

New RA Application Information for 2021-2022



Prepared and Reviewed by S/RA Staffing Task Force, Fall 2020
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Overview of the Presentation

In this presentation, we will...

- Define various Residential Life Terminology.
- Review the requirements to apply for the RA position.
- Explain the various job tasks of the RA position.
- Overview the RA application and deadline.
- Answer commonly asked questions on the process.



Residential Life Terminology

- **Resident Assistant (RA):** RAs are peer leaders in residential communities that role model positive community behaviors, lead community development opportunities, engage with residents through one on one or group meetings, serve as a resource, assist in conflict management, serve on duty, document possible policy violations, and more!
- **Senior Resident Assistant (SRA):** The SRA position is an elevated RA position with additional responsibilities alongside their RA responsibilities. Some additional responsibilities may include duty management, assisting with Residence Hall Association, and/or team development. To apply for the SRA position, you must be in the RA role for at least one semester.



Residential Life Terminology



- **Residence Hall Director (RHD):** Hall Directors are full-time professional staff at UConn. They supervise RAs, provide daily oversight of the community, serve as a conduct officer, advise Hall Association, serve on duty, manage seasonal housing processes, meet with students in need of support, and more!
- **Residential Learning Model (RLM):** The educational plan for UConn's Residential Life department that aspires to contribute to the mission of UConn Residential Life. RAs facilitate various educational opportunities for students that contribute to the goals of the RLM such as resident conversations and community activities.



What are the requirements to apply?

Academic Requirements:

- Maintain a 2.50 cumulative Grade Point Average (GPA) at the time of application, and throughout the process.
- Incomplete/missing grades must be completed by the date on the University's Academic Calendar for Spring 2021.
- Students on Scholastic Probation/Subject to Dismissal may be ineligible to continue in the process.
- Earn at least sophomore status at the time of employment and will be a full-time, degree-seeking student enrolled at the Storrs Campus during the time of employment.



What are the requirements to apply?

Conduct Criteria:

- Uphold the university's Responsibilities of Community Life: The Student Code and the On-Campus Housing Contract [which includes the Temporary Health & Safety document].
- All students with a student conduct history will be subject to review. Students who are on University Probation during the semesters of application review or interviews are not eligible to interview.
- Students who were found responsible for any incidents in the current academic year or during the application and interviewing process may not be eligible to interview or continue on in the process.



What are the requirements to apply?

Housing Requirements:

- Due to COVID-19, Candidates do not need to be living on-campus for Fall 2020.
- Candidates must have lived on-campus for 1 or more full semesters at either Storrs or Stamford.



RA Job Description



Duty, Incident Response, and Maintaining Health and Safety

Overview:

- The purpose of RA Duty is to talk to residents, conduct a regular assessment of community standards, address inappropriate behavior, and respond to any issues or concerns which may arise.
- RAs are "responsible employees", which means they have reporting obligations when addressing various incidents.
- RAs will also conduct seasonal fire, health, and safety inspections in their communities and document any possible policy violations during inspections.

Duty Shifts:

- On "school nights" (Sundays-Thursdays) duty is from 7pm-7am the following day.
- On weekends (Fridays and Saturdays) duty is 24 hours meaning you hold the phone from 7pm-7pm the following day.



Promote Residential Student Learning & Growth and Develop an Inclusive Community

Residential Learning Model (RLM):

- Develop individual relationships with residents through one-on-one resident conversations and community conversations.
- Provide support, resources, and information to residents to assist them in navigating challenges and seeking opportunities.
- Support the planning and delivery of programs and events.
- Deliver passive education opportunities to communities including bulletin boards, newsletters, and/or flyers.

Develop an Inclusive Community:

- Develop a residential community that is supportive and respectful of individual differences and rights of others.
- Assist community members in managing conflict between individuals and within groups to reach mutually negotiated resolutions.
- Uphold and promote the standards and expectations for behavior as part of the residential community through incident response and education.



Administrative Tasks

Reports:

- Complete administrative reports including incident reports, tracking RLM related tasks, and maintenance reports.
- Respond to email outreach within 24-48 hours and meet deadlines.

Meetings:

- Attend RA Staff Meetings throughout the academic year on Wednesdays from 7pm to 9pm.
- Attend one-on-one meetings with their direct supervisor.
- Meet with residents for one-on-one meetings and to address community needs.

Training, Opening, and Closing:

- RAs are required to attend training at the beginning of each semester and in-services throughout the academic year.
- Assist in university opening and closing procedures.



Learning Communities, Honors Communities, and Special Interest Communities

Learning Community, Special Interest, and Honors RAs will work closely with their direct supervisor to complete the following tasks for their community:

- Learning Community RAs will meet (at least) monthly with the supervisor and faculty or staff director(s) to assess progress and plan for the future.
- Under direction of the supervisor, work closely with the LC/Honors/Special Interest Community Team in developing strategies to engage the community.
- Invite the faculty or staff director to community events, as appropriate.
- Communicate updates and information to resident participants.

Please note that various learning communities/special interest communities may have different expectations depending on the community's needs.



RA Job Description

Where can I get further information?

- Additional information and further details on various aspects of the RA position are listed on the job description [Residential Life RA website](#).
- If hired, RAs will receive seasonal job training from the department prior to each semester to learn job specific tasks and procedures.



Interview Process

Interview Process:

- Eligible applicants will receive an email on how to schedule their interview at the beginning of the spring 2021 semester.
- Any changes to dates will be communicated in a timely manner to all applicants.
- All interviews will be conducted virtually and are 30 minutes in length.
- You will interview with 2 current Residential Life staff members.

Interview Dates:

- New RA interviews will take place between 2/4/2021-2/11/2021.
- If asked to interview for a learning community or special interest community, an additional interview will take place between 2/22/2021-02/26/2021.



Commonly Asked Questions

If I get the RA position, where could I be placed?

- Any applicant, regardless of academic level can be placed in any residential community including traditional halls, suites, and apartments.
- Honors, LC, and Special Interest communities have a separate selection process and some additional requirements to work in the community.

Do I get to choose where I want to be an RA?

- You do not get to choose your RA assignment. You will be asked what student populations with which you'd like to work, but Residential Life staff will place hired candidates into areas that fit their hiring needs.

When would training start?

- A start date will be sent by the department during the Spring 2021 semester. Typically, training begins in early August.



Commonly Asked Questions

What if I start the job then decide I don't really want to be an RA?

- RAs may formally resign from the position.
- If a RA resigns and would like to remain on-campus, they will receive a new housing assignment—if housing is available--and be responsible for the cost of their housing.

How many residents will I have?

- The number of residents will vary based on RA building assignments. Most RAs have between 30-70 residents.

What's the compensation?

- The compensation for the RA position is currently \$4,160.00 .



Commonly Asked Questions

Can I work another job on-campus? Can still be involved in clubs or organizations on-campus?

- S/RAs will meet with their supervisor to complete the S/RA Request for Outside Commitments form. Requests for commitments outside the S/RA position must be made in advance, and take into account the following:
 - a. Total #academic hours.
 - b. Total #requested hours of on-campus co-curricular hours (organizations, clubs, etc.).
 - c. Total #requested hours to work another on-campus job.
- The sum of a., b., and c., above cannot total more than 30 hours/week.
- Not all requests may be approved.



Don't Forget!

The New RA application is due
on eRezLife at 11:59pm on
Tuesday, December 1, 2020!

