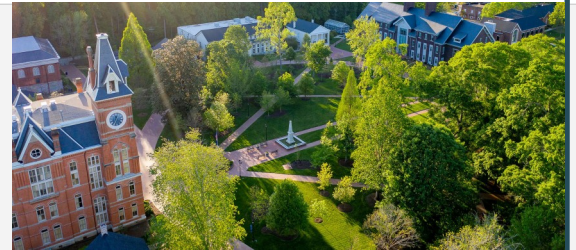# CASE STUDY Oxford College

EMORY | OXFORD COLLEGE

Oxford College of Emory University, a 2 year campus that is part of 4-yr private institution, serves over 1,000 undergraduate students annually, With few exceptions, all students live on campus and continue to the Atlanta campus their junior year. Since half of the student body is new every year, Oxford places a significant emphasis on creating small, tight-knit communities that embrace diversity and equip students to forge lifelong pathways of excellence. The College offers a world-class academic experience and invites students to practice "discovery, exploration, and critical reflection across the breadth of disciplines."

> "Data use is a big part of our culture both in housing and across campus. We've intentionally focused training on identity and diversity topics, with activities that scaffold so lessons progressively build upon each other."
>
> Joseph Moon, *Dean of Campus Life*

GOALS

Oxford's strategic plan emphasizes leading with an unparalleled academic experience that teaches leadership so graduates can better their lives and the communities in which they live. Residential Education & Services (RES) plays a vital role in the broader efforts of the institution by connecting students to a larger community that supports academic success and encouraging personal development. These contributions require intentional, sustained effort as well as a evaluation to track progress towards their goals.

SOLUTION

To accomplish their institutional and departmental goals, RES uses the ACUHO-I / Benchworks Resident Assessment to:

♦ Show the impact of their efforts to embed diversity and inclusion into their culture

♦ Understand their current population of residents and make mid-year adjustments

♦ Collaborate with campus partners to improve the student experience

KEY INITIATIVES & INSIGHTS

DIVERSITY-FOCUSED TRAINING

Heavily focused on diversity and identity, training equips student staff with skills on how to discuss difficult and sensitive topics in a safe, structured space. Student staff leave the training feeling empowered and comfortable asking for support. Moon said, "We've seen student staff plan amazing programs around sensitive topics."

CULTIVATING CONNECTIONS

Programming includes how to handle conflict and focuses on having one-on-one student/staff interactions. Additionally, Oxford has thoughtfully designed activities, such as RA's doing sociograms of their residents, to connect staff to students and increase engagement in the community. This helps staff really know the residents and be intentional about making connections.

MINDFUL MESSAGING

Oxford employs cross-campus foundational mindsets, rooted in student development theory, to support its student body. Themes include concepts like, "I am enough," "success includes failure," and "I am more than a number," to support students as they seek new experiences. Housing staff have embedded these campus-wide framework into their residential education program.

DYNAMIC PROGRAMMING

Housing is intentional about monitoring changes over time and using those trends to inform their priorities, training, and initiatives for the upcoming year. This allows the institution to provide dynamic, challenging, and integrated programming that values an inclusive community.

UNDERSTANDING RESIDENTS

Fifty percent of Oxford residents are new to the institution every year, so staff is intentional about collecting data each fall to better understand their current population of residents. By administering the Resident Assessment during fall semester, staff have time to identify areas for improvement and make adjustments to better reflect the needs of their current residents.

SHARING RESULTS

Student Housing views data as a high asset and share hall and floor-level results with staff to identify opportunities for improvement. As such, staff are intentional about sharing relevant data points with campus partners to inform other campus initiatives, triangulate results on topics assessed by multiple departments, and increase confidence in the results.

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