



Campus Partner Support: Hiring & Interview Resource

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The Kessler Scholars Program is designed to provide holistic support for first-generation students from lower-income households to thrive in college and beyond. Through a close knit community and cohort-based programming, students are positioned to succeed and graduate.

At each partner campus, Kessler Scholars are supported by a cohort of fellow first-generation students as well as by dedicated higher education professionals who provide individualized support, asset-based programming, and work to connect students to institutional resources and transformative experiences. Campus-based Kessler Scholars staff are embedded in and supported by a national network, the Kessler Scholars Collaborative. Through regular engagement, we work together with the aim of sharing resources and expertise, building upon existing strengths, and leveraging connections to enhance our work across a diverse network of 16 institutions.

We are excited to support your efforts to recruit, select, and onboard new Kessler Scholars Program staff. Below are a range of interview questions and presentation prompts to help evaluate potential candidates. If you have any questions or need additional tailored support, please contact the Collaborative staff lead for your institution.

Program Goals and Vision

1. Describe your understanding of the Kessler Scholars program and how your experiences have prepared you to contribute to or lead a cohort based program for first-generation, lower-income students?
2. Describe how you would set short and long range goals for the Kessler Scholars Program. How would you track progress?

Understanding of Student Population

1. Describe three challenges facing today's first-generation college students. How would you address one of the issues identified through the resources and support provided by the Kessler Scholars Program?
2. Hypothetical scenario: How would you respond if you discovered that Kessler Scholars are having trouble accessing an institutional resource? Outline the steps you would take to address this issue and how you would make students aware of the changes implemented.

Program Evaluation and Assessment

1. Describe your vision for the Kessler Scholars Program at *{name institution}* and share three program goals. How will you evaluate impact or measure student success?
2. Tell us about a time when you used data to inform program planning or your work with students?

Engagement with the Kessler Scholars Collaborative

1. Describe how you anticipate your engagement with the Kessler Scholars Collaborative may inform or contribute to your work with the Kessler Scholars Program?
2. Describe your understanding of the Kessler Scholars Collaborative and share what you hope to gain through your involvement.

Presentation Prompts:

1. Plans are underway to launch the Kessler Scholars Program at *{name institution}* in fall 2023. To successfully develop and execute this program, one must display a strong vision and work collaboratively to ensure alignment within existing institutional resources and initiatives. Tell us your vision for the Kessler Scholars program and how you will manage to gain buy-in to enact this vision.
2. The Kessler Scholars program does not yet exist at *{name institution}*. Describe how you would work to make students and campus partners aware of this new program? What attributes of the program would you

highlight to recruit eligible students and incorporate key offices and institutional resources?

3. What have you done in the past year to enhance your knowledge of first-generation students and their experiences in higher education? Describe how you would work to raise awareness and build institutional capacity to better equip faculty, staff and students to support first-generation college students.