**Question 12: Staffing**

*Task: Describe the unit’s anticipated staffing needs.*

IAFS is assigned two Academic Advisors by the College’s Academic Advising Center. The Advisors help IAFS majors through the IAFS curriculum and are the first point of contact that many students have with the program. It is extremely important for the major that we have IAFS-specific professionals in these key roles, and that our advisors are physically located close to the program (see Question 13: Space). In Fall 2017, as part of the Academic Futures process, we submitted a white paper on IAFS advising needs for specialization and proximity, based on our interdisciplinary curriculum (see Appendix 2: Academic Futures White Papers).

At present, we have two advisors, one of whom is solely assigned to IAFS students, and a second of whom shares a roster with Political Science and Ethnic Studies. In our 2012-13 program review, we stated that the advisors have large caseloads, and we anticipated future need for more advising help to support the unit and its students. Even during our last program review cycle, we had two full-time IAFS advisors, and we would benefit from a return to that model. Despite the decline in our number of majors, our curriculum is complicated and issues may take time and specialization to resolve. Furthermore, IAFS advising demands a great deal of contact with students on issues like study abroad and the language requirement. Elsewhere in this self-study, the need for more community-building in the program has been raised (see Question 18: Unit Culture). Advisors are a key part of community-building for students and often the first people that students talk to about the program. As it stands, the first-year model of advising—where first-year students are assigned a general advisor until they move to an IAFS advisor in the sophomore year—is challenging for an interdisciplinary program. Dedicated program advisors are thus all the more important for community-building and communication with students.

IAFS currently has 2.0FTE of university staff to serve the program, helped by 2-3 work study students per year. Major changes in the program, such as the addition of a graduate program or significant new responsibilities that come from the 2019-20 program review cycle (e.g., community-building events), would require an additional FTE in support for event planning, outreach, and graduate program administration.