**CES Frequently Asked Questions:**

**Can I have another job on campus if I am a CES?**

The Center for Civic Engagement does not prohibit Civic Engagement Scholars from holding other positions, paid or extracurricular. However, we expect that CESs understand the level of commitment required as well as the impact of their work on their peers and the community members they work with. Your role as a CES must be a priority. You must be able to honestly evaluate how many other commitments and responsibilities you can take on in addition to your role as a CES. Other jobs, leadership positions, or memberships in clubs, teams, or organizations, are not acceptable grounds for not fulfilling your responsibilities as a CES.

**Do I have to be eligible for work-study to be a CES?**

No, we have both FWS funding and non-FWS funding for our CES positions. All CESs are paid an hourly minimum wage.

**About how many hours a week does a CES work?**

It depends on your program and the time of year. The beginning of fall quarter is usually the most time intensive and you should expect to work 15-20 hours during this time. There will be other times during the quarter that you will work fewer hours. Talk with current CESs regarding the time for specific programs.

**Are international students eligible to be a CES?**

Yes. Several international students have been CESs.

**Are there any courses I need to have taken to be a CES?**

No, although having taken a service-learning course is good background for being a CES.

**Do students from some majors tend to be a CES more than those from other majors?**

We have had CESs from all majors. This does not seem to be a factor in who decides to take on this role.

**Do I have to have had other leadership experience to be a CES?**

No. Leadership experience is great, but this may be your opportunity to be a leader for the first time and the CCE staff is here to support you as you learn. Commitment is more important than leadership experience.

**Can I still be a CES if I am involved in other co-curricular activities that take a lot of time?**

Yes. However, it is up to you to balance your time in order to meet the commitments you made when you decided to be a CES. We have had CESs who were leaders of other student organizations, athletes,
etc. Some of them were able to do this without jeopardizing their programs. Other CESs have made the decision that they cannot be involved in as many activities while they are a CES.

**Who supervises the CESs?**

CESs are supervised by the CCE staff. The CCE staff is here to support you and provide you with feedback regarding your performance. Your community partner at your site is also your supervisor and will give you feedback. While the CESs do not supervise one another, they do support one another and we all learn from each other.

**What is the supervisory relationship between a CES and their program participants?**

CESs work with community partners and the CCE staff to supervise K participants. This means that participants would be accountable to you to fulfill the responsibilities that they committed to. You would be accountable to them by making sure you have good communication with your community partner and by being there to make sure your fellow students have a positive experience working in the community. CESs provides opportunities through structured reflections for participants to learn through their experiences. If you have participants in your program who are not meeting expectations, the CCE staff would help you in dealing with this.

**If I have not had a lot of experience facilitating difficult discussions, I am quieter by nature, or do not like to speak in front of groups, can I still be a CES?**

Yes, people have different leadership “styles” and we all bring different strengths to our work. Being a quieter person does not mean you cannot be an effective leader. However, as a CES, you will be challenged to grow as a facilitator and public speaker.

**What are the three most important qualities of a CES?**

1. You must be absolutely committed, completely reliable, and willing to grow. 2. It is important that you have a deep sense of humility when working with the community. 3. Being a CES is a significant time commitment. It is hard but it’s worth it.

**What is the most challenging part of being a CES?**

The greatest challenges (as well as the greatest joys) of being a CES are different for every person.

One of the most significant challenges is the time commitment. Balancing your work as a CES and your academics (and other responsibilities) can be difficult.

CESs are required to be in constant communication with community partners, participants, professors, and the CCE Staff, among others. They also are balancing a number of different roles and responsibilities related to their programs. They organize reflections and events, record participants’ hours, coordinate schedules, plan meetings, etc. Because of this, it is vital that they have good communication and organizational skills. It can be challenging to keep up with everything, especially with the fast pace of the 10 week quarter system.
What is the best thing about being a CES?

Former CESs have said:

- Being able to be engaged in your community while still in college.
- Relationships formed with community members.
- Being a part of something greater than yourself.
- Learning about social justice issues that impact the people of Kalamazoo.
- Being a part of the CES community and interacting with peers who also feel a strong sense of commitment to making a difference in the world. IT IS FUN! It is humbling.

What if I feel like I would like to be a CES but am not sure if I have the right skills?

You should talk with a current CES and/or the CCE staff. You might be surprised at the skills you would bring to the position. Also, be sure to attend one of the required informational sessions on March 29th at 7pm or March 30th at 4pm in Dewing 103.