Resident Advisor Position Description

Resident Advisors (RA) at UVM are an essential component of the residential experience. Under the supervision of an Area Coordinator/Residence Director, RAs play a critical role in actively fostering an inclusive, safe, and healthy community. Through supporting peers by building intentional connections, repairing harm within a diverse and inclusive community when it occurs, to helping to create an environment that supports academic and personal development; RAs play a key role in making The University of Vermont home for students.

General RA Responsibilities

Building and Supporting Diverse Communities (20%)
- Bring community members together through facilitating regular circles within the community, proactively and reactively
- Actively confront issues and situations of intolerance, bias, and hate resulting from lack of respect and understanding.
- Display sensitivity to all lifestyles, supporting and engaging in dialogue about resident’s differences in opinions, cultures, and life experiences.
- Foster a sense of community, supportive of Residential Life’s philosophy on Diversity and Inclusion and UVM’s Common Ground Values of Respect, Integrity, Openness, Justice, and Responsibility.
- Encourage residents to get involved and take an active role in developing community on and off campus.
- Build and maintain inclusive communities around a shared purpose, which is conducive to the pursuit of academic achievement, self-discovery, and awareness.

Learning Community Engagement and Programming (20%)
- Plan, implement, and evaluate programs and Community Development Activities (CDAs) throughout the year, under the guidance of Program Coordinators.
- Connect and collaborate with faculty members, Program Coordinators, Program Directors and other Student Peer Educators to help facilitate residential programs and community development activities based on the RA programmatic framework for their Learning Community.
- Support and promote engagement with the Inter-Residence Association and Hall Councils.
- Create and adhere to community standards both within your floor community and on staff teams.

Peer Advisor/Resource (20%)
- Use active listening skills to assist residents with individual and community concerns.
- Serve as a referral agent to residents, connecting students to various university resources.
- Recognize and support the accomplishments of community members.
- Help restore community through conflict mediation between community members, as necessary.
- Assist individuals with personal, social, and academic concerns in an atmosphere of support and confidentiality.
- Maintain a level of availability and visibility within the assigned Learning Community as well as wider UVM community.
Peer Accountability (20%)
- Understand, and communicate the University Code of Student Rights and Responsibilities, and the Housing and Meal Plan Terms and Conditions.
- Serve as a strong, positive role model for residents and peers by personally adhering to Federal, State, and local laws as well as university, and Residential Life policies.
- Hold community members accountable through consistently confronting and documenting violations of University or Residential Life policy.
- Support individuals and communities during crisis and emergency situations.
- Serve as an emergency contact to students, as needed.
- Share duty coverage with other RAs for their assigned learning community.

Housing Operations (5%)
- Participate in preparing the halls for opening and closings.
- Report building damages to Residential Life including life safety systems, common areas, bathrooms, vandalism, etc.
- Assist in and facilitate monthly Health and Safety inspections.

Administrative (15%)
- Submitting appropriate documentation and paperwork in a timely manner.
- Participate in all RA supervision meetings, staff meetings, trainings, and in-service activities.
- Serve as a positive representative of the Department of Residential Life to students, parents, the university community, and external constituents.
- Comply with the Resident Advisor Terms of Employment.

Other Duties as Assigned.

General Availability
- Average 20hrs/week for RA related activities.
- Duty and Front Desk Coverage.
- Availability to attend all RA Training, in-service, group and individual supervisory meetings.
- General length of employment: approximately first week of August through closing at the end of finals week in May.

Requirements
- Interested candidates for the Resident Advisor position must have a minimum 2.5 GPA at the time of application. Once hired, RAs are required to maintain a 2.5 GPA both cumulatively and each semester.
- RAs must be in good conduct standing with the university.
- Lived on campus for a minimum of 1 semester.
  - Transfer students may apply for the RA position, given that they lived on their previous institution’s campus for at least 1 semester.
- Must agree to sign up for a UVM Residential Life Housing and Meal Plan Contract.
- Ability to demonstrate effective time management and ability to organize multiple priorities.
- Demonstrate a willingness to develop leadership abilities, to engage across difference in diverse communities, and participate in a team-based environment.
- Campus involvement and participation is preferred, but NOT required.

Compensation
- Room and Board single space equivalency.
- Free Residential Life operated fitness center membership.