

One Summer 2023 RA Assistant Position Description

University of Connecticut • Division of Student Affairs • Department of Residential Life
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www.reslife.uconn.edu

Position Summary

The One Summer RA Assistant (OSA) is an “at will” student assistant position and appointments are made on a temporary basis. The One Summer Assistant’s primary responsibility is to ensure that summer school residents and conference guests’ needs are met. The OSA’s main duties are to prepare and organize various elements of housing for summer school residents and conference groups as well as provide quality customer service. The OSA’s work schedule is dependent on demand for hall facilities. Schedules will vary weekly and will include mandatory dates and shifts fluctuating in length based on check-in/check-out needs.

Position Qualifications

1. Candidates must demonstrate the ability to interact with summer school residents and/or conference guests in a positive and professional manner, possess strong communication skills and knowledge of the campus and surrounding area, as well as the ability to handle various questions and concerns.
2. Candidates must have an understanding of and ability to work with a diverse population. This requirement includes an appreciation of and sensitivity to those of differing abilities, cultural backgrounds, ethnicities, gender, sex, sexual orientation, socio-economic standing, and spiritual beliefs.
3. The role of the OSA is deeply entrenched in ethical decision-making, and we expect our OSAs to hold summer residents/guests accountable for ethical behavior and to uphold healthy community standards. Upholding *Responsibilities of Community Life: The Student Code* and the *On-Campus Housing Contract* is a vital component of the OSA position and it represents a bare minimum expectation for assuming a leadership role in the community. OSAs must present a positive image of the University at all times by following policies and laws set forth by the University of Connecticut and the Department of Residential Life. Candidates who are on University Probation at the time of application review are not eligible to interview. Candidates who were found responsible for two separate incidents in the current academic year are not eligible to interview. Candidates with a conduct history who are otherwise eligible to interview will be subject to review. Candidates will be notified of their eligibility after final review.
4. Candidates must possess strong problem-solving skills and be able to make fast and accurate decisions in high pressure situations.
5. Candidates must be able to work both independently and as a team member.
6. An applicant must be a current student at the University of Connecticut at the time of employment. An employee must be considered a matriculating student by the University for either the summer or fall of 2023.
7. It is important that a candidate can demonstrate knowledge about the Storrs campus and surrounding area therefore an applicant must have been a Storrs campus student for at least one semester at the time of employment start date.
8. OSAs must be in good academic standing (minimum 2.0 GPA) at the time of application and throughout the term of employment. Grades will be checked at the conclusion of the semester(s) prior to the submission of the application and just prior to employment to determine eligibility. Inter-session and Summer Session(s) coursework will not be considered for the purposes of maintaining the required grade point averages.
9. An applicant who has previously, or is currently, employed by the Department of Residential Life, must be in good employment standing and remain in good employment standing through the position timeframe. This standing will be determined in consultation with the current or previous supervisor(s).
10. To be eligible for consideration the applicant must be available for the entire employment period (May 9– August 27, 2023). OSAs who will be RAs in the fall are excused from their contract when RA fall training begins.
11. The Applicant must be available for an individual interview (scheduled in January or February) If hired, the applicant must be able to complete a virtual on-boarding session of 3-4 hours by May 2, 2023.
12. The applicant must be able to lift a minimum of 25 pounds.
13. OSAs must be willing to work 15 – 40 hours a week in addition to overnights dependent on conference needs.
14. Previous residence hall or other customer service experience is preferred.

Employment Competencies

One Summer Assistants must consistently demonstrate the ability to act as a role model and show sound judgement and good decision-making skills at all times. This applies both on and off-campus. The One Summer Assistant is always expected to:

1. Support and uphold University and Residential life policies by example.
2. Maintain privacy when handling issues with summer guests.
3. Communicate and engage with other respectfully across difference.
4. Respond to guest crises.
5. Care for others in a responsible manner.
6. Care for oneself in a responsible manner.
7. Live as a responsible community member.

Compensation

1. Housing and \$1,400.00 meal stipend for the 16-week employment. One Summer Assistants will usually be assigned a single bedroom. This compensation applies to the 20-25 instances of overnight duties and scheduled meetings.
2. First year One Summer Assistants will be paid \$14.15 per hour. Returning OSAs are paid a higher rate.

3. The OSA must purchase a summer meal plan for the designated contract period.
4. An Internet connection and University basic cable TV service will be provided.

Primary Responsibilities

1. Work in a One Summer office (the main office is open 7:00 am – 11:00 pm every day, additional offices hours vary dependent on need) and be available to conference guests, answer phones, complete paperwork, check keys and floor plans, maintain cleanliness, and other administrative tasks as assigned.
2. Provide excellent customer service to both summer residents and conference guests.
3. Prepare halls for all One Summer, including but not limited to: create bulletin boards, place linens on beds, check keys in the locks, submit facility/maintenance needs, and create/post signs.
4. Assist with check-in and checkout procedures for summer residents and conference guests; prepare/distribute keys, work in housing and conference software, answer questions, etc.
5. Prepare halls for Fall Opening by assessing building wide facility needs and preparing all residential keys for opening.
6. Work overnight duties (approximately 20-25 instances from 11:00 pm – 8:00 am).
 - a. Duties include, but are not limited to: secure buildings, perform rounds, interact with residents/conference guests
7. Serve as a primary point of contact for students and summer guests in emergency or safety situations.
8. Holding summer guests responsible for their actions by documentation of behavior that violates University or Department Standards.
9. Addressing and reporting all issues related to safety, wellbeing, facilities and emergencies by following Residential Life and University protocols.
10. Serve as a monitor for game rooms and classrooms, where applicable, while in use by summer residents and conference guests.
11. Complete desk tasks and update communication log.
12. Work checkouts of all late stay spring residents and check-ins of Early Arrivals.
13. Expected to work fall 2023 check-in through opening weekend August 25-27.
14. All other duties as assigned.

Terms and Conditions of Employment

1. Successful candidates will be offered “at will” employment as an OSA for a 16 week time period. At-will employment means that the employer has the right to terminate an employee from the position at any time, with or without cause, and the employee has the same right to resign from the position at any time, with or without cause.
2. Candidates who receive an offer and who have accepted the offer by pre determined dates that will be given based on candidate interview date, must apply for One Summer Housing via www.reslife.uconn.edu by April 11, 2023.
3. All offers are subject to a pre-employment criminal background check.
4. OSAs must be available for frequent evening, weekend, and holiday work.
5. Outside employment is only approved on a case-by-case basis after meeting with a professional staff member. Summer school course enrollment, as well as other part time work must be requested prior to employment. No more than one course per summer session may be approved including online classes. May term classes will NOT be approved. OSAs may request either on or off-campus work. It is important to note that due to the variable nature of the required OSA work hours, outside work must be approved by the personnel supervisor. Overtime hours will never be approved. In considering requests, the supervisor will ensure that the needs of this position are met.
6. The weekly scheduled hours will fluctuate to meet summer school and conference needs. Weeks may require up to as many as 35-40-work hours. Therefore, the OSA must be flexible.
7. An OSA must be available for the entire stipulated contract period as outlined in the appointment letter. The contract period is for 16 weeks. The dates include training periods, set up and break down of the residence halls, and applicable on-duty periods.
8. The OSA must reside in the assigned area during the entire 16-week contract period.
9. The specific responsibilities for the OSA—conference guests or summer school residents will be determined by considering the staff member’s skills and abilities, as well as information gained during the interview process. The supervisor reserves the right to change the assigned responsibilities of an OSA when needed.
10. The behavior of each OSA, as a member of the University community, will be periodically evaluated during their employment in keeping with the duties and responsibilities of the job description, *Responsibilities of Community Life: The Student Code*, the *On-Campus Housing Contract* and their behavior in accordance with ethical guidelines and departmental expectations. Upon acceptance of the offer, the Department of Residential Life will review any incident in which an OSA was involved and may have demonstrated a lack of understanding of or willingness to abide by these terms.
11. The Department of Residential Life reserves the right to terminate an OSA, with or without cause, at any time.
12. OSAs may request up to 7 days off from the position for the summer. All days off must be approved in advance in written communication by the supervisor and the day cannot be on a high volume day, as determined by the supervisor.

The University is committed to ensuring that individual employees and applicants are not excluded from participation in the employment process based on an individual’s legally protected status which includes race, color, ethnicity, religious creed, age, sex (including pregnancy and sexual harassment), marital status, national origin, ancestry, sexual orientation, genetic information, physical or mental disabilities (including learning disabilities, intellectual disabilities, past/present history of a mental disorder), prior conviction of a crime (or similar characteristic), veteran status, workplace hazards to reproductive systems, gender identity or expression, or other factors which cannot lawfully be the basis for employment actions, unless there is a bona fide occupational qualification. 11/2018