

FPC Memo on Academic Advising, Spring 2025

At the faculty meeting on April 16th 2024, the faculty passed a revision of 2.11 drafted by the Faculty Affairs Committee; one portion of this revision struck the expectation that every tenure-track faculty member would serve as an academic advisor. As a result, academic advising has been consolidated amongst a smaller group of faculty and staff as part of the reassigned course equivalent system. For faculty within the tenure & promotion system, this creates a discrepancy with Handbook sections 2.6.1.1.5a, 2.6.2.1.3.5, 2.6.4.2, and 2.6.5.3 which call for all those being considered for tenure and promotion to engage in “competent and conscientious advising of students.”

Last year, in concurrence with Vice President Wolfe and President Shushok, FPC granted an exception to this requirement for those not engaging in academic advising during AY2024-2025, in accordance with 2.6.1 and 2.6.2 of the Faculty Handbook, whereby not having advisees during this academic year would in no way negatively impact a candidate under review.

Going forward, multiple groups have been and are continuing to work on our model for academic advising of first year/undeclared students (including Academic Affairs, the Workload Task Force, and Student Success), while counting academic advising as a course equivalent will continue for AY2025-2026. Given these facts, FPC, Vice President Wolfe, and President Shushok all concur that we will again extend the exception to the requirement of academic advising for purposes of T&P during AY2025-2026 academic year, whereby not having advisees during AY2025-2026 would in no way negatively impact a candidate under review.

Any candidate who did participate in advising during their review period at any time (during this period or in years preceding when advising was a requirement of all faculty) would be assessed by the advising standards in 2.6.1.1.5a, 2.6.2.1.3.5, 2.6.4.2, and 2.6.5.3. We remind candidates (and their evaluators) who have advised previously that had challenges in this area that narratives offer a great opportunity to nevertheless demonstrate conscientiousness and competency through thorough reflection and articulating growth, describing what you have learned and how you would carry that learning forward.

FPC will continue to work alongside Academic Affairs, Student Success, and the workload task force to address this issue longer-term, providing faculty an update in Spring 2026.

Sincerely,

Richard Keithley, Faculty Personnel Committee Chair, AY24-25

Kathy Wolfe, Vice President of Academic Affairs & Dean of the College

Frank Shushok, President of the College