



The University of Texas at Austin Academic Counselors Association

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 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
 - Changes made to calendar driven by compliance issues
 - Winter semester – formal structure that permit the existing structure to have a roof over them to prevent federal compliance problems
 - Not planning to have a whole new set of courses provided in that semester
 - 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.
 - Similar conversation with Deans – inclusiveness with decision-making and repetitiveness with planning
 - If more classes are good for the students, we will do that.
 - Takeaway: Can't dump on advisors without support and resources
 - 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 Jaffe'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?
 - 90% said no
- Continue to send feedback

9:10am ACA Leadership Updates

- Steph Cantu (ACA President) – Compensation Report Updates
 - 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
 - Senate of College Councils – new president already meeting with Steph, Sarah, Josh
 - Approaching from all angles
 - Continue to provide feedback to Exec
- Sarah Singer (ACA President-Elect) – Updates on Academic Calendar Committee
 - Thank you for bringing concerns to Sarah and the open forum
 - Putting together FAQ
 - For steering committee and implementation
 - 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
 - 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://mcombs.qualtrics.com/jfe/form/SV_2tosTXrhmqf9Jz

We will see you at our next meeting in May!

