



RESIDENT ASSISTANT SCHOLARSHIP AWARD AGREEMENT & Appendices A and B: Position Responsibilities UNIVERSITY HOUSING-Residence Education 2022-2023

GENERAL DESCRIPTION

Resident Assistants (RAs) are an integral part of the University Housing Team. The Scholarship Award provided under this Agreement is for students based primarily on their status as a student and the responsibilities of this award include direct and regular contact with students like a paraprofessional staff member. RAs are directly supervised by a Coordinator for Residence Education (CRE) or Graduate Assistant (GA). The RA role is one of a community facilitator and role model, providing leadership and assisting residents in developing a positive community environment throughout the building. A positive learning environment is one where active learning takes place through RA facilitated opportunities for faculty and resident interaction, seeking resident involvement, and creating a sense of community among residents. The RA program is part of the overall educational activity and programming provided by University Housing and helps educate the RAs on a variety of issues relevant to student housing and student affairs among other areas. Throughout this document, "Resident Assistant/RA" will be used to refer to RAs, Senior RAs, Returning RAs, and/or Neighborhood RAs unless specifically identified by name.

TERMS OF APPOINTMENT

1. This Scholarship Award Agreement is for the 2022-2023 Academic Year, August through May. The position begins on August 1, 2022 (Senior RAs) or August 2, 2022 (all other RAs) and ends no later than May 15, 2023, at the end of all hall closing activities. Based upon their performance assessments, supervisor recommendation, academic and conduct standing at the University, and outcome of re-application process, an RA may be selected to return to the position the following academic year. The selection for renewal of the RA Scholarship Award is not automatic and should not be assumed.
2. RAs are required to attend mandatory training sessions prior to both the fall and spring semesters and as required during the semester. The campus-wide staff meeting time will be on Thursdays, between 7:00 pm and 10:00 pm. RAs are not permitted to take classes during this time.
3. The RA position is considered a 20 hour per week time commitment while the university is in session in the fall and spring semesters.
 - a. RAs in F-1 or J-1 non-immigrant status are limited to 20 hours per week of on-campus employment during the official weeks of the fall and spring semesters, per federal regulation.
 - b. All other RAs may work extra desk hours for pay with prior authorization from their supervisor (up to 10 hrs.).
4. RAs are expected to adhere to the standards and expectations set forth by their supervisor.
5. RAs are expected to have completed and passed the University of Arkansas Background Check and Drug Screen process prior to signing this RA Scholarship Award Agreement.

ACADEMIC REQUIREMENTS

1. RAs are expected to continue positive academic progress by:
 - a. Having a cumulative GPA of 2.75 or greater at the time they apply for the RA position and at the end of the spring or fall semester prior to beginning the RA position.
 - b. Receiving a semester GPA of 2.0 or greater as well as maintaining a cumulative GPA of 2.75 or greater. RAs who do not achieve these standards will be placed on RA Academic Probation for the

following semester. RAs below the 2.0 semester GPA should consult with the supervisor to determine if continued standing as a Resident Assistant is in their best interest.

- c. RAs who fall below 12 credits in any given semester may have their RA Scholarship Award rescinded at the University's discretion. If an RA is enrolled in less than 12 credit hours, the RA shall notify their supervisor immediately.
 - d. The RA Academic Probation semester may only be used once during any consecutive 24-month period. If an RA returns from probation and fails to meet requirements (1b.) and (1c.) again within twelve months, he or she will not be permitted to continue in the RA position.
2. RAs residing in Honors communities are expected to continue positive academic progress by:
 - a. Cumulative GPA of 3.5 or greater at the time they apply for the RA position and at the end of the spring or fall semester prior to beginning the RA position.
 - b. Maintaining a cumulative GPA of 3.5 or greater.
 3. Senior RAs are expected to continue positive academic progress by:
 - a. Cumulative GPA of 3.0 or greater at the time they apply for the position and at the end of the spring or fall semester prior to beginning the Senior RA position.
 - b. Receiving a semester GPA of 2.0 or greater.
 4. RAs must be enrolled as a full-time student (12 credits or more undergraduate and 9 hours graduate) and making academic progress toward graduation. RAs may not take more than 6 credit hours off campus or through an internet-based program. (*This line does not refer to classes in an online or hybrid format due to COVID-19 response.*)
 5. If an RA is removed from their position because of the GPA requirement, they may re-apply to be an RA and go through the RA selection process once their GPA meets the stated requirements.
 6. RAs may not carry more than 18 credit hours per semester or more than one evening class per semester unless prior permission is granted by their supervising CRE. RAs may be asked to drop hours in excess of 18 credit hours. Permission for additional hours must be noted on the outside commitments form at the start of each semester.
 7. All RAs are required to allow University Housing officials to fully review any/all academic integrity cases with the University of Arkansas either pending or closed. Any finding of responsibility in the last 12 months that involves a significant academic dishonesty and/or integrity violation will disqualify the RA from continuing to receive the RA scholarship.

STUDENT CONDUCT STANDING REQUIREMENTS

1. Any student offered an RA position must be in good conduct standing with the University.
2. RAs are expected to abide by federal and state laws, University policies and procedures and the *University of Arkansas Student Code of Conduct*, University of Arkansas Room and Board Contract, as well as by the rules and policies of the hall in which they live.
3. As a student, if an RA is alleged to be in violation of University policies, regardless of any action taken for violations of the RA Scholarship Award Agreement, the case will be referred one or more of the following offices as appropriate: the Office of Student Standards and Conduct, Title IX, or Academic Initiatives and Integrity.

ON-CAMPUS LIVING REQUIREMENTS

1. RAs must live on campus in their assigned room during the term of the scholarship award.
2. RAs will be placed on a floor as determined by University Housing and may be reassigned at the discretion of the University Housing staff during the academic year.

3. Any overnight absences must receive prior approval from the supervising CRE. Decisions granting weekday and weekend leave will be based on duty schedules, overall availability of RAs beyond the RA on duty, current issues within the hall or campus, and the frequency of the individual's absences.
4. To provide the appropriate number of RAs in each hall, no more than half of the RAs will be approved to leave on any given night unless approved by the Director of Residence Education.
5. For RAs who serve in an academic year hall the break duty periods will be divided as equitably as possible among all the Resident Assistants. Academic year halls for the 2022-2023 year are Holcombe, Futrall, Northwest Quad, Duncan, Yocum, Humphreys, Gregson, Walton, Pomfret, Gibson, and Adohi.

ADDITIONAL SCHOLARSHIP REQUIREMENTS

1. Due to the time requirements and academic standing requirements of the RA Scholarship Award, RAs are not permitted to hold positions outside of University Housing except as noted herein. Additional desk hours may be worked for pay, but they must be approved by the supervising CRE. ***The only exceptions considered to this policy are those involving RAs who seek employment in academic support capacities (e.g., tutors, SI leaders) to the U of A community. In this case, the RA must still consult with their direct supervisor who will receive approval from the Assistant Director of Residence Education prior to the start of any outside employment or paid internship. This outside employment, if approved, shall not exceed 10 hours per week.***
2. Due to the unique nature of the position, exact hours worked each day will vary but should not exceed 20 hours per week.

INVOLVEMENT REQUIREMENTS

1. RAs may not serve as Residents' Interhall Congress (RIC) representatives or as the RIC executive board.
2. RAs may not assume any role of leadership or service that might prevent them to be adequately available to residents and perform RA duties without approval. (For example, ROCK Camp, ASG Executive Board, and Sorority or Fraternity Executive Board positions) All extracurricular involvement is subject to the approval of the supervising CRE prior to participation in said activities.
3. RAs may not assume outside commitments such as academic internships, volunteer, or extracurricular activities **prior** to receiving approval from their direct supervisor. RAs will be asked to complete an outside commitments form at the start of each semester to provide their supervisor with a current list of activities in which they are involved.
4. Participation in clinical hours, internships, co-ops, student teaching, or other academic commitments beyond 10 hours per seven-day week is not recommended but will be reviewed on a case-by-case basis.

BENEFITS OF SCHOLARSHIPAWARD

1. **Please note that the RA Scholarship Award may affect your financial aid.** It is the responsibility of the RA to check with Financial Aid prior to accepting the RA position to determine the impact the RA Scholarship Award may have on their financial aid award package.
2. RA stipends for 2022-2023 are as follows: \$800 for Level 1 Community RAs; \$1100 for Level 2 Neighborhood RAs and for CDAs; and \$1600 for Senior RAs. Stipends will be paid in equal bi-monthly payments or prorated if necessary and consistent with University Housing routine payment process. All RAs must complete a Room and Board Accommodations Contract immediately following acceptance of the position.
3. University Housing provides each RA with a 15 plus meal plan. Each RA should use the meal plan provided to foster relationships with residents. RAs are expected to eat most of their meals in the dining halls with their peers and residents.
4. RAs are provided with a single room as part of the RA Scholarship Award under this Agreement.

- a. Should an occupancy overload occur, RAs may be paired with a roommate until occupancy returns to identified system configuration. University Housing will make all reasonable efforts to ensure RAs do not have roommates, but there is no guarantee of who will be assigned a roommate or for how long an RA may have a roommate. Roommate pairings may be a student of any age, or another RA depending on need. These decisions are made at the sole discretion of University Housing officials.

RESCINDING OR TERMINATING THE SCHOLARSHIP AGREEMENT

1. University Housing reserves the right to rescind or terminate this RA Scholarship Award Agreement immediately based on any alleged violations of the Student Code of Conduct, the University's academic integrity policies, any violations of any University and/or University Housing policies, and/or any violation of the terms and conditions in this Agreement. University Housing shall not be obligated to wait for the resolution of any informal or formal proceedings by the appropriate University office investigating the alleged action based on the nature of the alleged violation and RAs shall have the opportunity to address any alleged violations of University policies as deemed necessary in the best interest of University Housing and its mission. The RA should be given a meaningful opportunity to be heard prior to a decision. Depending upon the circumstances involved, University Housing officials will use their best efforts to meet with an RA prior to rescinding or terminating this Agreement, but the failure of an RA to attend any meeting (in person or by any other means) shall not prevent University Housing from addressing any issue. The RA will have the opportunity for appeal set forth in Paragraph 3 below. The nature and seriousness of the alleged violation will determine the action taken by University Housing in its sole discretion.
2. An RA who is placed on either academic probation or progressive discipline will be terminated if there is a need to add a secondary adverse action. For example: An RA on probation due to violation of the student code of conduct may not also be placed on academic probation concurrently and will be terminated effectively immediately.
3. Should the RA Scholarship Award be rescinded or terminated by the supervising CRE and/or their Assistant/Associate Director or the RA, then the RA must vacate their room assignment within three (3) business days and may not be reassigned to the same residence hall.
4. In the event the RA disagrees with the rescinding or termination of their scholarship, the RA may request an appeal:
 - a. Appeals must be submitted in writing to the Director of Residence Education within **three** business days of written notification that the scholarship is being rescinded or terminated if no meeting occurs prior to the action. The letter should contain a detailed discussion of the RA's evidence and basis for the appeal.
 - b. Upon receipt of the written appeal, the Director of Residence Education shall obtain the written decision of the CRE and/or the supervising Assistant/Associate Director and all supporting documentation for the rescinding or termination action.
 - c. Following review of the information, the Director of Residence Education shall decide whether to approve, reject, or modify the decision in question based on the information provided.
 - d. The Director of Residence Education, or designee, shall decide on the appeal within **ten** business days, or as soon as possible thereafter, and provide a written explanation of the decision to the RA and supervising CRE. The decision of the Director of Residence Education is final. There will be no other appeal review process.
 - e. Appellate review shall be based on the written information provided and does not include a right of additional hearings or meetings on behalf of the RA.

- f. While the appeal is being considered, the RA will be suspended of all duties. During the suspension of duties, University Housing reserves the right to temporarily relocate the RA based on the nature of the alleged violation. All relocations take effect immediately.
5. RAs wanting to be released from their RA position must follow the process outlined by the University Housing Assignments Office which follows the same guidelines used for general students who are contracted for on-campus living.
6. If an RA Scholarship Award is rescinded or terminated, it is the responsibility of the former RA to formally request a release from their University Housing residence hall contract for which he or she will be financially responsible. A release is not automatically granted.
7. Regardless of voluntary or involuntary termination of the scholarship, housing and dining rates will be prorated based on the date the staff member vacates the RA role.

Sexual Harassment

By signing below, I covenant and agree that I am responsible to comply fully with all University of Arkansas policies prohibiting discrimination and sexual harassment, including, without limitation, the consensual relationship policy, and I agree to do so. By signing below, I agree that University Housing furnished a copy of the University's policies on sexual harassment and consensual relationships to me. I understand and agree that if I have any questions regarding the University's policies, I am responsible to contact the CRE and/or the Office of Equal Opportunity and Compliance to discuss the matter. I understand that, in my role as a Resident Assistant, a power differential may exist between the students over whom I have responsibility and me. Considering that fact, I specifically acknowledge my obligation to comply fully with the University policies prohibiting sexual harassment and governing consensual relationships. If I engage in a consensual relationship with any student with whom I may have any responsibilities as an RA, I acknowledge and agree that any such personal relationship would create obligations for me under those University's policies. As such, I understand and agree to report any consensual relationship immediately to my supervisor, and I understand steps must be taken to address any such conflicts and agree to fully cooperate with any directives from University Housing officials. I understand and agree that my failure to comply fully with the University's policies prohibiting sexual harassment, including, without limitation, the consensual relationship policy, shall be grounds for disciplinary action, including, without limitation, the immediate termination of my RA Scholarship Award and this agreement.

AVAILABILITY

RAs are to be available for the opening and closing of the residence halls as well as participation in training, special staffing assignments i.e., Homecoming and special event weekends, RA or CRE interviews etc. Approval to be away from campus is at the CRE discretion based on campus response needs. Listed below is a **non-inclusive** list of 2022-2023 dates. An * denotes periods that will require break duty RAs.

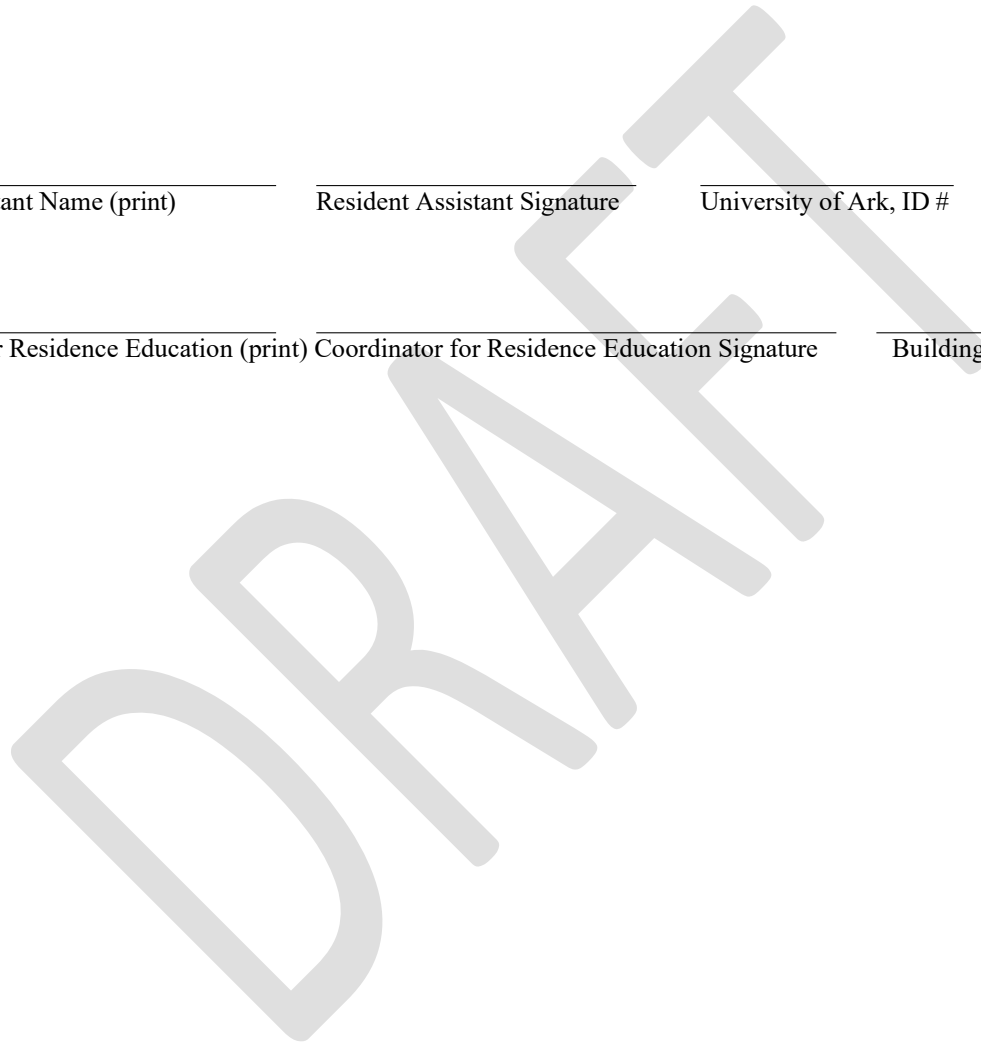
Fall Dates		Spring Dates	
8.1.22	Senior RA Training	1.2.23	Halls Open for Semester
8.2.22	New Neighborhood and Community RA Training	1.9.23	New Ras/SRAs start training
8.2.22	Returning Neighborhood and Community RA	1.10.23	All RAs start Training
8.11.22-8.13.22	Move in Days	1.16.23	MLK Holiday
8.14.22-8.21.22	Closed Week – A Week	1.17.23	Classes Begin
8.22.22	Classes Begin	1.28.23	Closed Weekend-Group Interviews
9.16.22-9.18.22	Closed Weekend – Family weekend	3.20.23-3.24.23	Spring Break*
11.4.22-11.6.22	Closed Weekend-Homecoming	5.4.23	Last Day of Classes

10.17.22-10.18.22	Fall Break	5.5.23	Reading Day
11.23.22-11.25.22	Thanksgiving Break*	5.8.23-5.12.23	Closed week – Final Exams
12.8.22	Last day of Classes	5.12.23 – 5.13.23	Commencement
12.9.22	Reading Day	5.13.23	Hall Close @2pm
12.12.22-12.16.22	Closed Week-Finals Exams	5.14.23	RA's Checkout and Depart Campus
12.16.22	Halls close for Winter Break*	*Denotes periods that will require break duty RAs	
12.17.22	Commencement		

I have read and understand the responsibilities and expectations of the RA position and fully accept them. I also agree to abide by all terms set forth in this document. Additionally, I give University Housing permission to cancel my room and board contract, if applicable, and to conduct periodic reviews of my academic and conduct records throughout my tenure as a Resident Assistant.

Resident Assistant Name (print) Resident Assistant Signature University of Ark, ID # Date

Coordinator for Residence Education (print) Coordinator for Residence Education Signature Building Assignment & Date



Appendix A Position Responsibilities

GENERAL DUTIES AND RESPONSIBILITIES

RA duties and responsibilities shall include but are not limited to the following:

*denotes responsibility does not apply to Senior RA position

Administrative Duties

- **Desk Operations**: Work four scholarship hours each week at a front desk or as office hours (based on position). While working desk hours, RAs must adhere to all RDA expectations. Any additional hours beyond the four weekly hours required by this Scholarship Agreement must be approved by the supervising CRE and will be paid at an hourly rate as an employee.
- **Reporting**: Write and submit all reports in a timely and efficient manner. These may include but are not limited to incident reports, program evaluations, duty logs, weekly or bi-weekly reports.
- **Budgeting**: Responsibly use appropriated departmental funds to create community and develop residents throughout the year, seeking additional funds from the department or campus organizations as necessary. RAs must follow all university procurement procedures.
- **Processing**: Follow all instructions thoroughly and efficiently, asking questions for clarification when needed.
- **Participating in opening/closing**: Assist with the move-in/out process, performing any assigned duties at these times. These duties may include but are not limited to being available on campus, performing check-outs or walkthroughs, and processing keys, files, and paperwork. Tasks may also include taking trash out, moving furniture, cleaning rooms, and other physical responsibilities. RAs are required to remain on campus until released by their supervisor in accordance with the date stated this agreement. Should an RA choose to leave without completing their assigned task, University Housing reserves the right to hold their last paycheck.
- **Other admin tasks**: Complete administrative tasks such as check-ins, check-outs, maintenance requests, duty logs*, lockouts, and communicating via email with the hall admin and CRE when necessary.

Personal Impact

- **Presence**: Remain visible within designated communities by utilizing any combination of the following strategies: having an “open door” policy, attending floor/ building programs, greeting individuals at the front desk, and utilizing common spaces. RA will report floor/building trends and concerns to their supervisor on a regular basis. RAs must request nights and weekends away through their direct supervisor.
- **Diversity, Equity, and Inclusion**: Role model and encourage appreciation of all diversity, creating a welcoming and inclusive environment in the community. RAs will treat all members of the university community with respect without regard to race, religion, ethnicity, gender, gender expression, sexual orientation, class, nationality, or ability.
- **Community Pride**: Demonstrate pride in their community by attending community events, engaging with residents, and promoting their residence hall to other on-campus students.
- **Support on-campus living**: Understand and support the benefits and value of living on campus, including higher GPAs as compared to those who live off campus, access to resources, invested staff members, designated study space, etc.
- **Ambassador**: Serve as a representative for the University of Arkansas and University Housing. All interactions— University Housing affiliated and otherwise— should be reflective of this role.
- **Citizenship**: Demonstrate awareness and responsibility of the role of citizen in assigned building, campus community, Northwest Arkansas, and the world.
- **Ethical leadership**: Demonstrate an understanding and adherence to a high ethical standard. As a leader in the community, RAs should be above reproach.
- **Mentoring and Role Modeling**: Serve in a supportive and advisory role to residents and fellow RAs as an experienced member of the campus community.

Community Development

- Community building: Be available to spend quality time with members of the residence hall community during non-duty hours.
- Active Programming: Plan and attend community specific activities that will help build community and prepare students for their academic coursework.
- Transition to Campus: Help students transition to UofA by taking residents to A-Week/Welcome Week events (Community RAs), serving as an A-Week mentor (Neighborhood RAs) and encouraging their participation in Welcome Weeks overall.
- Advocating for self and others: Communicate appropriately and professionally when there is a concern or question. Use the chain of command to address issues as they arise. This includes first attempting to speak to the involved party, then if not resolved, address the concern with their immediate supervisor.
- Campus Programming: Attend and promote various programs facilitated by University Housing and other offices within the Division of Student Affairs.
- Campus resources: Know and communicate campus resources to residents as needed. Include campus partners and resources in passive and active programming.
- Sustainability Initiatives: Lead recycling initiatives and education in the halls including the Green Bag program and Leaving Green initiative during annual closing procedures.

Crisis Management

- Duty rotation: Serve in on-call rotation for designated community to respond to campus or building needs during nights, weekends, and breaks. Some communities may also require participation in winter or spring break duty rotations when those communities remain open. *
- Duty rounds: Conduct rounds of the community at designated intervals to check for life safety concerns, facilities issues, propped doors, etc.*
- Ethic of care: Communicate with CRE regarding any issue that is a student welfare concern, i.e., depression, unusual behavior, unusual absence, etc. Immediately inform CRE about students who may be emotionally or physically at risk. There will also be times when a CRE may request for the RA to contact a resident for a specific reason. In these moments, the RA will promptly check-in with the student and clearly communicate with the CRE.
- Upholding University and Housing policy: Demonstrate understanding, appreciation, and adherence to the mission, goals, and values of the University of Arkansas and University Housing. Communicate and support the policies of the University of Arkansas and University Housing as outlined in the Code of Student Life. RAs should know, understand, and support additional policies, procedures, and expectations as they are communicated.
- Confrontation: Actively confront and document behavior that is contrary to expectations stated in University Housing contract as well as all University policies and state and federal law.
- Crisis response: Understand crisis protocol and respond appropriately when emergencies arise within the community and/or hall (e.g., fire, flood, tornado, medical, emergency securing, etc.). Be available to residents and able to respond to emergencies at all times when present in the community.

Professionalism

- Peer relationships: Foster intentional relationships with fellow team members including the ability to support and challenge peers. Share highlights, concerns, and issues in your community with other team members.
- Meeting attendance: Attend all meetings as directed by the department and/or supervisor.
- Training attendance: RAs are expected to attend all in-service sessions, training sessions as indicated by their supervisor(s), and departmental training at the start of fall and spring semesters.
- Customer service: Provide a quality and inviting customer service environment while interacting with staff, students, parents, and university stakeholders.
- Confidentiality: Ensure confidentiality as it pertains to any and all functions of the RA position.

- Internal/External partner relationships: Maintain positive working relationships within and outside of University Housing.
- Verbal and written communication: Respond appropriately and in a timely manner to written and verbal communication, including calendar invites, email, and/or voicemail. This includes demonstrating active listening skills.
- Timeliness: Arrive on time or early to all meetings, desk shifts, trainings, or other job-related events.
- Managing emotions: Manage emotions appropriately when handling challenging situations with students and staff.
- Attitude towards department/ community: Display a positive attitude and support toward all staff, building community, and University Housing.
- Participation in departmental processes: Participate in the recruitment, selection, and training process of new Resident Assistants and/or other student staff positions. Participate in Residence Education full time staff interviews as requested.
- Supervisory directive: Student staff members are expected to abide by all expectations set forth by direct and indirect supervisors throughout the year.

Appendix B Returning Staff Position Responsibilities

POSITION SPECIFIC DUTIES AND RESPONSIBILITIES

RA duties and responsibilities shall include all RA duties listed above as well as the following:

Community RAs

- Develop a personal relationship with residents on their floor, knowing every residents' name within the first month of class. RAs should show interest and concern for each resident on a regular basis, and should encourage involvement on the floor, in the residence hall, and within the campus community.
- Actively seek out residents and engage in meaningful conversations.
- Engage with all residents through intentional conversations and floor/community programming efforts. In all instances, the RA will be fair, friendly, and uphold the mission of University Housing.
- Complete door decs, bulletin boards, and other passive programming as directed by CRE. These items should foster community on the floor and meet the minimum standards communicated during training.
- Assist with conflict resolution among residents, including educating residents on conflict resolution skills and mediating group conflicts. Utilize online roommate agreement to assist in the roommate mediation process throughout the academic year.

Academic Outreach RAs

- Actively contribute to the recruitment and retention of Adopt A Profs, including on-going communication about events throughout the year.
- Actively seek and support a relationship with the Faculty in Residence including contributing to regular programming efforts.
- Collaborate with assigned LLC program and communicate consistently with LLC Coordinators and participants.
- Collaborate with campus partners and academic resources in passive and active programming.
- Create and support an environment of academic success, including study sessions and peer-led study groups as requested.

Diversity/Equity/Inclusion RAs

- Promote and participate in DEI initiatives and events within the department and in partnership with other campus offices, including creating opportunities for affinity groups in the community/neighborhood.
- Serve as specialized and trained peer advocate with whom residents who identify in one or more underrepresented populations can comfortably share concerns and experiences.

- Understand how and when to connect students with DEI resources on campus.
- Host monthly group conversations and/or trainings around DEI topics such as privilege, accessibility, representation, allyship, and social justice as listening sessions and paths to advocacy.
- Work alongside Housing leadership, Residents' Interhall Congress, Associated Student Government, and the MC Cultural Communities to support reflective and action-oriented progress for students in underrepresented populations.

Event Management RAs

- Plan and lead the execution of monthly campus-wide centralized programming.
- Serve as Lead for all-hall event planning including organization and delegation of tasks.
- Support implementation of Campus-Wide Programs across campus.
- Participate in planning efforts for series/annual events in collaboration with other campus offices.
- Maintain organization and inventory of shared supplies and workroom spaces.

Leadership Development RAs

- Co-advise hall leadership by attending weekly Lead Hogs/LeadMore meetings, facilitating leadership development activities, neighborhood socials, and meeting on-on-one with individual Lead Hogs as needed.
- Serve as representative in RA Senate to advocate for the voices of returning students on campus.
- Support RIC through resident retention, legislative coaching, and attendance at meetings as directed.
- Assist with on-going staff and campus-wide recognition as part of RA Senate, such as Campus-Wide RA socials and RA Appreciation Week.
- Assist with planning and execution of the End of the Year ResEd Banquet.

Marketing/Communications RAs

- Create and/or disseminate routine information about community events to residents via bulletin boards, flyers, announcements at community meetings, flyers, social media, etc. Support re-contracting efforts and survey response campaigns by actively encouraging student engagement.
- Complete bulletin boards and other passive programming as directed by CRE. These items should foster community and meet the minimum standards communicated during training.
- Create and monitor multiple weekly non-event related interactions in the hall social media accounts.
- Coordinate area-specific newsletter and/or blog initiatives within Housing or the Division of Student Affairs.
- Boost marketing efforts to establish and amplify community pride within assigned halls and neighborhood.

Wellness RAs

- Promote Pep Rallies and various athletic events.
- Partner with UREC and Outdoor Center on events and opportunities, including organizing hall/neighborhood intramural teams.
- Create t-shirt/spirit pack for hall pride/representation at events.
- Partner with PWHC, CAPS, and embedded team for mental health awareness, events, and resources.
- Partner with SPEAK, RESPECT, and the Title IX office on sexual assault/relationship violence education and bystander intervention.

Senior RAs

- Assist RAs in planning and executing all-hall and campus-wide events.
- Promote positive staff relations by serving as liaison between student staff and professional staff members.
- Assist with conflict resolution among fellow RAs and students, including advanced roommate conflicts and mediating group conflicts.

- Promote NRHH 'Of The Month' award process, including submitting nominations weekly. Co-advise hall leadership by attending weekly Lead Hogs meetings, facilitating leadership development activities, and meeting on-on-one with individual Lead Hogs as needed.
- Oversee the Desk Operations for the community including scheduling and training of student desk staff.
- Work their four scholarship hours in a common space as office hours rather than at a front desk.

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