

Mission Statement

Advisors at Arkansas Tech University focus on student success and growth. We empower students to take ownership of their education, transition to graduate studies and careers, responsibly contribute to their communities, and engage in lifelong learning.

Advising Philosophy

Arkansas Tech University takes a *holistic* approach to advising. We help students register for classes but also provide academic support, help students find financial resources, and facilitate mental and physical health. We recognize advising as a *science and an art*, not bound by a single theoretical perspective but rather the common pursuit of effective support for student success. We are committed to studying the models and techniques that work best for our diverse student body. Finally, we aspire to an advising culture that is caring, empathetic, ethical, and invested in teaching students to take responsibility for their futures. We have *compassion* for our students' struggles to better their lives.

Responsibilities of Advisors and Advisees

Advising at ATU is a cooperative effort between advisor and student.

Advisors. . .

- *provide accurate and timely information on institutional procedures and policies to students.
- *help students develop a realistic self-perception and aid their transition through college.
- *assist students in pursuit of their career goals and objectives.
- *connect students to university resources that can help students be successful.
- *encourage students to be realistic and ambitious.
- *promote physical, emotional, and mental health.
- *express the core values of the institution to the advisee.

Students. . .

- *understand policies, procedures, and degree program requirements.
- *take personal responsibility for academic and career success.
- *understand and use available advising tools.
- *make use of campus resources and support systems, including opportunities for experiences outside of class.
- *set realistic and ambitious academic goals.
- *seek a healthy school, work, and life balance that optimizes academic success.

Takeaways from the A&H trip to Angelo State University.

- Hiring and Promoting within the University
This allowed the faculty to feel as if there was a path for upward mobility. It also helped promote the family atmosphere. By promoting and hiring from within, many staff were cross-trained from prior placements. This helped the communication between departments.
- Workforce Development for Spouses
San Angelo helped faculty spouses with jobs as well as community partners (eg. Goodfellows Airforce Base). This could be an opportunity for Tech to recruit and retain faculty and staff.
- Faculty Daycare
On-campus daycare was available for children of faculty and staff at a reduced rate. This could be another opportunity for Tech to recruit and retain faculty and staff.
- Freshmen College.
This college had no faculty of its own, but instead was populated with faculty from various colleges that taught freshmen level classes. They had a program similar to our TECH 1001, but their classes all had a topical engagement to them (i.e. zombies, werewolves, rodeo...). The idea was to hook the students with something fun, but also present them with skills to help in other classes. This also made these classes fun for the faculty to teach. Faculty were paid \$2000 to develop and teach this 7 week class.
- Elementary School Recruitment
The university received an outreach grant to encourage underserved elementary school students to plan for and attend college. Recruitment was a positive byproduct.
- Recruitment Scripts
The admissions office, in conjunction with administration and faculty, worked to create a cohesive process for recruiting new students and advising current students. The ASU office of admissions schedules meetings with individual departments to help develop a recruiting strategy for that department. This may even include a script for what to say when encountering potential students/parents.
- Ram Fam
ASU developed the idea of "Ram Fam" (their mascot is the ram). It is a big part of their branding, and they attempt to embody this family atmosphere wherever possible. Students, staff and faculty are made to feel special, part of a community, and the program develops a general sense of pride in the institution.
- Statewide Insurance Negotiation
Texas universities (apart from UT and A&M systems) negotiate insurance premiums and retirement together. This gives them tremendous negotiating power. They have no cost health insurance for single employees. Family policies average \$350 - \$400 a month with a \$2,000 family deductible. Their insurance costs have increased by only about 1% a year.
- Staff Benefits
Like at Tech, staff is low paid, but ASU has good staff benefits with more vacation time than Tech. Staff received work out facility access at a discounted price as well. However, our tuition policy was far better than ASU.

- Adjunct Pay Scale

The adjunct pay scale is based on credentials: Masters \$2,400, PHD \$3,200. This gives part time faculty incentives to achieve higher degrees and eventually compete for full time jobs.

- Urgent Care Facility on Campus.

This facility was for both community and campus to use. It was connected to the athletic complex, and specializes in sports medicine rehab. This facility, coupled with good health care insurance, creates a solid wellness program for faculty and staff.

- Small Incentives

Some types of service work at ASU may have small incentives attached in order to garner interest from the faculty. For instance, when we were there, they awarded four \$200 stipends to faculty to look into the availability of OER textbooks for their departments to help reduce the costs of textbooks for the ASU students.

- Support Services

In each of the new classroom spaces they have a VOIP phone with direct lines to Campus Safety and to the Computer Help-desk. The help desk could then log-in to the computer and camera for that classroom and help the faculty with their computer issues.