



Enabling Workforce Sustainability

Workforce Sustainability Resources

Housing and residence life workers are expected to provide numerous student support services with minimal advance training or personal support for the tolls these encounters take on the personal lives of staff. This impacts job satisfaction, retention, turnover, and overall well-being.

Workforce sustainability is based on the core premise that the workforce is a primary source of value creation, innovation, and long-term business success. It prioritizes understanding what the workforce needs now to ensure that it can perform now and meet future needs to perform. A sustainable workforce is vital for the longevity of an industry across varying factors such as public crises and economic downturns. When considering the future of the profession of housing and residence life, it is necessary to have structures in place to create a better work culture that both protects and optimizes the productivity and contribution of the workforce now and for the long-term.

ACUHO-I will identify existing ACUHO-I documents that can be used by HRL departments to consider and further advance workforce sustainability on individual campuses.

Resources

JOURNAL OF COLLEGE AND UNIVERSITY STUDENT HOUSING

General Articles

- Education Role in student housing
- Trends: Future Trends of the Student Housing Profession (October 2011)

Workforce Sustainability & Recruitment - RA

- Abstract: Peer Consultation: An Approach to Maintaining Motivation, Increasing Job Satisfaction, and Reducing Stress Among Resident Assistants (October 2011)
- Construct Systems of Resident Assistants: How They Perceive Their Jobs (November 2011)

Workforce Sustainability & Recruitment - Professional Staff

- 3D View of Recruitment and Retention Residential Staff
- Addressing The Needs of Housing Professionals In ACUHO-I (October 2011)
- Authority, Accountability, and Advice: Understanding the Unique Roles of Residence Life Staff and Hall Government Leaders (October 2011)
- Entry-Level Hiring Practices Used in College and University Housing: Competencies Recruited Verses Competencies Hired (September 2011)
- Factors Affecting Recruitment and Retention of Entry-Level Housing and Residential Life Staff: Perceptions of Chief Housing Officers
- Job Satisfaction, Recruitment, and Retention of Entry-Level Residence Life and Housing Staff (August 2013)
- An examination of the supervision and job satisfaction factors of residence directors and RAs – volume

ACUHO-I CONFERENCE SESSIONS

Other Duties

- Invest In Workforce Housing (2010)
- Collateral Damage Rethinking Committee Work (2022)
- Vicarious Trauma: The Unseen Burden of Housing Professionals (2017)



- Bias Lives Here: Supporting Residence Life Staff When Cultural Trauma Occurs to a Collective Identity (2016)

Supervision

- Identity Conscious Supervision (2022)
- Are you a SUPERvisor (2010)
- Thoughts on Supervision (2011)
- Supervising Professional Staff for the First Time (2018)
- Effective Communication Techniques for Supervisors (2011)
- Effective Supervision as the Antidote to the Great Resignation (2022)
- Nice White Ladies: Examining Leadership and Supervision (2018)

ACUHO-I TALKING STICK

Supervision, Leadership and Management

- “Missing: Performance Management”
https://www.nxtbook.com/nxtbooks/acuho/talkingstick_20180708/index.php#/p/28
- “Managing New and Seasoned Staff”
http://read.nxtbook.com/acuhoi/talking_stick/march_april_2020/managing.html
- “Leading in Volatile Times”
http://read.nxtbook.com/acuhoi/talking_stick/may_june_2020/leading.html

Working with Student Staff (Both RA and Graduate Students)

- “Super-Visor”
https://www.nxtbook.com/nxtbooks/acuho/talkingstick_20190506/index.php#/p/38
- “Navigating Two Worlds”
http://read.nxtbook.com/acuhoi/talking_stick/march_april_2020/navigating.html

General Articles:

- “Embracing Learning”
https://www.nxtbook.com/nxtbooks/acuho/talkingstick_20181112/index.php#/p/24