



## Resident Assistant Position Description 2018-2019 Academic Year

### Mission and Vision

The mission of the department is to provide a residential experience through collaborative efforts that assist in the holistic development of our students. The department strives to become the premier housing program through the enrichment of students' living and learning experiences.

### Residential Experience Priority and Learning Goals

We believe that we can make a difference and impact students' lives through their on-campus living experience which will empower them to positively impact their communities. We do this through:

- *Identity*: Challenge students to explore who they are and tell their story.
- *Independence*: Help students develop essential life skills for them to employ at Kennesaw State and beyond.
- *Relationships and Community*: Facilitate opportunities for students to develop meaningful connections and relationships with others on campus and beyond.
- *Inclusion*: Challenge students to explore how they and others contribute to communities and find ways to advocate for themselves and others.

### Resident Assistant Position Philosophy

The Resident Assistant (RA) position is a live-in, paraprofessional, student leadership role within Housing and Residence Life responsible for facilitating learning and positive community among residents, promoting a safe and comfortable living environment, and serving as a departmental and university representative and role model.

### RA Responsibilities

*Relationships and Community*: RAs facilitate opportunities for students to develop meaningful connections and relationships with others by:

- Providing opportunities for residents to engage in activities and dialogue that facilitate the development of meaningful relationships with others.
- Assisting residents in proactively addressing individual and community conflict.
- Supporting the initiatives of the Residence Hall Association (RHA) and National Residence Hall Honorary (NRHH) by encouraging residents to actively participate and engage in their community council(s) and the larger organizations.

*Identity*: RAs challenge residents to explore who they are and tell their story by:

- Articulating their own identities and demonstrating an ability to speak to others across areas of social identity through their interactions with residents.
- Developing personal relationships with each resident through regular one-on-one and small group interactions that provide opportunities for residents to reflect on their experience, personal values, interests, and social identities.
- Provide resources to help residents connect to on-campus opportunities that provide support and allow students to establish their role(s) within their community.

*Independence:* RAs will help residents develop essential life skills for them to employ by:

- Engaging residents in reflective opportunities that challenge them to identify personal goals and plans to achieve those goals.
- Challenge residents to participate in opportunities that will provide them with new experiences and skills that will serve them at KSU and beyond.
- Holding residents accountable to the Code of Conduct, Housing Contract, and Residence Hall Policies.

*Inclusion:* RAs will challenge residents to explore how they and others contribute to communities and find ways to advocate for themselves and others by:

- Serving as mentors and role models to their residents. RAs hold diverse perspectives and often draw on their own experiences to guide their residents through their experience at KSU.
- Creating a community that is inclusive and provides a safe and welcoming environment to individuals of all social identities and needs.
- Engaging residents in reflective opportunities that challenge them to consider other perspectives, social identities, and how diversity in perspectives and identities contributes to a successful community.

Resident Assistants are also responsible for completing administrative responsibilities within the community that contribute to the promotion of safe and comfortable living environments. RAs participate in an on-call rotation, health and safety checks, responsibilities during opening and closing of residence halls, etc.

## **Qualifications**

- Enrollment: RAs must be enrolled as a full-time KSU student registered for no less than 12 (undergraduate) or 9 (graduate) hours for fall and spring semesters. Candidates must have completed at least 1 year of enrollment at KSU by start date.
- GPA: RAs must maintain a 2.5 KSU cumulative and term GPA at time of appointment and throughout the term of employment.
- Student Conduct: RAs must be in good conduct standing at the time of appointment and throughout the term of employment.
- Criminal Background Screen: Acceptance into the RA position is conditional upon the successful completion of a criminal background screen conducted by the Department of Human Resources at Kennesaw State University.
- RAs are required to sign a housing contract to live in KSU Housing.

## **Compensation**

*Housing Assignment:* A furnished, private, on-campus bedroom in the assigned residential community to which the RA has been assigned for the responsibilities.

*Meal Plan Subsidy:* A meal plan subsidy is provided to off-set the cost of the required meal plan for students living on campus.

*Priority Registration:* RAs receive priority registration within their class standing during course registration.

## **Term of Employment**

RAs are offered employment for the fall and/or spring semester(s) for the academic year. Employment as a RA for summer semester is a separate process and not guaranteed with employment for the fall and/or spring semester(s).

## **How to Apply**

More information on how to apply and a link to the application are available at: <http://bit.ly/ksuraselection>. Applications will be accepted starting November 8, 2017 and will close January 17, 2018.