

Residential Life

Mission Statement

The purpose of Residential Life at PLNU is to collaborate with students, faculty, and staff to develop a Christ centered living, learning experience.

Overview

RA Development: The Office of Residential Life develops a Christ centered living learning experience at PLNU through the collaborative work of ten Resident Directors (RDs) serving as full time university staff, three Assistant Resident Directors (ARDs) serving as part time university staff, and 65 Resident Assistants (RAs) serving as student employees. This team works and lives in ten residence halls, impacting 70% of the PLNU student body. The Res Life staff leverages its resources towards supporting the holistic development of the RAs, grounded in the framework that the RAs' lived experience and leadership will influence and impact the holistic development of their peers.

Intended Learning Outcomes

Program	Cognitive Complexity	Knowledge Acquisition, Integration & Application	Humanitarianism & Civic Engagement	Interpersonal & Intrapersonal Competence	Practical Competence
Student Conduct					
RA Development	X	X	X	X	X

Evidence of Learning: RA Development

Cognitive Complexity

The RA Development program enables constructive engagement through intentional conversation and training. RAs engage staff and fellow RAs in weekly staff meetings in which the design of hall specific programming is developed and executed. RAs are asked, through weekly staff meetings, one on one mentorship opportunities, and Weekly Outlooks, to think critically about the needs of their specific floor or unit and engage residents in developmental conversations. Through conversations with Residential Life staff, i.e. RDs and Dean of Students, RAs are confronted with their own assumptions and challenged to develop alternative perspectives (see appendix A & C).

Knowledge Acquisition, Integration, and Application

RAs are challenged to make connections between curricular and co-curricular learning in the monthly Monday night meetings that include all of the RAs across campus. These Monday nights are utilized to bring in faculty and staff from outside of Residential Life to discuss important issues relevant to college students. RAs are encouraged to engage in these conversations as they pertain to themselves, not just their residents, and their

holistic growth and learning both inside and outside the classroom. In addition, the RAs were polled to see what these topics should be and which faculty or staff members they would like to hear from (see appendix G). Topics of these nights throughout this past year have included:

- Health and Wellness, as it pertains to individual eating habits and body image
- Gender issues and Sexual assault/Violence Against Women Act awareness
- Life transitions
- Emergency response training
- El Nino preparedness

RAs engage in experiential activities in preparation for the workforce in a few specific ways. This professional development begins with the RA interview process. Applicants are required to dress professionally and fill out an application, participate in a group interview, and if invited, complete an individual interview (see appendix H). Once hired, RAs are required to submit a Weekly Outlook (see appendix C) that serves as a tool to reflect on the past week, both in their work as an RA and in their personal development, and that helps them plan programmatically for the week ahead. This serves as an accountability tool with their RD and encourages them to be organized in planning their responsibilities and documenting outcomes. Four times over the course of the year, RDs evaluate each RA and the RA has the opportunity to evaluate the RD, which fosters a professional posture of giving and receiving feedback (see appendix D). Each semester, RAs have structured freedom in allocating an individual floor budget to hall programming. They are asked to manage and document their expenses (see appendix E). Lastly, RAs sit in an hour long one on one meeting with their RD every other week. This is a time of professional development, conversation, and continued accountability in regards to their work as an RA, as well as their personal lives.

Interpersonal/Intrapersonal

Given the highly proximal and relational nature of the role, RAs frequently engage and facilitate interpersonal conversation. Whether that be facilitating and mediating roommate conflict, responding to residential crises, or collaborating with fellow RAs, all RAs are challenged to manage conflictual conversation well. RAs are experientially trained and equipped to facilitate conflict (see appendix F). The evidence of intrapersonal reflection and growth is often seen in the context of the RD and RA relationship, in the relationships built on RA teams, and in All-RA meetings. These relationships help guide, challenge, and support the RA's personal and professional growth as an individual so that they may excel in community and interpersonally. The survey conducted in April of 2016 reflects the RA's evaluation of how these modes of development and training impacted their ability to do their jobs (see appendix B).

Practical Competence

RAs are asked to set and pursue goals at multiple points throughout the year. These goals often include reaching out to specific residents, ideas for creative programming on the floors, and ways they can continue to develop holistically. These goals are recorded on the four Resident Assistant evaluations (see appendix D), and then revisited in one on ones with the Resident Directors to track progress on achieving these goals.

By its very nature, the role of a Resident Assistant is to demonstrate leadership skills in one's job responsibilities, relationships with residents, and overall lifestyle (see appendix A). RDs are often affirming these skills in the RAs and calling them forth into greater leadership potential. This happens in one on ones and in evaluations (see appendix D). Many of these examples of leadership are noted week to week in the Weekly Outlooks (see appendix C) that RAs submit. One question on the outlook asks the RA to describe meaningful contact he or she had with residents in the past week. There are many anecdotes recorded of RAs having meaningful interactions with residents in which leadership skills are exemplified.

Lastly, RAs demonstrate effective stewardship of resources in their management of an individual floor budget (see appendix E), and every week in how they choose to plan out the resource of time. They are encouraged to manage their floor budgets in a way that allocates those funds relatively equally over the course of the semester. This requires planning ahead of time, and researching and tracking budgeted expenses. Each week, they are asked to schedule out their week in regards to their work as RAs in the "Looking Ahead" section of the Weekly Outlook (see appendix C). This may include a floor event, working on responsibilities for an all hall event, a one on one with a resident, availability on the hall, walking room to room, health and safety inspections, etc. The Weekly Outlook is a useful tool to be proactive in this stewardship, rather than reactionary.

2014-2015 Area Assessment: RA Development

Our goal last year was to incorporate more strategic and effective feedback loops for our RA Development program in order to impact and improve our programming in real time. We specifically focused on the monthly All-RA meetings. This process began in an August training session where the RD's and RA's co-created a list of relevant discussion topics for emerging adults in college (see Appendix G). The RA Weekly Outlooks (see Appendix C) and general RA feedback from staff meetings provided the RD team with qualitative data that was reviewed in our weekly RD meetings, and utilized to formulate and improve the upcoming All-RA meeting. We also evaluated the RA survey given to the RA's in April, which was edited to include assessment of each All-RA meeting (see Appendix B).

We also had the goal of using our resource of time in the summer of 2015 to analyze our assessment data. However, we found that our most effective season of assessment occurs in May, when the RD team collectively sits with our assessment data. We will continue to use our May meetings to assess data and make changes to our RA Development programming.

Use of Evidence of Learning: RA Development

It is our conclusion that the programs above have been effective in reaching their goals. Our goal for the coming year is to reassess the current programming philosophy for students in the halls and reflect these changes in the RA job description, RA Weekly Outlooks (see appendix C), all RA meetings, and RA staff meetings. Shifts in programming philosophy will focus the RA's work more toward intentional contact with residents and less around the planning of events. These changes will impact the ways in which we approach and assess the RA Development program. Continued assessment will be done through the use of the annual RA survey and feedback through weekly outlooks.

Areas of Study, Professional Development, and/or Comparator Research

Motivational Interviewing

The Residential Life staff (RDs, ARDs, and Dean of Students) engaged in a one-day training on Motivational Interviewing. This training introduced new tools that equipped the staff to better engage RAs and students from the general population in myriad contexts including, but not limited to, student conduct incidents, interpersonal conflicts, etc.

Campus Sexual Assault, Domestic/Dating Violence, & Stalking

The Residential Life staff (RDs, ARDs, and Dean of Students) attended a two-day course focusing on California and federal laws pertaining to the investigation and prosecution of campus sexual assaults, including prosecuting acquaintance rape and risk prevention on campus. The training discussed the new affirmative consent standard; coordinating Title IX and criminal justice investigations; campus disciplinary proceedings; and prevention programming, including bystander intervention. The foundation for the course was the brain science of trauma and forensic trauma-informed interviewing, and how to implement survivor-focused policies.

Areas of Distinction

Dean of Students presented "Student Conduct Response: A Growth Plan Model" at the Annual National Conference for the Association for Student Conduct Administrators in St. Petersburg Beach, Fla., in February. The interactive presentation detailed PLNU's highly educational, collaborative, and restorative practices with student conduct.

Three Resident Directors completed Masters Degrees in a variety of fields, including: a Master of Arts in College Counseling and Student Development from Point Loma Nazarene University; a Master of Arts in Postsecondary Educational Leadership with a specialization in Student Affairs from San Diego State University; a Master of Divinity from Fuller Theological Seminary. We also have two Resident Directors in process of pursuing Masters Degrees, including a Master of Arts in Marital and Family Therapy at Bethel University and a Master of Arts in Clinical Counseling at Point Loma Nazarene University.

In the summer of 2016, the Dean of Students and the Assistant Director of Residential Life will attend the Association of Title IX Administrators (ATIXA) conference in Denver, CO in order to obtain various Title IX

trainings and certifications. The Dean of Students will complete the Title IX Coordinator Training & Certification Level One Course. The Assistant Director of Residential Life will complete the Civil Right Investigator Training & Certification Level One & Level Two.

Appendices

Appendix A: Job Descriptions

PLNU Job Description for RAs working with Freshmen

As a member of the Residential Life staff, the purpose of the Resident Assistant at Point Loma Nazarene University is to work closely with the Resident Director in order to provide supportive and consistent leadership to students in the residence hall. The Resident Assistant responsibilities should average 20 hours a week.

Personal and Professional Development

- **Weekly RA Staff Meeting** **2 hours**
 - All Monday meetings 8 – 10 pm
 - First and Third Monday of each Month – All RA's campus-wide
 - Second and Fourth Monday of each Month – RA's with individual hall staff
- **One on one meeting with RD** **1 hour** (meet weekly or every other week)
- **Weekly RA Outlook** **1 hour**
 - Take this time to think through, reflect, and prepare on/for your RA role.
- **Administrative Responsibilities 1 hour**
 - Planning and prep time for events/programming/activities, etc.
 - Misc. paperwork

Spiritual Development **1 hour**

This may include: D-Group meeting, Student Ministry, Club, or alternative weekly event that is **pre-approved by the RD**. The idea is that the RA will be involved in something that s/he can participate in with students from the floor and/or hall.

Community Development

- **Un-Planned Presence on Hall** **4 hours**
- **Intentional Contact with Residents** **4 hours**

This time includes seeking out specific residents and making intentional contact with them. The goal being to make intentional contact with each resident at least every other week and preferably every week.
- **Planned Events** **2 hours**
 - Hall Activities
 - ASB Activities
 - Athletic Events
 - Student Ministry
 - Brewed Awakenings
 - Performances
- **Box Duties** **4 hours**

RA who works closing shift is responsible to remain in the building until 6:00 am the following morning.

Weekend Box Duty Each RA will be on duty for two to three weekends each semester. This could include some holiday weekends. Those hours will be above and beyond the normal weekly responsibilities.

PLNU Job Description for RAs working with Sophomores, Juniors and Seniors

As a member of the Residential Life staff, the purpose of the Resident Assistant at Point Loma Nazarene University is to work closely with the Resident Director in order to provide supportive and consistent leadership to students in the residence hall. The Resident Assistant responsibilities should average 20 hours a week.

Personal and Professional Development

- **Weekly RA Staff Meeting** **2 hours**
 - All Monday meetings 8 – 10 pm

- First and Third Monday of each Month – All RA's campus-wide
- Second and Fourth Monday of each Month – RA's with individual hall staff
- **One on one meeting with RD** **1 hour** (meet weekly or every other week)
- **Weekly RA Outlook** **1 hour**
 - Take this time to think through, reflect, and prepare on/for your RA role.
- **Administrative Responsibilities 2 hours**
 - Planning and prep time for events/programming/activities, etc.
 - Misc. paperwork

Spiritual Development **2 hour**

This may include: D-Group meeting, Student Ministry, Club, or alternative weekly event that is **pre-approved by the RD**. The idea is that the RA will be involved in something that s/he can participate in with students from the floor and/or hall.

Community Development

- **Intentional Contact with Residents** **5-6 hours**

This time includes seeking out specific residents and making intentional contact with them. The goal being to make intentional contact with each resident at least every other week and preferably every week.
- **Planned Events** **2 hour**
 - Hall Activities
 - ASB Activities
 - Athletic Events
 - Student Ministry
 - Brewed Awakenings
 - Performances
- **Un-Planned Contact with Residents** **1 hour**
- **Box Duties** **3-4 hours**

RA who works closing shift is responsible to remain in the building until 6:00 am the following morning.

Weekend Box Duty Each RA will be on duty for two to three weekends each semester. This could include some holiday weekends. Those hours will be above and beyond the normal weekly responsibilities.

PLNU Job Description for RAs working with Apartment Residents

As a member of the Residential Life staff, the purpose of the Resident Assistant at Point Loma Nazarene University is to work closely with the Resident Director in order to provide supportive and consistent leadership to students in the residence hall. The Resident Assistant responsibilities should average 20 hours a week.

Personal and Professional Development

- **Weekly RA Staff Meeting** **2 hours**
 - Meet from 8 – 10 pm
 - First and Third Monday of each Month – All RA's campus-wide
 - Second and Fourth Monday of each Month – RA's with individual hall staff
- **One on one meeting with RD** **1 hour** (meet every other week)
- **Weekly RA Outlook** **1 hour**
 - Take time to reflect, prepare and look forward on the week
- **Administrative Responsibilities** **2 hours**
 - Planning and prep time for events/programming/activities, etc.
 - Advertising, Shopping, Set-Up, etc.
 - Misc. paperwork

Spiritual Development **2-3 hours**

- This consists of being involved in some of the following faith-development opportunities (**pre-approved by the RD**) in order to invite your residents to join you on a weekly basis:
 - Discipleship Group
 - Student Ministries
 - PLNU Club (i.e. Surf & Serve, etc.)
 - PLNU faith-based experience

Community Development

- **Intentional Contact with Residents** **2 hours**
 - Weekly rounds to establish visibility and hospitality in your building.
 - Reaching out via email, notes, and other communication when resident scheduling inhibits the in-person contact.
 - Resident follow-up from other interactions.
- **Planned Events** **3-5 hours**
 - The purpose is to create space for community development. This may include:
 - All Apartment Events
 - Other campus events:
 - ASB Campus Activities/Brewed Awakenings/Athletic Events/Performances/Events sponsored by Major Dept./Office of Strengths and Vocation Programming, etc.
- **Un-planned Contact with Residents** **2 hours**
 - This may include casual interaction with residents on and off campus throughout your week.
 - Incident Management and Follow-up with residents.
- **On Call RA Duties** **1-2 hours**
 - The RA will be assigned 3-4 weeks per semester for “on call” responsibilities as defined by RD.
 - This could include some holiday weekends. Those hours will be above and beyond the normal weekly responsibilities.

Appendix B: RA Survey Data : April 2016

1. My Dorm RA staff meetings have been effective in helping me to do my job.		
Answer Options	Response Percent	Response Count
Strongly Disagree	3.0%	1
Disagree	0.0%	0
Agree	33.3%	11
Strongly Agree	63.6%	21
Comments		9
<i>answered question</i>		33
<i>skipped question</i>		0

2. My 1-1 meetings with my RD have been effective in helping me to do my job.		
Answer Options	Response Percent	Response Count
Strongly Disagree	3.0%	1
Disagree	0.0%	0
Agree	21.2%	7
Strongly Agree	75.8%	25
Comments		16
<i>answered question</i>		33
<i>skipped question</i>		0

3. My weekly outlooks have been effective in helping me to do my job.		
Answer Options	Response Percent	Response Count
Strongly Disagree	3.0%	1
Disagree	9.1%	3
Agree	72.7%	24
Strongly Agree	15.2%	5
Comments		16
<i>answered question</i>		33

skipped question

0

4. The All-RA meeting in September focusing on isolation, loneliness, and insecurities was effective and beneficial.

Answer Options	Response Percent	Response Count
Strongly Disagree	3.0%	1
Disagree	9.1%	3
Agree	51.5%	17
Strongly Agree	36.4%	12
Comments		12
<i>answered question</i>		33
<i>skipped question</i>		0

5. The All-RA meeting in October focusing on emergency preparedness was effective and beneficial.

Answer Options	Response Percent	Response Count
Strongly Disagree	3.0%	1
Disagree	12.1%	4
Agree	57.6%	19
Strongly Agree	27.3%	9
Comments		13
<i>answered question</i>		33
<i>skipped question</i>		0

6. The All-RA meeting in November focusing on mentorship, wellness, and nutrition was effective and beneficial.

Answer Options	Response Percent	Response Count
Strongly Disagree	3.0%	1
Disagree	15.2%	5
Agree	63.6%	21
Strongly Agree	18.2%	6
Comments		13

answered question 33

skipped question 0

7. The All-RA meeting in December focusing on celebrating Christmas and the semester was effective and beneficial.

Answer Options	Response Percent	Response Count
Strongly Disagree	3.0%	1
Disagree	6.1%	2
Agree	24.2%	8
Strongly Agree	66.7%	22
Comments		8
<i>answered question</i>		33
<i>skipped question</i>		0

8. The All-RA meeting in January focusing on RA skills such as student support and confrontation was effective and beneficial.

Answer Options	Response Percent	Response Count
Strongly Disagree	3.0%	1
Disagree	27.3%	9
Agree	54.5%	18
Strongly Agree	15.2%	5
Comments		8
<i>answered question</i>		33
<i>skipped question</i>		0

9. The All-RA meeting in February focusing on diversity was effective and beneficial.

Answer Options	Response Percent	Response Count
Strongly Disagree	3.0%	1
Disagree	15.2%	5
Agree	45.5%	15
Strongly Agree	36.4%	12

Comments	12
<i>answered question</i>	33
<i>skipped question</i>	0

10. The All-RA meeting in March focusing on sexuality was effective and beneficial.

Answer Options	Response Percent	Response Count
Strongly Disagree	3.0%	1
Disagree	15.2%	5
Agree	48.5%	16
Strongly Agree	33.3%	11
Comments		15
<i>answered question</i>		33
<i>skipped question</i>		0

11. The All-RA meeting in April focusing on the ResLife alumni panel and life after PLNU was effective and beneficial.

Answer Options	Response Percent	Response Count
Strongly Disagree	3.0%	1
Disagree	12.1%	4
Agree	45.5%	15
Strongly Agree	39.4%	13
Comments		15
<i>answered question</i>		33
<i>skipped question</i>		0

12. I currently serve as an RA in :

Answer Options	Response Percent	Response Count
Nease Hall East	15.2%	5
Nease Hall West	12.1%	4
Klassen Hall	12.1%	4
Hendricks Hall	3.0%	1

Young Hall	12.1%	4
Wiley Hall	3.0%	1
Finch Hall	9.1%	3
Goodwin Hall	21.2%	7
Flex Housing	9.1%	3
Colony	3.0%	1
<i>answered question</i>		33
<i>skipped question</i>		0

13. What is your gender?

Answer Options	Response Percent	Response Count
Female	72.7%	24
Male	27.3%	9
<i>answered question</i>		33
<i>skipped question</i>		0

14. Select how many years you have been a college student, including this current academic year.

Answer Options	Response Percent	Response Count
2	18.2%	6
3	33.3%	11
4	45.5%	15
5	3.0%	1
<i>answered question</i>		33
<i>skipped question</i>		0

15. Is this your first, second, or third year working for PLNU ResLife?

Answer Options	Response Percent	Response Count
First Year	51.5%	17
Second Year	30.3%	10
Third Year	18.2%	6

answered question 33

skipped question 0



RA Weekly Outlook - Res Halls

Name: _____

Date: _____

Professional Development

Please give feedback on the past RA meeting (all-RA or individual staff). What topics would you like to be addressed in our next meeting?

Community Development

Looking Ahead:

What are your plans for community development (events and resident contact) for the upcoming week?

Think through the current needs of your residents and plan accordingly.

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday

What preparation work needs to go into the above plan? Do you need anything from me?

Reflecting back:

Reflect on your weekly programming/activities from the previous week.

Describe meaningful contact you have had with your residents in the past week.

What residents are you concerned about? How do you plan on reaching out to those residents?

Personal Development

Describe practices in which you were involved to encourage and sustain your holistic growth (physical, emotional, spiritual, mental). What has God been showing you through these times?

How can I be praying for you?



RA Weekly Outlook - Apartments

Name: _____

Date: _____

Professional Development

Please give feedback on the past RA meeting (all-RA or individual staff). What topics would you like to be addressed in our next meeting?

Community Development

Looking Ahead:

What are your plans for community development (events and resident contact) for the upcoming week?
Think through the current needs of your residents and plan accordingly.

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday

What preparation work needs to go into the above plan? Do you need anything from me?

Reflecting back:

What were highlights of your community development (events and resident contact) for the previous week?

What residents are you concerned about? How do you plan on reaching out to those residents?

Personal Development

Describe practices in which you were involved to encourage and sustain your holistic growth (physical,

emotional, spiritual, mental). What has God been showing you through these times?

How can I be praying for you?

Resident Assistant Evaluation #1

Date: Resident Assistant: Resident Director:

1) The following are different aspects of your job description. Please reflect on your successes and challenges within these experiences.

	Success	Challenges
Weekly RA Meeting		
One on One		
RA Outlook		
Admin. Responsibilities		
Contact with Residents		
Events		
Box Duties		

2) What are your goals for your work as an RA between now and the rest of the semester? What are your plans for meeting these goals? How can your RD help you in reaching these goals?

3) What are your personal goals for this year? What are your plans for meeting these goals? How can your RD help you in reaching these goals?

Resident Assistant Evaluation #2

1. What were your goals?

2. What steps did you take to meet your goals?

3. What were areas of success?

4. What were the challenges?

5. Think about your job description. What are some of your strengths? What do you need to work on?

Strengths	Areas to improve

6. How can the RD be more effective in his/her leadership?

7. How do you feel our team is doing overall?

8. What is one thing you'd like to see differently in the hall?

Resident Assistant Evaluation #3

RA: RD: Date:

Please take time to reflect on the purpose statement of residential life and the components of the RA job.

- 1) Consider the last two months. What areas have you improved since your last evaluation?

2) What part of the work is the easiest or brings the most joy?

3) What part of the work is the most difficult or brings the most challenge?

4) How will you continue to stay grounded and engaged in the purpose of our work through the end of the year?

5) Is there anything you'd like to see changed or improved in the hall? with the team? from the RD's leadership?

Resident Assistant Evaluation #4

RA:

RD:

Date:

1. What have been areas of strength for this RA throughout the year?

2. As this RA moves forward as a professional, identify ways in which they can further cultivate leadership qualities.

3. In what ways have you seen this RA grow over the year?

Review of Goals from RA Eval #3

Appendix E: RA Budget

RA Floor Budget					
RA:		Fall	Spring		
	# of Residents				
Floor:	\$ per Resident	\$5	\$5		
	Total RA Dev. Budget	\$0	\$0		
Budget Expenses:		\$0.00		Budget Remaining:	\$0.00
Date	Purpose, Vendor	Amount		Running Balance	
9.15.2014	Study Snacks, Target	Starting Balance			
				\$0.00	
		\$0.00		\$0.00	
		\$0.00		\$0.00	

Appendix F: Roommate Mediation

Roommate Living Agreement

Room #: _____

Names of Roommates:

Please take the time to read and complete the following questions with your roommates. Clear communication is key in developing an effective and fun relationship in your new living arrangements. Remember to be respectful and flexible. The Resident Assistants and Resident Director are always available to answer any questions that may arise.

Getting to know you questions (discussion):

What is your class schedule like? When do you usually go to bed/wake up? Will you be visiting home often? Why did you want to come to Point Loma? What are you looking forward to about college? Favorite activities, movies, books...

Living Questions (complete):

Question	Answer
Visitors <ul style="list-style-type: none">• How many?• At what times?	
Overnight guests <ul style="list-style-type: none">• How many?• At what times? Notify roommate?	
Study/ Quiet time <ul style="list-style-type: none">• What times would I like to study in the room?• When would I be okay with noise/music in the room?• When would I prefer to turn main lights out, window closed/open, etc?	
Use of Possessions <ul style="list-style-type: none">• What can I borrow (clothes, books, printer...)?• What can I not borrow?• Should I ask permission?	
Cleaning <ul style="list-style-type: none">• Who will clean which parts of the room?• How often will we clean?	
Shared Items <ul style="list-style-type: none">• Okay to share food, refrigerator, utensils, etc?	
Communication <ul style="list-style-type: none">• Messages (notes, whiteboard, etc)?• Good roommate communication time?	

Signature: _____ Date: _____

Appendix G: Res Life Topics for Discussion

Monday Night Topics

Old(er) People

- getting wisdom from people with more life experience
- How did/do they find community?

Mentorship

- How do we find a mentor?

How to ask good questions

- good for leading small groups
- one-on-one conversations

Alcohol

- Practical training session
- Share stories and personal experience

Wellness

- Depression/Anxiety (w Tim Hall)
- EDs
- Burn Out
- How to stay well - actual practices and activities
- Time with Kim and Laurie

Talk about the Loma Bubble

- Breaking the stigma
- Changing culture (Culture change could be it's own topic)
- How do we carry the PLNU culture out after we leave?

Off Campus Housing/Students

- How can we reach commuters
- How to connect people
- Bridging loneliness
- Events for everyone

Panel of Past RAs

- share RA experiences as well as life experiences
- get them from different life stages
- How to be a leader AFTER Loma

Homosexuality/Same Sex Attraction

- How PLNU moves along with the country and the rest of the world on the issue

Spiritual Development

- Have folks from S.D. staff come teach/share
- Panel of D-Group/Alpha-Group Leaders

RA Success Stories

- share things that went well
- recognizing good work as it happens throughout the year
- share struggles

Re-Framing

- Session on “what it’s all about”
- Bring RAs back to basics - why we do this work

Alienation

- How to deal with it
- Reaching people who are marginalized
- What about RAs who don’t feel like they fit in

Loneliness

- being left out
- clicks
- loneliness as a leader
- Isaiah 61 (?)
- what if you’re not a “cool christian”?

Insecurity

- the idea of not feeling good enough
- comparison to others
- feeling phony

Race and Social Issues

- Have clubs like MOSAIC, BSU, ASU come share with us
- privilege and power
- race at PLNU
- Have Jaime Gates or Heather Ross come talk about social issues
- Gender Equality
- Gender in the Church (Sarah Bessy)

Sex

- Relationships
- Dating
- Sexual Ethic (what does it look like to develop that?)

Appendix H: RA Interview Questions

RESIDENT ASSISTANT INTERVIEW QUESTIONS (NEW APPLICANT)

- 1. Why do you want to be an RA?
What excites you most about the RA position?
What do you think will be challenging for you?**
- 2. What connections do you see between your faith and being an RA?**
- 3. Tell us about a time of disagreement or confrontation during your time at PLNU and share how you dealt with it?
What would you have done differently?**
- 4. What would you contribute to your RA team?
What do the RA's and or Residential Life contribute to Point Loma?**
- 5. Do you have a preference on where you would like to work?
a. Would you be willing to work anywhere else?**
- 6. As we close the interview, do you feel like we got a sense of who you are? Do you have any questions?**