

THURGOOD MARSHALL COLLEGE
Returning 2018-2019 Resident Advisor Application

The Thurgood Marshall College Office of Residential Life will employ 26 Resident Advisors (RAs) during the 2018-2019 academic year. Current RAs who wish to apply should follow the application procedures described below.

Process and Timeline:

1. Review this application process including reading the Job Description on the Marshall web site. Note, if you are from another residential area it is imperative that you read this document.
2. Complete the online application due by 2pm on Thursday, January 4, 2018. Please note that late applications cannot be accepted. Do not forget to answer the Marshall specific questions.
3. Complete all 2017 Fall Quarter Resident Assistant/House Advisor expectations in your area and have a minimum of a satisfactory evaluation. (If from another residential area know that we will be getting your evaluation from your supervisor in place of information that would be acquired via Group Process.)
4. Individual interviews will be conducted by Professional Staff in late February by invitation only. Interviews will be approximately 30 minutes long and will take place at the Marshall College Office of Residential Life. The interview will include a presentation to which the prompt is below.
5. Final offers will be made by TMC Residential Life Professional staff and all applicants will be notified of their status in writing on Friday, March 2, 2018. Note that if offered a position at multiple areas you may only accept one position and that disqualifies you from being offered any alternate positions at another time.
6. Those who have been offered R.A. positions need to accept or decline by Tuesday, March 6th at 2pm.

Presentation Prompt:

Why should you be hired to be a Returning Resident Assistant to the Thurgood Marshall College Residential Life Office for the 2018-2019 academic year?

Keep in mind the answers you provided in the application questions and plan on providing examples and expansions on those answers. The question asked online covered:

- Why RA, why TMC, and what would you do differently
- What is a leader, what are student issues, and why Know Check Be is relevant
- How you have grown, how you value equity mindedness, and how you do team
- And how you will avoid burnout and your interest in themed housing

This is a professional opportunity so it please treat it as such, and prepare accordingly. We ask that you prepare a presentation in order for you to express your motivation for continuing in an RA position. The presentation should be reflective of your creativity and incorporate parts of who you are that haven't been expressed yet through your application. We expect you to be thoughtful in your planning and presentation

- Your presentation should be NO LONGER than 15 minutes and no shorter than 10 minutes.
- Please bring 3 copies of your 1-2 page handout to your presentation containing:
 - a simple agenda of what you intend to cover and
 - answer what are your anticipated plans of significance August 28, 2018-June 16, 2019 including academics, personal, clubs/organizations, job, internships, standardized tests for graduate school/certification, etc. We realize this is a projection, but please let us know at least what you are brainstorming.
- If you need any additional equipment, i.e. audio visual, utensils, etc, please let our Office Operations Manager (Jesenia Nunez) know at least 24 hours prior to your interview.
- You are welcomed and encouraged to invite your residents to the presentation.

Interview:

Immediately following the presentation there will be 10 minutes remaining for us to interview you, and you will have a 5 minute opportunity to ask us questions at the end if you used your time as noted. In answering the interview questions, please be prepared to reflect upon your current and past leadership experience, and your professional and social development. Please also think about in which area you think you would excel working thinking not only of the physical layout of the residents, but also the year of the residents, the layout of your accommodations, and the differences between the one on one model and the Freshman Year Experience model. Be prepared to share that and help us understand why.

What we are looking for:

In addition to demonstrating the *minimum* required skills/qualities as a first year RA, RAs interested in applying as a returner must also demonstrate the following qualities:

- ♦ Must demonstrate the ability to perform from a highly creative and role modeling perspective as a returning Resident Assistant for the upcoming academic year.
- ♦ 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/protocol and demonstrate critical thinking and decision making skills
- ♦ Must be able to be flexible, cooperative and supportive of co-staff, MRA, and pro-staff for various departmental changes in policies, procedures and expectations.
- ♦ Must demonstrate the capacity to do more than simply skate by a second year.

Best wishes in completing your job requirements for this year and projecting your future successes wherever they may take you.