

## **Residence Life Graduate Assistant Position Overview, Role, and Responsibilities**

The purpose of the Graduate Assistant (GA) is to promote a safe living and learning community within the residence hall. The mentioned purpose is achieved through supporting all programming efforts offered by The Office of Residence Life. Programming efforts will promote alcohol awareness and prevention. Additionally, GA will also support the community by serving within the ORL on-call rotation.

The GA must be enrolled as a full-time graduate student in a degree-granting program. While in the position, GA may have no more than twenty (20) hours total of additional external commitments including but not limited to outside employment, organization involvement, athletic team participation, internships, etc. A GA must possess strong interpersonal communication skills, cultural competence, and demonstrated experience in program and student development theory. A GA must be familiar with residence hall systems and/or other education administration or management experience is strongly preferred. This is a part-time, live-in position, which requires 10 office hours per week including weekends, on-call responsibilities, 1 on 1s, departmental meetings, etc. Employment is subject to review and renewal on an annual basis. A GA must keep and maintain good academic standing with their respective institution.

### **Requirements:**

- Bachelor's degree
- Previous undergraduate student leadership experience (preference for leadership experience within Residence Life)
- Candidates must be enrolled full time in Higher Education, Counseling, Leadership or related fields.
- Candidates must submit all required clearances and documentation.
- Candidates must be willing to commit to a ten-month agreement.
- Ability to uphold the mission and values of Manor College
- Uphold professional relationships with all students.

### **Summary**

The GA is a 10-month, live-in position. The GA serves as an active and visible residence hall staff member that participates and facilitates student development, community development, leadership development, administration, policy enforcement, crisis management, and staff development. In these capacities, the GA is supervised by the Assistant Director of Residence Life.

This GA is a crucial Residence Life liaison collaborating with Residence Life, Student Engagement, Counseling and Health Services, the Dean of Students, Resident Advisors (RAs) and residential students. The GA manages the residence hall, co-supervises RAs, participates in campus-wide emergency on-call coverage and supports the mission of the Manor College/ the Office of Residence Life.

If mutually agreed, the GA position may renew for a second year, with continued summer housing, included in the compensation package.

### **Supervision**

- Supervises 3-5 undergraduate Resident Advisors and the Residence Hall Council consisting of 3-5 residential students
- Assists with the recruitment, selection, training and evaluation of RAs
- Attend (and lead as appropriate) meetings (e.g. one-on-one meetings with RAs, meetings with supervisor, RA staff meetings, and professional staff meetings, etc.)
- Promote and implement training sessions and in-services as well as ongoing staff development initiatives.

### **Direct Co-Supervision for Resident Advisors**

- Collaborate with the Assistant Director of Residence Life to plan and implement RA training programs including:
  - Fall training, ongoing in-service training, Winter training, and other training as necessary.
- Plan and facilitate weekly RA staff meetings.
- Conduct individual meetings with RA staff
- Hold formal evaluation meetings with each RA once a year.
- Assist in the planning and implementation of the RA selections process.
- Assist RAs in fulfilling their programming responsibilities.
- Ensure accurate and timely completion of administrative tasks delegated to area staff
- Ensure the provision of RA duty coverage as assigned

### **Community and Student Leadership Development**

- Serves as a resource and referral agent for students' academic, identity, and social needs.
- Work collaboratively with Public Safety personnel to create a safe and secure community.
- Student Conduct and Crisis Management
- Responsible for upholding Community Standards.

- Educates students on their rights and responsibilities.
- Communicate with AD regarding policy violations and adjudication.
- Handle crisis situations, such as mental health incidents, roommate conflicts, student conduct, and staffing issues, and reporting to AD in order to ensure appropriate community response.
- Makes effective referrals to counseling or academic services and familiarizes self with campus resources
- Provide night and weekend on-duty responsibilities for approximately up to 85 residential students.

### **Administrative and Departmental Responsibilities**

- Participate in departmental functions, projects, and workgroups assigned, including but not limited to community development initiatives, housing operations management, staff selection, and training.
- Assists with the opening and closing of the residence halls as well as evening and weekend events.
- Assist with on-duty rotation with AD, including evenings and weekends.

### **Professional Development**

- Participate in staff training and development opportunities offered by Residence Life and other campus departments.
- Act as a role model on and off-campus
- Opportunity to engage in the journal or other publication of a scholarly article

### **Academic Year Compensation:**

- \$10,000 yearly stipend
- Semi-furnished suite, utilities, internet, laundry on-site, fitness facilities use, and campus parking.

### **Learning Outcomes**

The GA working in Residence Life will:

- Facilitate engagement opportunities for residential students that promote alcohol awareness and prevention. Collaboration with Student Engagement, Dean of Students, Counseling and Health Services will be required.

- Practice appropriate and effective interpersonal communication skills in a variety of professional settings.
- Develop and practice supervisory skills by managing a staff of high achieving undergraduate RAs.
- Practice giving and receiving feedback in a professional setting.
- Serve as a mentor and role model for developing students.
- Gain a sound understanding of effective crisis management protocol and response.
- Engage in a network of supportive staff members who are committed to the holistic
- Demonstrate critical thinking, specifically employ appropriate decision making when addressing policy infractions when responding to incidents and throughout the conduct process.
- Identify student needs and direct them to the appropriate departmental offices for support and assistance.