

The chapter, “Advising Special Populations in the First Year” from *Academic Advising and the First College Year* (2017) is a **useful resource** for you.

- **Relationship between Advisor and Advisee crucial for sense of belonging**

“... high quality interactions with a caring person on campus, such as an academic advisor, establish the initial relationship that may define the first-year experience.... Advisors who understand the needs of first-year students and take advantage of established advising theory and practice may be best equipped to encourage a sense of belonging, which has been shown to affect student satisfaction and persistence.... Furthermore, advisors need to recognize that first-year students represent a highly diverse population” (127).

Special populations might experience more fear than others around “feelings of difference and ... isolation” (131). Understanding implications of Social Belonging Theory, Imposter Syndrome and Stereotype Threat can help advisors’ understanding of the types of challenges some advisees experience (132-133).

Meeting early in the term with the advisee is very important (139).

- **Free flow of information; all advisee’s questions answered**

“The most knowledgeable and prepared advisors will successfully communicate based on the student’s salient identity, which may change as students reconcile different dimensions of themselves [especially in the first year of college]” (130).

Advisor cultivating a minimal level of cultural competence will help in interactions with underrepresented students (134-139).

- **Connect advisee to campus resources**

Advisors should be aware of students’ identities as belonging to multiple groups, i.e. woman student athlete in STEM, in order to connect student to appropriate resources. (129)

“Furthermore, advisors must use their cultural awareness to recognize that not all available resources will help every student in the exploration process.... A culturally competent advisor asks follow-up questions so that barriers can be overcome, or alternative opportunities found for advancing a career option or creating a competitive résumé (141).