



Resident Assistant Rehire Process

Third+ Year Rehire Process 2020-2021 Academic Year



Residence Life & Housing • 1016 Brush Hill Road, 1st Floor • Milton, MA 02186 • (617) 333-2252

This is specific to Resident Assistants who are current second year RAs. This process applies to you if you will be a third year RA during the 2020-2021 academic year.

Using the below prompt, please create a virtual presentation (i.e. PowerPoint, Prezi, etc.) that answers **all** six questions and their respective follow-up questions, and expresses your motivation for continuing in the RA position. Your presentation should be exactly 20 minutes long. You will be presenting to a panel of Residence Life & Housing professional staff who will then follow-up with 10 minutes of questions.

This is a professional opportunity and so please treat it as such. This presentation should be reflective of your experiences, creativity, and with the expectation that you are thoughtful in your both planning and presentation.

PROMPT: Using and answering the questions below as a guide, please explain why you should be hired as a returning Resident Assistant for the 2020-2021 academic year. Provide examples that answer all of the following questions:

1. What campus resources have you utilized in the RA role?
 - a. In what ways have you used campus resources in the RA role?
 - b. How have you used campus resources to support residents and aid in their concerns?
 - c. How have you used campus resources to aid in programming efforts?
2. In what ways have you discovered that it is important to develop community? Please speak about one educational program you have held this year:
 - a. Why was this specific topic chosen?
 - b. How did this intentionally connect to your community?
 - c. In what ways would you enhance this program to make it more successful?
 - d. What have you seen as benefits of your community development efforts?
3. Describe a time when you identified a behavioral concern that was disruptive to the larger community.
 - a. What did you do to resolve this?
 - b. Please speak to the specific procedures you used to resolve this concern.
 - c. If any, what follow up was done on your part after the incident?
4. Please speak about a time when you were made aware about a student of concern (ex: homesickness, mental health, interpersonal/roommate conflict, etc.)?
 - a. What procedures or resources did you use to resolve those concerns?
 - b. What did the conversation look like between you and the resident?
 - c. If any, what follow up was done on your part after the incident?
 - d. How was this concern resolved and how did the student respond?
5. In what ways have you celebrated or acknowledged diversity within your community?
 - a. How have you worked with residents in your community to be inclusive and accepting of all community members?
 - b. What impact has your Identity & Inclusion program(s) made in the community?
 - i. Please briefly describe one of your Identify & Inclusion programs and why you chose that topic for your community.
 - ii. How did your community respond to this program?

6. How have you remained motivated in the RA position?
 - a. How have you role modeled personal well-being and healthy practices for student success in the RA role?
 - b. How have you managed your time? How do you anticipate this changing when returning for a third year?
 - c. Please speak to how you maintain meeting the expectations of the RA role, specifically with administrative tasks, regularly scheduled meetings, and duty.

What We Are Looking For In Your Presentation:

- Must demonstrate a clear understanding of the job and be willing to guide and support others in developing their own understanding
- Must be able to follow direction and protocol while demonstrating critical thinking and decision making skills
- Must be able to be flexible, cooperative, and supportive of co-RAs and pro-staff for various departmental changes in policies, procedures, and expectations
- Must demonstrate the capacity to go above and beyond basic job functions for a second (or third) year
- Must demonstrate the motivation to continue to be an RA for another year while demonstrating how to help other RAs gain and maintain motivation in the role

Timeline:

- Residence Life Professional Staff panel will reach out to returning RA candidates to schedule interview days, times, and locations with RAs by 4:30PM on Friday, January 24, 2020.
- Returning RA interviews will be held from Monday, January 27, 2020 through Friday, February 7, 2020.

Tips + Tricks for Presenting:

1. Have an interesting introduction to draw your audience in
2. Don't sound too rehearsed, but make sure you practice (Pro tip: practice with an audience (friends, fellow staff members, your CD, etc.))
3. Providing more examples will make your answers better (Pro tip: don't lie on your examples)
4. Don't read off slides
5. Make eye contact with audience
6. Don't have a lot of text on slides
7. Be aware of different learning styles
8. Prep your media in advance (i.e. videos, cords, etc.) (Pro tip: you will be working with the CDs running your interview to set up your media needs)
9. Bring water (Pro tip: use the water to help when you're nervous or need a quick break)
10. Pay attention to your tone, speed, and body language
11. Dress appropriately
12. Remind yourself to relax
13. Send individual thank you notes/emails to your audience