THE RA POSITION

Expectations, Training, Assessments, and everything else I could think of 😊
OUTLINE

1. Who we are
2. What we do
3. RA Contract
4. RA Training
5. The Fine Print
6. RA Council
7. Please don’t
1. Raise your hand if you think you’re mediocre or settle for mediocrity...WE ARE AWESOME! None of us individually settle for anything less than the best and we as a department won’t.

2. This University and Housing & Residential Life Department are striving for exceptionalism. So what does that mean? We want every student to think of their time at Eastern in Housing as Legen-wait for it-dary. With that said we conduct assessments throughout the year as a way to find out where we are as a department. RA Manual, RA Training, are announced Student Engagement and RA Training follow up assessment are not announced.
   1. RA Training assessment, is something you can and should study for throughout the next two weeks.
   2. Student Engagement – this is something you cannot cram for. Just get to know your residents and you should be ok.

3. Whether you like it or not. You are now the Face of Eastern. With that said that is why when you’re on duty you have name tags to identify you as our staff. We don’t require you to wear your staff shirt other than opening and a few other weekends, feel free to wear it as often as you want. We got you your size if you answered the survey by the deadline.

4. What do you think I mean by the fact that we are Game Changers? We change the lives of our students. This is done by our interactions with them. Those who are in distress we give them the skills to be successful and comfortable. Those students of ours that are comfortable we challenge how they view the world and to be the best they can.
This is my 11 month old son Paul. He likes Eastern just like all of you.

Even before I became a parent, this is the reason I’m extremely critical of what we do and how we do it. Because, just like this little one, every student we are responsible for is the world to someone. Every parent wants the best for their child. They want their child to be safe. They want their child to be successful. Families sacrifice to give our students this opportunity, we have to do our part to ensure their success.
You have the most important job on campus!

- Value this opportunity to help others.
- Residents are going to violate policies, it is not personal. Don’t take things personally.
- Be yourself but know your biases.
- Remember why you became an RA.

You are a major reason students have a positive or successful experience here at Eastern or not.

The most common reason applicants say they want to be an RA is because of you, their RA was awesome and had an impact on them.
That game changer role makes all of you role models.

Residents look up to you, no matter how they may treat you
Three aspects of role modeling here at Eastern
No one likes hypocrites
Lead by example
Fishbowl! You = fish, Residents = cat
WHAT WE DO

1. Build Community
2. Educate
3. Enforce Policy
4. Communicate
5. We work as a team
6. Respect

1. Build community- through socials, Community Development Activities, RA Resident One on Ones, daily interactions
2. Educate students- through programming in the halls, bulletin boards and daily interactions
3. Enforce Policy- why is it important? Has anyone been woken up in the middle of the night by a noisy neighbor? We are responsible to role model and enforce community standards
4. Constant communication with our students, staff, and supervisors. RA News and Facebook page.
5. A chain is only as strong as the weakest link
6. I won’t sing it, but I will preach it
COMMUNICATION

- Keep communication open and direct.
- Keep your HD informed of anything that will affect your job performance.
- Be open to feedback and constructive criticism.
- If you have an issue with a staff member, talk to them about it. Don’t Gossip!!!
- If you mess up let your HD know right away so they don’t have to hear it from someone else.
- Be honest and genuine.
We use Facebook as another way to reach our students. We ask you to like the page as a way for you to know what we are trying to get to them with. As far as the what you put on Facebook and who you friend is up to you. Just make smart decisions. What I can tell you, is that I accept Friend requests from anyone I know, because what I know anything I put up is a positive reflection of myself.

RA News – the mini contests were well received and will continue, we will also add staff competitions.

**COMMUNICATION CONTINUED…**

- Let your HD and fellow staff members know what you need to be successful.
- Keep your HD informed of all situations occurring on your floor/area:
  - Maintenance concerns
  - Roommate issues
  - Damage/vandalism
- Facebook
- RA News
TEAMWORK

- Respect and support your staff members and HD.
- Trust each other professionally.
- Be open to new ideas, lifestyles, and people; listen and gather information before making decisions.
- Maintain a solid front with your staff. If residents are “dissing” another staff member, don’t join in, even if you agree with them.

Just as roommates aren’t going to be BFFs all the time, neither are staffs
Think of each other like a Sports teams, military, clubs – you need to treat each other professionally as you have the same overall goals.
Open minded, the whole thing about college is that you’re supposed to learn about new stuff, otherwise why are you paying $20k
Weak link in the armor is where residents will attack you
Respect is displayed through your actions and communication, the Cartman approach will not work.

Your level of confidentiality is limited or none as you must inform your HD of any policy violations or health safety issues.

However, you do not share people’s business with other residents and only what is necessary with other staff members. Think of it as if someone else was talking about what happened to you.
1. Any questions about anything in that list?
2. We have done our best to minimize the other duties as assigned.
3. Add questions to notes: No questions.
Set yourself up for success, if you don't keep track of your exams and papers and work on them early, your grades will suffer. If you don't track your duty nights and other requirements your job will suffer.

Consistency is key. It is always easier to be like ice cream and be hard at first and melt through the semester, than to be lax and try to regain control.
RA Training

- This is the hardest part of your job
- Have Fun!
- Cell Phone Protocol
- Be engaged during the sessions
- Buddy System
- Dress Smart, embrace themes
- Punctuality
- Ask Questions!

1. Have fun- This job is a blast and full of great experiences – Relationships that will last a lifetime
2. Cell phone - Let’s see who has what
3. Be engaged – If you have a Boyfriend, Girlfriend, bromance...congratulations you don’t during training
4. Buddy system - Habit of being late, trouble keeping eyes open
5. Attire - Shoes, comfort...no hats, sunglasses – be smart when embracing themes
6. Be early, it’s a sign of respect to the presenters and your peers
7. Questions – Ask them. If you have a question, most likely you’re not the only one.
New Ras- old Ras, HDs, and myself are your resources.

Returners – remember you were a new RA at one point. Help the new Ras be successful.

Keep your strengths in mind – for example I’m good at programming and bulletin board ideas, just not good at making things that look neat.
Landlines in rooms, offices sometimes try to call you and will use this. After hours you bring the duty phone to your room – on-call all night until 7am.

Dating policy? Do not date your residents as it is unfair to you, them, and your fellow staff members.

Inspirational quotes – if you email them to me they will appear in FileMaker

Who thinks they’re the best programmer?

Committee Assignments – are greatly reduced. You can volunteer for anything you want.

- Social Media (the use with alcohol or drug violations)
- Building Operations (covered by the HD during Training Time = GYST)
- FAD (more explanation)
- RHA
- UROC
- Dean’s Cup
- Priority Points
- Policy for Staff Entrance
- Best Western Staff Cover Plan - none
- Year In Preview Calendar
- Roommate Expectation Form
- RA HD One on Ones

I will meet with each staff this semester, I have an open door policy, I’d like to meet with each new RA, and then there’s RA Council.
RESIDENT ASSISTANT (RA) COUNCIL

- What is it?
  - Vehicle – change, programming, FUN
- $10,000
- New structure
  - E-board – President, VP, Secretary, Treasurer
  - Meeting will be built around e-board’s schedule
- Election
  - Nominations via email to Laura Boliver by Tuesday 8pm
  - Those nominated will meet at lunch Wednesday
  - Campaign & Election will take place during week 2
This is my least favorite part of my job, however, please don’t think that I don’t take this very seriously.

While this seems like common sense, these are all things that have caused RAs to leave the position prematurely. Each hall director uses progressive discipline and these items bypass progressive discipline due to the fact that we need to protect the reputation of all of the RAs.

If you are under 21, I highly encourage you not to drink during the semester, it is obviously against the law, but has been an issue for many RAs.
DON’T MAKE ME TRUMP YOU
YOU’RE FIRED!
QUESTIONS?