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**About Me**

Why do you want to be a Resident Director at OSU?

* If I had to summarize it would be my desire to be a part of and help to create a welcoming and inclusive community
* I love working with student staff members (RA, CRF, ALA)
* I love Student Life
  1. Four years in Career Development Center and Office of Student Life
* I love helping to mentor and develop team members and students
  1. OSU Student Athlete Tutor
  2. Instructor at LBCC and OSU
  3. Supervisor in Student Life
* This is a unique position that I view as 24 7
  1. I like this type of environment and the strong relationships and friendships it creates

Tell us about yourself

* I enjoy promoting student success and building communities
* Being involved in the OSU Community

How I hope to Help Students

* A student thriving can often depend on a small amount of help
  + For instance helping them explore ways to connect with other students
  + Finding a scholarship or student job
  + Finding Academic help
  + Getting help to feel included
* Listening
  + Sometimes people just want to be able to talk and be listened to
  + As an RD I would do this especially with SJ issues
  + Then I would look for solutions
    - Money Issues
      * Scholarships
      * Campus Job
    - Discrimination
      * Office of Equity and Inclusion
      * CRF
    - Depression
      * Working Out
      * CAPS

My Goals in this Role

* Work to make sure every resident finds a connection through either me or one of the RAs

Some Key Points

* Some of my examples are smaller but it’s the day to day interactions that help create a strong positive environment
* I really enjoy helping people
* Laying out the framework, rules, policies, expectations right away is crucial to success

Some Ideas I Have

* Love to see a big OSU Startup
* Connect Musicians
* Connect Week
  + Grab some people from your hall and walk the beautiful campus, get a coffee and find your classes (it can be hard with only ten minutes)
* Learn about student projects and what they are involved in try to help

Strengths I would Bring

* Marketing and Event Planning
* Knowledge of Campus Life and Resources
* Entrepreneurship and Innovation
* Academic Success
* Financial Knowledge
* Health and Personal Finance

**Behavioral**

Based on your knowledge of this position, what would you say is the single most important skill you possess that would help you succeed?

* Enthusiasm for this role combined with the necessary background to succeed

Tell us about a time you failed

* USP Contracts

**Leadership**

How would you describe your supervisory style?

Tell us about a time when you organized, managed, and motivated others to complete a task from beginning to end. (OSU)

Tell us about a time you pitched in to help a team member finish a project even though it "wasn't your job". What was the result? (OSU)

* While working in Student Life I helped co-supervise our marketing team (social media, Graphic designer and Marketing Student)
* The team was scattered without an office and I noticed that we had problems with the designer getting work done (not our new designer though)
* I spoke with out student designer a lot and realized he wanted to be at work but we didn’t have the tools he needed or office space
* It seemed like a problem that was beyond my role (Director Level) but I kept thinking about it

**Community Development**

As the Resident Director, what could you do personally to connect with residents in your hall?

Describe a time when you created a positive working relationship with another department within your company? (OSU)

**Social Justice**

Describe a time you have actively worked to empower an underrepresented minority. What did you learn from this experience?

**Advising**

**Administration**

Share with us a time when you have had to handle multiple projects and competing needs all at once. How did you maintain your effectiveness on the job? (OSU)

**Student Conduct**

What do you believe is the purpose of student conduct in Residence Life? And how do you see conduct hearings fitting into your position as a Resident Director?

**Academic Initiatives**

**Crisis Management**

Describe a time you have dealt with an emergency situation in the Residence Hall. How did you respond? What would you change about the way you responded?

**Dealing with Conflict Resolution**

Some Key Points

* People open up to me a lot
* Sometimes people just need to talk and don’t necessarily need a solution

Please describe a situation in which you experienced conflict with a coworker. How did you resolve the situation, and what did you learn from it?

* Intern at Advantage Accelerator
  + First intern so there was some ambiguity
* Required to document process of award and grants that was followed by Office for Sponsored Research and Award Administration
  + Industry grants were being moved
* Conflict they felt they were losing them

Please describe a situation in supervising staff where you had conflict with a staff member. How did you resolve the situation, and what did you learn from this situation?

**My Questions**

* What new goals an initiatives do you have for next year?
* What budgets do the RDs manage
* What resources are they able to use to implement programs including those by RA, CLF and ALA
* What bonding activities did the following do last year
  + RDs
  + RD, ALA, CRF and ALA
  + RD, ALA, CRF, ALA and Students
* How did you promote an inclusive community last year
  + Could we use these ideas
  + What new ideas do we have
* What are some ways you helped the team (RA, CLF, ALA other staff) bond last year
  + What about next year
* What were the biggest challenged faced by UHDS, RDs and RAs last year and how are they being addressed this year
* How allied are the Res halls with the Cultural Centers
* What volunteer opportunities are made available to students
* How were students educated on
  + Academic success
  + Personal Success
  + Social Justice
  + Inclusions
  + Available OSU Resources

**Key Points To Bring Up**

Student Life Experience

* Supervised 8 to 10 student employees for 4 years
  + Planned large events attended by thousands of students
  + Planned small events for Employers
  + Worked on data assessment
* Led Projects with Processional and Graduate Level Staff
  + Redesign of staff drive

Academic Experience

Innovation Experience

Marketing and Event Planning Experience

**Key Points that Fit Position**

**Position Description**

Supervision

Community Development and Advising

Administration

Student Conduct

* Student Life
* OSU Athletics Student Tutor
* Instructor OSU and LBCC
* Teaching Assistant (Grad and Undergrad)

Academic Initiatives

* OSU Athletics Student Tutor
* Instructor OSU and LBCC
* Teaching Assistant (Grad and Undergrad)
* MS and MBA

Crisis Management and Conflict Resolution

**Unique**Innovation

Event Planning

New Ideas

Personal and Financial Health

**Personal Goals**

Get to know student names

Help students find a connection to campus, residence halls and community

**OLD**

**STAR**

**Interview Questions**

**About Me Answers**

* Why do you want to be a Resident Director at OSU
  1. If I had to summarize it would be the ability to create and be a part of a community
     1. A community is made up of certain things
        1. Safe and Inclusive
        2. Rules and Regulations
        3. Warm and Inviting
           1. I did this in these ways
  2. I have always had a passion for student and residential life all though I don’t think I realized it as an undergraduate
  3. This is a very unique position and one that I feel my background has prepared me for
     1. As a graduate student, teaching assistant and instructor I was very involved on campus seven days a week
     2. I view this position as a lifestyle position like a scientist in Antarctica or
  4. I am the most happy when I
     1. Am very involved
     2. Able to help people grow
  5. I love
     1. Working with students
        1. Both as residents and as RAs
     2. Being part of a close knit team
     3. Developing community
  6. Ability to mentor and help students
* Tell us about yourself
  1. I love Oregon State University and the community here
* My Leadership Style
  1. Passion and enthusiasm
  2. Mutual respect
  3. Have fun
  4. Instill motivation
  5. Examples
  6. A courage students to do their best and pursue their interests
  7. How it relates to this position
     1. The RAs, CLFs and ALAs are incredibly important so I would create strong relationships with them, I did this As an instructor and in student life but the relationships were a little different student life was more team oriented and I view this position that way.
     2. I would support them encourage them make sure things are going ok listen to their ideas and input
  8. My leadership style working with the ras and other student leaders is to empower and support them in doing their job. They have one of the more demanding jobs on campus while I view the RD as crucial to success. Their job is crucial to creating an organized community built on respect.
* My Goals for Being an RD
  1. Want students to feel safe and happy to be home
  2. Read a book in bed on a rainy night or watch a movie with friends on beaver channel
  3. A community where students of all background are happy to come home to
  4. Students are capable of incredible things and this is the perfect environment to pursue them
  5. Create success through strong team work
* Some Ideas I have for this role
  1. I view RD as a leadership role
     1. To be a good leader you need to be fair and firm
  2. Empower students to pursue interests
  3. Fun Ideas
     1. Cater cookie
     2. Do survey
     3. Puppies
  4. Healthy Eating
  5. Personal Finance
  6. Work Life Balance
  7. Brainstorm with RAs and rely on returning ones
* Dealing with Conflict
  1. Get both sides
  2. Proper training and clear expectations
  3. Work to prevent it
  4. Remain fair and impartial
* Allowing students to engage Socially
* Helping students thrive academically
* Social Justice
  1. As a RD if anyone came to me I would listen and realize I can't fully understand their experience, listen implement changes reach out to appropriate people
  2. Using technology to solve social issues and empower people
  3. Responding what I have done
     1. disability affairs task force
     2. Community affairs
     3. Teaching
     4. Student affairs report
     5. Discuss issues
     6. Role of innovation
  4. In my class I work to create and open and welcoming environment
     1. Learn names
     2. Treat everyone with respect
     3. when you make those connections everyone is much more receptive when you bring up more challenging topics
  5. Education and Listen this really helped me understand and empathize with others and I would plan to do this as an RD
  6. One thing that really excited me about this position is how much of an impact I have and u have years of experience marketing planning And holding events and creating engaging  content
  7. In this role got to Cultural Centers ask what I can do to help them Email me event ideas issues I can help with
  8. Education a history of us
  9. Teaching
  10. Prison reform
  11. Native speakers and longhouse
  12. Innovation
  13. You have to make a difference with the skills you possess  
      This is something that is very important to me
* My first steps if I got this position
  1. Study leadership and manager
  2. Build a team
  3. Gain their respect
  4. Understand their strengths
* Innovation
  1. I am really passionate about innovation which may seem the farthest thing away from
  2. Being an RD but I think an innovative mindset can greatly help students

**Behavioral**

* Describe a time when you created a positive working relationship with another department within your company? (OSU)
* Share with us a time when you have had to handle multiple projects and competing needs all at once. How did you maintain your effectiveness on the job? (OSU)
* Tell us about a time when you organized, managed, and motivated others to complete a task from beginning to end. (OSU)
* Tell us about a time you pitched in to help a team member finish a project even though it "wasn't your job". What was the result? (OSU)

**Social Justice**

* Provide a scenario where you had to work with people from different backgrounds than yourself?
* What does diversity mean to you
* Please describe how you would work to create a campus environment that is welcoming, inclusive and increasingly diverse
* What opportunities have you had working and collaborating in diverse, multicultural and inclusive settings.
* What is your definition of diversity? How do you encourage people to honor the uniqueness of each individual? How do you challenge stereotypes and promote sensitivity and inclusion?
* Describe your experience or explain how you have been educated to understand the history of African Americans, Latinos, Asians, Native Americans and other historically marginalized communities in the USA.
* Describe your experience in serving or teaching underrepresented communities.
* Tell us about a time when you had to work with someone who had the direct opposite personality of yours?
* Give an example of how you walk in the shoes of people we serve and those with whom we work.
* Give an example of how you honor commitments and describe a time when you were asked to compromise your ethics. What did you do? What would you do in the future?
* How do you define social justice?

**Student Conduct and Crisis Management**

* If a student looks to be under the influence, what would you do?

**About Me**

**My background**

* Academic Success
  + Instructor
  + TA
  + Tutor
* Career Success
  + CDC
* Innovation and Entrepreneurship
  + Startup
  + Venture Accelerator
  + MBA
  + Kite
* Leadership
  + Student Life
  + CDC
  + CS Capstone
  + Instructor
* Health
* Personal Finance
* Event Planning
* Academic Assessment
* Data Analysis

My Background themes

* Student Life
* Academia
* Innovation
* Research

**Creating a Welcoming and Inclusive Community (and Fun)**

**Social Justice**

**Administration**

Examples

Strategies

**Dealing with Conflict**

Points

* Generally I work to prevent conflict through
  + Clear goals, outcomes and expectations
  + Communication
  + Creating an environment of respect
  + Treating people fairly and how I would hope to be treated
  + Being understanding but firm
* When conflict arises I have a lot of experience mediating conflict through
  + People open up to me
  + GTA and Undergraduates
    - Cause of conflict
    - Power differences
    - How we handled it
  + MBA Thesis
    - Cause of conflict
    - Power differences
    - How we handled it

Examples

Strategies

**Handling Crisis**

Examples

Strategies

**Potential Interview Questions**

* Describe a time when you created a positive working relationship with another department within your company?
* Share with us a time when you have had to handle multiple projects and competing needs all at once. How did you maintain your effectiveness on the job?
* Tell us about a time when you organized, managed, and motivated others to complete a task from beginning to end.
* Tell us about a time you pitched in to help a team member finish a project even though it “wasn’t your job”. What was the result?

**Notes**

Share with us a time when

**Potential Idea**

* Slack Channels for improved communication