice-Provost Jaffe
    ▪ Undergraduate Vice-Provost – responded right away – understands where we’re at and suggested sending it to enrollment management
    ▪ Submitting it to assistant deans and advising coordinator roles
    ▪ Having a conduit of communication from advisors to deans
    ▪ Feedback from assistant deans
      o Senate of College Councils – new president already meeting with Steph, Sarah, Josh
      o Approaching from all angles
      o Continue to provide feedback to Exec

• Sarah Singer (ACA President-Elect) – Updates on Academic Calendar Committee
  o Thank you for bringing concerns to Sarah and the open forum
  o Putting together FAQ
    ▪ For steering committee and implementation
  o Role of Academic Calendar Steering Committee – suggestions and recommendations, then proposal goes to faculty council
    ▪ Plan has been delayed
    ▪ Message from Mark Simpson – will be at next Texas Advising Excellence forum
  o Advisory Council representatives – request to meet with co-chairs of calendar steering committee
What does the process look like going forward?
- Plan go to faculty council last week, but paused
- After it goes to faculty council is approved it goes to implementation

9:15am  ACA Elections

- Cristabella Trimble-Quiz (ACA Secretary)
  - Call for nominations email today – both ACA Exec and Committee Chairs
  - Nomination deadline May 12
  - Express interest and learn more – fill out the bottom portion of the form
  - Secretary - Cristabella
    - Useful skills: attention to detail, focus, note-taking
    - Responsibilities and time commitment: GMs (1.5 hours/month), organizing notes (.5-1hr/month), Exec Meetings (1 hour/month), Nominations/Elections (late spring, 3-5 hours/week) – convene committee, update documents, run elections
    - Gained from role: live note-taking speed, meeting advisors from different departments, seeing some behind the scenes work

- Historian – Dorie Kaye
  - Responsibilities and time commitment: Documenting the things that people do, KUDOs
  - Gained from role: reconnecting with people on campus, fun position
    - Feel free to reach out

- Communication Coordinator – Nyesha Brown
  - Useful skills: website or blog experience (not necessary, easy to learn)
  - Responsibilities and time commitment: manage listserv, update website, and handle PR

9:30am  ACA Committee Updates and Announcements

- ROAD – event tomorrow – Career Pathways for Advisors
  - Patty Moran Micks
  - Tepera Holman
  - Sarah Shields
- Awards and Recognitions
- Staff and student scholarships
- Committee is meeting today – deciding on staff scholarships
- Student scholarships – review by end of April
- ACA Awards
  - (fall was NACADA Awards)
  - Nominate others and self
  - Sending an email out in the next day or so
  - Taking initiative to make positive change
  - Dedication to students
  - Service to the advising position
  - COVID transition? Favorite pet award?
- Lots of Kudos!
- Announcements
  - Plan II – Katie O’Donnell moved back to Ohio, back in Austin/UT from April 23 up to June 4
    - Hiring 1 position for Plan II

Want to recognize a colleague? Submit KUDOS: https://mccombs.qualtrics.com/jfe/form/SV_2tosTXrhmzqf9Jz

We will see you at our next meeting in May!