Residential Life Mission Statement
The mission of Residential Life is to create a safe, inclusive, and intellectually dynamic residence hall experience that empowers students to utilize their skills and talents to local and global communities.

The Student Leader Positions
Resident Assistants & Community Assistants (RAs/CAs) are trained student leaders who are committed to creating an inclusive living/learning community in the residence halls. RAs/CAs serve the residential community through a variety of responsibilities including program implementation, cultivating meaningful interactions, building administration, crisis response and policy enforcement.

The Integrative Learning Objectives (ILOs) of Pacific Lutheran University
The ILOs are a framework to understand how we view student learning at PLU and to unify education throughout academic departments and the university. Residential Life has adopted these objectives as a way to develop a more integrated approach to the living and learning environment. With this in mind, we have outlined the duties of the RA/CA to connect with these learning objectives of critical reflection, expression, interaction with others, valuing and multiple frameworks.

Critical Reflection – Gather information and make use of that information carefully and critically
- Leadership & Communication
  - Attend approximately 3 hours per week in required staff training, weekly meetings, individual one on ones, and send required correspondence.
  - Critically reflect on student leadership through performance evaluations and on-going interactions.
  - Work with Resident Director to develop professional development opportunities.

Expression – Communicate clearly and effectively with various constituents
- Campus Use Forms
  - Submit online work orders to Facilities Management and follow-up with work orders as needed.
  - Submit Significant Event Reports to Resident Director within 24 hours as necessary.
  - Submit Incident Reports to Resident Director within 24 hours when PLU policy has been violated.
- Crisis Management
  - Assist in lockdown, earthquake, evacuation drills and other crises that may arise in residence halls.
  - Perform Fire and Safety Inspections each semester to encourage resident safety.
  - Follow emergency procedures when responding to crisis situations.

Interaction with Others – Develop a collaborative approach to our work
- Hall Duty: Be available to residents, proactive with facilities concerns, perform walkthroughs of building and complete duty logs in a timely manner.
- Desk Shift: Build community and assist residents and visitors at the front desk 3 hours (RA)/4 hours (CA) per week.
- Resident Interaction: Serve as a role model, resource, and leader in the community by developing individual relationships with each resident.
- Hall Community Development
  - Provide 5-7 hours a week of resident interaction, including, but not limited to, spontaneous events, intentional individual interactions (Triple-I’s), and support of campus events.
  - Based on the community development model in your hall, provide opportunities to encourage resident learning and interaction through planned events and bulletin boards - addressing service, leadership, academics, social justice, health & wellness, spirituality, and sustainability.
- Residence Hall Council Support: Actively support Residence Hall Council (RHC) and encourage residents to attend RHC events.

Valuing – Develop an understanding of individual and community values
- Community Standards
  - Work with residents to develop and uphold community and roommate agreements.
  - Uphold PLU policy and address any violations that may arise.

Multiple Frameworks – Recognize and understand how identities and experiences shape different assumptions and behaviors
- Create a welcoming, inclusive environment in the hall through proactive education and attention to the community.
- Utilize conflict mediation and community standards to help residents more positively interact with others from backgrounds different than their own.

Other Duties
- Respond to additional community needs and issues as needed.

Minimum Qualifications, Compensation, and Position Requirements
- Understand community and Residential Life student staff role.
- Be enrolled in a minimum of 12 credits per semester at PLU.
- Must live on campus during entire tenure of employment by Residential Life.
- Must follow all guidelines of PLU Residential Life Housing Contract including signing up for appropriate meal plan.
Supplemental Position Description

Resident Assistant with Additional Duties (RAAD) / Community Assistant with Additional Duties (CAAD)
- Peer Mentorship: Collaborate with the Resident Director to develop hall staff team by serving as a role model and resource for staff members.
- Desk Supervision: Hire, train, supervise and manage timesheets for building desk workers.
- Residence Hall Council: Serve as secondary advisor for the RHC.
- Additional Compensation & Requirements: The RAAD/CAAD is expected to work 12-15 hours per week and is compensated at a higher level than other RAs/CAs.

First-Year Resident Assistant (FYRA)
- Understand transitional needs specific to the first-year student; address those needs through intentional programming.

First-Generation, First-Year Resident Assistant (First-Generation FYRA)
- Understand transitional needs specific to first-generation college students; address those needs through intentional programming.
- Work with the RD to help first-generation residents build a strong foundation to ensure success in college.

Gender Neutral Community Resident Assistant
- Understand the transitional needs specific to both returning and first year students regardless of gender identity; address those needs through intentional programming.
- Facilitating a safe and understanding community as defined by the residents of this community at the beginning of the year.

Returning Student Resident Assistant
- Understand transitional needs specific to the returning and transfer students; address those needs through intentional programming.

Harstad Resident Assistant
- Build community around the Harstad Hall Mission statement - promoting women’s empowerment and gender equity by focusing on activism, education, leadership opportunities, and reflection.
- Implement programs that promote and support the exploration of what it means to be a woman and feminist.
- Collaborate with faculty members to enhance learning in the Harstad Community.

Social Action and Leadership (SAL) Resident Assistant
- Learn, understand and utilize the social change leadership model in wing programs and activities.
- Work with RD and Director of the Diversity Center to create programs designed specifically for SAL wings.

Hong International Hall (HIH) Resident Assistant
- Build community around the HIH Mission statement - promoting language immersion, cultural awareness, and global engagement in your community.
- Implement and uphold a language and community agreement for your wing.
- Collaborate with faculty members to enhance learning in the HIH environment.
- Attend all HIH Task Force meetings and meet regularly with faculty partner (3-4 hours per month).
- Minimum Qualifications: In addition to being eligible to be an RA, successful candidates will be enrolled in IHON/Language courses throughout time of employment and/or demonstrate fluency and passion for target language and/or International Honors program.

Hinderlie Community of Creative Expression (HCCE) Resident Assistant
- Build community around the Hinderlie Arts Community Mission statement - art appreciation and exploration of the meaning of art in the context of global citizenship as a mechanism for expression, activism, leadership & reflection.
- Implement programs that promote and support a wide variety of artistic expression and reflection.
- Collaborate with faculty members to enhance learning in the Hinderlie Arts Community.

Community Assistant (CA)
- Understand and be able to articulate the unique characteristics and transitional needs of a predominantly upper class, graduate, and married/domestic partnership housing students.
- Community Development: Build hall-wide community development through the creation and implementation of hall programming, events, and initiatives through the completion of 2 staff office hours each week and four hours as a front desk worker (2 hours in each hall).
- Additional Compensation & Requirements: The CA is expected to work 10-12 hours per week and is compensated at a higher level than other RAs.