



How New Advisor On-Boarding Modules can Support your Team

Academic advisors are integral to the UM System's mission "to advance the opportunities for success and well-being for Missouri, our nation and the world," yet too often this role is **taken for granted**. We believe academic advisors are professionals who perform a vital function, and have developed a series of five new foundational training modules to support this end. Drawing on the vast literature on academic advising, these modules are designed to grow your team by highlighting the essential role they play in student success and providing concrete strategies for being effective. They are not intended to replace existing trainings (i.e. FERPA).

But we need your help. As a supervisor, you play an important role in promoting and legitimizing the professional development of your team. Please encourage new team members to complete the modules within their first two months of employment, and encourage current team members to prioritize them, too. As they complete assignments at the end of the modules, be receptive and supportive as they come to you for help and guidance.

Key takeaways from the modules

1

THE BASICS

In this module, advisors will learn some of the basics of academic advising. What's the history behind the profession? What are some of the common approaches to advising? How do different organizations approaching academic advising differently?

2

RECOGNIZING THAT ADVISING IS MISSION CRITICAL

Advisors do important work. This module highlights how an advisor's daily work contributes to the overall organizational vision and mission of institutions of higher education. If done right, what is the full impact of high-quality academic advising?

3

UNDERSTANDING CORE PRINCIPLES OF ADVISING THEORY

Theories provide scaffolding for thinking about daily interactions with students. This module reviews student development theories, how theories can guide academic advising in practice, and core strategies used to improve student engagement.

4

NAVIGATING COMPLEX LEGAL & ETHICAL ISSUES

Advisors routinely make decisions with legal and ethical implications. This provides best practices for navigating those decisions and helps advisors adopt behaviors that protect themselves and the institution.

5

STRATEGIES FOR INCLUSIVE EXCELLENCE

How do key theories about equity and inclusion apply to academic advising? What blind spots and biases should advisors be mindful of? How can advisors respond to a diverse and changing student body?

Advisors can access the on-boarding modules by visiting

umsystem.skillport.com

Additional Information about the New Modules



About the Assignments

At the end of each module, advisors will have the opportunity complete a series of activities that encourage them to dig deeper, reflect, and learn more about their own institutions. Some of these assignments ask advisors to engage with their supervisors. For example, at the end of Module 2, advisors are encouraged to ask supervisors for any tips on when and who to contact in different situations. These are opportunities to connect with your team and support their professional development and effectiveness.

Access the Modules

You can access the modules themselves by visiting umsystem.skillport.com. You may find it more convenient to read the module transcripts, which will enable you to quickly get a sense of the content covered in each section. Below are links to each of the five modules.

Links to individual modules

- [Module 1: Introduction to Academic Advising](#)
- [Module 2: Impact of Academic Advising](#)
- [Module 3: Theories Related to Academic Advising](#)
- [Module 4: Legal and Ethical Issues in Academic Advising](#)
- [Module 5: Inclusive Academic Advising](#)



These advisor modules are part of broader UM System programming, including our Advisor Development Program (ADP) sessions. These sessions are for academic advisors with 5+ years of experience who are looking to grow their skills and expand their networks across the four UM universities, and consists of a series of in-person professional development sessions, virtual meetings, and strengths and competency evaluations. If you or one of your team members is interested in learning more about these program, please [click here](#).