

# ADVISOR TRAINING VS. PROFESSIONAL DEVELOPMENT: IS THERE A DIFFERENCE?

NACADA: The Global Community for Academic Advising  
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## Session Outcomes:

Define	Clarify	Define	Examine	Determine
Define both training and professional development	Clarify the importance of both	Define the relationship between the two	Examine relevant examples of both	Determine appropriate activities for your own campus

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## THE GOAL OF BOTH ACTIVITIES.....

Improve the knowledge and performance of our advisors!

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So, what's the difference?

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## Advisor Training.....

Develops an individual's knowledge and skills related to the job

*S. Surbhi, 2018*

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## Advisor Training

- Acquisition of knowledge, skills, and competencies
- Focused on improving performance in one's position
- More focused on Informational component

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## Advisor Professional Development.....

Focuses on helping individuals grow and learn within the job, enhancing their conceptual and theoretical knowledge

S. Surbhi, 2018

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## Advisor Professional Development

-  Big picture
-  Based more on theory
-  More focused on Conceptual and Relational Components

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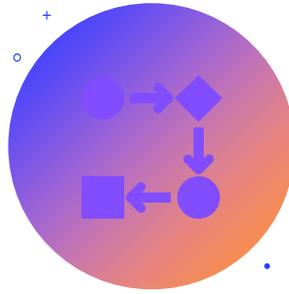
## Both elements are critical to advisor learning!

Virginia Gordon's emphasis on "pre-service" training:

- To understand the processes and tasks in academic advising
- To understand the principles involved in college student development and how these can be integrated into the advising process
- To understand the career-development process and the factors involved in educational and vocational decision-making
- To understand the nature and patterns of organizational functioning of the university

Virginia Gordon, 1980

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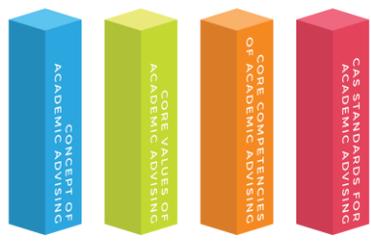
## Both elements are critical to advisor learning!

According to Julie Voller, professional development is of utmost importance:

*"In a world changing faster every day, academic advisors cannot rely on their initial training to remain visible throughout their careers; changes in institutional information, advising approaches, and student populations make ongoing professional development a must for every person who advises students."*

Voller, 2016

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CONCEPT OF ACADEMIC ADVISING

CORE VALUES OF ACADEMIC ADVISING

CORE COMPETENCIES OF ACADEMIC ADVISING

GA'S STANDARDS FOR ACADEMIC ADVISING

Pillars of Academic Advising

Visit <https://www.nacada.ksu.edu/Resources/Pillars.aspx>

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## Purpose of the Pillars

Structure for programs and the profession:

- Philosophy/Approach
- Theory
- Code of Ethics
- Standards for Quality

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### Advisor Training Topics

- Informational
  - The role of advising at the institution
  - Components of an effective advising session
  - Institutional policies, procedures, rules, and regulations
  - FERPA
  - Degree requirements and options
  - Campus and community resources
  - Relevant advising technology

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### Advisor Training Topics

- Relational
  - Interpersonal skills
  - Student needs and expectations for advising
  - Skills for making referrals
  - Skills for following up
  - Listening and interviewing skills
  - Dealing with angry students

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### Advisor Training Topics

- Conceptual
  - The history and role of academic advising in higher education
  - NACADA's Pillars of Academic Advising
  - Expected outcomes of academic advising
  - Advisor/advisee roles and responsibilities
  - Characteristics of the student body
  - How equitable and inclusive environments are created and maintained

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### Advisor Training Venues/Activities

- Scheduled classes
- Training manuals/on-line materials
- Workshops
- Lunch 'n Learns
- Shadowing
- Meetings with other student affairs departments
- Meetings with academic departments
- Utilizing NACADA's New Advisor Guidebook

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### Importance of Professional Development

"Just as professional development is essential for faculty at a university, the need for professional development is also critical as a vehicle for advisors to remain current with new information, skills, and best practices in the field of advising."

Ford, 2007



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### Advisor Professional Development Topics

- Informational
  - Institution specific history, mission, vision, values, and goals
  - The characteristics, needs, and experiences of major and emerging student populations
  - Legal guidelines of advising practice
  - Changes in institutional policies, procedures, and guidelines
  - Curricular updates
  - Informational technology refreshers

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### Advisor Professional Development Topics

- Relational
  - Articulate an individual advising philosophy
  - Promote student understanding of the logic and purpose of the curriculum
  - Facilitate problem solving, decision-making, meaning-making, planning, and goal setting
  - Assist students with career development
  - Engage in on-going assessment and development of the advising practice
  - Multicultural communication
  - The importance of collaboration

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According to past NACADA Executive Director Charlie Nutt (2010):

Professional development allows academic advisors “to build collaborative partnerships across campus to support student success.”

Harper and Smith, 2017

~Wes Habley~

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### Advisor Professional Development Topics

- Conceptual
  - Theories relevant to academic advising
  - Advising approaches and strategies
  - Student development theories
  - Understanding mindset and belongingness
  - Understanding the needs of minoritized students
  - Ethical issues in academic advising
  - Learning from other institutions' experiences

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### Advisor Professional Development Venues/Activities

- Lunch 'n learns (institutional topics such as changes in policies/procedures, curricular changes, financial aid, etc.)
- Workshops related to student matters and individual advisor needs
- Statewide drive-in meetings
- State, regional, and annual NACADA conferences
- Reading and discussing articles from the NACADA Journal and other academic publications
- Webinars
- Attending the Summer Institute, Administrators' Institute, Assessment Institute, and/or Research Institute
- Becoming involved as a volunteer for NACADA activities

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### Training vs. Professional Development

Related but distinct

Training prepares new advisors for their role

Training assists advisors who may be struggling in their role

Professional Development helps advisors grow throughout their career

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### Training vs. Professional Development

Training	Professional Development
Required	Expected
Provided by institution	Budgeted
Initial	On-going
Concrete	Based on individual needs
Job duties	New ideas

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Questions? Don't hesitate to contact us:  
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## Resources

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## Resources

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