Collateral Experiences
Residential Education

Professional development and growth is a value of the UW-Whitewater Residence Life program. For some professionals, collateral experiences offer a unique opportunity to learn more about another area of student or academic affairs, to gain additional skills, or to explore potential career growth areas. Members of the Residential Education staff who desire to have such an experience are encouraged to consider collateral experiences. Below are guidelines for Complex Directors who desire this professional development opportunity.

1. Collateral experiences can occur after a Complex Director has successfully completed one year in their role.
2. Prior to considering a collateral experience, the Complex Director and their supervisor or other senior staff member should hold a career exploration session in order to affirm the individual’s career goals.
3. Complex Directors must have the approval of their supervisor before initiating conversations with professionals from other offices about a collateral experience.
4. Collateral experiences may be both internal and external to the Office of Residence Life. If the collateral is internal (i.e. facilities collateral), the Complex Director is still expected to follow all of the guidelines stated herein.
5. A collateral location external to residence life should be selected from student services departments on campus, preferably from the Division of Student Affairs.
6. A formal collateral experience can be arranged in one of two ways:
   a. The Complex Director may seek out the experience on their own and by making their own professional contacts.
   b. The Associate Director of Residence Life or your supervisor can assist you in determining a collateral experience that may be mutually beneficial and that would meet the Complex Director’s professional development needs.
7. It is recommended that collateral hours do not exceed 5 – 10 hours per week. Again, consultation with your supervisor is required to ensure that primary job responsibilities remain a top priority.

Any questions about collateral experiences should be directed to your supervisor or the Associate Director of Residence Life.

Collateral Experience - Expected Learning Outcomes

1. The Res Ed staff member will have exposure to another area outside of Residence Life and will demonstrate an understanding of their staffing, organizational, management and service model.
2. The Res Ed staff member will gain new skills respective to the specific assignment that will enhance their overall effectiveness as a student affairs employee.
3. The Res Ed staff member will utilize their current skill set in another area of the university and will contribute to the overall functions and operations of the collateral office.
4. The Res Ed staff member will form collegial relationships with another unit on the Whitewater campus and will learn the value of collaboration and cooperation between and among various units.

List of Possible Collateral Experiences

- Vice Chancellor for Student Affairs Office
- Dean of Students Office
- Office of Career and Leadership Development
- Center for Students with Disabilities
- University Health and Counseling
- Academic Advising
- Academic Support Services
- Admissions