Housing & Residence Life – a New Director’s Perspective

Presentation shared with all Housing & Residence Life staff members within 3 weeks of the new Director starting his new position.

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Today’s Outline

• Introduction
  – Personal
  – Professional

• A Nation-Leading Housing & Residence Life Program
  – “Programs”
  – Components
  – Grounding Concepts

• Anticipated Timeline

• My Leadership Style

• Questions/Comments
Personally
Professionally - Where I’ve Worked

• University of Houston
• California State, Monterey Bay
• North Carolina State University
• University of Northern Colorado
• University of California, Santa Cruz
• University of the Pacific
• Franklin Pierce College
Professionally – My Background/Interests

• Concepts of Learning Theory
• Organizational Theory
• Change Theory
• Training & Development
• Leadership Principles
• StrengthsFinder
• Ethics
• Professional Competencies
• Work with a team to develop the best Housing & Residence Life program in the U.S.
“Programs” in a Nation-Leading Housing & Residence Life Program

- Living-Learning/Theme Communities (all living areas)
- First Year Experience Program
- Second Year Experience Program
- Upper Division Student Transition/Support
- Highly Engaged Hall Council System
- Active and Engaged UHA-NRHH
- Faculty-in-Residence & Faculty Fellows
- Service Learning & Community Service – Signature & Informal events
- Intentional & Meaningful Relationship Development
- Night & Weekend Programming
- Mentor-Mentee Training
- Leadership Development
- Ethical Decision Making
Components of a Nation-Leading Housing & Residence Life Program

- Clean, Safe, and Updated Facilities
- Focus on Holistic Student Growth & Development
- Student/Staff Input in Decision Making
- Comprehensive and Coordinated Assessment Strategy (using multiple methods)
- Systematic & Systemic Communication/Marketing Plan
- Easy Access to Resources
- Technology Utilized to Improve Student Learning
- Conference Services to Support Student Learning Initiatives
- Mission and Goal-Driven Decision Making
- Conduct Process Streamlined with DoS
- Customer Satisfaction related to Systems & Processes
Grounding Concepts in a Nation-Leading Housing & Residence Life Program

• Attributes: Authenticity, Integrity, Communication, Respect, Compassion, Support, Recognition, Accountability

• Relationship Building

• Learning Theory

• Strengths

• Emotional Intelligence

• Positive Student Development Theory
As Broncos, we . . .

B  Build Relationships & Develop Community

R  Recruit & Retain Highly Effective Staff and Motivated Residents

O  Offer Knowledge About & Access to On Campus Resources

N  Nurture Holistic Growth & Development

C  Coordinate Innovative Student Learning, Success, & Satisfaction Practices

O  Organize and Support Campus Leadership & Engagement Opportunities

S  Serve with an Ethic of Care On and Off campus
Anticipated Timeline

• Summer 2013
  – Reporting Structure

• Year One (2013-2014)
  – Communication Plan/Structure
  – Strategic Plan (Name, Mission, Goals)
  – Position Description Analysis & Time Study
  – Explore Theme & LLC Opportunities
  – Messaging/Communication Inventory
Anticipated Timeline

• By Fall 2015
  – First Year Experience
  – Second Year Experience
  – RA Intentional Interactions
  – Night & Weekend Programming Schedule
  – Comprehensive Student/Staff Development Plan
  – Staff Manuals and Established Training Schedule/Curricula
  – Faculty Fellows Initiative
  – Comprehensive Furniture/Appliance/Technology Revitalization Schedule
Anticipated Timeline

• By Fall 2020
  – All staff are comfortable with learning theory, Strengths, emotional intelligence, positive student development theory
  – FIR/Faculty Fellows in all residential complexes
  – Mentor/mentee program including off-campus community
  – Comprehensive service-learning/community service calendar
  – Student leadership class for credit
Dean’s Leadership Style

• Empowerment
  – Taking Responsibility
  – Encouraging Support & Recognition
  – Asking Critical Questions

• Ownership
  – Inclusive Decision Making
  – Leading Projects & Initiatives

• Accountability
  – Timely and Consistent Feedback
  – Personal and Positional
Questions, Thoughts, Feedback