



NORCO
COLLEGE

Guided Pathways & Equity Project Team (Faculty Advising)

- i. Project Plan Brief Overview (Alex)
- ii. Barriers and Opportunities (Jason)
- iii. Lessons Learned (Samia)
- iv. Deliverables Achieved (Brady)
- v. Recommendations (Brady)

- i. Management: Dr. Jason Parks
- ii. Faculty Coordinator: Brady Kerr
- iii. Student Representative: Samia Irfan
- iv. Classified Professional: Alex Spencer

FACULTY ADVISING: PROJECT OVERVIEW



■ **Guiding Principles:**

- Through Faculty Advising, students will learn to frame questions about their future, and seek information needed to formulate answers. As a result, students will develop decision-making strategies and self-leadership skills that they will use indefinitely.
- Through Faculty Advising, students will be able to put their college experience into perspective, specifically through developing meaningful relationships between themselves and faculty.
- Through faculty advising, students will experience stimulation of, and support for, their quests for an enriched quality of life. They will be encouraged to utilize unique opportunities to structure their college experience and maximize their abilities to lead their lives as they decide.

■ **Goals:**

- Create an atmosphere of support and provide expert information to students.
- Promote decision-making by assisting students in their exploration of personal, academic, and career goals.
- Develop practices that support student success.
- Establish effective working relationships with faculty, staff, and administration in support of faculty advising.
- Increase campus awareness about faculty advising.

FACULTY ADVISING: BARRIERS & OPPORTUNITIES

- **Barriers:**

- The first time Faculty Advising was presented to NC faculty, there was an uncertainty regarding the amount of workload and time required to be effective.
- Not having a dedicated method or system to facilitate the mentoring process.
- The Leading from the Middle Team (LFM) at NC was already working on developing a Student Success Network, which included a Mustang Mentors component.

- **Opportunities:**

- Building on what has already been established by the LFM team and their Student Success Network.
 - Engage and support the work already accomplished by the LFM team.
- Getting campus buy-in to increase the number of faculty advisors.
- Raise awareness to students about the benefits of participating in the Mustang Mentors program.
- Establish effective working relationships with faculty, staff, and administration in support of faculty advising.

FACULTY ADVISING: LESSONS LEARNED

A stylized, dark red graphic of a horse's head, facing right, positioned in the upper right corner of the slide. The graphic is composed of several overlapping, angular shapes that create a sense of depth and movement.

- **Lessons Learned:**

- We didn't have to start from scratch.
 - The LFM Team was already developing the Student Success Network.
- Creating school-based meetings and finding discipline leads will be challenging.
- The cross-functional approach to creating the team posed scheduling barriers.
- Students aren't aware of the opportunities they have, to seek faculty advisement outside of the classroom.
- TIME: do faculty and students have time for each other?
- Students are potentially intimidated by approaching faculty for the "first time." We want to encourage faculty to initiate contact and begin building the foundation of the mentor/mentee relationship.
 - Doing so helps alleviate stress from the students' perspective and eases the students' desire to reach out for assistance moving forward.

FACULTY ADVISING: DELIVERABLES & RECOMMENDATIONS

- **Deliverables:**

- Piggybacking off the LFM Team and initiating contact with interested faculty.

- **Recommendations:**

- Identify faculty leads in each school, program and discipline (if possible).
- Develop and implement Mustang Major Meetings within the first two weeks of each semester.
- Get institutional buy-in.
- Enroll willing faculty into the Student Success Network.
- Develop a “how to” guide regarding development, promotion and implementation.