Colleagues,

I'm pleased to share with you that the Academic & Career Advising Redesign Implementation End-of-Project Report is complete. The advising and career services community worked incredibly hard, with students at the center of their work, to implement the Academic & Career Advising Redesign recommendations. We should all be proud of the work they collaboratively accomplished.

I believe none of that work would have been possible without the Academic Leadership Team's willingness to innovate. I would like to take this opportunity to thank the Provost and each Dean for their support of PSU's work to improve the academic and career advising experience for students, and I would like to extend a special thank you to Shelly Chabon for her leadership during the six-month PSU-AAUP Academic & Career Advising Redesign Interest-Based Bargaining process. Since the completion of bargaining last year, we have proceeded based on the established MOA between PSU and AAUP.

Our innovative efforts are of great interest to other institutions! We are regularly contacted to share the Academic & Career Advising Redesign work with both Frontier Set member colleges and universities, as well as other colleges and universities outside of Oregon. Melissa Yates and Martha Dyson are currently with the PSU team at the 2019 Frontier Set Convening representing our work. What we always convey, whether at a convening or to individual institutions, is that the work of implementation required an Academic Leadership Team, and an entire community of people, committed to student-centered innovation designed to help students more readily achieve their educational goals.

While implementation is complete, and the end-of-project report has been written, there is much we can do to leverage this redesigned system to support students and advisors. Recent changes include assigning advisors to more than 21,000 undergraduate students (any student enrolled within the last year), and moving the Degree Planner forward through the Pathway Advising Structure.

While we support students in this new structure, the Academic Advising Council is simultaneously working on the employee experience this year, and the Advising and Career
Services division, along with other units within Academic Innovation, Planning, and Partnerships, will be participating in the [Gallup Q12 Survey](#).

Realizing the goals of any significant change efforts takes time, and we will continue our work with a focus on ongoing iteration, implementation at scale, and responsiveness to what we learn through the [Six-Year Continuing Review and Improvement Plan](#).

Thank you for your continued support!

Best,
Carla

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