Office of Residence Life

GOAL 1: INCREASE THE COMPREHENSIVENESS OF THE PERSONAL AND PROFESSIONAL DEVELOPMENT OF DEPARTMENT STAFF MEMBERS.

Objective 1.1: Create opportunities for more meaningful development of student staff members outside of formal training periods.
   Target date for completion: Fall 2020.

A. Creation of a Development Committee.
   Target date for completion: Spring 2017.

B. Creation of draft of student staff development model and training implementation manual for training and in-services.
   Target date for completion: Fall 2017.

C. Encourage and implement formal and informal opportunities for private and public reflection.
   Target date for completion: January 2018.

D. Creation of multiple opportunities for professional development that exist outside of summer and winter training.
   Target date for completion: January 2018.

E. Develop intentional professional development plans for non-RA students in our department (i.e. SA/FA/GA/FHD).
   Target date for completion: Spring 2018.

F. Identify professional development topics and creation of professional development plan in RA Class curriculum
   Target date for completion: Fall 2019.

G. Build priority specific modules for RA and SRA/CC class including topics such as social justice, academic engagement, integrity, and the five pillars of health.
   Target date for completion: Fall 2019.

H. Create needs assessment for staff to determine if student employee resource groups (focused on reflection, identity, and growth) for students are wanted.
   Target date for completion: Fall 2019.

I. Reflection can be seen in both formal and informal meetings including staff meetings, 1:1s, and committees.
Target date for completion: Fall 2020.
Objective 1.2: Actively support more meaningful involvement in professional organizations for professional staff.

A. Create a resource bank of available opportunities to be involved in professional organizations; including current positions held by campus life staff members.  
Target date for completion: Ongoing.

B. Designate additional professional development funds for staff members who hold leadership positions in professional organizations.  
Target date for completion: Fall 2018.

C. Generate opportunities for sharing back information learned through conference attendance.  
Target date for completion: Fall 2017.
Objective 1.3: Create opportunities for full time staff members in Residence Life to develop personally through their position.

Target date for completion: Fall 2018; Ongoing.

A. Assist staff in planning and mapping future career trajectories and preparing for life in live-off positions.
   Target date for completion: Fall 2018 and Ongoing.

B. Educate staff on different methods of self-care that people can use and support staff members in discovering self-care that works for them.
   Target date for completion: Ongoing.

C. Maintain avenues for staff members to engage in non-Residence Life professional or personal development activities during work hours that will improve transferable skills and abilities.
   Target date for completion: Ongoing.

D. Identify ways staff are able to share passion with departments and ECL.
   Target date for completion: Ongoing.

E. Increase staff enrichment opportunities to engage with Atlanta.
   Target date for completion: Ongoing.
**Objective 1.4:** Connect professional staff with campus-based opportunities for professional and personal development.

Target date for completion: Fall 2018.

A. Create departmental library and rotating reading list.
   Target date for completion: Summer 2017.

B. Add ECL events to on-boarding manual calendar, and encourage attendance and participation in ECL and Central HR professional development opportunities.
   Target date for completion: Summer 2017.

C. Encourage and support staff members in engaging in professional development activities that share our departmental story outwards.
   Target date for completion: Ongoing.

D. Continue to host and expand the Atlanta Regional Conference.
   Target date for completion: Ongoing.

E. Create a bimonthly book club with the Community Portfolio.
   Target date for completion: Spring 2018.

F. Encourage staff members to advise student organizations relevant to their interests and passions.
   Target date for completion: Ongoing.

G. Incorporate campus partners into training and development of staff in a collaborative, effective and sustainable way.
   Target date for completion: Ongoing.

H. Share information regarding university resources with students and professional staff through digital and social media.
   Target date for completion: Ongoing.
Objective 1.5: Increase student and professional staff competencies and experience with social justice and dialogue across difference.
Target date for completion: Fall 2020.

A. Continue to develop professional and student staff training center on social justice and issues.
   Target date for completion: Fall 2018.

B. Create continuing social justice education opportunities through RA class module/section lessons.
   Target date for completion: Spring 2018.

C. Expand all staff training on dialogue across difference, including sustained dialogue.
   Target date for completion: Ongoing.

D. Encourage volunteerism and program participation for social justice.
   Target date for completion: Spring 2018.
GOAL 2: INCREASE CRITICAL INQUIRY THROUGH DEVELOPING A RESIDENTIAL CULTURE OF STUDENT LEARNING AND DEVELOPMENT.

Objective 2.1: Rebuild the residential education model and curriculum.

A. Initiate working group to revise outcomes, strategies, training, and expectations.
   Target date for completion: Fall 2016.

B. Present new model.
   Target date for completion: Fall 2017.

C. Launch new residential education model across department.
   Target date for completion: Fall 2017.

D. Co-create sustainability hall strategies for professional and student staff.
   Target date for completion: Summer 2017.

E. Consider five pillars of health in residential education model, signature programs, and partnerships.
   Target date for completion: Summer 2017.

F. Equip Residence Life professional and student staff with training and resources to increase the quality and quantity of academic engagement in the residence halls.
   Target date for completion: Spring 2018.

G. Increase participation in health and safety initiatives for all residential communities (e.g fire safety training, health & safety inspections, safe cooking).
   Target date for completion: Fall 2018.
Objective 2.2: Intentionally incorporate ECL strategic values and priorities into residential education and overall residence life experience.

A. Inventory department participation and partnerships in social justice programs for the last academic year.
   Target date for completion: Summer 2017.

B. Increase departmental participation in social justice initiatives and partnerships.
   Target date for completion: Fall 2018.
Objective 2.3: Update theme communities’ structure and resources.

A. Inventory theme community information.
   Target date for completion: Spring 2017.

B. Build roadmap/template for theme communities, including timeline, application, and guide for staff.
   Target date for completion: Spring 2017.

C. Work with housing operations annually to discuss occupancy management for theme communities.
   Target date for completion: Fall 2020.
GOAL 3: IMPROVE ORGANIZATIONAL PRACTICES AND CULTURE TO LIVE OUT ECL VALUES.

Objective 3.1: Increase integration of social justice experiences into the staff recruitment and selection process.

A. Update all job descriptions, preferred qualifications, interview questions, and selection criteria to include experience with social justice.
   Target date for completion: December 2017.

B. Establish staff recruitment pipelines of through networks, programs, and relationships to students with social justice experience.
   Target date for completion: Fall 2018.
Objective 3.2: Understand how courageous integrity intersects with the daily life of students and staff in residence life.

A. Identify and analyze ethical dilemmas as residents, students, and staff that are most prevalent in the residence halls and ways to approach those dilemmas.
   Target date for completion: Spring 2018.
Objective 3.3: Influence the behavior of individuals and groups toward positive transformation in the world.

A. As a necessary component to positive social change, define and identify ways to build trust among residents, staff, and Campus Life.
   Target date for completion: Spring 2018.

B. Create and prioritize expectations around communication, access, and follow-through with students.
   Target date for completion: Summer 2018.
**Objective 3.4:** Identify and develop bridges to connect individual and community values.
Target date for completion: Fall 2018.

A. Explicitly communicate community values (aka strategic values) throughout different areas of residence life.
   Target date for completion: Fall 2018.
Objective 3.5: Create modes and models of ethical-decision making.

A. Bring together resources on ethical decision-making and professional standards. Target date for completion: Fall 2018.

B. Create modes of feedback (group and individual) that are focused on learning from experience through continuous dialogue at multiple levels. Target date for completion: Fall 2019.
Objective 3.6: Increase green practices in organizational events, initiatives, and operations.

A. Continue to add more points to office green scores.
   Target date for completion: Fall 2020.

B. Increase number of Zero Waste departmental events.
   Target date for completion: Fall 2020.