



The Advisor Advocate

Using Advising to Make the Case for Tenure and Promotion



This issue of the Advisor Advocate shares highlights from an August 2022 NACADA article by IUP Associate Professor Kalani Palmer. "[Using Advising to Make the Case for Tenure and Promotion](#)" discusses how faculty members can and should talk about advising in addition to the areas of teaching, scholarship and service. She argues advising performance is not typically reviewed or assessed in the tenure and promotion process but that it should be since quality advising is shown to improve retention, persistence, and graduation rates, and ignoring faculty contributions in this area is an injustice.

"Essentially high quality advising requires time. Faculty that put in the effort should highlight the work. Encouraging and advocating for faculty to highlight their advising work may help normalize the inclusion of advising efforts in tenure and promotion materials" (Palmer, 2022).

Dimensions and Evidence of Effective Advising in Tenure and Promotion



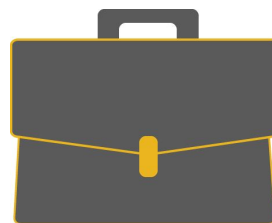
Student outcomes and feedback

Advisee achievements and perceptions of advisors - messages from students, data on advisee graduation, retention and persistence rates



Peer Feedback and Recognition

Peer observation, department committee or peer letter, college/university awards, regional awards, national awards



Effective Management

The number of advisees and the amount of work related to advising managed, including frequency and length of advising meetings



Scholarship of Advising

Implementation of best practices, evidence-based practices, formative assessment, self-reflection, and ongoing continuous improvement

Read Palmer's full article for further suggestions about including advising in tenure and promotion materials.

Palmer, K.M. (2022, September). Using advising to make the case for tenure and promotion. *Academic Advising Today*, 45(3). <https://nacada.ksu.edu/Resources/Academic-Advising-Today/View-Articles/Using-Advising-to-Make-the-Case-for-Tenure-and-Promotion.aspx>

Director:
Rachel DeSoto-Jackson,
teaching-excellence@iup.edu

**Associate Director for
Academic Advising:**
Erin Conlin, elconlin@iup.edu

Editor and Designer:
Laura Ramie
mvcdc@iup.edu