Res Life Grads – Conversation Summary

**Positives/Advice**

- Starts great conversation with people who have been here and with new people. Creativity in these conversations can lead to innovation.
- Start with like groups (nice to separate grads, etc.). We’ll be more comfortable sharing and being honest around our peers.
- You can see the themes if like groups have different ideas. We can see inconsistency or differences across sub categories.
- Shawnee State example of strategic planning sessions – there they mixed the groups. Undergrads and community leaders were all invited to join the process.
- Undergrad students, we always tap the student leaders. How do we reach out to the uninvolved as well, commuters, etc.
- Another example from Pratt – We saw the strategic plan every year; in training-, it was in the beginning of the manual. Impactful to show commitment to continued improvement.
- Could it be a part of the housing/res life yearly theme? Integrated throughout the year.
- Every dept should have its own strategic plan that would be the implementation of the DOSA plan.
- How do we get good feedback? Talk about change, possibilities that could be the outcome. (Kitchen example with EBI feedback).
- Examples of other schools - 1 day mandatory huge meeting that everyone was a part of; another one where it was a one-day S.W.O.T analysis.
- Make it mandatory, you make sure that everyone can go.
- If its voluntary, just the loud people will share
- It needs to be a full 360 degree analysis, leaders, mid-level, grad, undergrads should all be included.
- Can we incentivize participation in the process? For RAs we could count it as professional development.
- Should we do listening sessions during RA training?
- Large group activities for planning - present a problem and have the group solve it.
- I like the ground up philosophy. It’s the ground level employees that will actually do the work, so having the plan come from us makes sense.
- It’s tough to have the ground up philosophy if the leadership doesn’t go in that direction.
- I think people want to be asked, I think people will be honest
- Real opinions should be encouraged. Your honesty and feedback will create change.
- Building a rapport with the teams will be important.
- We loved the full day social justice practice teambuilding. We need to build rapport/team in the process.
- Transparency of the process will be important/builds trust. If changes made since opening sessions… here they are, this is why. Use a member checking process.
• We should start with our res life/housing lens; and name is as explicit. A student-centered lens should be everyone’s lens. A great/happy employee leads to happy students.
• Sometimes we need to switch lenses and not participate just with our departmental lens on.

**Negatives/Pitfalls to Avoid**

• Lack of implementation of the plan is frustrating.
• It feels political and not worth it, just doing it to do it.
• It’s not really as student centered
• It sits on the shelf
• Do we people really know our values? It should be a part of everything
• If we just go in and complain instead of suggesting solutions. What about strengths? Positives?

**Outside or Inside facilitator?**

• Outside perspective would be more honest.
• Keep it anonymous/confidential

**What is more important, the process or the product?**

• There will be productivity loss with the process
• We are all so different across DOSA… the plan should reflect all of us
• How do we advocate for feedback that we don’t control?
• How do external constituents (BOT, faculty, community) perceive student affairs?
• We need to more than just a survey; we need face to face; one on one-conversation follow-ups would be great.
• Possibility of a team builder at these meetings. One around problem solving and appreciating each other’s perspectives.
• Should we have six month, 1 year, 2 year milestones? How do we know we are successful?
• SMART goals?
• How do we incorporate the doers and the processors both?
• During a group session, separate/empower the excited people who are talking about a certain topic to break away from the larger group. Foster the excitement by letting them continue and reporting their ideas to the larger group.
• Keep track of minutes and be transparent. Shawnee example.