



Lake Superior State University

Campus Life and Housing  
**Resident Advisor  
Position Description**

**BASIC FUNCTION AND RESPONSIBILITY:**

The responsibilities of the Resident Advisor (RA) are to foster a floor and hall environment that is conducive to learning and the growth of the whole student. The Resident Advisor responsibilities fall into the following categories: community development, self-growth and modeling, staff cooperation and hall leadership, and administrative duties. **Duties listed below reflect those possible for this position. Since communities have different needs, specific duties will be discussed with the supervisor.**

**DUTIES AND RESPONSIBILITIES:**

Community Development

- Initiate, develop and maintain dynamic and ongoing relationships with each resident of the floor, and with as many other students in the hall as possible.
- Create a pleasant and welcoming floor environment, including posting door and other welcoming decorations, maintaining informational bulletin boards, etc.
- Be available to students on a regular basis, which includes evenings and weekends.
- Foster an inclusive community where all are welcome and differences are celebrated.
- Participate in the RA on-duty rotation, and respond to emergency situations.
- Assist students with their personal, academic, and social needs by serving as a peer helper; making referrals as appropriate.
- Become familiar with campus and community resources and keep students informed of their existence and functions, and make referrals when appropriate.
- Facilitate the floor in developing a positive learning community, including a study/sleep atmosphere that meets the needs of community members.
- Assist and mediate individuals and groups in achieving a resolution to conflicts.
- Consistently enforce the University Code of Conduct and University policies and procedures—seek an educational resolution to incidents and conflicts.
- Educate students about their rights and responsibilities as community members of the University and the greater Sault Ste Marie community.
- Identify the needs and interests of students in order to promote a well-balanced offering of programs designed to enhance student learning, growth, and development.

Academic Support

- Promote an environment that supports academic success.
- Provide opportunities for students, staff, and faculty persons to interact with one another outside of the traditional classroom setting.
- Assist students in identifying academic goals and provide interpretation of academic policies and procedures.
- Develop and maintain academic resources for students via various forms of educational media: bulletin boards, newsletters, web pages, etc.
- Be knowledgeable about resources that residents can utilize for tutoring, mentoring, and addressing questions about classes, academic policies and procedures, etc.

Self-Growth and Modeling

- Serve as an appropriate role model to students by demonstrating good study habits, concern for the welfare of others, responsibility to one's community, positive social interactions, regard for a healthy lifestyle, and an open mind to diverse lifestyles, attitudes, thoughts, and behaviors.
- Serve as a role model on and off campus in observing federal, state, and local laws, as well as University and Campus Life and Housing policies and procedures.
- Practice personal and professional growth by defining goals, taking action to meet those goals, and evaluating

progress.

#### Staff Cooperation and Leadership

- Function as a cooperative team member in relationships with staff, promote consistency, help solve mutual problems, provide personal and paraprofessional support, and maintain prompt and open communication with all members of the Campus Life and Housing staff.
- Develop necessary skills by attending staff meetings, training sessions, and individual meetings with the Residence Hall Coordinator/Director of Campus Life (RHC/DCL) or other Campus Life and Housing personnel.
- Share in the Campus Life and Housing evaluation process by completing evaluation procedures and openly sharing and receiving feedback from floor members, peers, and supervisors.
- Actively participate in Campus Life and Housing leadership and committee opportunities.
- Promote floor, hall, and campus leadership opportunities among students.
- Attend and actively participate in scheduled department-wide staff trainings.

#### Administrative

- Provide administrative support for students by completing check-in/check-out procedures, facilitating floor meetings, aiding in the room transfer process, adhering to deadlines, responding to emergency situations, and serving as liaison to Campus Life and Housing.
- Assist in the maintenance and improvement of physical facilities by promptly reporting damages or other concerns, promoting positive relationships with maintenance and custodial staffs, and encouraging student responsibility, and making suggestions for facility improvements.
- Post and share all information in adherence to the Campus Life and Housing Solicitation Policy and as instructed by the RHC/DCL or designee.
- Perform other tasks as assigned by the RHC/DCL.

#### **SUPERVISION RECEIVED:**

- Functional and administrative supervision received from the RHC/DCL.

#### **MINIMUM QUALIFICATIONS:**

- Must be enrolled at Lake Superior State University and maintain full-time student status (12 undergraduate credits) at all times during employment, and be sensitive to the demands of the job when determining class schedules.
- RAs wanting to take more than 18 credits per semester should consult with their supervisor (RHC/DCL) before registering.
- A minimum GPA of 2.5 (semester and cumulative) must be achieved upon hiring and maintained for all subsequent periods of employment. Preference will be given to those with a GPA above a 2.75.
- Must have had some experience in a group living situation.
- Must be in good standing with the University conduct system (no conduct probation) and have no major conduct code violations.

#### **REMUNERATION**

Remuneration for the Resident Assistant (RA) will be a waiver of fees for housing in the assigned area, meals during Fall training, and an LSSU meal plan. The meal plan for Resident Assistants will be honored during times when meal service is offered by the institutional meal service provider.

In cases where the credit for expenses related to housing and board for Resident Advisors described above fully satisfies all housing and board expenses for the RA, any additional room and board award that the RA may have earned will not be applied to the RA's room and board charges/account. This includes but is not limited to any Board of Trustees awards for room and board or institutional awards conditioned on the recipient residing in university housing. Any waiver of institutional fees may affect the amount of financial aid awarded to a student. To assess the impact of the RA Room and board abatement for an individual student, please contact the LSSU Financial Aid office.

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