

Returner Resident Advisor Candidate Individual Interview

Candidate Name: _____

Date & Time: _____

Evaluator Name: _____

***Current staff members who are reapplying for a position should know that a determination as to whether or not they are hired for another academic year will depend on both their performance this year as a current staff member, and also on their performance throughout the interview process. Determinations will be made by the professional staff as a whole, and not solely by the direct supervisor of the current RA who is reapplying. It is recommended that the candidate have a conversation with their current supervisor about their performance this semester and if there are concerns to be addressed.**

Review resume with candidate and ask thoughtful questions.

1. Please share with us why you want to be a Resident Advisor for another academic year.
2. How do you plan to balance and prioritize your academics, activities, and other commitments with the RA position? Please be specific in discussing your other activities and commitments.
3. Tell us how you have built community this year and how have you engaged your residents.
4. Tell us about an experience you have had this year that has helped you become a more effective RA.
5. Tell us about a time when you helped resolve a conflict between others, preferably an example involving your residents.
6. It is important for Resident Advisors to build an inclusive and welcoming environment for all students. Tell us how you've been deliberate and considerate in creating a safe space for all of your residents.
7. Tell us about a time when you overheard some language used that felt exclusive or offensive. What was your response?
8. Share with us how you have grown through your position this year. What new or further developed skills will you bring to the team next year?
9. What does being a representative of the Department of Residence Life mean to you? How have you exercised this as a leader among your residents??
10. How have you learned to work effectively under the supervision of both lead staff members and professional staff members?

Returner Resident Advisor Candidate Individual Interview

11. What are some areas of improvement you could work on to perform better next year?
12. What are you most proud of this year in your Residence Life work?
13. How do you plan to stay motivated and energetic in your role for another year?
14. Questions from the candidate?