The resident assistant (RA) staff are paraprofessional graduate and undergraduate members of the Department of Residence Life and Housing. RAs report directly to their residence life coordinators (RLCs) and/or graduate resident directors (GRDs) and are responsible for establishing and maintaining an atmosphere which will promote the educational, social, cultural and personal development of residents. The RA must project a sense of care and concern for each resident. The following terms of employment explain the qualifications for and requirements of students employed as RAs at The University of Akron.

Qualifications

- Enroll and, successfully, complete 12 academic credits at The University of Akron. Graduate student RAs are required to enroll in and complete nine academic credits. Courses must be taken for letter grades.
- Maintain at least a 2.5 cumulative grade point average (CGPA) and a 2.5 semester grade point average (GPA).
- Maintain good conduct standing with The University of Akron, as discerned by the Associate Director of Residence Life and Housing.
- Applicants must have completed one semester as a fully enrolled student at The University of Akron, or any other institution of higher education.
- Applicants must have lived in a residence hall at The University of Akron, or any other institution of higher education, for at least one semester prior to employment.
- Must uphold a Residence Life and Housing contract throughout the term of employment.

Successful Candidates

Successful candidates will demonstrate the following skills throughout the selection process:

- Self-discipline.
- Interest in the lives of individual residents, their feelings, needs, and rights.
- Commitment to the full development of students’ academic pursuits and personal growth in and out of the classroom.
- Commitment to the mission and vision of the Department of Residence Life and Housing at The University of Akron as explained by residence life coordinators and graduate residence directors.
- Effective leadership.
- Strong verbal and written communication skills.
- Sense of self-awareness.
- Strong role model.

Period of Employment

The period of employment is for one academic year. Returning to the RA position is contingent upon a successful evaluation. All RAs are required to assist in the opening and closing of the halls for each academic term. This requires returning to campus approximately two weeks prior to fall semester and remaining until the residents leave at the end of each semester. RAs assigned to buildings that remain open for winter break may be required to remain in the halls through the break period. RAs are required to remain on campus during identified “black out” dates.

RAs are permitted six nights or three weekends per semester away from campus. The time must be arranged in advance with your supervisor. Restrictions will be made on special weekends, as deemed appropriate by the Associate Director. A weekend away is defined as extending from noon, Friday to 6:00 p.m., Sunday. No more than half of the staff in any hall will be permitted to away on a given weekend.

Remuneration

RAs are provided room as compensation from fall training through spring hall closing. RA staff working during the Thanksgiving, winter or spring breaks may be compensated on a per diem basis. Room is not provided during winter break for those RAs assigned to buildings that will close for winter break. RAs will be assigned to a staff
room. In all probability, the staff room will be a single; however, the Department reserves the right to assign a roommate as needed.

Please note that accepting a RA position may affect financial aid status.

Meals
Board plan is provided for RAs as an aid to facilitate community growth and development. The board plan is provided so RAs can eat with members of their floor, hall and campus community. RAs will be provided with the 15-traditional meal plan; if an RA chooses to upgrade the meal plan, the RA is responsible to pay the difference, however if the lesser meal plan is chosen, a refund will not be credited to the account.

Time Commitments
RAs will be expected to devote the necessary time to fulfill their obligations to the position. This includes specific staff duty assignments, weekly staff meetings, in-service training, and significant time on the wing/floor and one-on-one meetings.

Course Load – Undergraduate RAs must carry a minimum of 12, and no more than 18, hours per semester. Graduate student RAs must carry a minimum of nine, and no more than 13, hours per semester. RAs demonstrating strong academic performance may petition, in writing, to their supervisor for permission to take additional courses.

Meeting Time – RAs must reserve 7:00 p.m. – 10:00 p.m. on Monday evening for building staff meetings, in-service, and committee meetings which may be held during this period.

Additional Work/Co-curricular Activities – The RA position requires significant time and energy. We encourage our staff to be active in leadership opportunities across campus; however, we do limit RA involvement in student organizations as well as employment on-and off-campus. RAs may petition, in writing, requesting permission from their supervisor for additional employment. This employment and leadership commitments should not exceed 15 hours each week. Approval will be based on need, previous performance, and time involved in the work request. If approved, these responsibilities must not interfere with the performance of the RA function and are subject to review by their supervisor.

Student Teaching/Cooperative Education – First-time RAs are not permitted to student teach, hold internship, and/or cooperative education assignments during the first year employment period. Returning RAs may request to student teach or hold an internship within the City of Akron. These petitions will be reviewed by the Associate Director of Residence Life and Housing on an individual basis.

All petitions to deviate from these time commitments must be approved by the Assistant Director of Residence Life or Associate Director of Residence Life and Housing in consultation with the appropriate supervisor. Financial need, previous employment performance, and required time involved in successful completion of both the RA position and additional responsibilities will be weighed before decisions are rendered. RAs must have exhibited the highest sustained level of performance to be successful in petitions.

Academic Performance
RA grades are checked at the end of each semester and summer session. All staff must maintain a 2.5 a semester and cumulative GPA. There is an academic progress policy in place for RAs, if either GPA falls below the requirement; action will be taken in alignment with this policy. Actions that could be taken range from academic probation to potential removal from the RA position.