

FAQs About Resident Assistant Position

GENERAL QUESTIONS

Is the Resident Assistant (RA) position worth it?

There are two different sides to this question. If you are willing to work hard, learn about yourself and others on staff and challenge yourself with new experiences, then it is most certainly worth it. If you only want the RA job for the money and housing discount, then it may not be worth the time and emotional effort that you need to put forth. If you put 100% of yourself into this job it will benefit you in so many ways, some of which you will not recognize for years to come. Being an RA is not just a job, but a life experience.

What are the expectations of an RA?

RAs are expected to be present within their Residence Hall and complete all requirements in the Resident Assistant Agreement. This includes building positive relationships with their residents, being on duty and responding to any concerns that may arise, developing community through their connections and programs, and supporting the Office of Residence Life.

Do I have to stay in my building all the time?

No, but you do have to spend an ample amount of time on your floor in order to build relationships with your residents and be able to address individual needs. The only time you are required to stay in the building is when you are on duty.

Do I have to stay up all night while on duty?

No. You are required to be in your room every night you are on duty from 12:00 am to 8:00 am of the next day and respond to any situation(s) that may need your assistance. The calls can range from noise complaints to helping the Director on Duty deal with an emergency situation(s).

Do I have to work on weekends?

Yes. RA's are required to work major weekends such as: move in, move out, check out times and other major events that go on such as Open House, Accepted Students Day and Super Saturday. In addition, you have weekend duty as part of the duty schedule rotation. Saturday and Sunday weekend duty is from 8:00 am to 8:00 pm and 8:00 pm - 8:00am of the next day.

How many days a week or hours will I be working as an RA?

RAs should plan for about 20 hours a week worth of work. This will include, staff meetings, meeting with residents, being on duty, putting on programs and various administrative tasks to help the Office of Residence Life/University.

Will I have to sign a contract?

Yes. Every RA must sign a contract that they will abide by the requirements of the position. Violations of this contract can result in termination from the RA position.

Do I get to choose which building I work in?

The Office of Residence Life determines where an RA gets placed. RAs can be moved to another Residence Hall at any time if the office deems it necessary.

I see RAs "on duty". What does that mean?

Every night while the university is in session, there must be an RA available for the residents of their building. This is referred to as "duty." Duty shifts begin at 8:00 PM each evening and ends at 8:00AM the following morning. The RA is also expected to perform rounds throughout the building(s) while on duty and respond to incidents within the building. There are two forms of duty: active & passive duty. Active duty is when the RAs

are down at the main desk/office. During this time RAs will conduct rounds of the building hourly and address any concerns they come across. Passive duty is the time from the end of active duty until the next morning. During this time RAs are expected to be in their rooms and respond to any concerns that come up.

How many nights per week will I be on duty?

RAs are typically on duty one weeknight per week and one weekend a month, but based on the size of the staff, each building may have a different rotation. They are expected to be accessible, visible, and available throughout the week. The RAs are expected to be on duty at least one weekend per month.

Do RAs have to stay over breaks?

RAs will be expected to remain on campus/on duty the evening of closings, (Thanksgiving break, Winter break and Spring break) and return to campus the day that buildings open. RAs can remain on campus during breaks during the academic year. RAs may work for the department during these breaks.

Are there any weekends that I must be on campus?

Yes! RAs need to be available for special event weekends, which include but are not limited to RA Training, Homecoming, Open House, Super Saturday and other events as designated by the Office of Residence Life.

I have a job off-campus. Can I keep it and still be able to be an RA?

In the vast majority of cases, the answer is yes. Many RAs have other positions on and off-campus. However, keep in mind that your other job commitment should not significantly interfere with your ability to establish supportive relationships with your residents. RAs must notify their Resident Director/Area Coordinator about their on & off campus employment. RAs can't work more than 20 hours a week at their on & off campus jobs.

I am involved in co-curricular/extracurricular activities. Can I be an RA?

Yes. Many RAs have also been involved in co-curricular/extracurricular activities. Again, keep in mind that other commitments should not significantly interfere with your ability to establish supportive relationships with your residents.

Can I join a student organization/club while an RA?

In consultation with your Resident Director/Area Coordinator, an RA may be permitted to join student organizations/clubs. Sometimes joining an organization can be a major responsibility that takes an RA out of the residence hall. It is imperative that an RA consider how the RA job will be affected by taking on another organizational commitment.

Can I student teach or intern as an RA?

Past RAs have student taught and have completed internships. However, due to the time commitments for an RA and the requirement to complete an internship or student teaching experience, it is recommended that RAs student teach or participate in an internship only if the expectations of the RA job are not compromised (i.e. missing duty nights/weekends; inability to program; inability to make constructive relationships with residents; etc.).

What happens if I am an RA and decide to “date” one of my residents?

While engaging in a relationship with a resident in your own building is not necessarily a terminable offense, it is strongly frowned upon. The nature of the RA position requires contact with information that is sensitive and private in nature. A relationship with a resident may hinder the RA's ability to adequately perform his/her/their job and may cause conflict between other staff members and/or residents in the building.

APPLICATION PROCESS

Do I have to have lived on campus prior to applying for the position?

No, students do not have to have lived on campus prior to becoming an RA. Commuter students are encouraged to apply.

I currently live on campus and would like to live on campus again even if I do not get the RA position, should I apply for housing?

Yes. If you are not selected to be an RA and you wish to still live on campus next year you should still go through the room selection process along with all the other students. If hired as an RA, after room selection is over, the Office of Residence Life will work with the students who were offered the RA position regarding their billing account.

Do I need to attend an informational session to receive an application?

Yes, all applicants must attend one informational session during specific times during the recruitment process.

Do I need to submit a resume when I submit my RA application?

Yes.

If I'm currently receiving a housing accommodation approved by the Accessibility Services Office, do I need to reapply in order to receive the same housing accommodation if offered the RA position?

Yes, you must reapply every academic year regardless of if you want to continue receiving the existing housing accommodation. Students should resubmit all the necessary paperwork to the Accessibility Services Office by May 15th for the following academic year. Refer to the Accessibility Services Office website for more detailed information: <https://www.ccsu.edu/accessibility>.

If I get the RA position, do I have it for as long as I want?

No, All RAs must reapply for the RA position every Spring semester for the next academic year.

COMPENSTATION

What compensation will I receive for being an RA?

The Resident Assistant will be granted a *room and meal plan waiver and receive a stipend of \$1,200.00 distributed over the course of the academic year, while in the RA position. ***Room & meal waivers and stipend amounts are subject to change from year to year.***

Do I get my own room?

Yes, although you may be required to share a bathroom with other residents within the floor or quad area. **Residence Life does reserve the right to assign RAs a roommate if on-campus space is limited.**

Do RAs get paid hourly?

RAs do not get paid hourly. RAs received a stipend each semester while in the RA position.

When will I receive my RA stipend?

If you turn in all your new hire paperwork on time then you will receive your first stipend installment mid-semester of each semester. The second stipend will be received after the end of each semester.

How will I receive my housing and meal plan waivers?

The housing and meal plan waivers are posted to students accounts once a student accepts the RA position and their information is shared with the Bursars and Financial Aid Offices.

RA TRAINING & DEVELOPMENT

Will I be trained for the RA position?

Yes, RA training will occur prior to the residents moving into the residence halls each semester. Monthly in-services are provided as additional training on various topics.

Can I miss RA training for other campus or personal activities?

No. The only exception is class. All the dates are provided far enough in advance which allows staff members plan accordingly. Training dates are given to the student staff once they accept the RA position.

How many programs do I have to do?

RAs are encouraged to put on programs regularly. The specific number of programs varies month to month but are typically once or twice a month. All RAs are notified of the minimum number of programs they are required to do prior to the start of the semester.

RA QUALIFICATIONS

What are the general requirements to be a Resident Assistant (RA)?

Must be a matriculated full-time CCSU student with a minimum of 30 credits, must have an exemplary disciplinary record, and have a minimum cumulative GPA of 2.5 or higher. Outstanding leadership, team building, organizational, and interpersonal communication skills are essential. This individual must have a demonstrated commitment to fostering a multiculturally inclusive living-learning community that fosters student growth and cohesion and may not be engaged in curricular or co-curricular activities that will significantly interfere with their ability to establish supportive relationships with their residents.

I have gotten in trouble with the University before. Can I still apply?

Candidates should be in good disciplinary standing with the Office of Student Rights and Responsibilities. All candidates will have their Student Conduct history reviewed prior to being offered a position. Candidates with minor violations, such as restricted items violations, will still be considered for the RA position. Candidates with more serious violations, and/or who are currently on probation, will not be considered for the RA position.

How many credit hours may I carry while an RA?

All RAs must be enrolled at the beginning of each semester with a minimum of 12 credits.

Do I have to have a previous job experience or leadership experience to be hired?

No, all candidates are considered.