Position Title: Resident Assistant (RA)
Department Name: Office of the Dean of Students

Primary Purpose:

Resident Assistants (RA) at Middlebury College serve as community leaders in their Commons, cultivating a culture of personal responsibility and community engagement among their peers. RAs are expected to forge personal connections with the residents on their hall, be in regular contact with their CRD, and communicate with the Commons team about student issues. RAs must have a concrete understanding of the network of available resources on campus and a willingness to channel students to those resources.

Each student staff member must be a solid, positive role model – creating, facilitating, and maintaining a living and learning atmosphere that is conducive for individual student growth, as well as community development, within the residential unit. A proactive approach to working within a residential community is of foremost and critical importance. Building positive, healthy relationships with one’s residents from day one is key to this proactive approach. While it is the responsibility of student staff members to respond to problems as they arise, the staff member must first create an atmosphere of community in which individuals respect each other’s rights, property, and values.

Responsibilities:

Student Contact/Communication
RAs main role is to connect with residents. Throughout the academic year, RAs will:
- Get to know residents on the floor/building
- Be visible and available on the floor and in the residence hall
- Make themselves available to residents to assist with questions or concerns
- Meet with residents one-on-one throughout the year as needed
- Communicate with residents on behalf of the Commons office and Residential Life
- Inform residents of campus events and announcements
- Share confidential information concerning students only with appropriate college staff

Community Building
RAs should connect their residents to the wealth of opportunities offered on campus and within their own commons. Throughout the academic year, RAs will:
- Strive to develop an inclusive community, which promotes individual responsibility, mutual respect, and protects individual rights of residents
- Make students feel welcome in the community by creating personalized door decorations at the start of the academic year (and when students move into your community)
- Actively support Commons events and assist as required
● Schedule formal and informal floor/hall meetings as needed
● Follow up on resident and community concerns and facilitate conversations as needed
● Inform students of events taking place, especially supporting weekend activities
● Develop, with fellow RAs, a monthly program of events for sophomore students that arise from the interests of students on the hall or as a response to community concerns

Health, Safety, and Community Management
The health, well-being, and safety of students is our primary concern. RAs contribute to this work through fostering community and supporting individual students. Throughout the academic year, RAs will:
● Work together as a team to help support the health and safety of residents and foster a healthy and respectful living environment
● Conduct wellness check-ins with residents as needed
● Participate in commons weekend coverage (may include Thursday/Friday/Saturday nights) and report policy violations in duty log
● Connect residents to appropriate resources in a timely manner
● Utilize the CRD on call, Department of Public Safety, etc. in emergent situations
● Communicate concerns to the Commons team
● Foster students’ accountability in relation to personal health and safety concerns
● Report facilities issues (including residence hall damage) to Facilities, CRDs, and submit work orders as needed
● Follow emergency procedures in an appropriate and responsible manner
● Conduct fire safety checks
● Conduct room checks

Residential Standards
Throughout the academic year, RAs will:
● Conduct themselves in accordance with college policies and behave in a manner that supports the mission and values of the College
● Educate residents about residential and general college policies (e.g. Sober Friend Policy) and refer as needed
● Establish community standards by which all floor/building residents agree to abide
● Communicate and uphold residential standards and expectations regarding cleanliness (e.g., dishes, trash and other obstructions in the hallways, etc.), safety (e.g. avoiding and eliminating fire hazards, obstructions, etc.), noise, and behavior (including illegal drinking, drug use, etc.)
● Enforce noise standards: meet residents to establish and articulate clear expectations regarding noise and noise complaints and resolve immediate problems (including intervention on noisy rooms and/or informal parties), and follow up as necessary
● Establish and communicate residence hall expectations surrounding in-room social gatherings and resolve issues as necessary
● Work with CRD and Commons Team as necessary on specific issues that may arise in the residence hall
Residential Life Training and Staff Development
RAs return to campus early for extensive staff training in August. It is important that RAs are present for all of training. Additional training sessions may also be offered throughout the year. Throughout the academic year, RAs will:
● Participate in on-going staff training and development during the term of appointment
● Attend weekly staff meetings to discuss resident and building concerns, current campus information, staff issues and concerns, and programming initiatives
● Attend weekly/biweekly individual one-on-one meetings with your CRD to discuss support, student concerns, issues affecting your floor/building, job performance, and any personal concerns that you or your CRD would like to address

Orientation
RAs assist with MiddView events in August. RAs will:
● Assist with move-in
● Assist with first-year orientation as required

Working Relationships
Throughout the academic year, RAs will work with the Commons team and the staff to understand and support each other, provide each other with feedback, and work together to establish a positive atmosphere in the Commons and buildings.

Housing Rebate: $3,150
Credited in two payments, once in the fall semester and once in the spring semester.