



**Department of Housing & Residence Life**  
*Things to Consider Before Applying*

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**1. The SSM position is a lifestyle change.**

- Can you be responsible for setting a good example?
- Serving as a role model is expected of SSMs, whether you are on or off campus.

**2. Consider your the classes you plan on taking for the next academic year, and your study habits.**

- There is always an SSMs on duty in 20 areas every day. Sunday through Thursday SSM(s) on duty are expected to be available in designated residence hall(s) from 8pm to 8am. Friday and Saturday nights SSM(s) on duty are expected to be available in designated residence hall(s) from 8pm to 8am). During duty shifts SSMs cannot leave the building, and can be called frequently to assist with situations.
- There are a number of required meetings each week as well: one on one meetings, staff meetings, trainings, hall council, programs/events and floor activities.
- Creating bulletin boards, participation in staff committees, scheduled office hours, community hours, and more is required.

**3. When are you used to doing homework, socializing, spending time with family, etc.?**

- SSMs can take up to ten (10) nights away per semester, and there are times SSM staff are required to be on campus; this does include many nights and weekends.
- SSMs also arrive early and stay late for campus breaks. This does involve SSM staff coming back approximately 2 weeks early before school starts in August, staying on campus and working for the Thanksgiving holiday, staying several days late and coming back several days early during winter break, staying several days late and coming back days early during Spring Break, staying several days late after classes end in May, etc.

**4. Do you hold leadership positions? How many organizations, clubs, or activities are you involved in?**

- SSM events will take priority over involvement in outside organizations, so if an SSM event happens at the same time as your organization meeting or event, individuals will need to be at the SSM event.

**5. Consider how your previous job experience and teamwork may be similar or different from the SSM position.**

- SSMs frequently work together as a staff team, which can mean working with 5 or more other people to accomplish something.
- SSMs are also called on to confront violations, and are expected to remain professional at all times.

- 6. What are your financial responsibilities and will you receive adequate financial aid for the next academic year?**
- Because of the compensation received, being an SSM may reduce the amount of financial aid people receive.
  - Contact the Financial Aid office to inquire about potential changes in your specific situation. Note: Due to the rent compensation, students must decline federal work-study if they work with us.
  - Graduate students cannot receive a stipend from housing or break duty pay.
- 7. Are you willing to work late nights? Will this impact your sleeping habits?**
- While on duty, SSMs walk through the building multiple times per night. For most SSMs, this means staying up as late as midnight during the week and 2:00 am on weekends.
- 8. Will you be able to plan and attend multiple programs each week?**
- SSMs are required to host one event for their floor(s) during the first six weeks of school, and one every two weeks following that, along with completing four other events for the semester, attending hall council, and more.
  - Each area's educational development plan will have specific requirements.
- 9. Do you have the ability to relate to other students?**
- Our residence halls are home to students from over 40 states and at least as many countries.
  - Our residents represent many religions, cultures, countries and subscribe to many values.
- 10. Are you able to balance your academic responsibilities with other aspects of your life?**
- Being able to prioritize is a necessary skill when you are serving 20-50 residents and still taking a full load of classes.
  - Residents' crisis and weather emergencies are not easy to schedule around!
- 11. Are you willing to work as a member of a team?**
- Working with peers means sometimes taking the lead but also being able to follow up and and follow through.
- 12. Are you open to new ideas? Constructive criticism?**
- When you live where your work, your peers will be able to identify weaknesses.
  - Knowing that you can both accept and provide constructive criticism is important.
- 13. Are you open to new ideas and trying new things even if it may feel uncomfortable at first?**
- Team development ice-breakers may require staff members to be in your personal space.
  - 'Behind closed door' scenarios where staff act out possible situations can be awkward.
- 14. Do you meet all of the eligibility requirements (GPA, conduct, 30 hours earned)?**

**Other items to think about as you reflect on if the Student Staff Member leadership position is right for you.**

1. How do you see yourself fitting into the student leadership role? What are your strengths and weaknesses and how do they relate to the various parts of the job (e.g. building community, interpersonal relationships, developing programs and events, role modeling, etc.)
2. What would be the most rewarding, least rewarding, most challenging, and most frustrating parts of the job for you? How do these affect your interest in the position?
3. How do you feel about the laws and policies affecting life in the residence halls (e.g. drugs, alcohol, quiet hours, pets, guests, housing contacts, etc.)? Can you see yourself supporting and enforcing these policies among your peers?
4. What would it mean to make a commitment to this position for the whole year? How would the time required fit into your academic schedule and social life?
5. What other activities (other jobs, organizations) and commitments are you planning for next year?
6. How would you balance your responsibilities in the job with the expectations of your friends (e.g. what if you would not spend as much time with a close friend, or a friend of yours was under 21 and had alcohol and you had to document them)?