

RA FAQ

What is a Resident Assistant (RA)?

RAs serve students in our residential communities in a variety of roles we have identified as leaders, role models, critical thinkers, peer educators, and community builders. RAs practice leadership through authentic and relational actions, recognizing that leadership is a process and the outcome is positive change for the greater community. For more detailed information about the RA role, you're encouraged to read the RA Position Description and Departmental Expectations [here](#) before applying.

What are the benefits of being an RA?

We believe an intentional residential experience is transformative. RAs are a vital part of that experience. Through facilitating the Residential Experience Model, Resident Assistants will mentor residents to explore who they are, connect with others in the community, engage academically, and lead in meaningful ways. Here are some quotes from our RAs about what the RA job has meant to them:

- "Being an RA has shaped my time at Clemson so that I can leave this university feeling accomplished and loved through my Clemson Family."
- "It's when Emily decided to change majors out of a field, she found frustrating into one which she loves. It's when Nicki turned her love of building fictional characters into building resident's character as an RA. It's when I get to see two residents make amends after fighting, and when one of them asks me for advice on how to get through a difficult patch in their relationship. The most meaningful thing to me is to see young adults learn how to handle the responsibilities life has given them with poise and wisdom."
- "I have grown more confident in myself, my abilities, and my knowledge of my role. If you had told me two years ago, I would have done some of the things I have, I never would have believed you."

What is the RA remuneration package?

RAs are paid on a stipend basis with stipend amount of \$4,400.00 for the academic year 2021-22. A meal plan, valued at approximately \$2,100, is provided as a means to allow RAs to engage in the community that is created in dining halls and retail venues on-campus. Resident Assistants are provided with a private room. In the event of higher than expected occupancy, an RA may be assigned a temporary roommate. Resident Assistant rooms will be billed at the designated RA rate. (The RA rate for the 2021-21 is \$2,765 and this will be subject to annual rate increases.)

Note: The value of the housing rate and meal plan is applied as a resource to a student's financial aid account. Please consult with a financial aid counselor if you have questions about the impact to available aid. Resident Assistants also receive a discount at the University Bookstore.

Why is there a universal staff meeting assigned for all RAs?

Participating in assigned meetings, trainings, and workshops are critical to RA success. RA staff meetings will occur weekly on Thursdays from 7:00pm–9:00pm. RAs are expected to maintain availability to

attend meetings 7:00pm-9:00pm on Thursdays as instructed. We have identified this time as the most likely time when RAs will have lower chance of academic conflict. One of our goals is to set intentional time aside to meet as a community staff, at a reasonable time, that allows all staff and students to be ready for upcoming responsibilities and tasks but also manage their sleep and study schedules. A universal meeting time also allows us to have departmental developments without needing RAs to pull different time aside.

What do I do if I have an academic conflict with the universal staff meeting time of Thursdays at 7:00pm-9:00pm?

The only academic conflict that will be considered is: there is only one section of a course offered and it is during the universal staff meeting time of Thursdays at 7:00pm-9:00pm and that course is required by the RA for graduation.

What's my expected weekly workload?

RAs are paid for 13.5 hours of work each week, and every week looks a little bit different. Each community has a weekly two hour staff meeting. RAs also spend a few hours each week working their community desk; the exact number of hours varies based on community. If serving on call, an RA will spend some of their weekly hours fulfilling on call duties, including community walks.

The remainder of an RA's hours are spent in a variety of ways. RAs make themselves available to residents in community spaces, complete Tiger Talks, facilitate activities, and go to events on campus with residents. Applying their understanding the needs of their specific communities and paying attention to administrative deadlines, RAs are able to plan out these remaining hours.

It is difficult to forecast exactly how each week will be for each individual RA as the needs of your staff and community will be different. For those who prefer to see a bulleted list of work-related tasks, here is a sample of weekly expectations:

- Weekly Staff Meeting – 2 hrs/week (UNIVERSAL STAFF MEETING TIME IS: Thursdays from 7:00pm-9:00pm)
- Meeting with Supervisor – 30mins/week
- Desk – 3hrs/week
- On-Call – varies by staff but typically 1 night per week (7:30pm-7:30am); 1 weekend per month
- Administrative Tasks – 1hr/week – varies
- Follow Up with Residents – varies
- TigerTalks with Residents – varies
- Community Events – varies
- LLC Related Needs – varies
- Other Duties as Assigned/Needed – varies



I'm thinking about applying to be an RA. Do I get to pick my community?

The decision of your placement offer is made by our placement team through intentional consideration of your application and interview process, seeking the best candidate for each open position within our communities. If you are passionate about working with a specific community, we would encourage you to share your passion in your application and interview.

I saw that RAs have to take a 3-credit class. Is it required?

Resident Assistants will take EDSA 3900: Student Development, Leadership, and Counseling for the University Paraprofessional as a pre-service requirement of employment. EDSA 3900 is a 3-hour credit course, and an RA must earn a C or better in the course to continue into the RA role. Every candidate will take EDSA3900 as a part of the application process.

If a candidate completes the RA application by January 1st, 2021, they will be enrolled in EDSA 3900 in the Spring 2021 semester. If a candidate completes the RA application after January 1st, 2021, they will be enrolled in EDSA 3900 in the Fall 2021 semester.

Can I be an RA and hold other time commitments?

A Resident Assistant is first committed to their RA role and responsibilities. Additional time commitments such as significant leadership opportunities, academic engagements, and additional employment, are secondary to the RA position. Additional opportunities with extensive time commitments will have significant impact on an RA's wellbeing and ability to balance responsibilities within the RA role. Examples of additional time commitments include: participation in a co-op, UPIC, federal work study, internship, student teaching experience, educational clinicals, 18+ credit hours, and/or significant leadership roles. First time RAs may not be allowed to have any additional time commitments. An RA must request permission in writing via the 'Request for Additional Time Commitments Form' and receive approval in advance to engage in these commitments. All requests may not be granted

Where and when can I apply?

The application opens each year during the fall semester and can be found your housing portal.

Who should I contact with questions?

Please direct any questions to RASelection@clemsion.edu.