

Organizational and Human Resources (OHR)

The Organizational and Human Resources competency area involves the management of people, facilities, and financial resources. This includes hiring, training, supervising, and supporting staff. Administrators manage and oversee budgets and facilities to ensure effective operations. These upper-level management staff keep the operations running and understand campus risk management. My skill level for this competency area is intermediate, as I have some academic and applied experience.

In EDHE 656: Student Services in Higher Education, I was able to expand my knowledge and learned the importance of the student affairs/student personnel role in enhancing students' educational experience. In my graduate assistantship role with the FASTrack (Foundations Academic Success Track) program, I have the responsibility of interviewing and selecting prospective peer mentors, planning and implementing activities that promote engagement, academic success, and a sense of belonging for first-year students, and conducting monthly one-on-one meetings with peer mentors for feedback and support.

I developed a good working understanding of program operations, and our organizational structure consists of a program director, an operations coordinator, academic advisors, a coordinator of communication and student recruitment, academic mentors, graduate assistants, and peer mentors. These roles are essential to the success of the students in the program, and I report directly to the operations coordinator, which also strengthens my understanding of the leadership structure within student affairs administration.