

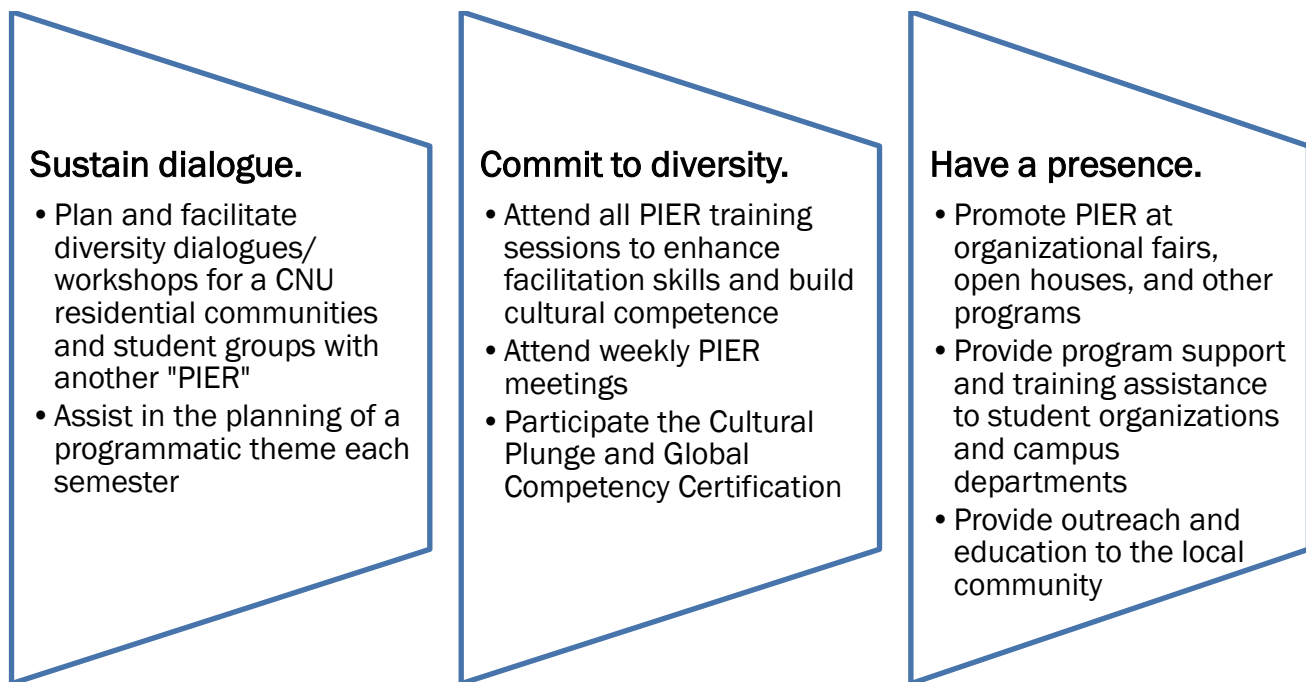
## Peers for Inclusion, Empowerment & Respect

PIER aims to shape an inclusive learning and living environment through meaningful and sustained dialogue focused on diversity, culture and the issues of social justice in the CNU and local communities.

### **We seek to...**

- Improve cultural awareness and understanding as well as to enhance knowledge of and relationship to issues of diversity and social justice for students at CNU and the local community
- Provide a venue where all students feel welcomed, respected, supported, and valued to fully participate in dialogue which supports an inclusive academic and living environment
- Refine our students' ability to communicate their thoughts, feelings and ideas in a respectful and articulate manner in response to issues of diversity and social justice

### **PIER's will...**



### **Timeline for Applicants**

- Applications and Reference Forms must be submitted to the front desk in the Office of Student Activities (Suite 330 of the David Student Union) by **5:00pm on Wednesday, September 9<sup>th</sup>**
- Interviews will be conducted Thursday, September 10<sup>th</sup>-Thursday, September 17<sup>th</sup>
- Accepted applicants must be available for:
  - Weekly/Bi-weekly Meeting-PIER's will also be expected to meet on a weekly or bi-weekly basis (dates/times to be determined)
  - Social Organizing and Action Retreat (SOAR) on Saturday, September 26<sup>th</sup>, 2015 8:30a-4:30p
  - January Training (specific date/time to be determined)-may be required for PIER's to return early before classes
  - Conference on Inclusive Leadership on Saturday, January 23<sup>rd</sup>, 2016 8:30a-4:30p

For questions or more information, please contact Ben Cowman, Assistant Director for Diversity Initiatives in the Office of Student Activities at [ben.cowman@cnu.edu](mailto:ben.cowman@cnu.edu)

# PIER Application

Diversity Initiatives | Office of Student Activities  
Christopher Newport University

## General Information

Applicant Name: \_\_\_\_\_

Campus Residence Hall: \_\_\_\_\_

Phone Number: \_\_\_\_\_ Email Address: \_\_\_\_\_

Permanent Address: \_\_\_\_\_

Permanent Phone Number: \_\_\_\_\_ Major(s): \_\_\_\_\_

Current Status (Circle one):      Freshman      Sophomore      Junior      Senior

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## PIER's must demonstrate...

- Good academic standing (at least 2.5 cumulative GPA)
- Effective verbal communication and working relationships with people from diverse backgrounds
- Openness to learn about and commitment to diversity and social justice education
- Ability and willingness to work collaboratively with others

## Personal Letter of Intent

Applicants must submit a letter indicating why they would like to serve as a part of the program. This letter should answer and expand on the following prompts:

- 1.) What is the meaning of diversity?
- 2.) What social identities do you identify with and why do you believe your background is relevant to the work of promoting diversity and social justice?
- 3.) What experiences have made you more aware of who you are and why diversity is important?
- 4.) What strengths and unique skills do you possess which make you a strong candidate?
- 5.) What would you like to gain from being a part of this program?

## Involvement

Applicants attach a list of current activities which they may be involved with at CNU and/or off-campus (including work, internships, etc.). Applicants are also encouraged to submit a resume.

## References

To complete your application, you are required to have at least one on-campus reference from a current faculty or staff member (with the exception of first year students). First year students or recent transfers may provide two off-campus references. Please provide your references with a copy of the Reference Form.

Name: \_\_\_\_\_  
Office: \_\_\_\_\_  
Phone Number: \_\_\_\_\_  
Email Address: \_\_\_\_\_

Name: \_\_\_\_\_  
Office: \_\_\_\_\_  
Phone Number: \_\_\_\_\_  
Email Address: \_\_\_\_\_

# PIER Reference Form

Diversity Initiatives | Office of Student Activities  
Christopher Newport University

Reference for: \_\_\_\_\_  
(Print Applicant's Name)

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## Information

This applicant is applying to be a diversity peer educator with the Offices of Student Activities and Residence Life at Christopher Newport University.

Our peer educators strive to facilitate an inclusive environment where students engage in meaningful dialogue focused on human difference, equality and respect in the CNU and local communities.

## Candidate Waiver

To the applicant: Under the terms of the Family Educational Rights and Privacy Act of 1974, applicants have the right to review evaluations. Please indicate if you wish to retain or waive this right.

- ☐ I wish to waive my right to review this recommendation.  
☐ I wish to retain my right to review this recommendation.

\_\_\_\_\_  
Signature of Applicant

\_\_\_\_\_  
Date

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## Reference Information

Name: \_\_\_\_\_

Title: \_\_\_\_\_

Organization/  
Department: \_\_\_\_\_

Street Address: \_\_\_\_\_ City/State/Zip: \_\_\_\_\_

Telephone: \_\_\_\_\_ Email Address: \_\_\_\_\_

How long have you known this applicant? \_\_\_\_\_

In what capacity have you known this applicant?

*Continued on back page...*

## Evaluation of Skills

Please evaluate this candidate in terms of performance you have directly observed. Place a check in the appropriate box below.

	Excellent	Above Average	Average	Below Average	Poor	Not Observed
Leadership Abilities						
Responsibility/Dependability						
Planning & Preparation Skills						
Communication Skills						
Respect toward and ability to work with diverse populations						
Attitude						
Perceptiveness						
Emotional Maturity						
Approachability						
Self-Confidence						
Enthusiasm						
Rapport with Students						
Involvement with Extracurricular Activities						
Response to Criticism						
Critical Thinking Skills/Ability to Analyze Situations						
Ability to work with others						

## Other Information & Comments:

What are this applicant's greatest strengths with regard to the diversity peer educator position?

Please describe areas needing improvement or any concern regarding the applicant in this role.

Please include additional comments that you believe would be helpful as this candidate's application is reviewed. Please feel free to add additional pages if necessary.

Please indicate which statement best reflects your assessment of the applicant.

- ☐ Strongly recommend (no hesitations; one of the best applicants for this position; would need little training)
- ☐ Recommend with reservation (strong applicant; may need some training in order to excel in this position)
- ☐ Recommend (has potential; will need significant training)
- ☐ Do not recommend (limited potential for success in this position; strong hesitations)

\_\_\_\_\_  
Signature of Reference

\_\_\_\_\_  
Date

Please return or fax this reference form by to:  
Ben Cowman, Assistant Director for Diversity Initiatives | Fax 757-594-8757

# PIER Reference Form

Diversity Initiatives | Office of Student Activities  
Christopher Newport University

Reference for: \_\_\_\_\_  
(Print Applicant's Name)

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Signature of Applicant

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Date

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## Reference Information

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Title: \_\_\_\_\_

Organization/  
Department: \_\_\_\_\_

Street Address: \_\_\_\_\_ City/State/Zip: \_\_\_\_\_

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Signature of Reference

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Date

Please return or fax this reference form by to:  
Ben Cowman, Assistant Director for Diversity Initiatives | Fax 757-594-8757

## PIER Academic Release

By providing the information on this card, I am agreeing to share my CNU grade point average and credit hours obtained with the following individuals for recruitment purposes only: PIER Officers and Office of Student Activities Staff. If at any time I choose to revoke this release, I may do so by contacting the Assistant Director of Student Activities for Diversity Initiatives.

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Last Name	First Name	MI
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Student ID Number
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Signature	Date
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