

PACE YOURSELF

DEVELOPING AN “INTENTIONAL
AND INESCAPABLE” ADVISING
ECOSYSTEM AT TEXAS STATE
UNIVERSITY

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DEAN |
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AND YOU MAY ASK YOURSELF, WELL, HOW DID I GET HERE? ... BYRNE *ET AL.*

- Dean, University College, Texas State University | Director, PACE Center | P.I., Title III /V HSI Programs, 2011 - Present
 - Arrived at Texas State University on August 1, 2011
 - Key responsibility as Director of the TXST Quality Enhancement Plan
 - Personalized Academic and Career Exploration (PACE): TXST's Focus on Freshmen
 - A component required for the Fifth Year Interim Report to the Southern Association of Colleges and Schools Commission on Colleges
- Dean, University College, Texas A&M University-Kingsville, 2005-2011
- Seven Title III /V HSI grants received since 2008

ACADEMIC ADVISING | A CAREER FOCUS

- Developed freshman academic advising model within new Freshman Seminar program at Eastern New Mexico University (1998)
- Supervised academic advising at Texas A&M University-Kingsville
- Campus-wide authority for academic advising at Texas State, including assessment, budget, operations, and approval of new and replacement hires
 - PACE Advising Center named Outstanding Institutional Advising Program by NACADA in 2016
 - PACE Mentor recognized as CRLA Outstanding Mentor of the Year, 2017

ACADEMIC ADVISING | TEXAS STATE UNIVERSITY

Faculty
Advisors

Fee
Implemented

Professional
Advisors

THE FOUNDATION FOR CHANGE AT TXST

- Overall enrollment growth has grown from 34,000 to nearly 39,000 since 2011
- Freshman enrollment has grown from ~4,300 in fall 2012 to ~6,300 in fall 2019
- Transfer enrollment has remained flat or declined modestly over time, in large part due to dual enrollment – ECHS competition
- TXST has grown more diverse each year, and continues to see significant growth in Hispanic and Asian American student enrollment
- TXST is positioned in a very competitive market and prides itself in "serving Texas and providing essential student academic support"

UNIVERSITY COLLEGE

- An academic college with the following signature programs
 - **Academic advising**: eight college advising centers on campus
 - **Athletic Academic Center**: serving Division I student athletes
 - **Bachelor of General Studies**: multidisciplinary with >500 majors
 - **Common Experience**: the largest campus engagement event each year
 - **Developing Hispanic Serving Institutions programs**: four HSI grants since 2012
 - **(IDEA Center)**: to be opened in fall 2021
 - **PACE Center**

ACADEMIC ADVISING AT TEXAS STATE

Discipline-Focused Advising Centers	Generalist Advising Centers
Applied Arts	PACE Center
Business Administration	University College
Education	
Fine Arts & Communication	Honors College
Health Professions	Athletic Academic Center
Liberal Arts	
Science & Engineering	

Number of full-time academic advisors on campus = 75 (plus 6 grant-funded staff)

Student : advisor ratio = ~377

Starting salary = \$35,568 for Academic Advisor I staff

ADVISING CENTER ORGANIZATION

Supervisor

Academic Advisor II

(Student Development Specialist)

Academic Advisor I



THE PACE CENTER

- Implemented in fall 2012, the PACE Center provides a one-stop shop for academic advising, academic coaching, career counseling, peer mentoring, and University Seminar
- Originally proposed for SACSCOC reaffirmation as the TXST QEP
- Successfully serving all new freshmen with <16 SCH completed since high school graduation
 - Now transitioning out increasing numbers of students with significant numbers of dual enrollment - ECHS credits at matriculation

PACE ACADEMIC ADVISING

- A generalist model, with articulation to college advising centers
 - Some specialization in key majors (Music, Musical Theater)
- All advisors hold minimum of baccalaureate degree and most holds masters degrees
- Continuing professional development provided
- Truly “intentional and inescapable” within PACE Success Team format
- Students exhibiting likelihood of attrition receive special attention

THE ADVISEMENT CALENDAR AT TEXAS STATE

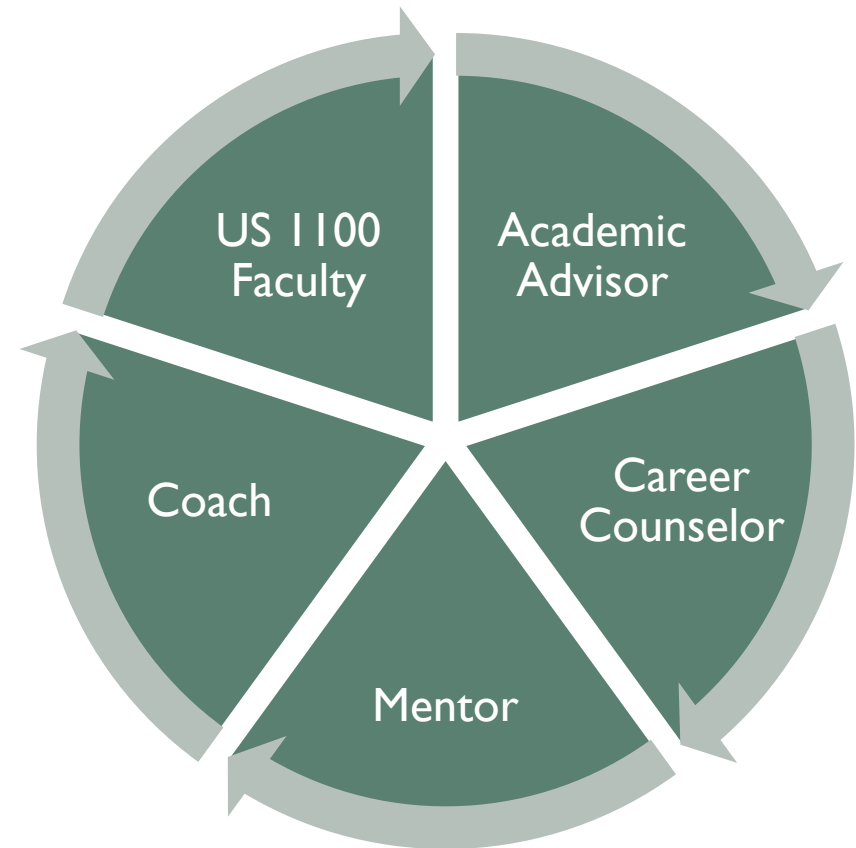
Task	Timeline
May	Freshmen pre-registration (PACE only)
June – July	New student orientation (N=28)
August	Schedule review; non-registered student outreach; compliance verification
September – December	Registration advising; compliance verification
December (last week)	Probation / suspension notification; graduation processing
January	Schedule review; non-registered student outreach; compliance verification
February – May	Registration advising; compliance verification

PACE SUCCESS TEAM

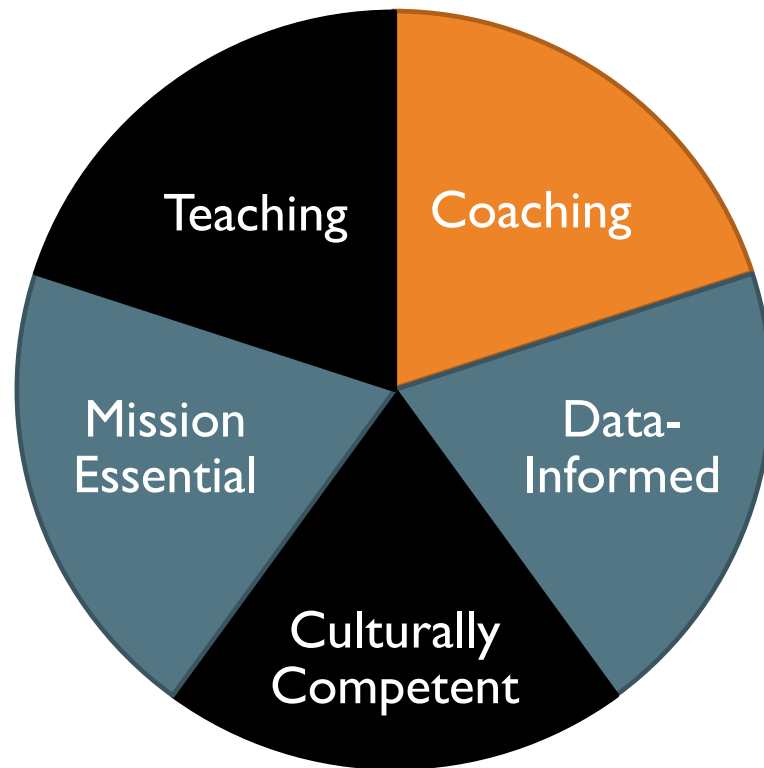
Each new freshmen is served by a PACE Success Team.

A caseload management process provides opportunities for continuing conversation and the development of resolutions.

Advisees are informed of their PACE Success Team through US 1100.



TODAY'S REMARKS | WHAT IS ADVISING TODAY?





ADVISING AS TEACHING

- A developmental and formative process empowering students to serve as their academic advocates
- Engages students in educational planning
- Teaches skills needed to navigate higher education setting
- Encourages personal responsibility for academic decision-making
- A variety of student learning outcomes are assessed annually



ADVISING AS COACHING

- Academic advisors play an important role as academic advocates
 - Referring students to services and helping to navigate campus processes
- Peer mentors and academic coaches play key roles in the PACE Center
 - Graduate assistants from all colleges
 - Extensive training
- “The power of the academic nudge”

DATA-INFORMED ADVISING | A3 ATTRITION ASSESSMENT FOR ACTION

- The goal of A3 is to identify new FR and TR students in need of intervention earlier and more often by connecting those most at-risk to PACE Success Team members.
- Why? A3 allows PACE Center staff to focus on students most in need of intervention as student risk is scored and groups are prioritized for services.

A3 FACTORS

- **SCH Less than 14**: Students are enrolled in 13 or fewer hours
- **Under-Represented Male**: Students who identify as Hispanic or African American/Black male
- **HS%**: Student how are in the Third 25% and Bottom 25% of their High School class
- **EFC Less than \$2,000**: Students who have an expected family contribution of less than \$2,000 to pay for college
- **Commuter**: Students who have received waivers to live off campus with family members
- **First Gen**: Students who identify as having parents without a bachelor's degree or above
- **Unmet Need**: Students who are receiving financial aid but still have an amount needed to cover the cost of attendance (defined as \$2,500 or greater per semester in unmet need)

DEVELOPING ATTRITION RISK SCORES FOR NEW FR STUDENTS

Breakdown of A3 by Number of Factors (Attrition Risk Score)

0	1	2	3	4	5	6	Total
1,194	1,647	1,473	1,253	609	169	21	6,366



CULTURALLY-COMPETENT ADVISING

- The TXST professional academic advising cadre ranks among the most diverse on campus
 - Especially important given their role as first contacts for many students
- Currently developing an academic advising certificate through Academic Professional Development
 - A component of this new professional development program will include completing TXST's new Diversity and Inclusion certificate

ADVISING IS MISSION-ESSENTIAL

- Reflecting increasing demands, an **Advising Council** was developed in fall 2012
- Membership includes representatives from functional offices responsible for advising, registration, and compliance
 - College Advising Centers, Curriculum Services, Enrollment Management, International Affairs, Student Affairs
- Monthly meetings provide opportunities for program development / planning and policy review



ADVISING'S NEXT STEPS | TXST

- Expand and support faculty role as mentors
 - Career-focused
 - Graduate education-focused
 - Professional development-focused
 - Undergraduate research-focused

WHAT IS THE STUDENT PERCEPTION OF THEIR EXPERIENCE? (NSSE 2019)

During the current year, about how often have you done the following?

	FRTXST	FR ERU	Significance	SRTXST	SR ERU	Significance
Talked about career plans with a faculty member?	2.4	2.2	***	2.5	2.2	***
Worked with a faculty member on activities other than coursework?	1.9	1.7	***	2	1.8	***
Discussed course topics, ideas, or concepts with a faculty member outside of class?	2	1.9	*	2.2	2	***
Discussed your academic performance with a faculty member?	2.1	2	**	2.2	2	***

WHAT IS THE STUDENT PERCEPTION OF THEIR EXPERIENCE? (NSSE 2019)

Indicate the quality of your interactions with the following people at your institution.

	FRTXST	FR ERU	Significance	SRTXST	SR ERU	Significance
Students	5.4	5.4		5.5	5.5	
Academic advisors	5.4	5.2	***	5.4	5.1	***
Faculty	5.3	5.2	**	5.6	5.3	***
Student services staff (career services, student activities, housing, etc.)	5.2	5.1	**	5.1	4.9	***
Other administrative staff and offices (registrar, financial aid, etc.)	5.2	4.9	***	5.2	4.9	***
<i>How would you evaluate your entire education experience?</i>	3.2	3.2	*	3.3	3.2	***

WHAT HAS PACE ACHIEVED?

Texas State University is a much different institutional than it was in 2010 when the Quality Enhancement Plan concept for Personalized Academic and Career Exploration was first developed. This is, of course, due to factors well beyond PACE, but **bringing the joint strengths of a variety of units to bear on the central issue of freshman success has initiated a cascade of effects ...**

Although the QEP will conclude, the **University is committed to the continuation of the PACE Center**, including its advising and mentoring (coaching) component, the University Seminar academic and career exploration curriculum, and the related students services. The overall PACE concept and substance will ensure the fulfillment of Texas State's first shared value: ***"An exceptional undergraduate experience is at the heart of what we do."***

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reflections:

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