



**Administrative Unit
Alternative Assessment Plan**
(1/9/2020)

Administrative Unit Name: Residence Life
Person Completing Form: Julie Dold
Effective Academic Year: 2020-2024
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Department/Program Mission Statement:

MISSION

The Department of Residence Life at SUNY Potsdam provides a safe and clean environment, resourceful staff, and learning experiences for the diverse members of our residential community in pursuit of their educational goals.

VISION

On-campus living is an integral part of SUNY Potsdam's mission and Residence Life plays a vital role in the students' collegiate experience. Our department believes that a residential environment contributes significantly to the transformational education of our students.

The core of our philosophy is the sense of community that our staff intentionally creates throughout the residence halls. The development of meaningful learning opportunities that are uniquely suited to students is central to our work. Residence Life strives to connect students to each other and foster the development of life-skills. Cooperation, commitment, and a sense of responsibility to self and others define our community that develops as a result of students living and learning together.

In addition, we intentionally facilitate community involvement in an environment that is infused with the values of civility, inclusivity, responsibility, and service. Students are encouraged to grow in their self-awareness and are empowered to make significant connections with each other in our community based on these values in order to achieve their goals in our global society.

In pursuit of this vision:

- We provide staff who are caring, dedicated, diverse, professional, and well-trained in order to provide support and guidance to our students;
- Our facilities will be clean, safe, accessible, and modern and include amenities and furnishings that contribute to student success; and
- Programs offered will promote community development and active campus involvement in order to serve the interests and needs of our diverse students.

LEARNING OUTCOMES

Self-Discovery & Development

Students will grow in their understanding of themselves; building upon their strengths and improving their shortcomings.

Community Engagement

Students will learn to form healthy, interdependent, and meaningful connections with others by embracing civility and diversity.



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Goal #1 - We will provide staff who are caring, dedicated, diverse, professional, and well-trained in order to provide support and guidance to our students;

Intended Outcome(s) for Goal #1 - list one or more:

1. We will provide adequate numbers of professional and paraprofessional live-in staff, consistent with national standards.
2. Adequately train staff to meet current needs of students each semester.
3. We will provide staff who are caring, dedicated, diverse, and professional.
4. Staff will be available and accessible to residents.
5. We will work to have the our staff reflect the diverse student population.

Measurable Criteria and Assessment Method(s) - What data will be collected and how? What unique assessment activities will be used? What are our criteria for success?

1. In order to have access to the national standards, the ACUHO-I Campus Housing Index needs to be completed each year with at least a 50% completion rate. Completion needs to happen between June 1 and July 31 each year. We will compare these numbers to our staffing structures when they come available in the fall semester and make adjustments, if necessary, to our staffing structures in the spring semester.
2. We will assess if we are adequately training staff to meet the current needs of students in the following ways:
 - a. Evaluations of staff at the end of RA and RD training (each semester). Through the evaluations, we will assess their feelings of preparedness and additional issues that they would like to be trained on.
 - b. Ongoing review of literature and conversations with professional colleagues to better understand and explore current issues. Topics will be reviewed each summer to determine how best to deliver content.
3. Evaluations will be conducted of the professional and paraprofessional staff each semester. This will include seeking feedback from the students they work with and their peers.
4. This will be assessed through the Residence Life Satisfaction Survey, which is administered in the Fall semester of odd years. Our goals is to have 85% of students report that they believe their staff is available and accessible.
5. Paraprofessionals: RA demographic data will be compared each fall semester with the demographic data of the student population. This will be done overall and as an assessment of each building. Adjustments will be made, if needed, with hiring each fall and spring semester. Professionals: We will work with Human Resources to target a diverse candidate pool for professional staff positions and will work to hire individuals that increase the office's diversity.



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Goal #2 - Our facilities will be clean, safe, accessible, and modern and include amenities and furnishings that contribute to student success.

Intended Outcome(s) for Goal #2 - list one or more:

1. 80% of students will report satisfaction with the following items:
 - a. The overall physical conditions of the residence halls
 - b. The quality of furnishings within the residence halls
2. 90% of students will report satisfaction with the following items:
 - a. Feel safe within the residence halls
 - b. Feel free from harassment within the residence hall
3. Residence life will advocate for continued, major residence hall improvement projects.

Measurable Criteria and Assessment Method(s) - What data will be collected and how? What unique assessment activities will be used? What are our criteria for success?

1. This will be assessed through the Residence Life Satisfaction Survey, which is administered in the Fall semester of odd years.
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 3. Residence Life will meet twice a year with Business Affairs and Physical Plant to identify projects that will be able to enhance the student experience.
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Goal #3 - Programs offered will promote community development and active campus involvement in order to serve the interests and needs of our diverse students.

Intended Outcome(s) for Goal #3 - list one or more:

1. 90% of residents will be able to identify having at least 1 connection point with their RA per semester.
2. 80% of residents will report agreement with the following statements:
 - a. There is a strong sense of community in their residence hall.
 - b. Most students living on their floor are respectful of others.
 - c. Living on campus has enhanced their ability to meet other people.
 - d. Living on campus has enhanced their respect for diversity.



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1. This will be assessed through the Residence Life Satisfaction Survey, which is administered in the Fall semester of odd years. Data will be looked at in general, but also by cross-referencing respondents race/ethnicity in order to identify any gaps that might exist.
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Goal #4 – Residence Life will work to redevelop the First Year Experience Program (FYE), integrating current research regarding our student population and campus goals as they pertain to onboarding first year students.

Intended Outcome(s) for Goal #4 - list one or more:

1. By the conclusion of the 2022-2023 academic year, a new FYE program will be developed and implemented.
2. Longitudinal assessments will be developed to assess this cohort's success through their time at Potsdam. This will include recruitment and retention measurements as well as student satisfaction data collection.

Measurable Criteria and Assessment Method(s) - What data will be collected and how? What unique assessment activities will be used? What are our criteria for success?

1. FYE curriculum will be developed and implemented for the 2022-2023 academic year.
2. In addition to developing the curriculum, an assessment plan will be developed.