



ADVISING NOTES: BY ADVISORS FOR ADVISORS

Winter 2019

Doing Our Own Work:

Working through White Privilege in the Context of Student Advising

by Gayle McCreedy, CLAS

Wayne State has committed to sponsoring workshops on the topic of white privilege. One was held last summer, and the next is coming up in the winter term. The workshops, “Doing Our Own Work,” explore racism in America from the personal to the institutional, and concurrently explores how the privilege held by White people in our culture is so ubiquitous as to be largely invisible to those who hold it.

The unique feature is that the workshops are only for White people.

Sounds weird? That’s what I first thought. But “Doing Our Own Work” is a program conceived out of the frustration of African-American facilitators working in the area of anti-racist programming who said, “I am exhausted by the expectation of White people to explain what privilege is and how it works.” So in this workshop, the participants are tasked with being responsible for doing their own work to explore their own privilege, ignorance, fragility, inherited attitudes, etc., and are responsible to become allies in the fight against racism—at the personal and interpersonal level, as well as the institutional and cultural level.

No one wants to think of themselves as racist or supporting racism. We are collectively appalled at the sight of a white supremacist driving a car into protesters in Charlottesville. We are disgusted by Dylann Roof stating under oath that he does not regret killing nine people at Mother Emmanuel Church in Charleston. We support Black Lives Matter. But all of our well-meaning support is quintessentially lip-service until we are willing to dig deep, understand our history, understand our privilege, and begin to really listen to our colleagues about how we might be able to join the struggle. It means committing to work well beyond our comfort zone. It means to act.

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“Even though we work in a large, diverse, multicultural university, it does not mean that the institution — or we ourselves — is working in a racism-free zone.”

- Gayle McCreedy



Student Services Insider by Cody Bailey-Crow, CLAS

Fareed Shalhout, Associate Director, International Student Programs

This May, former New Student Orientation Coordinator Fareed Shalhout assumed the position of Associate Director of Student Programs, a newly created position designed to assist students involved in both Educational Outreach and International Programs. With one foot firmly planted in both units, Fareed is well placed to aid students who come to Wayne State University as non-degree seeking international students or students participating in summer programs hosted by the University. Fareed reports to Rebecca Journigan, Director of Operations, Educational Outreach and Ahmad Ezzeddine, Associate Vice President, Educational Outreach and International Programs.

Fareed handles a multitude of responsibilities within his role, including student programming, direct interactions with students, presenting to and networking with various campus offices, oversight of student assistants, and identifying new ways to support international students. He also works with international students who are sponsored or on scholarship by their home governments, such as those currently here from Kuwait and India, among other nations. Finally, Fareed is looking to build support for

international student organizations, such as the Iraqi Young Leaders Program.

One of Fareed's long-term goals as Associate Director is to build a bridge between his office and WSU advisors, in an effort to maximize support and care for our international student population. Previously, advisors who work with international students might refer them to Office of International Students and Scholars (OISS) for various needs (as they should in many cases). However, beyond specific OISS functions such as insurance confirmation or visa paperwork, Fareed now encourages advisors to guide international students to him, especially those who may be experiencing academic or financial distress.

Advisors looking to learn more about the Office of International Programs or the Educational Outreach Program should consult the respective websites. Fareed also welcomes advisors to contact him directly with questions they may have about his role or about specific students involved with international education. Fareed can be contacted by email (ef3796@wayne.edu) or by phone (313-577-9054).

Doing Our Own Work—Continued

So what does that mean for us as advisors? While we are undertaking our own journey, we can begin to reshape our conversations with our students.

- Assume Difference. Our students are bound to be different from ourselves. Whether we are considering racial or ethnic identity, generational cohorts, gender identity, or any other touchpoint of intersectionality with which our students identify, we cannot assume sameness of societal context.
- Remember that White Normal is not “Normal.” Being White in America allows one to move past the ways that privilege paves our way in large and small ways every day. It allows one to think of themselves as “just a person” instead of a “White American.” Our students of color are negotiating the advising relationship with the knowledge of the privilege we carry, even if we ourselves are not mindful of it. Do not assume shared cultural experiences; even our White advisees are unlikely to share our cultural contexts in the same way.
- Check and recheck your stereotypes. Are you assuming that an African-American advisee a) is academically unprepared, b) is economically disadvantaged, c) lacks support systems, d) is a first-generation student, or e) is all of the above? When an African American woman is irritable with you, are you looking for the cause or just chalking it up to her being an “angry Black woman?” Even though we work in a large, diverse, multicultural university, it does not mean that the institution – or we ourselves – is working in a racism-free zone.

The bottom line is that until we are self-aware of the ways in which our culture supports White people over people of color, the barrier of privilege will always stand between us and our students.

For more information, or to sign up for upcoming sessions, please contact Marquita Chamblee at mtchamblee@wayne.edu.

Introductions by Pam J. Dale, APEX Scholars

Akelah Burks is the newest member of the APEX Scholars Program advising team, having joined the staff in June 2018. She is an enthusiastic leader, advisor, mentor and coach to students on the Pre-Medicine, Biology and Mortuary Science tracks.

Akelah's cheery disposition is a ray of sunshine in the APEX department and she begins and ends her day in the office the same way: with a friendly smile and warm greetings.

Born in Detroit, Akelah and her family moved to Troy, Michigan when she was five years old where she resided with her grandmother, mother and twin sister, Naelah. Akelah's mother is a proud Wayne State alumna earning both her bachelor and master's degree at WSU.

After high school, Akelah desired to attend a Historically Black College and University (HBCU) but later decided to attend Eastern Michigan University (EMU) where she completed a degree in Social Work in 2013. She also earned her master's degree in Educational Leadership from EMU in April 2018.

Akelah's previous professional experiences include:

- *AmeriCorps member for Big Brother/Big Sisters of Washtenaw County*
- *Youth Career Coach for Michigan Works*
- *Graduate assistant in the College of Technology at EMU*
- *Success Coach at Washtenaw Community College*
- *Volunteer with Catholic Social Services of Washtenaw County Caregiver Respite program*
- *Graduate assistant with the Holman Success Center, EMU*

It was while working at the Holman Center at EMU that Akelah recognized her love for serving students both inside and outside the classroom. She did so by uniquely blending advising with success coaching to build and develop relationships.

Akelah is a world traveler and had the opportunity to visit South Africa and Ecuador. She has lasting memories of navigating her way through Ecuador and interacting with the people despite not knowing how to read, write or speak the language.

In the summer of 2019, Akelah plans to marry the love of her life at the historic Masonic Temple in downtown Detroit. She and her fiancé plan to honeymoon in Jamaica. Akelah is a wonderful addition to the APEX Scholars family and I welcome this opportunity to officially welcome her to WSU!



Top 10 Tips on (and Benefits of) the Banner 9 Registration System

by Margaret MacKaverican, CLAS

What? We have a new registration system? Kidding! I am sure you are all aware of this exciting and—let's face it—frustrating at times, change. To aid in altering what may seem like an “if it ain't broke, don't fix it” mindset, here are some tips and benefits of utilizing the new system — some of which you may already know:

1. One of my favorite features of the registration system is that students can view their schedule in a calendar mode, which blocks off the days and times of their classes with a colorful block, so as to distinguish one course from another. This helps students visualize their schedule and better aid them with time management.
2. Some courses have multiple components to them and these are called “linked” courses. Linked courses in the new registration system are indicated within “Class Details” and under the “Status” column with a blue chain link and the word LINKED. When selecting linked courses, discussion sessions, etc, be sure to click "View Linked" to see all of the sections associated with that specific lecture. Then click "Add All" to add the other component to the summary. Typically, it is easiest to view the linked courses that are 3-4 credits first, then the corresponding 0 credit courses.
3. You don't have to click on arrows to go to the next page since this registration system allows you to expand the number of courses/sections shown per page. You can view up to 50 sections per page! This comes in handy when you're searching for courses by subject or by specific courses that have multiple offerings.
4. Advanced Search capabilities:
 - A. You can search for specific Gen Ed attributes. Click “Advanced Search,” scroll down to “Attribute,” then select the Gen Ed category you're searching for and, voila!, you can see all courses coded with that Gen Ed attribute.
 - B. Online courses are extremely popular and easily searched via our new registration system. All you have to do is click “Advanced Search,” scroll down to “Instructional Methods,” then click “Online Class.”
 - C. To ensure students are searching for classes on Main Campus, click “Advanced Search,” scroll down to “Campus” and select “Main Campus”.
5. Students can easily view time conflicts. It is indicated in red next to the “Add” button.
6. Students can also easily view how many remaining seats are in each section by looking under the “Status” column. Full sections are indicated in red.
7. The registration system is also mobile-friendly! This is important because many students register on their cell phones and/or tablets. This makes registration more flexible and easier for our students.
8. Another neat feature of the registration system is that students can print or email their schedules. Under the “Schedule and Options” tab, which is located next to the “Find Classes” and “Enter CRNs” tabs, students can choose to either print or email their schedule to themselves and/or an additional 2 email addresses. This would be useful for students who would like to share their class schedule with their parents.
9. Students can register for courses by CRN. If the student knows the CRN of the class(es) they wish to take, click “Enter CRNs” then press the tab key to display the title of the class and then add another CRN. By clicking “Add to Summary,” the courses will be added to the Summary panel and displayed in the calendar schedule. You would then click “Submit” to register.
10. Most importantly, don't forget to hit submit! Once you have added all your courses to your summary (which I like to think of as your shopping cart), you must be sure to hit submit to “buy” the courses. The calendar will then go from a shaded grey to a colorful block. Also, please note: your shopping cart does not save (unlike the old Wish List), so please be sure to reiterate this to your students.

Advisor Spotlight

by Emily Reetz, College of Engineering



Our advisor spotlight is on Tracy Castle, academic advisor in the Department of Chemical Engineering. Tracy started at Wayne State in 2013 as the advisor in the Engineering Technology Program; then moved to Chemical Engineering in the summer of 2015. She was drawn to working with college students when she returned to work at Oakland Community College after staying home with her children for several years.

She found she was better suited to working with college students than the high school aged students she had been teaching for eight years. So, relying on her sister (who also works in higher education), Tracy returned to school at Eastern Michigan and earned a masters in Higher Education & Student Affairs along with a graduate certificate in Academic Advising.

Tracy really enjoys working with the diverse student population at Wayne State. She finds the students to be down-to-earth, hard-workers with a true sense of purpose. Within her department, Tracy works with the department chair and undergraduate

program officer to make sure things run as smoothly as possible for students. She feels fortunate to have a strong working relationship with her departmental faculty and is involved with the student organization.

Tracy appreciates how responsive her department is to student issues. When a group of students approached her with a concern that they were not connected to industry, Tracy went to her chair and they worked with the college's alumni relations department to begin the Industry Mentor Program, which has just completed its fourth semester and is now part of five other departments in the College of Engineering.

Tracy believes in empowering students with information and encouragement. She incorporates concepts from proactive and appreciative advising in her day-to-day work with students. In addition to participating in workshops put on by the Advisor Training Academy, Tracy tries to set aside a day each week to read new articles and studies about advising so she can stay current with developments in the profession.

Outside of work, Tracy spends time with her husband and children. Her daughter is a freshman in college and her son is a sophomore in high school. Her family enjoys traveling to places where they can go hiking and enjoy nature as well as going to the movies. "Bohemian Rhapsody" is a recent favorite!

AAC Updates by Elizabeth Hill, AAC President

Over the fall semester, the Academic Advising Council (AAC) continued to develop opportunities to promote advisor professional development, collaboration and networking on campus. In September, we held the 2018 WSU Advising Summit, "Thriving the Warrior Way: How Self-Care Becomes Student Care." We had an excellent turnout and advisors learned strategies and best practices for taking care of ourselves, so we can give our best to our students! In addition to fantastic keynote and breakout sessions, advisors in attendance had the opportunity to participate in guided meditation, kick-boxing classes and even receive massages! The Summit concluded with a luncheon at Punch Bowl Social, where we enjoyed catching up, bowling, playing games and great food. Thank you to all who attended and helped make the summit such a success! The AAC would like to especially thank Advising Summit committee chair, Robert Hellar (EACPHS) and the entire planning committee for their dedicated time and effort organizing such a successful event.

The Training Committee held its second ESS and Promotion workshop this past September. The workshop specifically focused on preparing our academic advisors for the ESS and promotion process. The committee is continuing its New Advisor Liaison program, so please contact Ryan Ferrante (CLAS), Training Committee Chair, when a new advisor is hired into your department or unit. Also, be sure to check out the Advising Best Practices Collective in Canvas!

We continue to hold Advisor Meet Ups each month to provide advisors with the opportunity to network and connect with colleagues outside our offices. This past Fall semester, we met at Detroit Shipping Company, Common Pub and, most recently, Mac N Brewz. Please plan to join us at our January Meet Up on Friday, Jan. 18 (location to be announced soon!).

(AAC Updates continued)

Coming Soon!

- Save the date for our first Advisor Café on Thursday, Jan. 17 at noon in the ASC Commons. The purpose of the Advisor Café is to allow advisors from across campus to come together in a casual environment during the workday to connect with each other. We'd also like to start celebrating special occasions and birthdays during the café, so if you have a January birthday, email Elizabeth Hill (Engineering) at ay9449@wayne.edu, so we can be sure to celebrate you! More information on the Advisor Café will be coming in early January!
- The AAC will hold a special election this January to vote on the addition of an Advising Community Service Committee. The AAC is responding to President Wilson's call for WSU stakeholders to engage in community service by exploring opportunities for advisors to get involved in volunteer projects as an advising group. This committee will be charged with identifying and organizing opportunities for WSU advisors to volunteer together and give back to our communities. Ballots will open in early January. Please be sure to participate in this election!

ASPDC Travel Grant Program

by Stacie Moser, CLAS

If you plan to participate in a professional development activity next year, you may want to look into some funding options. The Academic Staff Professional Development Committee (ASPDC) has professional development funds available for academic staff toward attending or presenting at national, regional, or local conferences. Established in 1986, the ASPDC is a committee dedicated to ensuring academic staff members have access to professional development opportunities. They provide resources for Academic Advisors, Academic Service Officers, Archivists, Athletic Coaches & Trainers, Extension Program Coordinators, Financial Aid Officers, Health Physicists, Librarians, University Counselors, and University Counselors Assistants. If awarded, the travel grant program will reimburse the departmental account used to fund travel and requires matching funds through the staff member's home department or an alternative source if the request exceeds \$300. Here are some additional facts about the travel grant program:

- The maximum available amount available per person per fiscal year is \$800. Keep in mind that this number should not exceed 50% of travel or 100% for travel that is \$300 or less.
- ASPDC reserves the right to place a limit on the number of consecutive travel grants a staff member is able to receive.
- Priority will be given to junior staff members (employed with WSU three years or less) who apply in an effort to encourage their participation.
- Staff members can apply for the travel grant program online: <https://aspdc.wayne.edu/travel-grants>.

If you have additional questions about the travel grant program, contact Kevin Williams (ae2921), College of Education, 577-1605, or Maurice Draughn (ac4772), Department of Music, 577-1662.



Just Register

by Rachel Pawlowski, Honors College

“Just Register” was a campus-wide event that took place on Nov. 2 and 7 this past Fall. Sponsored by the Advising Excellence Committee, the purpose of the event was to bring together advisors from across all colleges and have them in one location, the UGL, to help students with registration for Winter 2019 in an atmosphere of fun and excitement. In addition to advisors, there were representatives on hand from Financial Aid, the Business Office, the Registrar’s Office, and Transfer Credit. Students could come and get registered and/or see other campus departments if they had issues. There was even an appearance from the “W” at each event!

Both dates were considered a success by all who participated, as seen by a 5% increase in overall students registered as compared to the same time frame during the Winter 2018 registration cycle. There will be another “Just Register” event on **March 29** to assist with both Spring/Summer and Fall 2019 registration. Additionally, there are plans to grow the event to include more campus partners. OMSE, for example, has joined the planning committee and will help spread the word and encourage more students to

participate in this great program.

Another benefit of the “Just Register” event is the bringing together of our amazing academic advisors. We typically work individually or as part of small teams and often yearn for the opportunity to collaborate within our community. This program helped get everyone in one space to focus on our true passion: our students. I hope to see you all for the March event. Please feel free to contact me with any ideas or feedback from the last two programs.



ATA Updates

by Kate Bernas, Advisor Training Academy

Happy New Year! My hope is that you are all doing well and enjoying the controlled chaos that comes with the beginning of a new term. The Advisor Training Academy is busy planning for 2019 with new initiatives, trainings, certifications, and webpages. To begin the year, and to help shape our future programs, I will be sending out a needs assessment survey that I hope you will all take a few minutes to complete. In addition to future training needs, I hope to also get feedback on past offerings, your preferences on training formats, and any interest you might have in leading or developing a future training as part of your professional development goals

As for what is currently on the horizon in 2019, the ATA/SSA collaboration “**Advising with the Brain in Mind**” will continue with the final three workshops in the series. The dates are **Jan. 30, Feb. 27, and April 3** and can be scheduled through the website: advisortraining.wayne.edu/training/additional.

We will continue with the Lunch and Learn offerings, starting on **Friday, Jan. 25** with a unique “Advisor Field Trip” scheduled for the **WSU Advanced Technology Education Center (ATEC) Center** that will highlight WSU transfer initiatives, satellite centers, study abroad, and International Student Services. Transportation will be provided to and from campus. Please contact me (ab9599) for more information or visit: advisortraining.wayne.edu/training/additional. Additional

Lunch and Learn information for the term will follow in January.

January will also bring an ad hoc training on Math Placement and QE policies offered by Kimberly Morgan, Department of Mathematics. The training, “**Lions and Tigers and Math, Oh My!**” will be offered **Monday, Jan. 14 from 1 — 2 PM** in the ASC Commons (1600 UGL). Please RSVP through the ATA Website: advisortraining.wayne.edu/training/additional.

Our final “regular” offering, NACADA webinars, will also continue in Winter 19 and will be supplemented with relevant webinars from other companies. Please stay tuned for more information and RSVP links for these.

Contact Us

If you have comments or feedback regarding this edition of Advising Notes, or to contribute to a future issue, please email Kate Bernas, ab9599.

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