Diversity & The Role it Plays in Student Staff Recruitment

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What Does Diversity in Student Staff Look Like to You?
Why is Diversity Important in Res Life?
Why Diversity is Important in Residence Life

• Students who are exposed to diverse others “learn valuable things about themselves and gain an appreciation for other cultures” (Kuh, et al., 2010, p. 12)

• Exposure to diverse others is an educational practice that positively affects retention and graduation rates for students (Kuh, et al., 2010).

• Allows Residence Life departments to create inclusive and sustainable community in residence halls.
The RA’S Role in Diversity

- RA's help in building a sense of community among residents and the overall culture of the residence hall.
- RA’s help create an open and inclusive space for their residents.
- RAs are uniquely positioned to contribute to the character formation, cultural engagement, learning, and safety of their fellow students (Healea, 2006; Roussel & Elleven, 2009).
- RA's are influential in promoting climates where growth takes place. (Chickering & Reisser, 1993).
The Benefits of Having a Diverse Staff

- Residents have the opportunity to build relationships with RA's who they can relate to.
- Helps promote a more welcoming environment for residents.
- A department that truly values diversity must be composed of a diverse staff that represents different voices, life experiences, and cultural backgrounds, especially if the department is to meet the needs of an increasingly diverse student population (Pope et al., 2004).
- In order for all students to benefit from experiences with diverse others, student affairs administrators must be intentional in espousing institutional values of diversity and fostering environments that promote learning (Harper & Antonio, 2008; Kuh, 2000; Tatum, 2007; Watt, 2012).
Diversity in RA Recruitment

• Diversity should always be a factor when hiring staff.
• RA selection committees should strategically develop some form of a diversity recruitment plan.
• Departments should include multicultural competence in its job descriptions, hiring criteria, training, and on going supervision (Helea & Hale, 2016).
Diversity in RA Recruitment

- Selecting Resident Assistants is integral to the success of housing operations on colleges and university campuses (Berg & Stoner, 2016).

- Recruiting a diverse staff of RA's at an institution of higher education involves challenges and opportunities. (Healea & Hale, 2016).
Reasons Why You May Not Have a Diverse Staff

1. The Recruitment Process
   - Marketing, Outreach, Recruitment timeline.

1. The Interview Process
   - Interview questions, interview availability, interview scoring.

1. The Selection Process
   - Your department is simply not hiring diverse students.
Ways to Change Diversity Problems in RA Recruitment

• Departments and recruitment committees should always look at new ways to change and implement new strategies in RA Recruitment processes.
• Look at other university practices.
• Collect data and review staff demographics.
• Committees can collect surveys from RA's who have been through the interview process.
REFLECTION ACTIVITY
REFERENCES


Take The Survey!