

ADVISING LEADERSHIP TEAM MEETING NOTES

Monday, November 8, 2021

Zoom Meeting 2:00 pm - 3:30 pm

Present: Luis Vega, Karlo Lopez, Ilaria Pesco, Christina Ramirez, Eva De Leon, Gabriela Ochoa-Vega, Deanne Perez-Granados, Liora Gubkin, Yvette Morones, Seung Bach, Deisy Mascarinas (Admin Support).

Absent: Lisa Zuzarte, Melisa Medina Cruz

Meeting began at 2:00 p.m.

Action Items:

- L. Vega will reach out Debra and ask about funding available for the Orange County Conference.

Pre-Meeting Items Discussed

L. Vega shared that there will be a meeting discussing the process for students who are eligible for immediate reinstatement. He added that financial aid criteria will be provided so students will be informed prior to enrollment if out of pocket tuition will be needed. Students whose financial aid is denied can be liable for prorated fees in the thousands of dollars and awareness and disclosure is as must.

Advising- Update from Statewide Meeting

- a. **Cal Fresh Benefits-** Advisors can inform students about the Cal Fresh Benefits if they deem the student to be struggling financially. Students who are Pell eligible, eligible for work-study, and meet residency criteria qualify for this program. The health center provides help filling out the Cal Fresh application. Unfortunately, dreamers do not qualify for these benefits as it is a federal program; however, they can benefit from food pantry and food distribution.
- b. **Issues of Concerns-** Meeting was called by several directors to discuss concerns with pay raises for some professional advisors who deserve them because of the scope of their responsibilities and accomplishments. One of the issues brought up was how it is very difficult to do reclassifications to provide an increase in pay because the process requires metrics of comparison which are conflated by decentralized practices and the need for policy uniformity. Another issue discussed involved remote work and what performance polices should be put in place to ensure the quality of service delivery to students. The third major issue involved pay equity and increased employee attrition, as many academic advisors are leaving for Community Colleges for the better pay. These CSU systemwide issues are ongoing and in collective bargaining at the moment.
 - **Reclassification-** L. Vega shared it is difficult to give individuals pay raises outside of contractual steps, because of uniformity of roles and responsibilities are difficult to demonstrate. Meeting local needs require differing practices. For this reason, one-to-one comparisons needed across job descriptions and classifications are not easy; in addition, the existing ones are old, need revision, and are subject to collective bargaining.
 - **Remote work-** Each campus has been given the freedom to go about evaluating remote workers as they see fit; however, concerns about not being able to supervise people to know if they are doing their work or how to monitor accountability is an ongoing issue still under evaluation.
 - L. Vega shared that collective bargaining is ongoing and that we will know more about work issues, pay, and possible solutions to the issues discussed above when the new contract is release in 2022. He advised to monitor graduate initiative 2025 pillars, which will bring additional responsibilities and roles to academic advising teams.
 - **Other Issues of Concern-**
 - i. Directors highlighted the importance of really knowing the people at HR as they are the employees' allies.
 - ii. Some advisors are being tasked to train others but are not being compensated.
 - Y. Morones suggested that L. Vega reach out to HR and ask them about the process for reclassification at CSUB is so that he can better represent them when discussing the issue.

Advising Recommendation/Resolution AS&SS- Revisiting Progress and Issues

- There are many senate committees looking at advising. There is a petition calling to put resources into advising, need for use of data, need to provide resources and metrics to move along, and most importantly there is a need for faculty and professional advisors to work closer together.
- K. Lopez shared the 3 out of the 10 recommendations brought up by the other group which is that 1. Faculty control the curriculum, 2. There needs to be an implementation of RunnerConnect, 3. Communication between two groups needs to be established.
- L. Gubkin called for the need to know where they are with the strategic plan and a need to know where they need to go from what has already been accomplished.
- K. Lopez shared that is important that accountability is taken and put in place for all areas. Everyone also needs to be speaking the same language and needs to be on the same page.
- L. Vega stated that he will be going back to these subcommittees and asking for their recommendations to address these issues. He will also ask what the work of these task forces are and who is looking at advising, and whether the senate is looking at the strategic plan.

Advising Mission

- The committee will work on and come up with something for the mission statement for advising.
- D. Perez- Granados suggested that the faculty and professional advisors work together on building the mission statement, so that at the same time they can see others view of advising.
- There were some concerns about the best way of reaching out and whether it was good idea, but in the end the group agreed to have L. Vega do some informal outreach to possibly bring both groups together. Issue is still ongoing and will be further discussed in future meetings.

Meeting ended at 3:39 p.m.