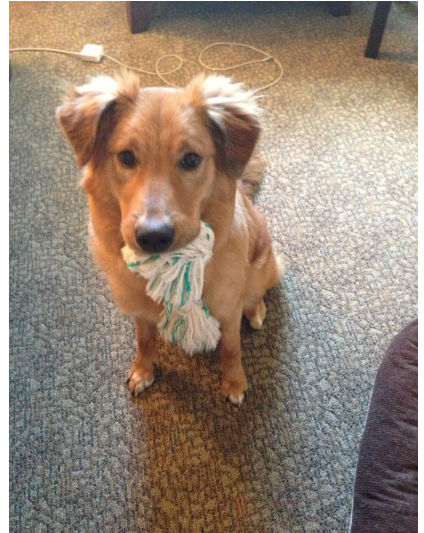
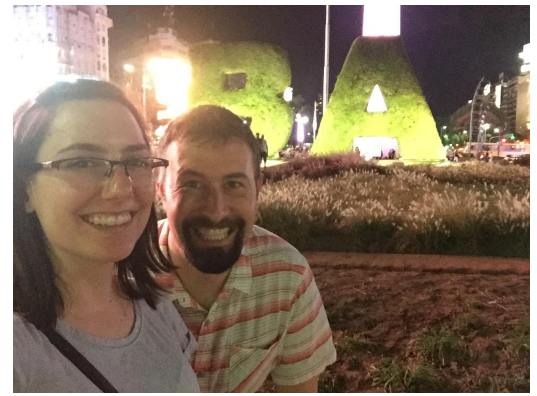

Resident Assistant hiring models

Which application markers and processes indicate later success in the job?

Karolyn Ismay

Bio

I am a first year doctoral student in Pacific University's PhD program in Education and Leadership. I also work in Student Life at Pacific, serving in the roles of Area Coordinator and Deputy Title IX Coordinator for the departments of Residence Life and Student Conduct. I earned my Master's at Colorado State University in 2011 and have worked in the field of Student Affairs ever since, including Academic Advising, Residence Life, and Student Government. I believe in fostering campus climates that support student learning and development both in and out of the classroom. I enjoy the food scene in Portland and I love traveling, especially visiting my family in Argentina. My partner and I have a six year old rescue golden retriever/collie named Madison who loves frisbees and the snow.



Abstract

Resident Assistant hiring models vary from campus to campus but all take substantial time and resources and can have significant impacts on student experiences.

→ **What?**

Review of literature about RA hiring models & efficacy and other hiring/admittance models & efficacy,

→ **How?**

Searching databases and doctoral websites for recent dissertations.

→ **Outcomes?**

Very little consensus, very few recent studies.

Context

- RAs have significant influence on student experience
- RA hiring can require significant time and resources
- RA hiring models differ across the nation
- Enrollment down and budgets shrinking
- Pacific's RA hiring model open to change

Question

How do we know that our hiring model is selecting for the RAs who will succeed in the position throughout the school year?

Literature Takeaways

- Research on hiring models sparse, outdated
- GPA, Interviews, Positive Affect, Openness to Experiences
- Research hasn't found consensus
- Very little literature on student experiences with hiring
- **Open opportunity to contribute to the field**

Question

How do diverse RA candidates experience the RA hiring process?

What barriers, personal and systemic, can be broken down to increase accessibility?

Next Steps

→ **Further reading**

Articles, dissertations, other HE models, HR models

→ **Interviewing**

Colleagues, current RAs, past RAs, current students

→ **Systems analysis**

What other areas are impacting RA hiring models?

→ **Retrospective study**

What did high performing RAs write in their applications?

→ **Timeline**

Depends on type of study, most colleagues would be available May-Sept

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