You + Community = Change
So make a difference

Resident Advisor Selection Application Information

**Application Timeline**

Accepting applications until position is filled
Interviews scheduled on a rolling basis upon completion of file

**Important Dates**

- April 14: Spring Training
- July: On-line COU 390 Modules
- August 8-13: COU 390
- August 14-16: Fall Training

**Application**

Please visit the Department of Residence Life website at: http://www2.creighton.edu/studentservices/departmentofresidencelife/ourstaff/studentstaffselection/index.php Follow the instructions to gain access to the electronic application.

1. Demographic information
   Includes: permanent/summer address, class standing, QPA, major, campus address.

2. Understanding your 5 themes from the Strengths Quest Assessment as an RA.
   In the Department of Residence Life, we focus on the development of your Strengths and the management of your weaknesses. This philosophy is based on the Strengths Quest Philosophy, which was developed by The Gallup Organization. We request a minimum 100-word statement from each applicant explaining how their top 5 Strengths will be an asset to their community, their fellow staff members and themselves as an RA. Remember, every combination of Strengths is perfect, because they represent YOU! We are not looking for any specific combination of themes. We would simply like for you to explain how you think you could best contribute to our team! This is just another way for us to learn about who you are as an individual! Be descriptive and provide as many examples using your Strengths as possible. If you are not familiar with Strengths Quest, please visit the Career Center at Creighton University for an assessment. If you wish to learn more about your personal Strengths or Strengths in general, visit your RA, your RD or the Career Center.

3. Intercultural Competency Statement.
   Applicants are asked to complete a minimum 300-word statement discussing their relevant conceptual and behavioral experiences regarding multiculturalism and how it has prepared you for the RA/ARD position. Be specific and synthesize how conceptual and behavioral experiences have expanded your worldview with regard to various forms of multiculturalism and how this learning will impact your work as a RA/ARD.

**Résumé**
Your resume should consist of a maximum of two typed pages. For assistance creating or editing your resume, please visit the Creighton University Career Center.

**Cover Letter**

The cover letter expressing your interest in the position(s) for which you are applying, should be no more than one typed page. Please include in your statement how your accomplishments have furthered the Mission of Creighton University and how you have contributed to the university community during your tenure at Creighton.

The files need to be in either MS Word or Adobe Acrobat (.pdf) formats. Please email the documents as an attachment to: melissapatterson@creighton.edu

**References – online at**

http://www2.creighton.edu/studentservices/departmentofresidencelife/ourstaff/studentstaffselection/howtoapply/index.php

The Department of Residence life requests the names and contact information of three references for each RA candidate. A reference is an individual who can objectively and positively attest to an applicant’s work ethic, character and ability to perform well in the RA position. Therefore the reference must have knowledge of the applicant in an employment, volunteer work or classroom environment. Listed are examples of references:

- faculty,
- adjunct instructors,
- Jesuits,
- campus ministry or agencies associated with justice issues,
- staff members,
- supervisors (past and current),
- student organization advisors/moderators,
- practicum, internship, or other fieldwork supervisors and advisors,
- community service agencies or other volunteer organizations,
- coaches,
- Current or past Resident Advisor’s and Assistant Resident Director’s
- Other

Because references serve as an objective, recent opinion regarding an applicant’s ability to perform as an RA; we ask that you **exclude** references from the list below.

- parents,
- high school instructors, supervisors, coaches etc
- the Director of Residence Life, Assistant Directors, Resident Directors, Graduate Associate Resident Directors or Apartment Coordinators (because of their relation to the hiring process)
- Friends, roommates or other personal associates, even if they qualify as a previous employer

Please ask your references to visit the Residence Life website at:

http://www2.creighton.edu/studentservices/departmentofresidencelife/ourstaff/studentstaffselection/howtoapply/index.php and follow read the section for References.
Additional Information about the Intercultural Competency Statement

The Department of Residence Life values the importance of each member of Creighton’s community and how their diversity contributes to the entire residential community. The RA position is a highly-interactive position that requires communication with and understanding of students who are both similar and different from you. As such, the Student Staff Selection committee seeks to find out how applicants have purposefully explored personal and others’ diversity while at Creighton. The intercultural competency statement draws from the theoretical framework presented to the Department of Residence Life (Spring 2006) by Dr. Joe White. Dr. White is Professor Emeritus of Psychology and Psychiatry at the University of California, Irvine and is one of the first African American clinical psychologists to earn a Ph.D. from an American university” (American Psychological Association).

The Browning of America: Learning to Appreciate and Embrace Diversity, the model developed by White, seeks to explore “multiracial, multiethnic, multicultural dialogue to enhance communication across racial, ethnic, and cultural boundaries to help move toward mutual understanding, mutual enrichment, finding common ground, and racial reconciliation” (White, Feb. 2006). Communication must be enhanced between cultural groups to move toward a common ground. White shares that often students interact, but do not culturally interact, with one another although the world they live and work in will require cultural interaction and understanding.

The process of enhancing this communication is threefold:

- **Conceptual** – understand the way of life of a people.
- **Behavioral** – enter the others’ environment and interact with them in their environment; interact, then reflect and debrief.
- **Dialogue** – small groups made up of diverse races, ethnicities, and other differences to engage in dialogue about experiences. These critical junctures of multiethnic, multiracial, and multicultural dialogue model focuses on racial self-awareness,
- Perceptual gaps, Externalization of blame, Introspection, and Moving toward empathy.

This brief statement is an opportunity for the applicant to showcase their relevant conceptual and behavioral experiences regarding multiculturalism and how it has prepared you for the RA position.

**Conceptual experiences**

- Courses taken that specifically address diversity, multiculturalism, or difference
- Campus or community lectures attended (and date)
- Important literature read (subscriptions, book clubs, etc.)
- Concerts, performances, or other live-act events attended
- Art or Music, including relevant museums
- Other
Behavioral experiences

- In-depth experiences regarding diversity or multiculturalism issues, such as:
  o Campustown
  o Multicultural Leadership Summit
  o Jesuit Conference on Multicultural Affairs
  o MBLGTACC
  o Big XII Conference
  o SOA/IFTI
  o Conference (specify location)
  o Planning, speaking, or significant contributions to any hosted campus diversity event
  o Community partner/service/justice involvement in the Omaha community
  o And many other events

- Single-time exposure to diversity or multiculturalism issues, such as:
  o InterCultural Expo
  o Hui O Hawaii’s annual luau
  o CUASA & African Students’ Association ‘Bridging the Gap’ dinner
  o Omaha’s Big Fat Greek Festival
  o All Nations Pow Wow or Inter-Tribal Pow Wow
  o Ally Day or Days of Silence/Dialogue
  o Stop Intimate Violence Week or Take Back the Night
  o Community partner/service/justice involvement in the Omaha community
  o And many other events