Scaling Holistic Advising Redesign

Scaling and innovating holistic advising approaches requires different capacities, strategies, and stakeholders. For student success. Transitioning from pilot to scale can be challenging. Whether it is scaling a differentiated advising model or a centralized advising approach, institutional leadership benefits from developing a strategy to consider how to scale holistic advising solutions across departments and to reach campuswide implementation.

Senior leadership should consider how existing capacities may evolve based on the new skills and abilities acquired by select stakeholders and additional data that must be collected and reviewed.

How to Scale Holistic Advising Redesign?

- Provide resources that guide leadership and their teams to consider practices related to scaling and innovation.
- Implement practices, policies, and procedures important to the longer-term success and health of an institution's student success model.
- Develop an authentic relationship between student and stakeholder, which empowers students in their academic and personal lives.
- Enable a larger reach toward student success for the campus community.
- Establish an equity-based and data-informed platform to increase student retention, persistence, and graduation rates.

Successfully scaling holistic advising redesign promotes an institutional culture of being student-ready.

CLEAR RETURN ON INVESTMENT
Scaling holistic advising redesign benefits the campus community. Streamlining data-informed practices can provide optimum student success if implemented.

IMPROVES KEY PERFORMANCE INDICATORS
Scaling holistic advising redesign efforts are often directly tied to developing a strategy to scale interdepartmentally and reach campuswide implementation.

ADDRESSES RACIAL & ECONOMIC DISPARITIES
Advising touches every student — elevating and improving advising's role in student success allows for closer examination and opportunities for leadership to align advising policies and practices to the institution's mission and core values that seek to advance diversity, equity, inclusion, and social justice.

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ADVISING SUCCESS NETWORK

Skills & Talent	What are the needed positions, roles, and skills for holistic advising approaches and how do they need to evolve as we scale?
Communication	How is holistic advising redesign rationale and progress communicated both internally (within campus) and externally (to the board and community)?
Alliance Building	What partnerships do we have and/or do we need to scale our holistic advising approach?
Leadership & Culture	How is leadership steering and distributing work to scale advising effectiveness and reach?
Earnings Generation	What is the return on investment for advising and how may this be reallocated to enable greater scale and innovation?
Usability & Outcomes	How is data and evidence leveraged to inform the direction for scale and gaps for innovation?
Policies & Incentives	How may internal (departmental, unit-level) and external (state, national) policies support or inhibit growth?

Benefits of Scaling Holistic Advising

- Review data with senior leadership for equity gaps as scale is designed.
- Engage stakeholders from diverse backgrounds to speak to the needs of different student populations.
- Plan and adjust based on the data trends.
- Effectively communicate changes with constituent groups throughout the development and implementation process.
- Support all students in their academic and professional well-being.
- Increase student retention and persistence, which will increase revenue.

Effective Implementation

- Create a communication plan for holistic advising redesign that is data-informed for the campus community.
- Develop partnerships based on data to improve scale and overall outcomes.
- Work toward scale for maximum effectiveness.
- Use technology to support growth and sustainability throughout process.
- Consistently review data and adjust for sustainability of programs and services.
- Evaluate outcomes for success and adjust plans based on campus need.

Advising Success Network Resources & Assets Related to Scaling & Innovations in Advising Redesign

- **Advising at HBCUs: A Resource Collection Advancing Equity + Student Success**

- **Promising Practices in Holistic Advising Transformation: Incorporating Voices of Intermediaries**

- **The Elevation of Advising as a Promising Practice**

- **Five Years Later: Technology and Advising Redesign at Early Adopter Colleges**

- **Integrating Career Advising for Equitable Student Success**

- **A Framework for Advising Reform**

Read more at advisingsuccessnetwork.org