

Resident Assistant Application Questions – 2024-2025

Thank you for your interest in joining the Residence Life Team! Before proceeding, please review the following criteria to ensure you meet the minimum qualifications for the position. All successful applicants must meet the following minimum criteria:

- Planning to be a full time University of Windsor student for Fall 2024 and Winter 2025
- Will have completed a minimum of 1 full academic year of post-secondary education prior to Fall 2024
- Available for in-person training starting August 19, 2023, no exceptions to this start date will be made
- Will have achieved an academic average of a minimum of 65% by Fall 2024

NOTE: Throughout this document we will refer to New Applicants and Returning Applicants. When answering the questions, please select the one most appropriate for you based on these definitions:

New Applicants - You have not held a RA/CA position (or similar) at the University of Windsor or other institution

Returning Applicants - You are currently, or have held, a RA/CA position (or similar) at the University of Windsor or other institution

If you have any questions/concerns about the application process please email resservices@uwindsor.ca.

Application Questions

Please take your time answering the following questions. We are looking for answers to be approximately 1- 2 paragraphs in length.

Question 1:

New Applicant: What do you understand the role of the position you are applying for to be? And please describe one specific quality and/or skill you think you will bring to this role and how it relates to your understanding of the position?

Returning Applicant: Reflecting on your experience this year, why do you want to return to the team/this position and what do you understand the role of a returning Residence Life Staff team member to be?

Question 2:

New Applicant: What is your definition of community? Based on this definition, what communities do you belong to? Pick one of these communities and answer the following questions about that community: What do you have in common with other members of this community?

What responsibilities does membership involve? Are there people that are intentionally excluded from this community and why/why not?

Returning Applicant: Describe an aspect of your current role in which you feel your performance could be improved. Explain what steps you will take to develop in that area for the remainder of this year and what goals you have in this area if you return to the position next year.

Question 3

Tell us about

-A cause or initiative you are actively involved in (i.e. climate change, Autism Awareness, food choices on campus, leadership development)

OR

-An activity you enjoy (ex. biking, reading, writing, travel)

OR

-An accomplishment you are proud of

OR

-A challenge you have faced

Also, tell us how will you use the lessons you have learned or are learning through that experience in the Resident Assistant position.

Question 4:

New Applicants: As individuals we all have different leading and working styles and we tend to fall into one of these categories:

- "Let's do it;" Likes to act, try things, plunge in.
- Speculating – likes to look at the big picture and the possibilities before acting.
- Caring – likes to know that everyone's feelings have been taken into consideration and that their voices have been heard before acting.
- Paying attention to detail —likes to know the who, what, when, where and why before acting.

Please identify the category you most identify with and answer the following questions: o What are the strengths of your style? o What are the limitations of your style?

o What style do you find most difficult to work with and why?

o What do people from other styles need to know about you so you can work together effectively?

o What can your style do to be flexible /considerate while working with other styles?

Returning Applicants:

Review the question above and answer the same questions referring to your experience working with your Residence Life Team. Also reflect on what you have learned this year in relation to working with others.

Question 6:

New Applicants:

Describe your understanding of equity, diversity, inclusion and anti-oppression and how it's related to this position.

Returning Applicants:

Based on your experience in this role, how has your understanding of equity, diversity, inclusion and anti-oppression changed or further developed? What specific ways have you tried to increase your knowledge and understanding in these areas?

Question 7:

New Applicants: Review the job description, training list and sample calendar for the position and answer the following questions:

Looking at the sample calendar, what is the average amount of hours you can expect to work each week as an RA? (Hint: add all the hours for the month & divide by the number of weeks, don't forget to add in the 5 hours each week noted on the bottom). Please provide specific strategies you will put in place to ensure you are able to balance your work hours and your schoolwork.

Returning Applicants: Now that you have been doing this position you should be aware of the amount of time and effort it takes. Please reflect on your own time management skills, what have you done in relation to time management that is working? What areas do you need additional support with? What do you find easiest to manage and what do you find most challenging?

Question 8:

Note: Your answer to this question will not exclude you from a position as an RA so please answer honestly. If there are any concerns or questions a member of the hiring committee will follow up with you directly. Looking at the job description and training list you may notice some topics that might surprise you (ex. suicide intervention training, sexual violence disclosure training, conflict resolution & equity training). We provide training in these areas because, as part of the job, RAs may have to handle these types of situations with no notice and we want you to be prepared and ready to respond and assist. Without disclosing personal information, are there any topics you see listed in the job description or training list that you feel you would be incapable of handling or that you would need additional follow up supports if you were required to handle?