



Advisor Training Academy

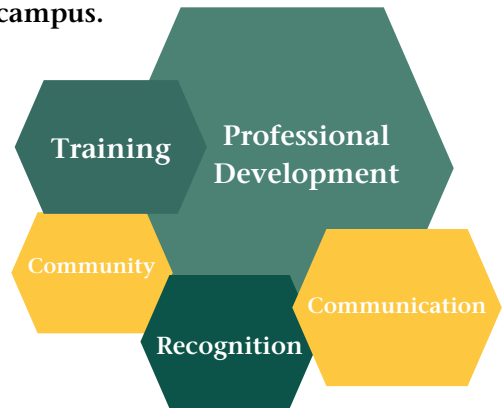
10-Year Anniversary Report

Vision

The WSU Advisor Training Academy (ATA) exists to provide initial and ongoing training, professional development, and recognition for all academic advisors at Wayne State University. In addition, the ATA serves as a means of communication, networking, and community building for professional advisors across the WSU campus.

Key Achievements

- ✓ WSU Level 1 and Level 2 Advisor Certification and completion certificates for training series.
- ✓ Advisor recognition through Thank an Advisor program.
- ✓ Advisor recognition through annual advising awards.
- ✓ Advanced leadership opportunities through Advising Fellows program.
- ✓ Enhanced advisor professional development through ATA programming opportunities, scholarship, and research support.
- ✓ Consistent training partnerships with Financial Aid, Degree Works, Stars 2.0, Office of the Registrar, and Career Services.
- ✓ Resources and job aids for advisors via Canvas, the ATA website, and email outreach.
- ✓ An intervention framework for advising campaigns in Stars 2.0.
- ✓ Advisor Directory with filters for population, rank, and committee memberships.
- ✓ Increased information sharing across multiple WSU divisions.
- ✓ Established leadership on WSU advising technology.
- ✓ Partnership with Academic Advising Council (AAC) Training Committee to offer joint initiatives, informed by its feedback.
- ✓ Increased advising representation in campus-wide initiatives and administrative decision-making.
- ✓ International and nationwide consultation on advisor training and support programs at Higher Ed institutions.



Communication

Effective and immediate communication with and among advisors is critical for supporting advisor practice and student success outcomes. In addition to the promotion of its programming, the ATA regularly communicates on University policy changes, resources, technology enhancements, intervention opportunities, and other campus updates that can immediately impact advisor effectiveness. The following communication tools are maintained for advisor use:

- ATA Directory
- ATA/AAC Teams
- ATA website
- ATA listserv
- Canvas sites

In the past 10 years → 100+ advisors earned L1 and L2 certification

Current WSU advisors who have earned Level 1 certification	70+
Current WSU advisors who have earned L2 certification	25+

Certification

All advisors are encouraged to pursue the ATA's Level 1 and Level 2 Advisor Certification. Level 1 is designed for new advisors with a focus on understanding Wayne State University, the WSU degree, the role of academic advising at the University, and essential advising skills and competencies.

Level 2 recognizes advisors who go above and beyond in their professional development and who embody the value of "advising as teaching" through presentations and scholarship.

Training

All training offered through the ATA is developed with one or more of NACADA's Academic Advising Core Competencies in mind. ATA programming and other services provided are informed by the following overall goals:

- To offer high quality training on relevant topics
- To offer opportunities for growth in the professional competencies
- To provide a consistent means for updating relevant advising information
- To offer opportunities for collaboration, networking, mentorship and collegial learning
- To offer a means of advisor recognition

Recognition

The ATA believes exceptional advising and advising initiatives deserve recognition. In addition to advisors who earn Level 1 and Level 2 Certification throughout the year, the Thank an Advisor initiative and Academic Advising Awards provide recognition to members of the WSU advising community for their hard work, dedication, and impact on student success. Advisors are recognized for their contributions each year at an annual ATA Recognition and Awards program.

Advising Awards

2024 advising awards will include the following categories:



Advisory Board

The ATA Advisory Board is made up of WSU advisors and advising administrators who are active in ATA programming and who are committed to promoting consistent and high-quality advisor training and recognition for the WSU academic advising community.

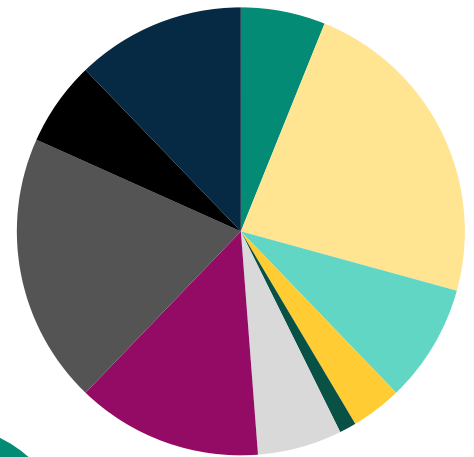
- Kate Bernas, Director, University Advising
- Cheryl Kollin, Sr. Director, Student Success
- Solaf Shallal, College of Liberal Arts & Sciences
- Stacie Moser, College of Liberal Arts & Sciences
- Casey Rue, College of Engineering
- Heather Sandlin, Eugene Applebaum College of Pharmacy & Health Sciences

AAC Training Committee Representative:

- Margaret Mackeverican, College of Liberal Arts & Sciences

2023 Training Report

In 2023, the ATA averaged seven training events per month. The chart provides a year-at-a-glance of the programming for 2023:



Thank an Advisor

The ATA Thank an Advisor program allows students to express their gratitude in writing to an academic advisor who has made a difference in their educational journey.

2023
submissions:
230

Total since
2019:
1008

ATA Advising Fellows

The ATA Advising Fellows Initiative was launched in 2022 to create advanced professional development for experienced academic advising staff. This project-based program is designed to enhance advisor leadership, technical and project management skills, and to provide another avenue of service for the advising community. The inaugural class of 2022 and their projects are recognized below.



Level 1
Certification/New
Advisor Onboarding
Amanda Horwitz &
Rachel Pawlowski



Level 2
Certification
Corinne Forsys &
Emily Reetz



ATA Advising
Fellows
Stacie Moser



DEI & Advising
Training
Marisa Henderson &
Margaret Mackeverican



FROM OUR ADVISORS



The ATA training programs have provided a solid foundation for me to develop competence and expertise in the advising-related software I utilize on a daily basis. The ATA is also my first resource if questions come up, and I need assistance.

I've benefited from the myriad messages sent through the listserv. I've often used the website and directory, as well as the Teams site. It makes direct singular communication easy, as well as broad communication.



The ATA provides me with the opportunity to stay up to date on relevant University-related information and learn from my colleagues. Both are important to the work I do on a day-to-day basis. I especially like hearing from other advisors and departments on campus. Learning from my peers and colleagues often provides the motivation I need to get reinvested in my work when I'm feeling burnt out.



Level 1 Certification Training provided me with the tools I need to successfully coach our students. Fall 2023 was my first semester working in higher education, so that was important material for me to learn and acclimate to my role. The course was self-paced and virtual, so it allowed me time to grow as I completed it.

It was very motivational to receive the Academic Advisor Certificate Level I. I have since been inspired to organize a presentation so I may go to the next level.



Sometimes we need that boost, and when I get a thank you letter it really does remind me of why I do this. It makes me appreciate our students that much more. I am not much into awards these days, but I do love seeing our advisors advance.

The ATA's consistent communication has been a very reliable source of information for updates and training. I rely heavily on our listserv and am thankful that the ATA has provided an avenue of communication to strengthen our advising community.



I have been impressed at the certificate program and by the variety of workshops offered by ATA. After years of famine, it has really been a feast. Looking at my full professional record for the upcoming salary review really showed how much the ATA has impacted student affairs here over the past ten years.

The Advising Fellows initiative has allowed me to co-create a program that provides advanced professional development for academic advisors on campus. It has been so rewarding to watch WSU advisors collaborate and grow with one another.