After we concluded our Resident Assistant selection process we sent out a brief survey to the candidates that interviewed requesting their feedback about the process. The survey was completely anonymous and a total of 31 of our candidates decided to complete the survey. Candidates were sent this survey before any offers were made. Our process included an online application, a round robin session of 4 individual interviews with a current Resident Assistant and a member of Professional staff, and a group process. From last year to this year we increased in every category we asked both years.

Selection Process Questions:
- 96.78% of candidates found the instructions during the group process were clear.
- 96.77% of candidates found the Residential Life staff welcoming at the Group Process.
- 96.77% of candidates when asked how they would structure the selection process to make it the most effective said that they would keep the Group Process and the Individual Interview Panel.
- 96.77% of candidates said the selection process was effective.
- 92.55% of candidates thought the application was easy to complete.
- 90.32% of candidates found the directions for submitting the online application documents clear.

Group Process Comments:
- “Although it was an interview it was also a learning experience.”
- “It was a little unclear as to what the expectations were for the evening. Albeit, the unexpected is part of the exercise, but still.”
- “I thought it was set up effectively and in a way that made it natural to be myself.”
- “I thought that the building selection activity was the most beneficial because you had to work as a team to come to one decision. It was also a fun way to think about different things that could be added to our University to make it a better place to be.”

Individual Panel-Style Interview Comments:
- “At first it was slightly intimidating, but once I was at specific tables, I was welcomed by my interviewers and was put much more at ease.”
- “I loved the individual reviews. I was not nervous at all. It was a lot easier with other candidates having their individual interview at the same time”
- “I think they could have been a bit more individual. It was distracting having the other in the same room talking about something you either will talk about or have talked about.”
- “Since being a RA is an important position, I would have liked to been asked more questions.”

The last question in the survey asked the candidates what they learned about themselves as a result of participating in the Resident Assistant Selection Process:
- “I answered some questions in ways I didn't expect, as well as how devoted I am to Emporia State.”
- “I learned that I am not as afraid of public speaking than I thought I was.”
- “I learned that it takes concentration to be a good listener.”
- “If I open myself to new opportunities, great things can come from it.”
- “I liked that all of it was with other people. Even for the individual interviews it was nice having breaks with other students being interviewed. It allowed a connection between possible future co-workers and relieved any tension.”

Going into this process we had made the following changes:
- Changed the instructions for completing the application to be clear. This resulted in the percentage of candidates agreeing the process was clear to go from 82.61% last year to 90.32% this year.

As a result of this data and other feedback we are looking into the following improvements to the process:
Emporia State University Office of Residential Life
Candidate Survey of Resident Assistant Selection process Spring 2014

- Create a fully online application that allows for easier completion.
- Increase the visibility of our Position Documents like the position description.
- We will be explaining more thoroughly what to expect from the group process when we are processing the individual interviews.
- Sending an email when we receive references as well as all application materials.
- Continue to broaden our marketing efforts for the position to increase the diversity in our candidate pool.