

# Residential Community Leader

Clemson Home strives to create supportive and challenging environments that enrich and nourish lives. We believe an intentional residential experience is transformative. Residential Community Leaders are important valuable leaders in living the Clemson Home mission. Utilizing the Residential Experience Model, Residential Community Leaders (RCL) empower residents to explore who they are, connect meaningfully with others, engage intellectually, and lead as global citizens. RCLs serve students in our residential communities as community engagers, community advocates, and resource educators. Students will also gain valuable experience in administrative tasks, crisis response, and multiple modes of communication through intentional and on-going training and meetings.

## Position Responsibilities

### Community Engagement:

A RCL is responsible for developing personal relationships with each resident in their assigned community. One-on-one interactions, community building and educational activities (through the Residential Experience Model, Living-learning communities, etc.) will be used to encourage a rich sense of community and focus on student learning within our residential communities. A RCL should be prepared to plan, lead and attend community meetings, events, and closing activities in conjunction with move-in, welcome week, homecoming, fall/spring move-out and other specified times of the year. It is expected that five (5) office hours are scheduled per week to provide support to residents in the assigned community. A RCL supports student leadership organizations within Clemson Home, such as Community Councils, Residence Hall Association (RHA), National Residence Hall Honorary (NRHH), and Eco-Reps.

### Community Advocate:

A RCL advocates for and models acceptance, appreciation and respect for all residents. We expect students to participate in our efforts to create inclusive communities by learning from others who are different from themselves. RCLs model a willingness to interact with all community members, regardless of various cultures, beliefs, values, or identities; including race, ethnicity, gender, gender expression, sexual orientation, socioeconomic status, ability, ideology, religion, and national origin. A RCL will also promote student overall wellness by learning about and understanding resident experiences.

### Resource Educator:

A RCL is knowledgeable of Clemson University and the resources that it can provide to students. Through individual student interactions, a RCL can assist with referral to information or services for academic, personal, wellness or other related needs. A RCL promotes engagement with faculty-in-residence and living-learning partners to encourage academic participation and success.

### Administration and Communication:

A RCL facilitates a positive environment that contributes to student personal and academic success. A shared community requires that residents adhere to established community norms, Housing Rules & Regulations, and the Code of Conduct. A RCL models responsible community behavior always. Further, the RCL responds (as needed) to crises, incidents, and emergency situations with an ethic of care for residents, guests, facilities, etc. and reports applicable information to those who address student behavior and/or building needs.

### Training and Meetings

- All training, not limited to but specifically including, Fall (pre-fall semester), Spring (pre-spring semester) and In-Service/Development Series are required.
- Must be available to attend weekly/biweekly one-on-one meetings and weekly staff meetings (Thursdays from 7-9PM) with supervisors to review community trends and personal and professional development. Please plan course schedule around this blocked time.
- A RCL will regularly meet with their community supervisors. All staff complete semesterly evaluations and assessments with the supervisor to review growth and work in the role.

### Residential Experience Model Learning Goals

We believe an intentional residential experience is transformative. We believe that students will learn and grow in specific ways while living on-campus. Through facilitating the Residential Experience Model (REM), Residential Community Leaders will empower students to explore who they are, connect meaningfully with others, engage intellectually, and lead as global citizens.

### Clemson Home Inclusive Communities

We believe all members of the Clemson Home community should feel safe and valued in their own identities. It is our commitment to educate and promote understanding around our human connections, including but not limited to race, national origin, ethnicity, age, gender, sexual orientation, ability, culture, religion, socioeconomic level, world view, values and experiences.

Visit  
[housing.clemson.edu/work](https://housing.clemson.edu/work)  
to apply!

Application is open  
September 1, 2023

Reach out to  
[residentialstaff@clemson.edu](mailto:residentialstaff@clemson.edu)  
with any questions!

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## Mentorship and Leadership of Community Staff:

A RCL is a leader and role model for other members of the staff. The RCL works with the Community Leadership Team to provide information, training, and development to staff. The RCL will take on additional tasks and projects that facilitate a positive staff team and help to smoothly manage a residential community space and residents. Individual communities may have specific needs due to community type, student populations, living-learning programs, and the like.

## Requirements

A RCL has previously been a Residential Community Mentor and is seeking this elevated role to additionally serve as a leader and mentor for the staff team in their community. Residential Community Leaders are subject to specific expectations that will be outlined in a staff member’s employment agreement, departmental and supervisor expectations, Housing Contract and Rules & Regulations, and the University Code of Conduct.

We prioritize academic success and your role as a student and have therefore implemented academic policies designed to support and enhance your academic career.

A RCL must be enrolled as a full-time student at Clemson University at the time of application and start of employment. RCLs will have already completed 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 RCM must earn a C or better in the course to continue into the RCL role. Failure to complete this course with a grade of C or better, may impact employment.

RCLs must maintain a semester and cumulative GPA of 2.0 to receive an offer, at the time of appointment and throughout the term of employment. (Some Living-Learning communities may require a higher GPA.) A staff member’s semester and cumulative GPA will be checked each fall and spring semester.

RCLs must be in good disciplinary standing, defined as not having an active sanction of judicial probation or higher as well as having no active sanctions from a case where they were found in violation of the Housing Contract and Rules & Regulations or the University Code of Conduct. Student conduct records for Clemson University, and Tri-County Technical College (where applicable), will be reviewed prior to and during the time of employment.

University policy currently states that no student is permitted to work more than 28 hours per week. Employment in the RCL position is a primary obligation. Any additional employment must be requested in advance and must be approved before engaging with another department. Only jobs within UH&D, UPIC Internships, and Federal Work Study may be considered. Additional employment opportunities are limited to 8 hours within UH&D and positions external to Clemson University.

## Term for Employment

Begins July 29, 2024 at 7:00am for in-person training, through Spring 2025, Sunday following Exams at 5:00pm, after all move-out tasks are completed and they have officially checked out with their supervisor. Staff in apartment areas will be asked to remain until after all closing tasks are completed and they have officially checked out with their supervisor (at earliest, 5:00pm, Saturday following graduation for graduation move-out Spring 2025).

## Pay & Benefits

*\*Residential Community Leaders also receive a discount at the University Bookstore.*

	Amount/Value	Note
Stipend	\$8,400 - \$10,080	Stipend will be for all Residential Community Leaders, working 20 hours per week; Pay begins at \$10/hour and increases to \$11/hour and \$12/hour each additional year in the role.
Meal Plan Credit	\$4,426	Unlimited 1 Meal Plan: Unlimited Meal Swipes + 100 Paw Points
Waived Housing Value	\$5,678	Residential Community Mentors will be provided a “Rent Waiver” for their residential space for the time they are working for Clemson Home. A waiver implies that Clemson Home agrees to waive the financial responsibility for the cost of housing rent. No cost for housing will be applied to the University bill. However, rent waivers still make a portion of the calculation that financial aid uses for a student’s maximum aid. Please contact a financial aid counselor if you have specific questions about your financial aid package.
<b>Total Value</b>	<b>\$18,504-\$20,184</b>	<b>Total Value of Entire Residential Community Leader Package</b>