

# RESIDENT ADVISOR

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Resident Advisors are cornerstone staff in each residence facility. In this part-time position, RAs live alongside the residents in their charge and facilitate support for their personal, social, and academic development. The position requires an RA to build meaningful rapport with each resident in the house so that they can generate connections, engage residents in learning, and make trusted referrals to campus resources.

## STUDENT ENGAGEMENT

### Community Development

Estimated percentage of job by time: 30%

Resident Advisors work in a community of approximately 20-40 residents, referred to as a house. RAs engage with the residents in their communities and are expected to be a visible, trusted staff member that residents can turn to for support. Through this engagement, RAs are expected to know all the residents in their house by name within the first two weeks of the year and personally within the first six weeks. The RA helps the house set community expectations and holds members of the community accountable to those expectations. Building rapport with individual residents is foundational in a Resident Advisor's work. RAs leverage that rapport to facilitate connections so all are included and feel a part of the community. RAs help residents get to know one another and forge strong, safe communities. RAs monitor interpersonal, roommate, and house social dynamics and intervene as needed. Community Development efforts are carried out regularly by the RA each day.

### Curriculum Implementation

Estimated percentage of job by time: 20%

Residence Life has developed a residential curriculum to articulate what knowledge, experiences, and skills all residents should gain while living on campus. The curriculum covers the educational goals of connection, wellness, identity, academic excellence, and professional competency. Specific content is researched and assembled by professional staff in the department. Resident Advisors, in turn, use their creativity and connection to their communities to engage the residents in this content. Some examples of this engagement include monthly creating informative bulletin boards, constructing door decorations with resident names, facilitating individual conversations with residents, discussions at monthly house meetings and gatherings, mobilizing students to attend campus events, and more. Resident Advisors also assess implementation of the curriculum through record keeping, personal reflections, and other assessment tools.

### Staff Team Participation

Estimated percentage of job by time: 10%

Each staff depends on all Resident Advisors completing their work, communicating effectively together, and functioning as a united team. This includes flexibility with scheduling, developing working relationships with colleagues, and assisting fellow RAs with situations in the building. Staff teams tend to become very close. Successful RAs are effective in supporting and navigating the interpersonal dynamic of working in such a team while setting healthy workplace boundaries.

### **Direct Resident Support**

Estimated percentage of job by time: 5%

Residents may need direct support for personal, social, academic, and facilities concerns. These concerns range from homesickness and burned out lightbulbs to critical and emergency situations like suicidal thoughts and medical matters. Resident Advisors serve as informed resource guides. They can help students problem-solve low level concerns and make referrals to campus resources that can best serve the student. Resident Advisors bring in required staff as needed for more serious concerns to help manage critical and emergency matters as they arise. RAs also play a crucial role in recording what happens via written documentation. RAs are backed by a team of senior student and professional staff to assist with these situations.

**Desired Skillsets in Student Engagement:** Written and verbal communication with others, initiative, openness, approachability, record keeping, maintaining confidentiality, consistency, sound judgement, ability to engage with others, adaptability, curiosity, role modeling, and boundary setting.

## **ADMINISTRATION**

### **Regularly Scheduled Assignments**

Estimated percentage of job by time: 15%

Resident Advisors do much of their work in regular but unscheduled efforts with residents in their houses. There are a number of regularly scheduled meetings that RAs are expected to attend and budget time for. Those include a weekly staff meeting (90 minutes), weekly one-on-one supervision meetings (30 minutes), and committee meetings with RAs from other buildings (60 minutes). Curriculum implementation also has regular time commitments such as individual conversations with residents and developing content delivery. RAs must also be available for other duties as assigned.

### **On-Duty Responsibilities**

Estimated percentage of job by time: 10%

RAs participate in an on-call rotation with their fellow RAs to cover all nights and weekends when students are on campus. While on call, RAs stay in their building, respond to situations, and complete 4 regular sets of rounds of the facility to engage with residents throughout the evening. RAs on each staff split the number of duty nights. The frequency of being on call will vary by staff size. RAs on call carry the on-call cell phone and respond to residents calling for assistance.

Duty Sunday-Thursday begins at 5:00 PM and lasts until 8:00 AM the following morning. On Friday and Saturday nights, duty coverage is from 5:00 PM one day until 5:00 PM the following day. While on call, staff must be on-campus. Beginning at 7:00 PM, staff must stay within their building.

Duty coverage is needed during all University breaks, including breaks when the University is closed but some residents remain. During break duty, RAs serve all day. They are permitted to leave campus to be within the city limits of Kirksville from 8:00 AM to 5:00 PM and on campus 5:00 PM to 10:30 PM before being restricted to their building 10:30 PM to 8:00 AM. Specific instructions about break coverage vary from break to break and are sent out several weeks in advance. All RAs will participate in a rotation to cover duty in their buildings during breaks. The frequency of their break duty coverage will vary by staff.

### **Process Support**

Estimated percentage of job by time: 5%

A variety of processes each year would not be possible without the work of Resident Advisors. This includes, but is not limited to, their work staffing the move-in and move-out processes, guiding students through the Truman Week experience, engaging students in the College Cup Challenge, assisting with various staff selections, and promoting students living on-campus each year through the Housing Renewal process.

### **Conduct Education and Enforcement**

Estimated percentage of job by time: 5%

Both Residence Life policy and the Student Code of Conduct are designed to ensure a positive and safe learning experience on campus for residents. Resident Advisors play a key role toward ensuring all residents abide by these guidelines. This includes educating residents on campus policy expectations and tying those in with the house expectations residents create. RAs confront residents when they are not abiding by campus policies, involve appropriate staff as needed, and document those interactions for review by conduct officers.

### **Presence, Visibility, and Time Off**

To ensure Resident Advisors are available to engage with residents and assist them with critical matters, RAs are expected to be visible and available to residents. Resident Advisors receive 20 nights off that may be used with approval from the supervisor. A night off is defined as any time out of their building past 3:00 AM. Up to 12 nights off may be used in a semester. RAs are limited to taking 3 consecutive weeknights off in a row unless special circumstances are approved by the supervisor. While weekend nights away do count towards the time off total, nights away during University breaks do not. This plan ensures presence and visibility of the RA while still permitting them time away from the role regularly. Closed weekends, where all staff must be present, include hall opening, closing, Truman Experience Weekends, and other critical time periods. RAs will be notified in advance of these dates.

**Desired Skillsets in Administration:** Attention to detail, self-management of work and time, acting with integrity, assertiveness, project planning, promptness, team oriented, prioritization, accountability, considering others in decision making, thoroughness, observant, alert, and discerning.

## **SPECIFICATIONS**

### **Supervision**

Resident Advisors are supervised directly by the professional staff member in charge of their building. RAs receive additional direction from their Community Coordinator.

### **Period of Employment and Hours Rating**

The Resident Advisor position is a nine-month appointment beginning with training in August and ending with closing in May. Staff dates can be found at the end of this document. The Resident Advisor job is rated at 20 hours per week. For students on a university scholarship requiring on-campus service for renewal, the RA role serves as the scholarship job. University policy prohibits additional Truman employment beyond these 20 hours per week. Non-Truman employment while serving as a Resident Advisor is only permitted during holidays and/or when time-off is taken. In the event that this job description conflicts with the Resident Advisor Working Agreement, the Working Agreement will prevail.

### **Qualifications**

A Resident Advisor must be a student enrolled at the university. They must be in good academic standing with Truman, have a 2.75 cumulative Truman grade point average, have lived on campus at the university for at least one semester by the time of employment, and be able to serve the entire academic year. Resident Advisors must be able to successfully complete a background check, complete their job application, attend all interview components, be able to attend all days of training, and be at all days of opening, closing, and Truman Week.

### **Training and Development**

Resident Advisors will attend a thorough, week-long training program to help them gain the information and skills needed to take on the role confidently. A shorter training program in January will help RAs refresh on skills and take on second semester projects. Ongoing training and development will be conducted at staff meetings and through participation in in-service training sessions held throughout the year.

### **Remuneration**

Resident Advisors live in staff single rooms. RAs receive full room and board compensation. 2024-25 RAs, appointed for August through May, receive a room award of \$4094/semester (residence halls) or \$4875/semester (Campbell). RA board compensation for 2024-25 is a 15 meal per week meal plan valued at \$1,988/semester. These numbers will be updated once the Board of Governors approves 2025-26 rates.

For international students, federal law requires that Truman hold 14% of this award as taxes. This will appear as a charge on the student account after the RA award has been applied. You may discuss this matter with the Student Accounts office if you have questions. More information can be found online at the following link: <https://www.truman.edu/businessoffice/student-accounts/policies-procedures/1042-s-international-students/>

Break duty over week-long breaks includes a daily stipend of \$25 and a meal advance to cover meal expenses. Stipends for coverage on Thanksgiving Day, December 24, December 25, December 31, and the Sunday of Spring Term Break is \$45.

<b>Staffing Dates</b>	
RA Move-In	As early as Saturday, 8/2/25
RA Training	Monday, 8/4/25 - Tuesday, 8/12/25
Truman Week	Wednesday, 8/13/25 - Sunday, 8/17/25
Released for Thanksgiving Break	Friday, 11/21/25
Released for Winter Break	Sunday, 12/14/25
RA Move-In	Wednesday, 1/7/26
RA Training	Thursday, 1/8/26 - Sunday, 1/11/26
Released for Spring Break	Friday, 3/6/26
Released for Summer	Sunday, 5/10/26
RA Must Checkout Date	Monday, 5/11/26

Additionally, there will be two “closed weekends” where all RAs will need to stay on campus to assist with Admission’s “Truman Experience Weekends.” For 2024-25, those dates were set as November 1-2 and April 11-12. The 2025-26 dates will be shared with hired staff as soon as the dates are finalized.

<b>Break Duty Nights Covered by Resident Advisors (one RA on at all times, shifts split between all RAs on staff)</b>	
Labor Day Weekend	Friday, 8/29/25 - Monday, 9/1/25
Fall Midterm Break	Wednesday, 10/8/25 - Sunday, 10/12/25
Thanksgiving*	Friday, 11/21/25 - Sunday, 11/30/25
Winter Break*	Saturday, 12/13/25 - Wednesday, 1/7/26
Martin Luther King, Jr. Weekend	Friday, 1/16/26 – Monday, 1/19/26
Spring Break *	Friday, 3/6/26 - Sunday, 3/15/26
Spring Term Break*	Friday, 4/3/26 - Monday, 4/6/26

\* Break compensation of \$25 per day (\$45 for Thanksgiving Day, December 24, December 25, December 31, and the Sunday of Spring Term Break).

*Note- Staffing and break duty is subject to change as the University updates the academic calendar.*

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