

Matt Jones
Zach Harrison

Residence Life Staff Reflections on Jesuit Values

We developed a seminar for our Residence Life Staff to examine Xavier's six core values and reflect upon what we do well, areas of growth, and action items for the future.

Reflection

- What We Do Well
 - Weekly summer conversations regarding current events in the field
 - Using assessment tools like Skyfactor to determine where we can improve for the coming year
 - Developmental conversations with RA's during one on one's
 - Conducting exit interviews for RA's leaving the position
 - Including a reflection piece as sanctions in the conduct process
- Areas for Growth
 - We get busy during the school year and we sometimes forget to reflect on our daily work
 - We need to be more focused on challenging the status quo and asking more "why" questions

Discernment

- What We Do Well
 - Including well-thought rationale for policies and practices when working with students
 - Using discernment as a tool in the conduct process to determine outcomes and sanctions
 - Transparency with students and staff when making decisions
- Areas for Growth
 - At times, our decisions can be reactive and not given enough discern through our options

Service Rooted in Justice and Love

- What We Do Well
 - In touch with campus and national events – address accordingly
 - Departmental professional development topics around specific student populations
 - Interrupting problem behavior/speech
 - Collaborating with University partners
 - Individual relationships with students to increase/influence connections to campus
 - Look at procedures through critical social justice terms and consider societal factors
 - Where possible, make conduct process educational in nature
- Areas for Growth
 - Be more proactive vs reactive to climate and needs of students
 - More outside-of-a-meeting connections to social justice (FB group, email, articles, learn at lunch, etc)
 - Professional staff service project
 - More RA-level engagement in service vs philanthropy for programming
 - Better articulation of how our goals are tied to the Jesuit mission
 - More professional staff involvement in professional organizations to increase competencies and connections around these topics

Solidarity and Kinship

- What We Do Well
 - Creating working relationships with a majority of offices to support students
 - Introducing and facilitating RA's meetings campus partners (faculty/staff)
 - Assist with transition from on-campus to off-campus living for students
 - Training with Mission and Identity for new HD's
 - Good foundation given during training for HD's and RA's
- Areas for Growth
 - Increase opportunities to impact surrounding communities
 - Deeper and more intentional support for students of color, gender identity, 1st generation students, etc

Magis

- What We Do Well
 - Respond generously to the needs of the department, division, and university
 - Hold our work and commitment to students to the highest level
 - Evaluating our work after processes
 - Use and allocation of budgets
 - High standards for the RA's
- Areas for Growth
 - Keeping our goals in mind through our work, both departmentally and individually
 - Evaluation from bottom up (supervisors)
 - Use feedback and assessment in planning or expressing changes in terms of feedback

Cura Personalis

- What We Do Well
 - HD On-call procedures including hospital runs and follow-up
 - Involvement with XACT and ensuring students are connected with campus resources
 - RA One on One's, using a student first approach to frame conversations
 - Conduct process where we give Community Service instead of fines, making students aware of their rights through the Students Rights Representative, etc
 - RA Hiring and Selection process where we focus on the value of diversity
 - Programming model focusing on elements of Spirituality, Health and Wellness, Academics, Diversity/Inclusion, Engagement, Self-Awareness
 - Involving ourselves in the persistence/retention interviews
- Areas for Growth
 - Seeking balance in our personal and professional lives for both HD's and RA's
 - Implementing a more robust community engagement model
 - Housing for students over university breaks, housing selection process, providing food options during breaks
 - The amount of our processes that occur after 5pm
 - Customer service vs Student development

Action Items

- Include a community service component in the RA programming model
- More intentional training for HD's on how to support students, and educate RA's on how to do the same
- Returner HD option to work with a passion project
- More training department-wide on How to Supervise with Cura Personalis in mind
- Replace processes that occur after hours and plan for them during the work day
- Determine a method of effectively keeping goals and values at the forefront of our work
- Continue to assess our processes and then bring it up more directly in conversations
- Tell our story and inspire others to do the same