

FCAN Summit 2019

Transparency & the Art of Accountability



SOUTHERN SCHOLARSHIP
FOUNDATION
EDUCATION FOR LIFE
#SSEfamily



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PRESENTED BY THE SOUTHERN SCHOLARSHIP FOUNDATION

• Shawn Woodin, President/CEO



- Lived in Kenya for 6 years
- Wrote two (unpublished) novels
- Cooks the best gumbo this side of the Central Time Zone

• Teresa Turner, Dir. Student Affairs



- Animal Lover
- Loves cycling and has a goal of completing the Bike Florida East-2-West Coast ride in 2020
- Thinks her smoked ribs might be better than Shawn's gumbo but don't tell him!

MAKING COLLEGE AFFORDABLE

For more than 60 years, Southern Scholarship Foundation has been offering one simple and unique solution to reduce the financial burden of college: rent-free housing and cooperative living scholarships!



Through rent-free housing and cooperative living, Southern Scholarship Foundation supports students who lack financial resources, demonstrate excellent academic merit and exemplify good character attend institutions of higher education.

Through cooperative living, all residents embody our values of:



- community
- empowerment
- respect
- stewardship
- connectivity
- participation
- diversity

A+

Every resident maintains a GPA of

3.0

and many boast a GPA of

4.0



Top 5 Areas of Study

-  Biology
-  Psychology
-  Engineering
-  Nursing
-  Finance

Top 5 counties represented:

1. Miami-Dade
2. Leon
3. Broward
4. Orange
5. Palm Beach



Ethnic Breakdown:

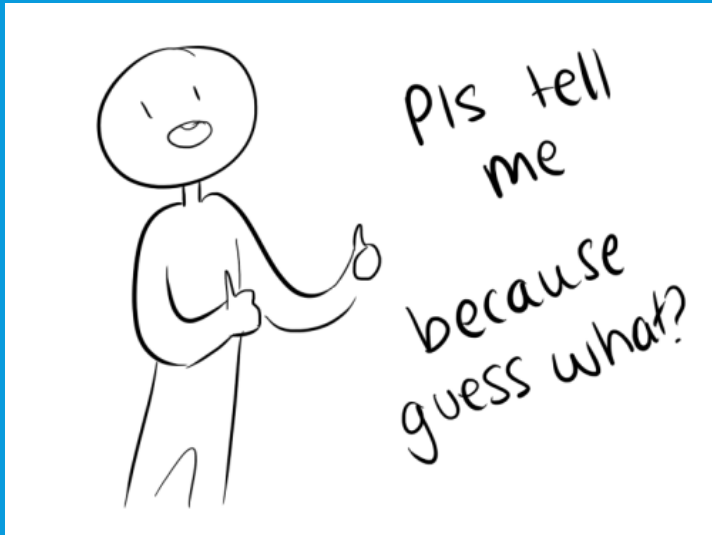


Of all SSF residents...

- 54%** first generation college students
- 42%** financially independent
- 88%** graduate with less than \$10K in debt
- 43%** stated college would not be possible without SSF

TRANSPARENCY & ACCOUNTABILITY

- Transparency: The art of telling it like it is – giving a very clear and concise message.



If you don't tell me I'll make up my own rules!

- Accountability:
- An obligation or willingness to accept responsibility or to account for one's actions (Merriam-Webster)



SETTING THE TONE...

LEADERSHIP TRAINING



OFFICER TRAINING



WITH CLEAR EXPECTATIONS



NEW RESIDENT ORIENTATION

FALL KICK-OFF



AND PERSONAL ACCOUNTABILITY

Hey, who put my wet clothes on top of the washer? I was only gone for the weekend!

Why did the kitchen get a strike again?

I said "HI!" to her and she didn't even respond!

Can you get my roommate to clean his side of the room?



WHAT OUR STUDENTS SAY...

“The community & accountability factor of SSF were essential to my growth. Having to report my grades & keep up with our conduct provided a good support that many do not have in college. Even being on conduct probation for leaving my dishes out too many times taught me the value of mindfulness in my own life and how what I do affects others.”

SSF Exit Survey Fall 2018

“Quickness to solve a problem no matter what it is.”

“The top areas of strength would definitely be the organization of work/jobs and personal accountability.”

“I love the way the chores were set up. Everyone was responsible for something.”

All from the SSF Exit Survey Spring
2018

IN SUMMARY

We ask of our residents when issues arise:

- What happened?
- What was their reaction and role in the situation?
- What have they done to resolve it? Have they addressed it with the other resident or officer? If so, how did they address it (was there attitude)? And if they have not addressed it, why?
- Sit down with a mediator (HM or Staff) if conflict has not been resolved, if they refuse it is a conduct referral and can lead to dismissal.

Of our leaders we ask that they:

Be clear with expectations, deal straight on with conflict or tough conversations and set the example and set it early so that when issues do arise (and we know they will), they have a plan in place:

- Follow up in a timely manner to see if issue was resolved.
- Mediate conflict sooner than later.
- All major issues notify staff ASAP!
- Put major events in writing (or even events that could become major!).

NOW IT'S YOUR TURN!

BREAKOUT SESSION

Think about your program or an aspect of your program where you can add in a bit more accountability. Then ask yourself the following questions...

10 minutes to discuss, write down and then we will regroup and share...Yay!

1. What are you doing, or can you do, to hold your students accountable and teach them the art of handling their own candid conversations?
2. How are you setting goals/expectations and creating clarity?
3. Can the accountability process be collaborative, allowing those you lead to be involved and allowing them to have their ideas explored?

OUR STUDENT AFFAIRS PHILOSOPHY

If a student arrives and they do not truly understand personal accountability or the importance of open dialogue and conflict resolution, and they leave with the same mindset, we have not done a very good job at setting clear expectations or modeling that behavior ourselves.



THANK YOU FOR JOINING US TODAY!

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**MORE THAN A SCHOLARSHIP,
AN EDUCATION FOR LIFE!**