The primary responsibility of the Resident Advisors is to their halls. The Resident Advisor (RA) is a leadership position that focuses on creating a respectful and inclusive community for all within the Student Living Center (SLC). They must/will be trained to have skills in establishing boundaries, de-escalating situations, mediating situations, conflict management, and appropriate confrontation. Flexibility, adaptability, and creative problem solving skills are critical for RA success along with a dedication to the university’s MELIORA values. Resident Advisors should be approachable, accessible, and caring to those around them. They are expected to be considerate and responsible figures in the lives of Eastman students. They are emergency responders during crisis situations involving residents and/or the SLC facilities.

RESPONSIBILITIES

Community Development Responsibilities

- Be an active member in their halls’ and the SLC and Eastman community though their programming responsibilities, informal bonding opportunities, and formal communication
- Be available to their residents, proactively building relationships and providing support and treating residents ethically
- Be in their halls as often as possible. This includes sleeping in their room every night in case of emergency. Prior approval must be granted for any nights spent away from the SLC. There must always be 5 RAs in the SLC, including over Thanksgiving and Spring Breaks
- Serve as liaison between community stakeholders by listening to those around them
- Inform students of their rights and obligations as residents, and for enforcing the University’s policies, rules, and regulations
- Effectively distribute information to residents using multiple communication mediums
- Be committed to understanding and upholding the University of Rochester’s MELIORA values

Student Support Responsibilities

- Provide emotional support to their residents and refer them to the proper resources to get help as necessary
- Support students in distress and/or crisis as appropriate
- Participate in the Office for Residential Life on-call rotation. This involves regular duty nights from 8pm-8am when you must stay in the SLC at all times and attend to the RA On-Call cell phone, responding to all issues that occur, and conducting rounds throughout the building
- Respect privacy on all issues as outlined in the Resident Advisor Confidentiality Policy and FERPA guidelines
- Advise students about academic, personal, and residential concerns

Training and Administrative Responsibilities

- Complete all administrative responsibilities accurately and in a timely manner. This includes relevant paperwork; checking your Residential Life mailbox, campus voicemail, and campus email daily; and posting signs within 24 hours
- RAs are supervised by the Area Coordinator for Residential Life. This is a mentorship relationship in additional to a management one
- RAs are expected to be involved with RA Training, Room Inspections, Move-In, Staff Meetings, etc.
RA QUALIFICATIONS

Required:
- Must be in good academic standing at Eastman with a minimum GPA of 3.25
- Must be in good disciplinary standing at Eastman with no social probationary status
- Must be registered as a full-time student for the upcoming academic year
- Must reside in the Student Living Center for the entire 2021-2022 academic year
- Must have prior campus involvement through clubs, organizations or other student leadership opportunities at Eastman
- Must be available to meet the 20 hour weekly commitment. All other commitments must be approved
- Must demonstrate a commitment to understanding and upholding the University of Rochester’s MELIORA values

Preferred:
- Holds Junior or Senior status at Eastman for the 2021-2022 academic year
- Demonstrates strong organizational and communication skills (written and verbal)
- Demonstrates strong problem solving and conflict management skills
- Demonstrates strong decision making skills even when met with crisis
- Possesses the ability to build community among peers
- Possesses the ability to relate well with diverse groups of people through making genuine connections with ALL students regardless of their identities
- Possesses the ability to work independently and within a team of student/professional staff

COMMITMENTS & COMPENSATION

FALL SEMESTER
August (TBD)
RA Move -In (prior to training)
Fall RA Training & Resident Move In
December 13th
SLC Closes (9AM)
RA Dismissal (2PM)
December 14th
RA Move Out unless On Call for break

SPRING SEMESTER
January 7th
RA Return to SLC
January (TBD)
Spring RA Training
May 7th
SLC closes for residents
May 17th
RA Dismissal
RA Move Out (by 5PM)

COMPENSATION
All RAs will be given compensation in the form of 100% of their room charges. All remuneration is done through a partnership between Residential Life and Financial Aid and placed on the student bill.

APPLY ONLINE AT
esm.rochester.edu/studentaffairs
Applications due March 26!

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