

# Governors State University

Student Affairs and Enrollment Management: Reaching Vision 2020

**Focus Area: Auxiliary Services & University Housing**

**Leader(s): Josh Baker**

**Implementation Year: 2016/2017**

**Goal 2: Develop student leaders who will positively impact the residential community.**

<b>Objective 1:</b>	<b>Provide comprehensive and ongoing training for RAs to assist in skill development and better job performance</b>										
<b>Action Items</b>	<ol style="list-style-type: none"> <li>1. Implement comprehensive RA fall semester training plan (AC)</li> <li>2. Implement comprehensive spring training (AC)</li> <li>3. Implement on-going training and in-services (AC)</li> <li>4. Actively participate in Para-Professional Student Leader Training Day</li> </ol>										
<b>Desired Outcomes and Achievements</b> (Identify results expected)	<p>RAs will be better prepared for their duties and responsibilities with a robust amount of training and experiential hands-on learning.</p> <p>RAs will have time to delve into critical thinking activities that promotes community and strengthens academic mentorship skills.</p>										
<b>Achieved Outcomes &amp; Results</b>	<ol style="list-style-type: none"> <li>1. Data collected from Fall RA training and can be located at: U:\Auxiliary Services\RA\RA Training\Fall 2016 Training</li> <li>2. Data collected from Spring RA training can be located at: U:\Auxiliary Services\RA\RA Training\Spring 2017</li> <li>3. Ongoing – complete In-Service Schedule can be located at: U:\Auxiliary Services\RA\RA Training\Fall 2016 Training</li> <li>4. RAs attended Paraprofessional Training Day and filled out evaluations for DOS.</li> </ol>										
<b>Analysis of Results</b>	<p>A Fall training assessment was administered after fall opening. There were 33 sessions held during Fall training. Twenty six sessions scored above a 4.0 rating. The areas that scored at or under a 4.0 were areas were identified as areas needing follow-up conversations and trainings through in-services, staff meetings, and the spring training program.</p> <ul style="list-style-type: none"> <li>• Desk Operations</li> <li>• Living Learning Communities and Academic Mentorship</li> <li>• Common Reading: Mastering College</li> <li>• FiR and RA Collaboration</li> <li>• Cohorts: An Overview and Application to the Role of an RA</li> <li>• Monee Riverside Clinic</li> <li>• Student Life</li> </ul> <p>A similar evaluation instrument was used to assess the 2017 Spring training program. The feedback received from the RA staff will be used to shape the Fall 2017 training, specifically with the following categories in mind:</p> <table border="1" style="margin-left: auto; margin-right: auto; border-collapse: collapse; text-align: center;"> <tr> <td>Building Preparations Time</td> <td>4</td> </tr> <tr> <td>Mental Health and Wellness</td> <td>4</td> </tr> <tr> <td>New Health Center Overview</td> <td>4</td> </tr> <tr> <td>Administrative functions</td> <td>3.75</td> </tr> <tr> <td>Dual Degree Program: Get Resources</td> <td>3.5</td> </tr> </table>	Building Preparations Time	4	Mental Health and Wellness	4	New Health Center Overview	4	Administrative functions	3.75	Dual Degree Program: Get Resources	3.5
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<b>Objective 2:</b>	<b>Continue to develop the Hall Council by expanding students' knowledge of hall council and providing leadership training to its leaders and opportunities for engagement both at GSU and the regional and national residence hall associations.</b>
<b>Action Items</b>	<ol style="list-style-type: none"> <li>1. Develop and implement leadership development and training plan for Hall Council</li> <li>2. Ensure Hall Council representatives actively engage in Student Life training programs and other campus initiatives.</li> <li>3. Participate in IRHA conference in 2016/2017</li> </ol>
<b>Desired Outcomes and Achievements</b> (Identify results expected)	<ol style="list-style-type: none"> <li>1. Follow 12 week plan and seek feedback from E Board about changes that should be made to the Fall 2017 12 week plan; also seek feedback for professional development areas each E Board member wants to focus on then develop an outline for professional development/training that will be covered in remaining meetings with Hall Council throughout the semester</li> <li>2. Hall council will be represented at every required meeting and training</li> <li>3. At least 8 delegates and 2 advisors will attend IRHA; Goals for IRHA: Bring back at least 1 new/diverse program to the building, encourage members continued involvement/investment in Hall Council, give E Board members an opportunity to work on networking skills with students from other institutions, and have each E Board member attend at least 1 leadership program session.</li> </ol>
<b>Achieved Outcomes &amp; Results</b>	<ol style="list-style-type: none"> <li>1. A leadership development and training program was created and implemented effective September 14, 2016 with full Executive Board. Hall Council members identified that they wanted to work on professional development around networking and communication. Hall Council officers had an in-service in March centered on listening/communication prior to spring break and an in-service on April 7<sup>th</sup> centered around resume tips. Feedback questions were given to Hall Council on changes that should be made for fall 2017 12 week plan/advising model and 3/5 of the E Board members provided responses. Overarching themes for changes were: Discuss 12 week plan at each 1:1 &amp; E Board meeting, have advisors present at every E Board meeting.</li> <li>2. All E-board members were registered for Student Life's CEO Leadership Certification; The President participated in budget hearings in March and attended all spring President Meetings.</li> <li>3. Submitted affiliation forms and disseminated applications for delegate to attend IRHA. Applications were due November 11.</li> </ol>
<b>Analysis of Results</b>	<ol style="list-style-type: none"> <li>1. In services: Hall Council members felt both the March and April in services were helpful- they expressed better communication with one another after learning about their own listening style and effective listening techniques. Additionally, each HC member felt more confident in their resumes after the advisors reviewed them and gave feedback for changes. All Executive Board members now have a complete resume.</li> <li>2. We had Hall Council representatives in attendance at every required meeting and Training for fall and spring semesters. The Prairie Place Hall Council President participated in the budget meeting in March.</li> <li>3. Received and accepted 7 applications for PP residents/Hall Council E board to attend IRHA. Registration for IRHA opened on November 30<sup>th</sup>. Delegates met at least twice a week to plan for conference roll call, banner, display, philanthropy. All of the information that the students gathered from the conference was compiled into one document and presented by the President and CC at the GSU Research day in April.</li> </ol>

<b>Objective 3:</b>	<b>Work with key University partners to provide collaborative and meaningful learning opportunities for Resident Assistants, Hall Council Officers, Peer Mentors (PM) and GSU Ambassadors</b>
<b>Action Items</b>	<ol style="list-style-type: none"> <li>1. Participation in Para-Professional Student Leader Training Day in August 2016.</li> <li>2. RA participation in Starfish Training program</li> <li>3. Implement OTM program at GSU and submit at least once each semester information to IRHA for consideration as regional OTM.</li> </ol>
<b>Desired Outcomes and Achievements</b> (Identify results expected)	<ol style="list-style-type: none"> <li>1. RAs will engage and network with other peer leaders and collaborate on common trainings</li> <li>2. RAs will understand Starfish and know when/how to access it for referrals</li> <li>3. Submission of at least 1 regional OTM winners/facilitate on-campus winner selection</li> </ol>

<b>Achieved Outcomes &amp; Results</b>	<ol style="list-style-type: none"> <li>1. RAs attended Para-Professional Leadership Training Day</li> <li>2. RAs are not participating in Starfish until Phase 2 of implementation. RAs received overview of Starfish from Amy Comparon during fall training.</li> <li>3. Worked with E-board to establish selection committee and due dates for campus submissions; The plan was to have each Hall Council member submit 1 OTM a month and the Communications Coordinator will select one to be featured in the monthly newsletter. This was completed for the month of February/March.</li> </ol>
<b>Analysis of Results</b>	<ol style="list-style-type: none"> <li>1. RAs attended and found the collaborative training beneficial. The RAs acknowledged that they valued the networking and comradery of working with peer leaders across campus.</li> <li>2. RAs did not get included in Starfish training. As phase 2 is worked out and more information becomes available, the RAs role in Starfish will be evaluated for the fall 2017 semester</li> <li>3. OTMs for fall semester were not submitted. Our affiliation was renewed in November and we worked with the Hall Council Communications Coordinator to submit OTMs for the spring semester. The first round of OTMs were selected in March 2017. These were highlighted for February/March accomplishments and were in the March newsletter. Hall Council and their advisors need to work on being more consistent with OTMs and setting hard deadlines for submissions.</li> </ol>