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Talking Stick

DISCUSSION GUIDE

FEATURE:

The Leader Ship

Student peer leaders are the fuel that keeps campuses running. A new book offers a look at how to increase their efficiency and output.
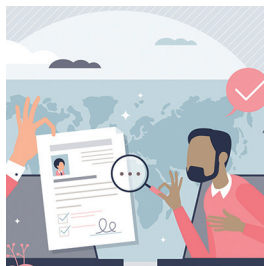
CORE COMPETENCIES in this article:

Resident Educational Services

Support residential student groups and student organizations in meeting organizational goals.

1. In what ways do you think the RA position prepares students for future employment? How can that value be better communicated to them?

2. Are there approaches that you think would be more successful in recruiting student leaders on your campus?

3. What are some immediate ways you could improve the peer leader experience to make it a high-impact practice?

Notes:

FEATURE:

Cover Story

Strategies and suggestions for updating the timeworn cover letter for the job search of today

CORE COMPETENCIES in this article:

Foundational

Properly convey individual knowledge and experiences to best navigate the job search process.

1. When was the last time you updated your cover letter? Is it due for a refresh?

2. What are your individual traits, knowledge, or experience that make you stand out from other potential job candidates? How could you better convey those elements in a cover letter?

3. If you have been part of a hiring committee, how much were cover letters considered in the process? Do you think they should have received more or less attention?

Notes:

RESIDENCE EDUCATION:

First Things First

Tailored and targeted support provides a strong foundation for first-generation students.

CORE COMPETENCIES in this article:

Resident Educational Services
Develop program goals for residential learning communities focused on specific student demographics.

1. Think about the support your campus currently offers to first-generation students. What could be added?

2. If your campus does not have a designated living-learning community or center for first-generation students, think about the physical space you can carve out for them. What campus space could you use to bring them together to meet faculty, advisors, or invited speakers?

Notes:

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SPECIAL FOCUS:

Working for Justice

Campuses look to Organizational Justice Theory to improve workplace culture.

CORE COMPETENCIES in this article:

Human Resources
Ensure that departmental supervisory and human resource policies are consistent with institutional practices and culture.

1. Bring your management staff together and discuss Organizational Justice Theory. Ask them to look at each pillar and to explain how it applies to their work.

2. Ask your management staff to think about how the department could implement better management practices by using Organizational Justice Theory. Ask them to share examples of what could be implemented.

3. What potential benefits do you see for your department if management uses Organizational Justice Theory in their practice?

Notes:

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FACILITIES:
Building Blocks

*Hands-on experiences help staff wrap their heads around residence hall design.*

CORE COMPETENCIES in this article:
Facilities Management
Develop an understanding of how the quantity and type of housing on campus supports the departmental and institutional missions.

1. Do you think residence life staff have sufficient input into residence hall design on your campus? What are ways they could become appropriately integrated into the process?

2. Identify five different design elements of the residence halls on your campus and explain how they support departmental goals and mission.

3. What does your dream residence hall consist of in terms of community space? Number of beds? Other features?

Notes:
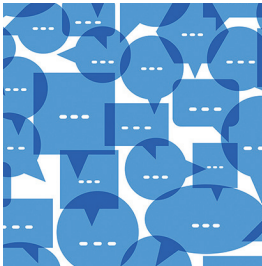
CONVERSATIONS:
Chatterbox

Let's talk about AI and its effect on campus housing operations.

CORE COMPETENCIES in this article:
Information Technology
Develop policies regarding the appropriate use of information technology resources in a business environment. Coordinate projects associated with new applications.

1. In what ways do you see AI assisting you with your work?

2. Bring your team together and discuss what ways you see AI assisting your department.

3. What would make you hesitant to use AI in your work or the work of your department?

Notes: