

Residence Life Student Staff Position Description

Position Title: Resident Assistant

Department: Residence Life

Reports To: Residence Life Educator



RESIDENCE LIFE

Position Summary: Resident Assistants support the Residence Life Educator of their living area in a variety of ways to promote the spiritual, educational, social, cultural, and emotional development of students. The RA position provides the opportunity to be a supportive, caring peer leader to students, helping them learn and grow as they navigate college, manage relationships, discern their future, and mature as individuals within various communities.

Education Requirements: Must have a 2.5 cumulative grade point average. In addition, RAs must be in good standing with the University including being free of academic, disciplinary and chapel probation.

Education Preferred: Completed one year as a full-time enrolled student at Messiah University.

Skills, Characteristics Required for Position:

- Leads in attitude through a cooperative spirit.
- Provides necessary support to supervisor, Residence Life Department and Messiah University, respecting their leadership as a University official.
- Maintains confidentiality regarding students, disciplinary issues, and/or fellow staff members' job performance.
- Displays strong organizational and interpersonal skills
- Demonstrates mature commitment and understanding to the mission of Messiah University.
- Maintains a positive attitude about the Office of Residence Life, Messiah University, and the RA position, including your Resident Assistant team and Residence Life Educator (RLE).
- Upholds Messiah University policies and adheres to all state and federal laws.

Special Working Conditions:

- Although work hours can vary week to week, the RA role is a 12-15 hours a week position.
- Return to campus approximately 12 days before Fall Semester, stay until the hall closes for Christmas break, return 2 days before J-term begins, stay until completion of Spring Break room inspections, and stay until the end of checkouts on Sunday after commencement.
- If on-campus paid work beyond the RA role is desired, it can be no more than eight hours per week and must be approved by your RLE prior to starting. In addition, other extracurricular involvements and/or other off-campus work opportunities should be discussed with your RLE to ensure adequate time to perform your RA duties.
- Be sufficiently present, living and sleeping in your assigned residence hall room, informing your RLE if you will be overnighing elsewhere on or off campus.
- Gender is considered a Bona Fide Occupational Qualification as housing is assigned by gender and RA's are hired to support the needs of gender specific residence halls, apartments and special interest housing.

Primary Duties:

1. Intentionally Connect with residents: learn names, stories, support their activities, facilitate learning through dialogue, etc. Inform your RLE of student absence, ongoing concerns, or extended illnesses. Refer students to appropriate offices for additional support as needed. Open, honest, and direct communication with the RLE is essential.
2. Demonstrate a consistent presence with your residents on the floor/section and around campus.
3. Participate in the following residence life processes: training, evaluations, staff selection, and staff development.
4. Role model a commitment to Messiah University standards, healthy relationships, and respect for others. Act with integrity—your behaviors and actions should be congruent with University policy, your conversations with the Residence Life staff, RA team, and students. Be mindful of personal social media content and the image you portray as a representative of Residence Life.

5. Promote an environment of inclusivity with specific attention given to connecting with students in need and students from under-represented backgrounds.
6. Maintain consistent communication: check mailbox at least every other day, respond to emails within 48 hours, etc.
7. Proactively respond to issues across campus: relational, safety, cleanliness, maintenance, code of conduct violations, campus crises, etc.
8. Commit to ongoing self-care in order to maintain mental, spiritual, and emotional health.
9. Maintain common spaces: floor lounge/kitchen, study rooms, hallways.
10. Be consistent and prompt in attendance for meetings: 1:1s with your RLE, staff times, staff retreat, training, hall/section meetings.
11. Plan and implement thoughtful programming in alignment with our residential curriculum that aims to meet our residence life outcomes and Institutional strategies/goals in partnership with campus offices. Maintain and update passive programming as outlined for your building.
12. Complete administrative duties in conjunction with Life Together times, Intentional Connections, and maintaining floor/section budget.
13. Complete clock/walk responsibilities including but not limited to: being present and available at your scheduled time, informing your RLE of switches, intentionally interacting with students, addressing concerning behavior promptly, and completing rounds and logs.
14. Work with your RLE to assist in the check-in and checkout processes: assist with housing condition inventory forms, move-in days, storage, keys etc. Assist with opening and closing responsibilities of residence halls.
15. Enroll, attend, and actively participate in the RA class (HDFS 205: Principles of Peer Relations) as a first time RA.
16. Complete all expectations related to the Experiential Learning Initiative (ELI) whether or not this is your first ELI experience.
17. Other duties as assigned by your supervisor or the Director of Residence Life.

Secondary Duties:

1. Encourage student involvement in campus-wide organizations, activities, and offices.
2. As an RA you are a campus security authority (CSA) who has the “duty to report” any Title IX or Clery Crimes within 24 hours. Reportable concerns in which Safety or the RLE On Call should be immediately called include suicidal thoughts, sexual assault/abuse, assault, harassment of any kind, instances where someone is considering or planning to cause harm to himself/herself or others, knowledge of a crime.
3. Communicate with supervisor when planning to be off campus overnight (particularly weekends).
4. Perform fire extinguisher checks and toilet paper distribution (apartment RAs only).
5. Other duties as assigned.