

## ***Beyond Foundations: Developing as a Master Advisor***

### **Chapter 13 - Professional Development**

#### **Reader Learning Outcomes**

Readers will use knowledge gained about student success to

- Articulate the importance of career-long professional development;
- Craft an individual professional development plan (IPDP);
- Set up and maintain a professional development portfolio;
- Balance professional development among informational, relational, and conceptual components; and
- Recognize and take advantage of formal, nonformal, and informal learning experiences.

#### **Aiming for Excellence discussion questions and activities**

- Draft an IPDP. Start by outlining your goals and anticipating the additional skills, knowledge, and abilities you need to reach them. Share with a mentor, friend, or trusted supervisor. Work together to identify and record the ways you will acquire the learning you need.
- Create a portfolio club of colleagues. Agree on how each of you will set up your individual advising portfolios. Set a monthly meeting day and time. At the first meeting, share your advising philosophies and give feedback. Each month, share your learning and the artifacts added to your portfolio. Hold each other accountable.
- Keep a personal work journal for a week. Throughout each day, note the activities or interactions that bring you satisfaction or happiness. Note the ones that cause frustration or anger. Consider the ways you manage stress in the moment. Talk about your findings with a mentor, friend, or trusted supervisor.
- Volunteer to be a subject matter expert at your institution's next technology project.
- Research and attend a conference or seminar sponsored by an organization new to you. Check out offerings from the American Association of Colleges and Universities, the League of Innovation in Community Colleges, the European Association for International Education, or the Association of Universities and Colleges of Canada.
- Read the article by Duslak and McGill (2014). Take turns with a colleague observing each other as you advise. Provide constructive feedback on the points of the appointment that went well and ways to improve. Repeat annually.
- Collaborate with others to learn a new aspect of advising, discipline, or institution: Volunteer to serve on a committee with members from across the institution. Examples include, but are not limited to, search committees, the parking citation appeals board, athletics advisory councils, curriculum committee, or strategic planning. After each meeting, write and reflect on relational skills used and the new information and insights you gained about other areas of the institution.