



Student Leadership Selection Process

Spring 2019 Informational Meetings

OVERVIEW

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BACKGROUND

Student Leadership is an important component of campus life - both for you as students and how it creates great learning experiences for you, and also for the rich, meaningful community you help create on our campus.

We want to do all we can to help students grow as leaders and change-agents in society, both to influence life here at USF and then around the world as you graduate.

BACKGROUND

To reinforce our commitment to a unified vision and purpose as well as the reality that we're all leaders with just different roles, we have combined all the various tasks of selecting student leaders into **one, streamlined process.**

BACKGROUND

Whether you want to be an RA, help with CAB or NSO, or lead in Student Government, there's just **one application and one set of recommendation forms required.**

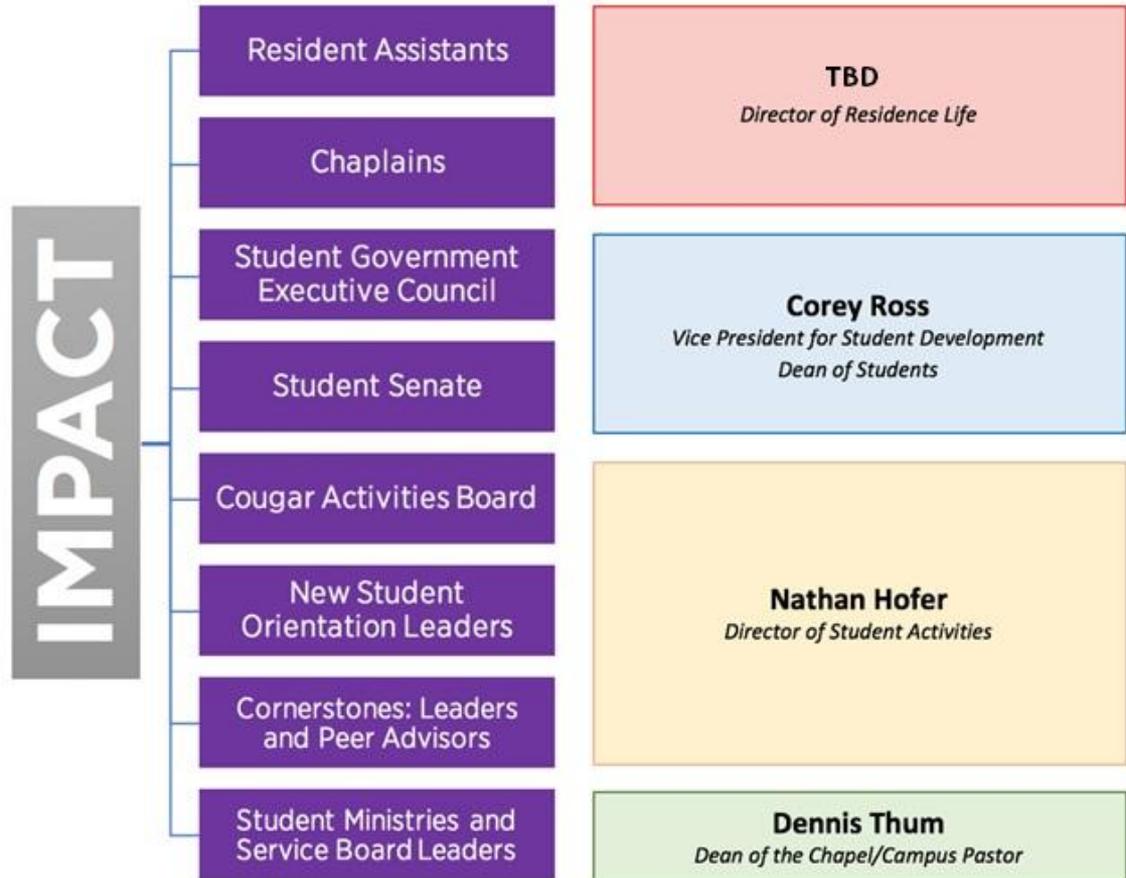
And then if you're selected for a particular role, we'll have group training, retreats, and celebration opportunities - for ALL student leaders.

COMMITMENT

Beyond demonstrating character (abiding by the student handbook) and compassion for others, IMPACT Student Leaders are **required** to attend:

- **Spring IMPACT Retreat:** Saturday, April 20
- **IMPACT Move-In:** August 17 (August 12 for Cornerstones)
- **Fall IMPACT Retreat:** August 18-19
- **Fall IMPACT Training Week:** August 20-23

IMPACT POSITIONS



POSITIONS AVAILABLE

Cougar Activities Board - Nathan Hofer

- Brief Summary of Roles - VP and 11 Coordinator Positions
- Characteristics of Successful CAB Members
 - Energetic, organized, dedicated, passionate, fun-loving, flexible, and able to work well both independently and collaboratively
- Time Commitment
 - Weekly CAB meeting and 1-on-1 with Advisor or VP for Campus Activities
 - Unstructured time needed to plan, implement, and evaluate events
 - Attendance of NACA Conference for some positions: March 27 - March 31, 2019

POSITIONS AVAILABLE

Student Government - Corey Ross

- Brief Summary of Roles
 - President (oversees Executive Council), VP (oversees Student Senate)
 - Secretary/Treasurer, VP for Campus Activities, VP for Student Ministries and Service
- Characteristics of Successful SG Executive Council Members
 - Integrity, Communication (with peers and administration), Balanced, Creative
- Meeting Time(s)/Time Commitment
 - A couple hours per week in meetings; availability to students as needed

POSITIONS AVAILABLE

Student Government - Corey Ross

- Both **ELECTIONS** *and* **SELECTION BY COMMITTEE**
 - President and Vice President will be elected by the student body
 - VPs for CAB, VP for SMS, and the Sec/Treasurer will be chosen by *selection committee*
 - Timing designed to allow students who are not s/elected for these to interview for other roles (RA, CAB, SMSB, NSO, or Chaplain)

POSITIONS AVAILABLE

Student Ministries and Service Board - Dennis Thum

- Brief Summary of Role(s)
 - VP for Student Ministries and 3 Coordinator Roles (outreach, worship, service)
- Characteristics of Successful SMSB Members
 - Vibrant Christian faith, compassionate, good listener, kind, sensitive to the spiritual diversity of our campus
- Meeting Time(s)/Time Commitment
 - Weekly meetings and as needed for programs

POSITIONS AVAILABLE

Chaplains - Director of Residence Life and Dennis Thum

- Brief Summary of Role(s)
 - Individual who works alongside Residence Life and Campus Ministries who builds community and facilitates spiritual formation and discipleship
- Characteristics of Successful Chaplains
 - Vibrant Christian faith, compassionate, good listener, kind, others-oriented
 - Ability to plan and implement activities
- Meeting Time(s)/Time Commitment
 - Approximately 3-5 hours in the hall each week

POSITIONS AVAILABLE

Cornerstone Coordinators- Nathan Hofer

- Brief Summary of Role
 - Organize and direct NSO, Welcome Week, and supervise Peer Advising - build the foundation for new students to be successful
- Characteristics of Successful Cornerstone Coordinators
 - Good role models with positive attitudes, creativity, a readiness to serve, good communication skills, flexibility, and works hard
- Meeting Time(s)/Time Commitment
 - Potentially all summer; late summer hours preparing for training and NSO

POSITIONS AVAILABLE

Peer Advisors - Nathan Hofer

- Brief Summary of Role
 - Serve as a resource for new students to better acclimate and connect to the university throughout their first year at USF
- Characteristics of Successful Peer Advisors
 - Good role models with positive attitudes, willingness to connect and build relations with others, ready to serve, communicates well, and works hard
- Meeting Time(s)/Time Commitment
 - Training in the spring, communication throughout the summer, NSO, and meetings with advisees and Cornerstone Leaders throughout the year

POSITIONS AVAILABLE

Resident Assistant - Director of Residence Life

- Brief Summary of Role
 - Create a safe living and learning environment on the floors; facility managers; hold students accountable as policy enforcer
 - Grand Island, Kroske, Sullivan, Collier Baker, and New Residence Halls
- Characteristics of Successful RAs
 - Caring, organization, courageous, vibrant Christian faith, communication
- Meeting Time(s)/Time Commitment
 - Late summer training; 10 hours/week in meetings and availability on floor

PROCESS

1. Complete online application
2. Sign up for group interview time (in Student Development)
3. Sign up for individual interviews (in Student Development)
4. Ask two individuals to submit recommendations (Online)
5. Participate in interviews for each area of interest
6. Receive a single letter of response (Wednesday, March 20)
7. Submit signed contract or agreement if offered a position (Friday, March 22)

APPLICATION and RECOMMENDATIONS

1. Submit the online application at www.usiouxfalls.edu/impact by **Thursday, February 14 at 1 pm**
2. Request two recommendations *from non-family members* and ask them to complete the form (at the website above) **by Thursday, February 14 at 1 pm**
 - a. If you are employed, please have at least one of the recommendations completed by your supervisor

INTERVIEW PROCESS

3. Visit Student Development and Sign Up for one of two Group Interview Times **Thursday, February 14 at 1 pm**
4. Visit Student Development and Sign Up for Desired Individual Interview Times **before Thursday, February 14 at 1 pm**
 - a. Group Interviews (held February 15)
 - b. Individual Interviews (held February 18 - March 8)
 - c. Student Government Elections/Selection Process (held February 27 - March 1)

IMPORTANT INFORMATION

Regarding the Application:

- The application is actually a “Google Form”
- This means that you *should* be able to get back into the survey and continue later (but may only work if you use the same computer); be careful in a computer lab
- Be prepared to complete the application in one sitting

IMPORTANT INFORMATION

Regarding the Application:

- Give yourself plenty of time to complete the application (could take 30-60 minutes)
- Be as honest as possible; don't think you know what we want to see/hear
- Identify all the positions you'd like to seek and be sure to sign up for individual interviews in each area

IMPORTANT INFORMATION

Regarding the Application:

- Pay careful attention to provide accurate information in the sections where we're asking for what class (SO, JR, SR) you're going to be in and anticipated credit hours you plan on taking next Fall and Spring

IMPORTANT INFORMATION

Regarding the Application:

- Area of confusion may be where we're asking you to rank certain skills or characteristics.
 - We are NOT asking you to rank each trait on a scale from 1-7
 - We're asking you to place all 7 traits in rank order, so each number may only be used once

IMPORTANT INFORMATION

Regarding the Application:

- We recommend writing the essays in Word or somewhere separately and then copying/pasting into the application—just in case something happens to the network while you're working in the application

IMPORTANT INFORMATION

Regarding the Recommendations:

- Find two *non-family* evaluators
- If you are currently employed, please include your current supervisor as one of your recommendations
- Please don't ask current IMPACT staff leaders to complete a recommendation for that area (*don't ask your RD or Corey to recommend you for an RA role*)

INTERVIEW PROCESS

All applicants will experience at least two interviews:

1. **Group Interview** (held February 15)
2. **Individual Interview** (for each area you're interested in applying)

INTERVIEW PROCESS

Group Interviews:

- 1 ½-hour ‘carousel’ experience covering 3 skill- and personality-based areas
- February 15 from 4:00 - 5:30 pm & 6:30 - 8:00 pm in the Cleveland Center
- Sign up for either time, but only sign up for one time slot
- Each time slot has limited spots
- 3 groups of 8-10 will engage in fun activities and thought exercises about life at USF
- Please do your best to make one of the scheduled times work
- Provides more insight into who you are and how you engage and connect with others in a variety of contexts

INTERVIEW PROCESS

Individual Interviews:

- Resident Assistants
 - 20 - 30 minute professional experience with RDs
- Student Government
 - 30-minute professional experience with the Electoral Commission
- Chaplains
 - 20 - 30 minute professional experience with the Campus Ministries and Residence Life

INTERVIEW PROCESS

Individual Interviews:

- Cougar Activities Board
 - 20 - 30 minute professional experience with Activities personnel
- Cornerstones and Peer Advisors
 - 20 - 30 minute professional experience with Orientation personnel
- Student Ministries and Service Board
 - 30-minute professional experience with Campus Ministries personnel

SELECTION PROCESS

Review of applicants will occur through Monday, March 18 and positions will not be determined until that point.

Letters will be delivered via email on Wednesday, March 20 at 12 pm.

If you receive a contract, please return the signed version to Student Development by Friday, March 22.

QUESTIONS AND ANSWERS

I'm already an IMPACT leader...do I need to fill out the application?

- Those desiring to return in the same role have already begun the “Returning Leader Application” process. If a current leader desires to pursue a different IMPACT position, an abbreviated application must be completed again, but a group interview is not necessary if you have already participated in one.

QUESTIONS AND ANSWERS

If I'm already a Senator, do I need to fill out an application?

- It depends:
 - Those aspiring to be Senators again may complete a “Returning IMPACT Application” and undergo elections later this Spring.
 - Senators who desire to move into another IMPACT area of leadership must complete a full IMPACT Application.

QUESTIONS AND ANSWERS

I went through the GROUP INTERVIEW process last year. Do I need to do that again?

- No, once you've ever gone through the group interview process, you do not need to do that again. You only need to participate in individual interviews for each area of interest.

QUESTIONS AND ANSWERS

Can I apply for a position if I'm going to miss all or part of the training in August?

- We would love to have any and all students participate in IMPACT; however, because the training times are critical and foundational for your role as a leader, ***we require attendance.*** Please communicate NOW with coaches, supervisors, etc. to see the extent to which our requirements conflict.