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 25 of our candidates decided to complete the survey. Our process included an online application, a group process (that had to be rescheduled due to weather) and an individual panel-style interview with our Professional Staff.

Selection Process Questions:
- 95% of candidates found the instructions during the group process were clear.
- 95% of candidates found the Residential Life staff welcoming at the Group Process.
- 86.36% 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.
- 82.61% of candidates found the directions for submitting the online application documents clear.
- 77.28% of candidates said the selection process was effective.

Group Process Comments:
- “I think the group process went smoothly and I enjoyed it as well.”
- “It would be nice if they were smaller [groups] but I know that this was what was originally intended”
- “Keep the Activities and exercises that were used”
- “The Group Process seemed to run very smoothly, it was well structured and covered many areas of interpersonal interaction and leadership.”

Individual Panel-Style Interview Comments:
- “I enjoyed talking to them during the interview. They were very polite and didn’t make me feel all that nervous anymore. It was relaxed in a sense.”
- “I liked that everyone had questions for me. I also like that I was asked if I had any questions for the panel.”
- “I thought this part was very unique in that interview was quite fluid. Those asking the questions in my interview fed off of each other’s questions and that made of a more relaxing, conversational type of interview.”

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 enjoy collaborating with others to find a solution to a given situation.”
- “I learned that I shouldn’t always be as nervous as I am. The ResLife Staff were excellent in keeping the mood energetic and that allowed me to feel the same way. Overall I learned that I’m capable of handling somewhat stressful situations.”
- “I need to work harder at being a better listener.”
- “That I am a productive person in terms of coming up with helpful ideas, also that I am very open minded and willing to learn new things.”
- “That I am very passionate about helping people.”

As a result of this data and other feedback we are looking into the following improvements to the process:
- Ensure a confirmation email that goes out when we have received an application or references.
- Provide clearer instructions including a step-by-step process for the application. Possibly a short video or series of screen shots explaining the application.
- Structure the group process very similarly to the way we ended up having to change to due to weather. It worked out very well and we received good feedback from both candidates and current Resident Assistants.
- Broaden our marketing efforts for the position to increase the diversity in our candidate pool.