



Student Housing

2019-2020 Resident Advisor

POSITION:	Part-time (15-20 hours a week), non-benefited position with Student Housing through the California State University, Fresno Association, Inc.
ESSENTIAL JOB FUNCTIONS:	<p>Under the direction of a Resident Director, the Resident Advisor will be responsible for the following functions. Typical duties include, but are not limited to:</p> <ul style="list-style-type: none">• Establish rapport with all residents in order to provide personal support for the individual student regarding personal and academic matters.• Create a sense of belonging in Student Housing and the university through programming and opportunities for interaction• Assess the needs of the residents in your area to plan and implement social and educational programs.• Assist with Student Housing and University wide programs• Encourage retention and student growth through services and programming within Student Housing and the University• Identify and work with students having social, academic and/or health problems and make appropriate referrals as needed• Model appropriate respect for the health, safety, welfare and rights of all members living in Student Housing by maintaining a respectful living environment• Create a sense of community and an academically supportive environment by establishing limits and enforcing policies• Confront any violation as it occurs whether or not you are on duty, or contact the appropriate staff member or police if the potential violation warrants assistance• Assist with any emergency within Student Housing• Promote an atmosphere that is conducive to creating an appreciation, understanding, and acceptance of individual differences and lifestyles regardless of socio-economic status, physical abilities, race, ethnicity, sexual orientation, religion, age, gender identity, learning styles, life experiences, or political affiliation• Assist Facilities & Custodian staff to maintain residential facilities• Assist supervisor in implementing the daily hall business operations and services of the hall (e.g. check-in/out, room changes, hall closure, on-call, desk, package shifts and mail).• Adhere to the terms and conditions of the Housing License agreement, including all policies and behavioral guidelines.• Participate in the selection process for the next academic year Resident Advisor staff, as directed• Reside within Student Housing and eat meals in the University Dining Hall as a condition of employment (permitted 4 weekends away per semester with supervisor approval)• Promote on campus living by providing Student Housing tours on a regular basis for prospective residents <p>Time Commitments:</p> <ul style="list-style-type: none">• Commit to the RA position for one academic school year with a start date tentatively of July 31, 2019 and an end date of May 30, 2020.• Attend Spring Training sessions tentatively scheduled on Thursday, May 9, 2019 at 9am (Dead Days)• Assist with Vintage Days 2019 between April 26th-28th

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	<ul style="list-style-type: none"> • Assist with the opening and closing of Student Housing and be present during opening and closing weekends • Maintain each Wednesday from 4-6:00pm for RLS In-Service times • Provide duty coverage for extended holiday or break periods (Thanksgiving, Winter or Spring break) as assigned <p>Student Status</p> <ul style="list-style-type: none"> • Resident Advisors must enroll for a minimum of 6 and a maximum of 15 undergraduate (minimum 3 and a maximum 10 graduate) units during both the fall and spring semesters in which they are employed • Resident Advisors may not attempt to carry more than one night class per week (after 5:00 p.m.) without permission in advance <p>Outside Employment and Major Commitments</p> <ul style="list-style-type: none"> • RAs may not have outside employment or other major outside commitments that may conflict with the duties or time demands of the Resident Advisor position during their first semester of employment as a Resident Advisor. <p>Background Checks and Random Drug Testing:</p> <ul style="list-style-type: none"> • Resident Advisors are charged with the safety and security of our residential population and are subject to a background check (which includes an initial check into all housing records & Livescan) • Resident Advisors may be subject to random drug tests throughout their term of employment <p>Confidentiality and Mandated Reporting</p> <ul style="list-style-type: none"> • Certain information concerning students retained in University records must be treated in a confidential manner and should not be a part of public or private conversation. Improper disclosure of information is prohibited. The federal Family Educational Rights and Privacy Act of 1974 (FERPA) set out requirements designed to protect students' privacy in their records maintained by the campus. • Due to the California Child Abuse and Neglect Reporting Act (CANRA), all CSU employees have an obligation to report suspected or known incidents of child abuse or neglect. • The California State University does not discriminate on the basis of sex, gender, or sexual orientation in the education programs or activities it conducts. Title IX of the Education Amendments of 1972 and certain other federal and state laws prohibit discrimination on these bases in education and activities operated by California State University, Fresno. Likewise, the California State University is committed to providing equal opportunities to male and female CSU students in all campus programs, including intercollegiate athletics.
<p>QUALIFICATIONS:</p>	<p><i>To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.</i></p> <ul style="list-style-type: none"> • Sophomore standing or higher (or have one year of on-campus living experience) <ul style="list-style-type: none"> ○ Please note – first time freshman may qualify for the position • Currently enrolled in Leadership Class (RA 70) or have successfully completed the class previously with a grade of “B” or better. If you are selected for the RA position while enrolled in the leadership class, your offer is contingent upon completing the Leadership class with a grade of “B” or better. <ul style="list-style-type: none"> ○ Previous residential life staff experience or a leadership class taken at a different institution may be substituted for this requirement

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	<ul style="list-style-type: none"> • High level of maturity exhibited in sound judgment, emotional stability, flexibility and willingness to accept responsibility. • Strong interpersonal skills and proven ability to interact effectively with others as perceived through the interview process. • Good conduct standing and financial standing with the University and Student Housing (not currently on disciplinary probation and current with all payments). • Have and at all times maintain a minimum 2.5 cumulative and semester grade point average (2.75 GPA preferred). If offered the position, must maintain a 2.5 GPA for spring 2019 semester in order to be eligible to start the position in the fall.
COMPENSATION:	<ul style="list-style-type: none"> • Each Resident Advisor will receive a double room set up as a single worth \$7,241 for the year. <ul style="list-style-type: none"> ○ The RA may get a roommate if there is a need for space ○ Area assignments and specific room assignments are made by the Resident Directors, Residential Life and Student Conduct Coordinator and Assistant Director of Housing. • Each Resident Advisor will receive a Platinum (unlimited) meal plan worth \$4,383 for the year. • First Year Resident Advisors receive a monthly payment of \$100 • Returning Resident Advisors receive a monthly payment of \$125 <ul style="list-style-type: none"> ○ To be considered a Returning Resident Advisor, the employee must have been employed by the California State University, Fresno Association, Inc. any time after January 1998 and must have served two complete semesters in a row as a Resident Advisor and/or Public Safety Assistant at University Courtyard • All staff members will receive a monthly cell phone stipend of \$5 to cover the costs of calls to their cell phones throughout the academic year
FILING DEADLINE:	February 24, 2019

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