



Resident Assistant Position Description

Residential Life 2022-2023

Mission Statement

The mission of Residential Life is to create a safe, inclusive residence hall experience that supports PLU students' belonging, learning, and enjoyment while empowering them to positively serve their communities.

Safety and Inclusivity

- Submit online work orders to Facilities Management and follow-up with work orders as needed
- Submit Significant Event Reports within 24 hours as necessary
- Submit Incident Reports within 24 hours when PLU policy has been violated
- Assist in lockdown, earthquake, evacuation drills and other crises that may arise in the residence halls
- Perform Fire and Safety Inspections each semester to encourage resident safety
- Follow emergency procedures when responding to crisis situations
- Hall Duty: Be available to residents, proactive with facilities concerns, perform walkthroughs of building and complete duty logs in a timely manner
- Uphold PLU policy and address any violations that may arise

Belonging

- Desk Shift: Build community and assist residents and visitors at the front desk 4 hours/week
- Develop individual relationships with each resident through intentional interactions (wing meetings, programs, LuteConnects, Student Alert follow-up, supporting Campus events and casual interactions)
- Work with residents to develop and uphold community and roommate agreements
- Create a welcoming environment in the halls where every resident can thrive
- Help residents more positively interact with others from backgrounds different than their own
- Utilizing conflict mediation strategies to create

Learning and Enjoyment

- 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
- Through proactive education, promotes a wing environment that is respectful of people's differences
- Referring residents to other campus resources
- Residence Hall Council Support: Actively support Residence Hall Council (RHC) and encourage residents to attend RHC events

Community and Leadership Development

- Attend approximately 2.5 hours per week in required staff training, weekly meetings, individual one on ones, and send required correspondence
- Critically reflect on student leadership and demonstrating a willingness to improve job performance through on-going professional development opportunities with regular contact with Resident Director
- Serve as a role model, resource, and leader in the community

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
- Maintain 2.0 cumulative Grade Point Average; note: RAs with cumulative GPAs from 2.0-2.5 will have additional academic support until their cumulative GPA is 2.5 or higher
- Involvement in other student leader/employment positions requires pre-approval from the Office of Residential Life
- RA compensation will comprise: 1) a housing credit (i.e., free on-campus housing) and 2) hourly pay that is commensurate with the annual value of Meal Plan D.



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Supplemental Position Descriptions

First-Year Wing RA (FYRA)

In addition to general RA duties, the FYRA is placed in a wing comprising first-year students and is trained to identify and understand the needs specific to that group. FYRA's will work closely with staff, faculty and residents alike to build a strong foundation and help to ensure a successful transition to college life.

New Transfer/Returner Wing RA

In addition to general RA responsibilities, the New Transfer/Returner Wing RA is placed in a wing of 2nd year and older students, and is trained to understand the academic and career needs of that population – such as picking a major, finding internships, and selecting a study away program.

Harstad RA (Gender Equity and Women's Empowerment)

In addition to general RA responsibilities, the Harstad RA is placed in a Harstad wing and is trained to build community around the Harstad mission of “promoting gender equity through intentional programming, community building, and faculty interaction by focusing on activism, education, leadership opportunities, and reflection.” Harstad RAs will work collaboratively with faculty to enhance learning in this community.

Hinderlie Community for Creative Expression RA (HCCE RA)

In addition to general RA responsibilities, the HCCE RA is placed in a Hinderlie wing and is trained to build community around the HCCE mission of “art appreciation and exploration of the meaning of art in the context of global citizenship as a mechanism for expression, activism, leadership & reflection.” HCCE RAs will work collaboratively with faculty to enhance learning in this community.

Hong International Hall RA (HIH RA)

In addition to general RA responsibilities, the HIH RA is placed in a Hong wing and is trained to build community around the HIH mission of “promoting language immersion, cultural awareness, and global engagement in your community”. HIH RAs will work collaboratively with faculty to enhance learning in this community.

Additional Qualifications: Enrolled in IHON/Language courses throughout time of employment and/or demonstrate fluency and passion for target language and/or International Honors Program.

Diversity, Justice, & Sustainability (DJS) (Ordal Hall)

In addition to general RA responsibilities, the DJS RA will be placed in an Ordal wing that works with a specific group (e.g., First in the Family, Students of Color, or Environmental and Social Justice)

Environmental and Social Justice (DJS RA)

In addition to general RA responsibilities, the DJS RA will be placed in a Stuen wing and will be trained to learn, understand, and utilize environmental studies and the “social change leadership model” in their programming and community building efforts. DJS RAs will work collaboratively with the Diversity Center to enhance learning in this community.

First in the Family (DJS RA)

In addition to general RA and FYRA responsibilities, the First in the Family FYRA is placed in a first-year wing comprised of residents who identify as first-generation college students. First in the Family RA's will help residents explore their identity as first-generation college students, how it intersects with other identities, and how their identity affects their college experience. First in the Family RA's will work collaboratively with campus partners to enhance learning in this community.

Students of Color (DJS RA)

In addition to general RA responsibilities, the Students of Color RA establishes community and solidarity with residents who identify as a student of color. Students of Color RA's will help residents explore their identity as a student of color at a predominantly white institution and how it intersects with other identities.



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Lavender/Gender Inclusive Housing RA

In addition to the general RA responsibilities, the Lavender/Gender Inclusive Housing RA is placed in a wing of both returner and first year students, and is trained to understand the specific needs of the community. The Lavender RA promotes a safe and inclusive environment for students across the LGBTQIA community to thrive together, and the Gender Inclusive Community RA helps residents create a deeper awareness for gender identity while creating a safe and understanding environment.

STEM House RA (Tingelstad)

In addition to general RA responsibilities, the STEM House RA will work with faculty to promote interdisciplinary exploration of Science, Technology, Engineering and Math in academics and everyday activities.

Wellness House RA (Tingelstad)

In addition to general RA responsibilities, the Wellness House RA is trained to understand the holistic wellness wheel model and utilize this model to create vibrant wing programs and activities.

Upper Division RA (South & Stuen)

In addition to general RA responsibilities, this RA is placed in a South or Stuen wing and is trained to understand the needs of upper class, transfer, graduate, and married/domestic partnership housing students.

Resident Assistant with Additional Responsibilities (RAAD)

In addition to general RA responsibilities, the RAAD will provide peer mentorship to the other RAs, supervise the front desk, and co-advise the Residence Hall Council (RHC) in their residence hall. The RAAD is expected to work 15 hours/week and is compensated at a higher level than other RAs.