



New Resident Advisor

Application Information
for positions beginning
Spring 2023

Resident Advisors hired for Spring 2023 positions will be required to return to campus for training on January 8, 2023

Resident Advisor (RA) Job Description

RAs are student staff members of the Department of Housing and Residence Life, who, as a requirement of the position, live in an assigned residence hall/building to assist their fellow student residents. The RA is supervised by the Residence Life Coordinator (RLC) of their assignment building. The RLC is a professional staff member of the department that lives and works in their building(s). The RA spends a great deal of time getting to know their residents, and the other residents of their assigned area; serving as a campus resource and positive peer leader. The RA works to create community on their floor/building that is welcoming, safe, and conducive to success of the residents both academically and personally. The RA position requires RA staff to assist in enforcing Housing and Residence Life policies as well as the University of Memphis Student Code of Rights and Responsibility. RAs are selected for the position based on leadership potential, interpersonal skills, sense of responsibility, understanding of campus life, and excitement to learn.

General Resident Advisor Responsibilities

Typical RA responsibilities include but are not limited to:

- Build a positive and Inclusive community amongst residents
- Plan/Organize and facilitate floor programs
- Refer residents to campus resources (Academic, Social, Personal)
- Adhere to and enforce University and Housing and Residence Life policies
- Participate in an on-call rotation for your building
- Help resolve roommate conflicts
- Assist in managing facilities through routine inspections, rounds, and reports
- Assist with Building Opening and Closing each semester
- Attend RA Trainings
- Role model academic success
- Assist with crisis response and crisis management under guidance of supervisor
- Attend weekly meetings with supervisor
- Write/Complete incident reports
- Assist students with needs
- Assist at the building front desk when needed

Minimum Job Qualifications

- Maintain a 2.25 cumulative and semester GPA
- RAs are required to maintain full-time student status (12 credits) each semester of employment unless prior approval is received from Associate Director of Housing and Residence Life.
- Remain in good conduct standing both with Housing and Residence Life and with the Office of Student Accountability
- Fulfill all RA position responsibilities as stated in the RA contract
- Hold the RA position as the primary non-academic activity and hold no other paid position during the RA employment period.

Resident Advisor Time Commitment

Due to the unique nature of the RA position responsibilities, it is difficult to provide a specific breakdown of how time will be spent in the role each day or week. HRL asks that RA staff members commit to dedicating an average of 20 quality hours per week, between the hours of 5pm and 7am, to spend time building community with residents, hosting programs, addressing resident concerns, and attend staff meetings.

Because the RA position can be time intensive, HRL asks that all non-academic commitments/involvement require prior consultation with the supervising Residence Life Coordinator in concert with the Assistant Director of Residence Life of your area. It is the responsibility of the RA to seek approval prior to committing to roles/time commitments outside of the Resident Advisor position.

The following are some limitations currently in place regarding outside time commitments:

- RAs may not hold outside/additional employment on or off campus during the academic year.
- Due to the time commitment, RAs are asked to speak with their supervisor in concert with the Assistant Director of their area prior to participating in recruitment/intake to a social/academic/service sorority of fraternity, campus theatre productions, unpaid internships, student teaching, or executive leadership roles in a student organization.

Benefits

Non-Financial Benefits:

- Leadership development
- Opportunities for team work as well as independent work
- Improved communication skills
- Experience working with a diverse group of individuals
- Transferrable career skills
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Financial Benefits:

- Housing assignment in assigned building of responsibility at no cost (a \$660 per month value)
- Meal plan for on-campus dining at no cost (a \$653 per semester value)
- Monthly Stipend of \$275