

<p>The advisor demonstrates and applies the core values of access, collaboration, diversity, growth mindset, individualization, support, and student-centeredness in their advising practice. (see definitions)</p>			
<p>The advisor can properly articulate the UAA academic advising structure, the responsibilities of an academic advisor, the student benefits of academic advising, and how professional academic advising is different from faculty advising.</p>			
<p>The advisor demonstrates understanding and application of a holistic advising as teaching model that incorporates an ability to discern proper use of proactive, developmental, prescriptive, and humanistic (appreciative/strengths-based) approaches. The advisor can articulate the importance of and consistently incorporates UAA Student Advising strategies of appointment campaigns, progress report case management, advisor assignments, and appointment documentation.</p>			
<p>The advisor demonstrates and applies an understanding of cultural and identity sensitivity and why this is relevant to their academic advising practice.</p>			
<p>The advisor can articulate how academic advising contributes to student success, actively monitors and audits their student caseloads, and demonstrates a personal commitment to establishing positive interactions with students in their advising practice.</p>			

<p>The advisor demonstrates and applies understanding of UAA's mission as an open enrollment institution and can articulate the 2027 aspirations and how they relate to academic advising.</p> <p>The advisor demonstrates and applies a commitment to being an engaged employee, is willing to participate in committees/working groups, and stays up-to-date on institutional updates.</p>			

The

advisor demonstrates and applies proper knowledge related to degree-

<p>The advisor can articulate their professional role, their interest in the profession, and how their personal strengths relate to and enhance their practice.</p>			

Reflect on the goals outlined in the advisor's most recent UA Performance Review. If the employee has not submitted a UA Performance Review prior to completing this evaluation, the advisor can outline some goals below related to strengths they would like to develop, tools to enhance their effectiveness, accomplishments they hope to achieve, and/or ways to increase their job satisfaction.

The overall rating is based on the ratings of the advisor, the discussion between the advisor and supervisor, and supervisor's rating for each competency area.
