



15th Annual
UNDERGRADUATE ADVISING COUNCIL
CONFERENCE

Inclusive Advising: Building Bridges in
a Diverse Learning Environment

February 19, 2021

2021 Undergraduate Advising Conference

9:00-9:05am	Welcome by UAC	Nicole Raymond, UAC Chair Brittany Schambow, Professional Development Committee Chair
9:05-9:15am	Opening Remarks	Dr. Angela Lindner, Associate Provost for Undergraduate Affairs Dr. Chris Hass, Associate Provost for Academic and Faculty Affairs
9:15-10:15am	Keynote Address	Dr. Locksley Knibbs, Lead Academic Advisor Natural Sciences Florida Gulf Coast University
10:20-11:20am	Breakout Session 1	
11:25am- 12:25pm	Breakout Session 2	
12:30-1:30pm	Lunch	
1:35-2:35pm	Diversity, Equity and Inclusion Panel	Dr. David Canton, UF Director of African American Studies
	Moderated by Twanna Hodge, Diversity, Equity, & Inclusion Librarian	Dr. Maria Leite, Coordinator of Assessment and Diversity Initiatives UF College of Education
		Dr. Paul Ortiz, Professor Department of History Director Samuel Proctor Oral History Program
2:40-3:40pm	Breakout Session 3	
3:40-4:00pm	Closing Remarks	

Research Poster

Advising Students with Disabilities

Lexie McGarvey, Learning Specialist

Jemima Francique, Assistant Director for Testing Services

UF Disability Resource Center

9.3% of college students have a disability, want to learn more about working with this diverse population of students? This poster session has done the research for you! After reviewing the most recent research articles on advising students with disabilities, the Disability Resource Center put together best practices and data from our office to help better inform your practice.



Resource Fair Participants and Submissions

[Career Connections Center](#)

[Counseling and Wellness Center](#)

[Dean of Students Office Care Area](#)

[Disability Resource Center](#)

Disability Resource Center Online Accessibility Guide

[Flexible Learning](#)

[GatorWell Health Promotion Services](#)

[Innovation Academy](#)

[Knack Tutoring](#)

[McNair Scholars Program](#)

Orange Folder: Helping Students in Distress

[Pre-Health Advising Office](#)

[Pre-Law Advising Services](#)

[UF Promise - Office of Academic Support](#)

[Department of Recreational Sports](#)

[Student Financial Aid and Scholarships](#)

[Student Health Care Center](#)

[UF Online](#)

Keynote Speaker

Locksley Knibbs, Ed.D.

Dr. Locksley Knibbs holds a doctorate in Education, with a Concentration in Higher Education Administration from Northeastern University in Boston, Massachusetts. He holds a Master of Education degree with a Concentration in Higher Education Administration from Upper Iowa University, Fayette, Iowa and a Bachelor of Science degree in Management from FGCU.



Locksley is deeply involved with NACADA, the Global Community for Academic Advising. He currently serves on the NACADA Administrative Division Committee and under this Division, Dr. Knibbs serves as Chair for the Inclusion & Engagement Committee, Co-Chair for NACADA's Work Group on Race, Ethnicity and Inclusion and also serves on the Emerging Leaders Program Advisory Board for the Administrative Division.

Dr. Knibbs also serves on the NACADA Advising Communities Division (ACD) Cluster 6: Probation/Dismissal/ Reinstatement Committee where he shares information and insights regarding students who have experienced academic difficulties across the United States. In additions, he is affiliated with the following Advising Communities: *Advisor Training and Development Community, Science, Technology, Engineering & Mathematics (STEM) Advising Community, Theory, Philosophy, & History of Advising Community*

Dr. Knibbs is a noted scholar practitioner, and was the first Black male to receive recognition by the University Advising community and other faculty colleagues in being awarded the Excellence in Advising Award. He has presented at various NACADA conferences at the National, Regional and International levels. The most recent was at International Conference in Hasselt, Belgium, hosted by Hasselt. His research interest is primarily on Minority and Underserved Populations in Academic Advising, Black Males, and the Leadership within Higher Education. In 2016, NACADA selected Dr. Knibbs as one of the ten Emerging Leaders for 2016-2018.

Dr. Knibbs is married to Lissette and has two children Anissa and Kenny. He enjoys cooking, reading, watching movies, travelling and Broga (Yoga for men)

Keynote

9:15-10:15am

Creating a Culture of Diversity, Inclusivity, Engagement & Belongingness in Advising Towards Student Success

As students diversify across nationalities, races, religions, and genders, empathy and engagement with students who are different from us are ever more critical to advising because we interact with students from various backgrounds. Therefore, it is crucial for us to adopt best practices through diversity, inclusivity, and engagement and to discuss their meanings within the context of advising in higher education. This presentation will discuss the importance of and apply the tenets of diversity, inclusion, engagement and belonging to the academic advising relationship in an effort towards student success.

Breakout Session 1

10:20-11:10am

Incorporating Diversity, Equity and Inclusion as Key Ingredients in Academic Advising from Matriculation to Graduation

Dr. Locksley Knibbs, Lead Academic Advisor
Florida Gulf Coast University



This will be a follow-up session from the Keynote that will incorporate DEI elements in academic advising. This is a highly participatory workshop with attendees participating in interactive sessions with peers to share ideas on how to build a culturally aware advising unit within their advising roles and to discuss retention plans. This session will provide attendees with tools that can be used to develop academic advising strategies specifically geared towards minoritized populations in an effort to assist students to feel a sense of belonging and that they matter within the learning environment. Participants will learn strategies how to incorporate and appreciate inclusive advising as they navigate with students from matriculation to graduation.

Additional Breakout Session 1 options on pages 6 & 7

Breakout Session 1

10:20-11:20am

Inclusivity and Accessibility in a Digital Environment

Ariel Gunn, Instructional Designer

UF College of Medicine

Laura Jervis, Instructional Designer

UF Center for Instructional Technology and Training



Academic advising increasingly leverages digital platforms and materials to provide a more efficient and effective advising experience for students. Ensuring equitable access to these resources is a key component of inclusive advising. After this session, participants will be able to identify foundational strategies for creating accessible digital materials and experiences, leverage the online environment to support inclusive advising practices, and identify campus resources and partners. This session will be interactive, providing opportunities for participants to practice with some of the tools introduced and share resources.

Student Self-Triage through Qualtrics

Shannon Kelly, Academic Advisor

UF College of Liberal Arts & Sciences



For anyone who has ever sent a "see previous email" to a student, used the phrase "as stated on our website" when explaining something, or simply been dumbfounded at what students seem to think an academic advisor's job is -- student self-triage may be for your office!

Even if you've managed not to have those experiences, you've probably had a student see you, only for you to refer them somewhere else. To avoid those situations in remote times, work smarter not harder by using something like Qualtrics to allow students to direct themselves to the appropriate resource for their questions. Learn how and receive access to an existing survey template through this session!

Breakout Session 1

25-minute sessions

10:20-10:45

Bridging the Gap: A Transformative Student Support Services Program

Dr. Angeleah Browdy, Director

Dr. Daniel Cicenía, Academic Program Specialist

Mary-Stuart Rice, Academic Program Specialist

UF Office of Academic Support



Many challenges in higher education lead to gaps in students' persistence and completion rates. In examining existing achievement gaps, research has demonstrated that selected student populations may experience student success inequities. Therefore, this project proposes an innovative strategy for providing student support services that align academic partnerships and enhance disadvantaged students' learning opportunities. Thus, this project's successful implementation will improve engagement, persistence, and time to graduation or completion rates.

10:50-11:15am

Examining the Impact of Dialogic Communication on International Student Engagement

Rachel Dean, Undergraduate Advisor

College of Design, Construction and Planning



International students contribute to the university environment by offering unique insights and experiences from various cultural and social backgrounds. Yet, international students often encounter a plethora of social, psychological, cultural, and academic maladjustment issues that domestic students may not face, such as language and communication barriers, cultural shock, social isolation, and racial prejudice. Little empirical research exists regarding how dialogic internal communication may work in engaging international students in the higher-education context. Considering the unique barriers that international students may face, genuine empathy, understanding, openness, and support that underlie dialogic communication may be particularly relevant. Preferred communication channels, tactics, and best practices in engaging international students, as well as key stakeholders involved in this process and their communication roles will be discussed.

Breakout Session 2

11:25am-12:25pm

Building Bridges for Probation Students

Maureen Cox, Academic Advisor

Biology

College of Agricultural and Life Sciences



One of the many sessions I attended at this year's NACADA Conference was "Best Practices for Advising Students Struggling with Academics" presented by Brigham Young University. This was one of the best presentations I have seen at NACADA and I wanted to bring the information to all of you. My objectives for this presentation include: Provide an overview of probation at UF including number of students, how they are advised and give advisors tools they can use to transform good students into great learners through research endorsed study strategies.

Mindful Movement and Meditation

Dr. Kim Holton, Lecturer

UF Department of Health Education & Behavior

[UF Mindfulness](#)



This experiential session will offer an opportunity to engage in self-care and practice presence and acceptance—two essential qualities for creating connection in advising. We'll start with gentle, mindful movements to release tension and move into a guided body scan meditation. Enough space to stand and stretch out your arms along with a comfortable spot to sit or lie down are recommended.

Breakout Session 2

11:25am-12:25pm

High Impact Digital Accessibility Tips

*Amanda Jackson, Assistant Director for
Assistive Technology Services
UF Disability Resource Center*



This session will showcase quick and easy tips that can be implemented immediately to increase accessibility within the digital learning environment of advising. Amanda will review captioning and transcription, color contrast, font and font size, headings and text structure, alternative text for images, PDF accessibility, and resources available within UF. Participants will receive a toolkit of resources for them to review after the meeting and share with colleagues to promote inclusion and accessibility within their offices. Participants will be encouraged to ask questions and be challenged with follow up training and learning opportunities to continue their professional development after the conference.

An Introduction to myAdmissions (Slate) for Academic Advisors

*Suzie Burns, Associate Director
UF Office of Admissions
Daniel Schieltz, Associate Director
UF Online OneStop*



An introduction to the myAdmissions system for academic advisors and decision makers. We will cover general use of the tools that the Slate system provides for both decision makers and the new read only roles. This should be a refresher with some tips and tricks for active users and a good introduction for newer users.

Diversity, Equity and Inclusion Panel

1:35-2:35pm



Moderator

Twanna Hodge (she/her/hers) is the Diversity, Equity, and Inclusion Librarian at the University of Florida Libraries. She has been with the libraries since February 2020 in her current position. She holds an MLIS from the University of Washington.

Her research and professional interests are diversity, equity, inclusion, and accessibility issues and efforts in the LIS curriculum and workplace, library residencies and fellowships, cultural humility in librarianship, and the retention of underrepresented and BIPOC library staff in librarianship.

Panelist

Dr. Maria Cristina Leite is the Coordinator of Assessment and Diversity Initiatives at the University of Florida College of Education. Dr. Leite is a set designer with a degree from the *Universidade Federal do Rio de Janeiro* (Brazil), and a Doctorate in Curriculum and Diversity Studies from the University of West Florida (USA). Dr. Leite's role in the COE includes collecting students' performance data for certification purposes, managing the college assessment system platform, collaborating with accreditation and accountability processes, and coordinating IDEA social and racial justice collective efforts.



Dr. Leite has performed at national and international conferences and currently serves on committees and teacher communities in the areas of assessment and diversity. Her research interests include curriculum and assessment, social justice in education, multicultural literacy, the historical and social context of race relations, and community education. Dr. Leite also serves as the College of Education Campus Diversity Liaison.

Diversity, Equity and Inclusion Panel

1:35-2:35pm

Panelist

Dr. David Canton is Director of African American Studies Program and Associate Professor of History at the University of Florida. He graduated with a B.A. in History from Morehouse College, received his M.A. in Black Studies from The Ohio State University and PhD in history from Temple University. Professor Canton is the author of *Raymond Pace Alexander: A New Negro Lawyer Fights for Civil Rights in Philadelphia*. The biography examines Alexander's role in the civil rights struggle in Philadelphia from the New Negro to the Black Power Era. His book won the 2011 W.E.B. DuBois book award from the Northeast Black Studies Association. Canton is working on two book projects. He is co-authoring a book with Joe Madison titled *Radio Active: My Memoir of Talk and Activism*. Joe Madison, is a civil rights activist and radio talk show host and he is writing a biography titled *Biography of a Black Scholar: Lawrence Dunbar Reddick*. In 1939, Reddick received his Ph.D. in history from the University of Chicago and is most widely known for his 1937 *Journal of Negro History* essay titled "A New Interpretation for Negro History," and *Crusader Without Violence* (1959), the first biography of Martin Luther King, Jr. Dr. Canton's articles and essays have appeared in *Western Journal of Black Studies*, *Pennsylvania History*, *Journal of Civil and Human Rights*, *Reviews in American History*, and *Journal of Urban History*.



He teaches courses on the Black Freedom Struggle, Civil Rights Struggle in the North, History of Hip Hop Music and Culture, and Introduction to African American Studies. His African American history class was featured on C Span American History Television. <http://www.c-span.org/video/?315255-1/african-americans-1920s> and he has published short essays on racism, poverty, and the lack of African Americans players in major league baseball. "Where are All the Black Baseball Players"? *U.S. News and World Report*, July 10, 2017. <https://www.usnews.com/opinion/op-ed/articles/2017-07-10/3-reasons-for-the-declining-percentage-of-black-baseball-players-in-the-mlb>

Dr. Canton joined the University of Florida's Department of History after teaching at Connecticut College in the Department of History between 2003-2020.

Diversity, Equity and Inclusion Panel

1:35-2:35pm

Panelist

Dr. Paul Ortiz is a PEN-Award winning author. His most recent book *An African American and Latinx History of the United States* was identified by *Bustle* as one of “Ten Books About Race to Read Instead of Asking a Person of Color to Explain Things to You.” *Fortune Magazine* listed it as one of the “10 books on American history that actually reflect the United States.”



Beyondchron.org called his book *Emancipation Betrayed: The Hidden History of Black Organizing and White Violence in Florida from Reconstruction to the Bloody Election of 1920* “As both an essential teaching of American history and a critical resource for understanding grassroots organizing today.” Paul co-edited *Remembering Jim Crow: African Americans Tell About Life in the Segregated South* which received the Lillian Smith Book Award from the Southern Regional Council.

He is a third generation military veteran and a first generation university graduate. He received his PhD in history from Duke University in 2000. He earned his bachelor’s degree from the Evergreen State College in 1990, and his Associate of Arts degree from Olympic College in 1988. He is currently president of the United Faculty of Florida-UF (FEA/NEA/AFT/AFL-CIO) the union that represents tenured and non-tenure-track faculty at the University of Florida.

Dr. Ortiz has published essays in: *Latino Studies*, *The American Historical Review*, *Cultural Dynamics*, *The Oral History Review*, *Truthout*, *Southern Exposure*, *Kalfou*, the *Florida Historical Quarterly*, and many other journals. He has been interviewed by *Agencia De Noticias Del Estado Mexicano*, *ARD German Radio and Television*, *Newsweek*, *Telemundo*, *The Guardian*, *The Undeclared*, *ABC News*, *BBC*, *Hong Kong Daily Apple*, and a variety of media on the histories of voter suppression, social movements, immigration, Latinx & African American history among other topics. He serves on the Faculty Advisory Council for the UF Center for Latin American Studies.

Dr. Ortiz is the faculty advisor for the UF Dream Defenders, *Por Colombia*, CHISPAS and other student organizations. In 2013, he received the César E. Chávez Action and Commitment Award from the Florida Education Association, AFL-CIO. Dr. Ortiz is currently finishing three books including: *People Power: History, Organizing, and Larry Goodwyn’s Democratic Vision in the Twenty-First Century* which will be published by the University Press of Florida this summer.

Breakout Session 3

2:40-3:40pm

Building Bridges Beyond Advising: How the AAC Reimagined the Role and Reach of Academic Advisors

Ryan Braun, Interim Director, Beyond120

Lecturer, Curriculum Coordinator

Hunter Hales, Communications Committee Intern

Christine Richmond, Assistant Director for CLAS Programs

Academic Advising Center

College of Liberal Arts & Sciences

In 2018 the Academic Advising Center in the College of Liberal Arts and Sciences initiated the [Beyond120 program](#), which facilitates the professional development and experiential learning of undergraduates. The program has grown to offer a wide variety of opportunities to help students both plan for their professional lives as well as articulate the value of their skills and experiences to future employers. This presentation will discuss the development and components of the program, how the program has increased the accessibility of experiential learning, challenges faced, and ideas for how other advising offices at UF can enhance experiences and skill development for both their students and their advisors.



Additional Breakout Session 3 options on pages 14 and 15

Breakout Session 3

2:40-3:40pm

A Comprehensive Approach to Residential Student Engagement

Krista Boren, Assistant Director - Leadership and Curriculum

Kimone Simmons, Coordinator for Living Learning Initiatives

UF Housing and Residence Life

Office of Student Learning and Engagement

March 2020 required swift adjustments on event development and [Living Learning Community](#) (LLC) recruitment initiatives. In an intentional effort to serve our remaining on-campus residents and recruit our incoming LLC residents 'we took to the screens' and launched two virtual engagement series, Tune-in-Tuesdays and What-to-know-Wednesdays. This session will review our strategies and the creative ways we served current and future students and their families through connecting with Academic Advisors and LLC stakeholders. In addition we will introduce our pre-arrival virtual series that focused on community development and Covid related safety guidelines. We will share our collaborative approach and the ways we intentionality and creatively incorporated technology. We look forward to engaging and developing future collaborations.



Breakout Session 3

25-minute sessions

2:40-3:05pm

Exercise is Medicine on Campus

Cory Bennett, Assistant Director for Fitness

Brie Hernandez, Graduate Assistant

UF Department of Recreational Sports



[Exercise is Medicine](#) (EIM) is an initiative that started with the American College of Sports Medicine. Since its inception, it has grown to over 280 campuses worldwide, and the University of Florida has achieved the gold status of recognition, which acknowledges the current resources that we possess across campus to contribute to the health of our students.

This session will be educating you about the benefits of activity for our students- not only physically, but also emotionally, socially, and academically. We will then show you how easy it is to get involved with the program, how to refer students to become more active, and inform you of the current offerings in the Department of Recreational Sports and our collaborating partners.

3:10-3:35pm

BOOST: Transform Your Workday

Mallory Rubek, MS, CHES

Wellness Manager at [GatorCare](#)

Katie Olson, MSW

Care Management Coordinator at UF Health



During this session, participants will learn strategies to transform their workdays by taking “Boost Breaks,” intentional breaks to energize and renew. This is also known as “working in waves.” Examples of Boost breaks include stretching during the workday, journaling at lunch, practicing gratitude, or reflecting on your values and purpose. During this session, participants will not only learn the research behind and the foundation of working in waves, but will learn stretches for the office and will create goals for implementing Boost breaks in 2021.

Special Thanks

We would like to thank and recognize the following offices and individuals for their support!

Office of the Associate Provost for Undergraduate Affairs

Center for Instructional Technology and Training,
especially Leslie Mojeiko

Disability Resource Center

Breakout Session Presenters

Research Poster Contributors

Resource Fair Participants

Event Committee

The planning committee hopes you enjoy this year's UAC Conference!

Brittany Schambow

Chair, Professional Development

Nicole Raymond

Chair, Undergraduate Advising Council

Dylan King

Chair, Campus Affairs

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