

Selecting the PA/M Team

Instructions: There is a perception on campus that the Peer Advisor/Mentor Program (PA/M) could be more diverse. Attached is a fictitious list of potential PA/Ms. Assume that you are the selection committee. As a selection committee, your task is to examine the credentials, skills, strengths, and weaknesses of these candidates, and to select six individuals to serve as the PA/M team for the advising center at (name of school).

As a committee, you must eliminate the two weakest applicants and rank the remaining six in order of their strength as candidates. It is understood that you will be forced to make generalized assessments regarding the candidates and you may have to draw some conclusions about them based on the limited information given. It is important that the individuals you select work well together as a team.

All of your decisions must be made as a group. Please be prepared to present feedback to the two candidates you eliminate. You may not use voting to make decisions. You have one hour to work on this project.

Candidate A: Female – White, Sophomore, Biology major

- Very good student (University Honors Program)
- Very well liked by peers
- Works hard in job settings and studies hard in school settings
- Is deaf and relies on the use of an interpreter
- Sees job as an opportunity to learn – enthusiastic

Candidate B: Male – Latino, Sophomore, Secondary Education History major

- Currently a (residence hall advisor) and will continue that role next year- the same hall where the PA/M Office is located
- Officer in local campus religious organization, strong religious values
- Good listener, hard worker
- Personal views very opposed to homosexuality and drug use
- Involved in leaderships program on campus

Candidate C: Female – Black, Junior, Nursing major

- Lives off campus
- Shows a lot of excitement about the job and is thought of highly by a number of current PA/Ms
- Expresses confidence in her ability to deal with all situations
- Involved in community work, health education program on campus
- Concerned about raising her low GPA

Candidate D: Male – Asian, Senior, English major

- Reporter for school newspaper
- Active in intramurals
- Officer in a local gay activist organization
- Extremely sensitive in dealing with others
- Energetic, enthusiastic

Candidate E: Male – Hmong, Junior, Political Science major

- President of Hmong Student Union
- Plans a career in higher education administration
- Strong interest in developing a cross-cultural training program for PA/Ms
- Somewhat shy and soft spoken during the group interview
- Conscious of the rights of others

Candidate F: Female – Native American/American Indian, Junior, Human Services Major/
Women's Studies minor

- Well organized
- Active in feminist movement
- Involved in the Women's Center
- Can come across a bit strong
- Shows sensitivity, conscious of what others are thinking and feeling

Candidate G: Male – White, Senior, Accounting and Finance double major

- Easy going, personable, athlete
- Works part time in the College of Business
- Has considerable financial need, so will be working 20 hours per week
- Recently became engaged and has set a wedding date for June
- Lives on campus and is currently doing a good job as president of campus union board

Candidate H: Female –East Indian, Junior, Medical Technology major

- Foreign student, came to US three years ago
- Volunteers part time at a local hospital
- Left her country for political reasons, concerned about family members still there
- Speaks English with a heavy accent
- Is the “quiet type”, but eager to meet people and become more involved.