Mission and Core Philosophies

Mission
Our mission in Residence Education is to foster the academic, cultural, intellectual, personal, and social development of students living in the residence halls, while encouraging and supporting one another’s development. We work in partnership to continually improve our services and create a safe, inclusive, and multicultural residence hall community.

Our Core Philosophies
It is important that we share who we are as an organization including the tangible ways we work towards building inclusive communities.

Social Justice
We are committed to creating just and inclusive communities in our halls and amongst our staff as verbalized in the Living at Michigan Credo. This is realized in various ways such as UC 421 (ResStaff Class), the Diversity Peer Educator Program, participation in a variety of workshops, and our work towards creating a campus climate that is open, respectful, and welcoming to students and staff of all social identities.

Developing Community
Our Community Development Model (CDM) is our primary tool used by professional and student staff to co-create positive, inclusive communities. Unlike some models which are driven by numbers and certain programming requirements, the CDM is an assessment based model guided by intentional/two-week plans and supervision. The tenets of the CDM are:

1. Get to know every resident very well,
2. Assist residents in getting to know each other,
3. Assess the needs of the community,
4. Develop activities to address the needs that have been identified, and
5. Assist residents in taking/sharing ownership for their community.

Restorative Justice
The University of Michigan has a Statement of Student Rights and Responsibilities (Statement) and the Community Living Standards (CLS) in place in regards to students behavior. Even with these in place, conflicts will occur in our residence hall community. Though challenging, these conflicts present an opportunity for learning, in keeping with University Housing’s mission. The special environment of residence halls allows the Housing community to take advantage of this opportunity. When working to resolve conflicts within the community, we promote the balanced participation of all parties involved.

Restorative justice represents a philosophy and a process that acknowledges that when a person does harm, it affects the person(s) they hurt, the community, and themselves. When using restorative justice measures, an attempt is made to repair the harm caused by one person to another and to the community so that order is restored as best as possible for everyone.

Shared Supervision
Hall Directors and Community Center Managers supervise the student residence staff. As supervisors, they spend most of their time supervising very bright, self-motivated, and passionate students who make-up our residence staff teams. Their role as supervisors is to be educators and coaches who build relationships with supervisees in order to support their professional and personal growth. Supervisors build staff communities and role model the ResEd core philosophies for students while being transparent that the shared vision and collaboration between student and professional staff leads to accomplishing the departmental goals.
# Table of Content

<table>
<thead>
<tr>
<th>Mission and Core Philosophies</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Application Process Checklist</td>
<td>3</td>
</tr>
<tr>
<td>Community Development Model (CDM)</td>
<td>4</td>
</tr>
<tr>
<td>General Expectations</td>
<td>5</td>
</tr>
<tr>
<td>Eligibility</td>
<td>6</td>
</tr>
<tr>
<td>Time Commitment</td>
<td>8</td>
</tr>
<tr>
<td>University Course 421 (ResStaff Class)</td>
<td>9</td>
</tr>
<tr>
<td>Benefits, Financial Aid &amp; Health Insurance</td>
<td>11</td>
</tr>
<tr>
<td>Application Process</td>
<td>12</td>
</tr>
</tbody>
</table>

## Resident Staff Position Descriptions

- Community Assistant
- Community Assistant Northwood IV & V
- Diversity Peer Educator
- The Connector Diversity Peer Educator
- Henderson House Director
- Peer Academic Success Specialist
- Resident Advisor
- Resident Advisor Northwood IV & V

## Michigan Learning Community Resident Staff Position Descriptions

- Global Scholars Program Resident Advisor
- Health Science Scholars Program Resident Advisor
- Honors Resident Advisor
- Living Arts Resident Advisor
- Lloyd Hall Scholars Resident Advisor
- Max Kade German Resident Advisor
- Michigan Community Scholars Program Resident Advisor
- Michigan Research Community Resident Advisor
- Residential College Resident Advisor
- Women in Science and Engineering Residence Program RA

## Resident Advisors in Theme Communities

- Adelia Cheever Resident Advisor
- First Year Experience Resident Advisor
- International Impact Theme Program RA (North Quad)
- Sophomore Year Experience Resident Advisor
- Transfer Year Experience Resident Advisor
ResStaff Application Process Checklist:

1. **Learn more about Residence Education and ResStaff:**
   - Read through the ResStaff mission and core philosophies
   - Find out what the Community Development Model is
   - Discover the general expectations of ResStaff
   - Reflect on the ResStaff time commitment and prioritizing the role
   - Learn how you will be prepared for ResStaff with UC 421
   - Discover how ResStaff impacts Financial Aid

2. **Ensure that you are or will be Eligible to become part of our team:**
   - If you are an undergraduate student, learn more
   - If you are a graduate or other graduate level student, learn more
   - If you are a candidate in need of special assistance, learn more
   - If you are an off-site candidate, learn more
   - If you are studying abroad, learn more

3. **Discover the timeline for our process:**
   - To make sure you are on time, check out the timeline
   - Learn more about our Alternate Pool
   - Learn more about our Reserve Pool
   - Discover to do if you miss the application deadline
   - In case you have grievances, learn more here
   - In case you have further questions, learn more here

4. **Determine which positions you wish to apply for**
   - Discover Residence Staff General Positions
   - Discover Residence Staff in Michigan Learning Communities
   - Discover Residence Staff in Theme Communities
Community Development Model

A key expectation of all Residence Staff (ResStaff) positions is that we will support residents and colleagues in their efforts to co-create positive, inclusive and diverse communities. The primary tool for accomplishing this mission is the Community Development Model (CDM).

This model centers on the following tenets and as ResStaff members, our role is to:

- **Get to know every resident very well.** Student staff members are responsible for building relationships with all of their residents. (This extends well beyond just name, major and hometown.)
- **Assist residents in getting to know each other.** Residents should be offered and encouraged to find creative ways of getting to know each other. Staff plays the role of facilitator in this process.
- **Assess the needs of the community.** Based on the strong relationships staff have developed with residents, staff need to identify both spoken and unspoken needs of their residents. (Example: Spoken: resident talks about not knowing how to study for exams. Unspoken: people are stressed about midterms and you notice this because they are staying up all night studying, when they normally are relaxing.)
- **Develop activities to address the needs that have been identified.** Staff creates specific community building activities that respond to the need of their residents. (Example: A lot of residents have told a staff member that they like to play videogames, so the staff member holds a videogame tournament in the lounge. For those individuals whom are noticed to stay up all night studying and are stressed, a community building activity could be put together on “How to Study Effectively”.)
- **Assist residents in taking ownership of their community.** Staff empowers residents to join in creating community building activities and promote their involvement in building their collective community. (Example: A resident comes to a Resident Advisor and says “Hey I really think we should have a trip to the movie at the Michigan Theater next week then go to Ben & Jerry’s.” Instead of the Resident Advisor organizing the entire event, they then might say, “That is a great idea. How about you and I work on that together and get residents to go? We can also put up publicity for it.” Another way may be for staff to empower residents to design and complete community bulletin boards, birthday grams, door decorations, etc.)

After reading the above responsibilities, we encourage you to think seriously about how you might go about building a diverse and inclusive community in which you are able to accomplish each area listed above.

Based on our experiences, we believe that it is only through physical and emotional presence in the community that you will be able to successfully accomplish the Community Development Model. So, we encourage you to explore the variety of ways you will be able to connect with residents, staff and colleagues.

Creatively examining how to building relationships with others is at the heart of Residence Education.
General Expectations

All ResStaff Members are expected to:
✧ Follow the University Housing Mission, Vision, and Values.
✧ Seek to be a role model for residents in professional, academic and personal behavior.
✧ Demonstrate a commitment to building community in the residence halls and apartments. For additional information on our philosophy, please review the Community Development Model (see above).
✧ Prioritize the ResStaff position above other co-curricular involvement and employment.
✧ Be available to residents, which will include guidelines around time away from the community and outside work and activities
✧ Model a commitment to multiculturalism and social justice.
✧ Engage in positive interactions with fellow staff members.
✧ Protect the rights of the community by consistently enforcing Community Living Standards.
✧ Be available for training, staff meetings, planning and implementing programs, assist with ResStaff interviews and personal interaction with residents.
✧ Attend and successfully complete the ResStaff class (UC 421). All Resident Advisors, Diversity Peer Educators, and Peer Academic Success Specialists must complete this course.
✧ Community Assistants must successfully complete a version of ResStaff class, which will be taken during Fall semester.

In addition, all Resident Staff members will be expected to:
✧ Attend and fully participate in fall training (approximately 2.5 weeks prior to opening in the fall term), supervisory meetings, staff meetings, required in-service training seminars, duty/on-call responsibilities, Winter training and other training commitments. If you are part of an organization, for example Michigan Marching Band among others, that has commitments during this time, please know ResStaff will need to be your first priority as missing ResStaff training is not an option.
✧ Maintain a standard of personal conduct commensurate with ResStaff responsibilities.
✧ Maintain establishment of primary residence in the assigned room, suite, or apartment.
✧ Perform the duties and meet the expectations described for the ResStaff position.
✧ Work through final week of each term and may leave on the day outlined in their Letter of Appointment. The Letter of Appointment will also outline when ResStaff need to return for Winter training.
✧ Not hold elected offices or chair committees on any of the following organizations: Residence Hall Association (RHA), Community Councils, Hall Councils, and Multicultural Councils. These organizations are intended to provide other opportunities for leadership development for students.
✧ Community Assistants are able to hold an elected office position on RHA.
✧ Participate in periodic performance evaluations throughout the year with feedback being provided by residents and supervisors.

During the term of appointment, ResStaff shall not, except by prior permission from their supervisor(s):
✧ Register for fewer than 8 (undergraduate students) or 6 (graduate students) credit hours per term. Staff should also not register for more than 18 credit hours per term. Doctoral candidates need only provide proof of enrollment.
✧ All schedules will be reviewed by your supervisor should you be selected.
✧ Accept any other employment. If permission is granted by your direct supervisor, employment must be kept to a maximum of 10 hours per week.
✧ Hold more than one major campus activity post; this cannot exceed 10 hours per week.
Eligibility

All Applicants
The GPA requirements must be met at the end of Fall Term AND at the end of the following Winter Term. Candidates who fail to meet the minimum GPA requirements will not be eligible to continue in the selection process. New hires who fail to meet these requirements at the end of Winter Term will no longer be eligible for a staff position. Incoming transfer students will be asked to present their transcripts from previously attended institutions.

Housing Student Conflict Resolution, Housing Student Employment Work Record, University Records, and Office of Student Conflict Resolution records will be checked to determine if an applicant is eligible to be hired for a staff position.

It is the responsibility of the applicant to notify the ResStaff Selection Chairs at resstaffselectionchairs@umich.edu regarding any special circumstances (e.g. incompletes, grade changes, etc.) that may influence your cumulative GPA.

ResStaff members are expected to meet minimum academic requirements throughout their ResStaff employment. Exact dates of employment are outlined in the Letter or Appointment (LOA).

Individuals not yet admitted to a graduate program at the University of Michigan are not eligible to apply for ResStaff positions. If admitted, yet not currently enrolled, individuals must submit admissions documents to the ResStaff Selection Chairs at resstaffselectionchairs@umich.edu.

Undergraduate Applicants
Resident Advisor, Diversity Peer Educator, Peer Academic Success Specialist, Michigan Learning Community Applicants
All undergraduate applicants must achieve the following by the end of the Fall Term and Winter Term:

- Completion of at least 3 terms of full time enrollment on a college or university campus (not including Spring or Summer terms)
- Completion of 36 credit hours of course work, completed on a college or university campus (not including advanced placement credits)
- Minimum previous cumulative GPA of 2.5 without rounding
- The Residential College will be consulted for confirmation of academic good standing for all Residential College applicants
- Successful completion of UC 421 during the Winter term prior to their appointment beginning

Courses selected as pass/fail or credit/no credit will be counted only toward meeting the 36 credit hour requirements; they will have no impact on GPA.

Community Assistant Applicants
All undergraduate applicants must achieve the following by the end of Fall Term and Winter Term:
Minimum cumulative GPA of 2.5 without rounding.
Graduate and Graduate Level Professional Degree Applicants

- All applicants in graduate programs or graduate professional degree programs must be registered for Fall Term.
- Minimum cumulative GPA of 5.0 on a 8.0 scale, or 5.5 on a 9.0 scale (both without rounding)
- Students must be enrolled for 6 or more credit hours, two out of three academic terms or be actively writing their PhD. Dissertation as verified by their faculty chair. Students must be registered for classes and paying tuition at the University of Michigan, Ann Arbor campus.

Assistance for Candidates with Disabilities

Students with disabilities who require assistance or special arrangements in carrying out any candidate functions should contact the ResStaff Selection chairs at resstaffselectionchairs@umich.edu at least one week before the appropriate application deadline.

Off-Site Candidates

Off-site candidates have the following options:

- If you meet all eligibility requirements, can make all deadlines and attend all required interviews (group and individual), and staff class, you will be considered for positions being filled during the centralized ResStaff selection process
- OR
- If you do not meet all eligibility required sessions, interviews and staff class, your application will be placed in the Late Pool

Late Applications and Vacancies

Late applicants are placed in the late pool and will only be considered for positions which are available at the end of the centralized ResStaff selection process. Vacancies often occur after the formal selection procedure has been completed. When vacancies occur, hiring supervisors must first select candidates from the alternate pool and then the reserve pool. Candidates in the late pool will be considered only when the alternate pool and reserve pool have been exhausted.

Study Abroad

If planning to study abroad during the academic year, you may still apply but should note the following:

- You must be available to attend (in-person) the Consolidated Group & Individual Interviews which will be November 13-15, 2015. We will not be offering Skype or any other video-type interviews.
- Except for the Community Assistant (CA) position, you must successfully complete UC421 Staff Class during the Winter 2016 semester.
- Contact one of the committee chairs to talk about the process at resstaffselectionchairs@umich.edu.
Time Commitments

Meetings
Monday evenings, 6:00-8:00 PM are reserved for weekly scheduled community staff meetings. Staff members are required to be available and should make no academic or other commitments for this time. In addition, all specialty staff have additional regularly scheduled staff meetings. All ResStaff members meet regularly with their respective supervisor(s). ResStaff members are required to attend all staff and special meetings called by their supervisor or the Department of Residence Education during the academic and calendar year. Pre-scheduled examinations are excused absences, but notification must be given to supervisor.

Vacations and Breaks
Residence halls and apartments remain open during the Fall Break, Thanksgiving and Spring Break periods and duty and community center coverage is required. ResStaff members may remain in their rooms during these times. All residence halls closed during Winter Break (the period between the end of Fall Term and the beginning of Winter Term). ResStaff members may not stay in their rooms during this period due to security concerns and, consequently, must make other housing arrangements. Please note that some of our apartment communities are open 12 months.

Accessibility, Extracurricular Activities and Time Away
To ensure accessibility to residents, ResStaff members will be required to restrict time spent away from the community. In addition, to breaks and holidays outlined in the Letter of Appointment, ResStaff are allowed to be away from the community a maximum of 3 weekends per term and must have all absences pre-approved by their direct supervisors. Requests for additional time off will be evaluated on an individual basis.

Appointment Start and Move-in Dates
Most ResStaff appointments begin towards the middle of August and end shortly after winter term ends, buildings are completely closed, and all paperwork has been completed. These dates will be specified on the Letter of Appointment. Northwood IV & V Community Assistants appointments begin in May and end the last week in April. Northwood IV & V Resident Advisors begin their appointment in early July and end their appointment in mid-June. These dates will also be specified in the Letter of Appointment.
ResStaff Class (UC421)

Goals and Purpose
ResStaff and Michigan work with residents to build, develop, and nurture supportive and stimulating multicultural communities. Resident Advisors, Diversity Peer Educators, and Peer Academic Success Specialists (and alternates) take this course to provide them with the foundations, both intellectual and social, to work toward this goal. UC421 is a small group dialogue based course that is co-facilitated by professional staff in Residence Education or the Division of Student Life and current ResStaff.

We use readings, large group presentations, classroom exercises, and practical experiences. The information you will take away from this course will be with you for the rest of your life; no matter what work you do or where you live.

The following four areas highlight the emphasis of the class:
- Identity development
- Building inclusive communities
- The role of power and privilege in intergroup relations
- Being an ally for all residents
- Facilitating one on one interactions, group dynamics, and community building

M-Portfolio UC421
In UC421 students develop an electronic portfolio that is successfully being used for graduate school admission and job seeking because it provides a rich depiction of a student’s college accomplishments. See http://mportfolio.umich.edu/index.html for more information. The portfolio includes examples of learning and accomplishments in courses, community work, research experiences, and out-of-class leadership experiences.

Students who have created these portfolios have found the process very valuable for making sense of what they have learned at U of M. They also report that the portfolios have given them a clear advantage in the job market and admission to post-college educational programs.

Basic Course Requirements
- Complete all reading and writing assignments on time
- Actively participate in the small group meetings
- Attend two one-on-ones with facilitators
- Actively participate in three Sunday night large group meetings
- Demonstrate a positive attitude towards the class content, your ResStaff position, Residence Education, and Housing.

Basic Course Information
Who is in the class – All candidates who receive a status letter stating they have been hired as a Resident Advisor, Diversity Peer Educator, or Peer Academic Success Specialist position or who have been placed in the alternate pool for these positions are required to take the class.

Community Assistants (CAs) currently take a diversity and inclusion workshop to shape their experience as a CA.
**How to register** – UC 421 is only available to students/residents who have been hired for ResStaff. Information and override instructions to register for this class will be in mid-January. When registering for winter term during December, pay close attention to the schedule listed and your course load to accommodate this class.

The class can be taken for 0 credits or 2 credits.

**Successful completion** – In order to retain your status as a staff member or as an alternate, you must successfully complete the class.

**What is the attendance policy?** – Attendance is mandatory and required at all class sessions and activities. Due to this being a pre-employment requirement only 1 absence is allowed. Exceptions are not made to this policy and attendance will be taken at all sessions.

**Can I change sections?** – You will be placed in a section based on the times you give us, please take into consideration your class schedule and other commitments when selecting your class time. We will attempt to make changes if it is prior to the first small group meeting for extenuating circumstances. We cannot guarantee changes, as some of the sections may be full. After the first meeting, no changes will occur.

**What is a large group?** – Large group is a time for all students in the class and facilitators to come together. Large group sessions include speakers, community scenarios; an experiential activity that allows you to practice what you’ve learned thus far, and other topics relevant to the course.

**What is a small group?** – Small group is a time for you and about 12-15 people to come together with facilitators to discuss, share, and experience issues of multiculturalism, community, conflict and communication. This time is the heart of the course with you as the learner and the teacher.

If you have questions regarding the staff class, please email any questions to resedstaffclass@umich.edu.

**Professional Staff Class**
Similar to our paraprofessionals, our full-time staff need to explore these issues in context of their own work and social justice journeys during a similar course. New professional staff commits three hours a week for their own nine week course/seminar.
Benefits

**Resident Advisors, Diversity Peer Educators, and Peer Academic Success Specialists’** appointments are live-in positions with the cost of room or apartment as compensation. **Community Assistants** receive a space in a double occupancy room or apartment and housing fees (cable, technology, and hall government) as compensation.

ResStaff will also develop leadership skills and interpersonal and cultural competence. ResStaff will have the opportunity to maximize their learning and connect their learning to a future career through a coaching meeting with a Career Center staff member.

**Northwood IV & V Resident Advisors** are compensated in the form of rent credit which includes a three-bedroom apartment with air conditioning, cable TV and one parking permit, in the designated area of service. Northwood IV & V Community Assistants receive rent credit equivalent to one bedroom in a two-bedroom townhouse (i.e., the shared rental rate).

As fully participating members of the community, staff will demonstrate a commitment to residents by viewing the community as their place of residence. ResStaff commit to facilitating and participating in social and educational activities that take place in the community.

ResStaff positions designed to exceed the standard 20 hours per week time commitment will receive a stipend.

**Community Building Resources and Tools**
ResStaff (RAs, MLC RAs, PASSes, and DPEs) are equipped with resources and tools to assist them in building community. Specific community building resources and tools include:

- A form of a meal plan is provided to specific ResStaff positions who are placed in communities where all or the majority of their residents have meal plans
- University Housing spaces, programming funds and campus partnerships may also be utilized

**Financial Aid**

University Housing will notify the Financial Aid Department of your staff appointment. If you receive any financial assistance from any governmental or University sources, we strongly recommend you consult with a Financial Aid Counselor to identify the potential impact this position will have on your financial aid award.

**Health Insurance**

The compensation provided for each position is listed with each job description. University Housing does not provide any health care coverage for ResStaff positions.

Students or non-students must make all health insurance arrangements on their own. A health insurance policy is offered through Central Student Government with premiums paid directly by the covered student.
Application Process

Timeline

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>September 29</td>
<td>Information Session</td>
</tr>
<tr>
<td>Early October</td>
<td>Applications available</td>
</tr>
<tr>
<td>October 11</td>
<td>Information Session</td>
</tr>
<tr>
<td>October 21</td>
<td>Information Session</td>
</tr>
<tr>
<td>October 29</td>
<td>Applications are due by 5 PM</td>
</tr>
<tr>
<td>November 3–5</td>
<td>Interview Prep Sessions</td>
</tr>
<tr>
<td>November 4–20</td>
<td>MLC/Specialty Staff Interviews</td>
</tr>
<tr>
<td>November 13–15</td>
<td>Group and Individual Interviews</td>
</tr>
<tr>
<td>December 10</td>
<td>Position Offers released on rolling basis</td>
</tr>
</tbody>
</table>

The Selection Process
ResStaff Selection takes place during the Fall semester. Below you will find information about each aspect of the selection process.

Shadowing Experience
All applicants interested in a shadowing experience are encouraged to seek out a current ResStaff member in their community. Off-campus applicants may reach out to the ResStaff Selection Chairs at resstaffselectionchairs@umich.edu to arrange a shadowing opportunity. Shadowing is not a mandatory part of the application process; rather it is a chance for applicants to learn more about being on ResStaff. Depending on your ResStaff application position selections, applicants will sign up to shadow a current staff member for one hour. Applicants interested in multiple positions are encouraged to sign up for appointments to shadow for each of the positions they are interested in. Note that shadowing is required for the Diversity Peer Educator and Peer Academic Success Specialist positions.

Online Applications
Please complete all required components of our online application including the essay questions. You will not be able to go back to your application to make adjustments once your application has been submitted.

Essay Questions
Essay questions must be completed for your application to be considered. If you apply for a Diversity Peer Educator or Peer Academic Success Specialist position you must complete the additional required essays as well.

Interviews
All positions include a group interview and an individual interview(s). To be considered, all applicants must attend and participate in the group and individual interview(s). Please consult the timeline and ensure you are available during the dates of group and individual interview(s).

If you indicated interest in the Diversity Peer Educator, Peer Academic Success Specialist, Michigan Learning Community Resident Advisor position, you are required to participate in an additional position specific interview. These interviews will be conducted after general interviewing (except for PASS interviews which will take place throughout the month of November). Any applicants may be contacted for additional interviews.
Alternate Pool
Placement in the RA alternate pool indicates there are more qualified applicants than vacancies for hire. The alternate pool is the first group of applicants to be considered for any openings that may occur on the ResStaff team. Unfortunately, we are unable to predict when, or even if, openings will occur. However, if you are identified as being in this group, you will be contacted if a position becomes available at any time.

Should an opening occur, the hiring supervisor will review all alternate candidates to fill a vacant position.

- Vacancies often occur after the formal centralized selection process has been completed.
- Candidates placed in the RA alternate pool are required to participate in the UC 421 staff class.
- Talk to the appropriate Hall Director (HD) or Community Center Manager (CCM) for more information.

Reserve Pool
The reserve pool is utilized after all alternate pool candidates are selected. This pool is utilized if an opening becomes available and all other candidates have been exhausted.

CA candidates placed in the reserve pool are considered eligible candidates and will be considered for vacant CA positions that occur after the centralized hiring process has been completed.

RA candidates placed in the reserve pool are considered eligible candidates and will be considered for positions when the alternate pool has been exhausted. Traditionally, reserve pool candidates are not hired until summer or once the academic year begins. Unfortunately, we are unable to predict when, or even if, openings will occur.

Late Pool
Applications for all ResStaff positions submitted after the online application deadline will be placed in the late pool. Considering the amount of candidates there is not a guarantee that these applications will be reviewed or considered for ResStaff positions.

Grievances
Candidates who feel they have not been treated in accordance with the stated policies, procedures, or criteria for a specific area or position, can file a written grievance within five (5) work days of the occurrence precipitating the complaint. The written grievance should be sent to the ResStaff Selection Chairs by emailing resstaffselectionchairs@umich.edu.

Questions
Please e-mail resstaffselectionchairs@umich.edu. Hiring supervisor contact information is also available under the respective position descriptions.
Not sure what position you’re interested in? Take this quiz and discover which staff role could be a good fit for you!

Take the quiz by following your responses to the below prompts

I want to build community and make a difference in Michigan Housing!

I’m a second year (36 credit hours or above) student. What can I do?

There are multiple positions you can apply for!

I’m interested in serving in central location in my residence hall

What are you interested in?

I am interested in predominantly providing academic support to my

I am interested in providing general support to residents!

I am interested in helping spread cultural awareness!

Apply to be a CA!

Community Assistants (CAs) perform administrative duties such as managing keys for residents, organizing mail, and helping with other administrative tasks; as well, CAs develop Community Building Activities to help community members engage at the Community Center.

Apply to be a PASS!

Peer Academic Success Specialists (PASSes) provide academic support by helping students discover resources to help them succeed! They also serve to help the community, in general, with academic dialogues and programming.

Apply to be an RA!

Resident Advisors (RAs) act as mentors for community members by providing guidance and peer support, becoming educated on diversity, implementing programs to bring community members together, and acting as resources in times of crisis. If you’re interested in a specific theme, please review the learning or theme communities.

Apply to be a DPE!

Diversity Peer Educators (DPEs) act to promote cultural awareness and appreciation for differences in others. They lead and plan programs that help others to recognize the role diversity, inclusion, and privilege have in the lives of all community members!
Community Assistant | CA

Introduction
The Community Center is at the heart of each residence hall, a place where students gather, meet peers, share good news and ask for advice. It is also seen as a center point for quality service, direction, resources and help. Key responsibilities of the Community Assistants involve providing excellent quality service and supporting students, staff and visitors in the residence hall. Community Assistants help students and others who come to the community center. Supervision is provided by the Community Center Manager in partnership with the Hall Directors.

Time Commitment
Community Assistant student staff can expect to work various hours across seven days a week that insures that the community center is open to the community. This includes working evening and weekend shifts as well as during some of the breaks such as Fall Break, Thanksgiving Break, and Spring Break. Generally, students can plan to work approximately 12-15 hours per week. Actual hours may vary depending on the needs of the community center and the staff member’s availability. Employment will begin in mid-August and end within the first week of May. Please note ResStaff positions are expected to be your priority after academics. As you consider applying, please reflect on your current and future commitments and how you will prioritize your ResStaff appointment. If hired for a position, you will discuss a plan to balance your commitments with your supervisor.

Responsibilities
✧ Work in a manner that enhances a supportive community by getting to know residents, both individually and collectively, address the needs of residents, and help with community building to meet the needs of the community.
✧ Model a commitment to multiculturalism and social justice by creating and fostering a community in which all individuals are respected.
✧ Demonstrate team-supportive behavior for successful staff and building teams.
✧ Provide excellent quality service related to:
  o Answer phones and respond to inquiries with quality service skills to include follow-up with the caller as necessary.
  o Take pride in serving as a resource for all inquiries.
  o Sort and distribute mail and packages to students per provided guidelines.
  o Problem solve as needed to reach desired outcome.
  o Manage confidential information in a secure and sensitive manner.
  o Learn effective operation of any university owned equipment.
  o Follow proper procedures set by Housing Security Supervisors regarding the ONITY key-card security system in distribution of key-cards during room check-in/check-out and lock-outs.
  o Attend to detail in all administrative functions and follow through to insure appropriate completion.
✧ Model personal behavior that is consistent with the Residence Education values, Community Living Standards, Statement of Student Rights and Responsibilities, and all state and federal laws.
✧ Comply with University of Michigan, University Housing, and Residence Education policies and procedures.
✧ Build community and promote awareness at the Community Center.

Compensation
Compensation for the CA position includes space in a double occupancy room with the option to choose your roommate and the cost of cable, housing technology and hall government fees.
Community Assistant, Northwood IV & V

Introduction
The Community Center is at the heart of the apartment community, a place where students gather, meet peers, share good news and ask for advice. It is also seen as a center point for quality service, direction, resources and help. Key responsibilities of the community assistants involve providing excellent quality service and supporting students, staff, and visitors to Northwood. Community Assistants help students and others who come to the community center. Supervision is provided by the Community Center Manager in partnership with the Hall Director/s.

NOTE: Applicants must be eligible to live in Northwood IV or V to be considered for the position (a graduate student or undergraduate student with a family). Spouses of eligible students are welcome and encouraged to apply.

Time Commitment
Community Assistant student staff can expect to work various hours across seven days a week that insures that the community center is open to the community. This includes working evening and weekend shifts as well as during some of the breaks such as Fall Break, Thanksgiving Break, and Spring Break. Generally students can plan to work approximately 20 hours per week. Actual hours may be more or less depending on the needs of the community center and the staff member’s availability. Employment will begin on May 1 and end on April 30 the following year.

Please note ResStaff positions are expected to be your priority after academics. As you consider applying, please reflect on your current and future commitments and how you will prioritize your ResStaff appointment. If hired for a position, you will discuss a plan to balance your commitments with your supervisor.

Responsibilities
✧ Work in a manner that enhances a supportive community by getting to know residents, both individually and collectively, address the needs of residents, and lead or help with community building activities to meet the needs of the community, hosting events at the community center or partnering with Resident Advisors as needed.
✧ Model a commitment to multiculturalism and social justice by creating and fostering a community in which all individuals are respected.
✧ Attend the Community Living Experience, a multiday live-in training that occurs in August shortly before move-in, and a five-week seminar on social justice that meets for five weeks in July and early August.
✧ Demonstrate team-supportive behavior for successful staff and building teams; attend biweekly staff meetings with Resident Advisors.
✧ Provide excellent quality service in the following:
  o Answer phones and respond to inquiries with quality service skills to include follow-up with the caller as necessary.
  o Take pride in serving as a resource for all inquiries.
  o Sort and distribute mail and packages to students per provided guidelines.
  o Problem solve as needed to reach desired outcome.
  o Manage confidential information in a secure and sensitive manner.
- Learn effective operation of any university owned equipment.
- Follow proper procedures regarding keys as they relate to move-in and move-out, borrowed keys, lock changes, and direction received from supervisor or Housing Security.
- Attend to detail in all administrative functions and follow through to insure appropriate completion.
- Model personal behavior that is consistent with the Residence Education values, Community Living Standards, Statement of Student Rights and Responsibilities, and all state and federal laws.
- Comply with University of Michigan, University Housing, and Residence Education policies and procedures.
- Build community and promote awareness at the Community Center.

**Compensation**
Rent credit equivalent to one bedroom in a two-bedroom townhouse (i.e., the shared rental rate).
Diversity Peer Educator | DPE

**Introduction**

In alignment with the mission of University Housing, Diversity and Inclusion, and Residence Education, the overall purpose of the Diversity Peer Educator (DPE) program is to assist in the development of a community that is socially just and inclusive for students across all social identities.

DPEs work to strengthen the living-learning environment and strive to create an inclusive community by building relationships with residents and conducting educational, cultural, social, and personal enrichment programs that promote the ideals of social justice. Further, they serve as a resource to support students who are targeted in their identities and social memberships by responding to potential bias or behaviors that negatively affect the community and campus climate. Supervision of the DPE position is by the Office of Diversity and Inclusion and Residence Education in Housing.

**Residential Community Responsibilities (50% of the position)**

- Act as a role model and keep a positive attitude while working to build an inclusive multicultural community.
- Build positive relationships with ResStaff through collaborations and supporting their programs and contributions.
- Plan, facilitate, and assess social justice training and education for residential staff and residents.
- Assist in conflict resolution, problem-solving, and crisis management related to identity within the residential community using restorative justice principles.
- Participate in mandatory weekly ResStaff meetings on Monday nights and mandatory weekly DPE meetings on Tuesday nights.
- Serve as an advocate for marginalized students and groups in the community by referring them to appropriate resources and campus offices.
- Follow bias incident protocol, follow up with impacted residents of bias incidents, and work with ResStaff to support and rebuild the community using restorative justice principles.

**Community Organizing Responsibilities (30% of the position)**

- Develop and coordinate active and passive educational programming for the residential community.
- Advise and guide a multicultural council by attending weekly meetings, supporting council programming, conducting monthly one-on-ones with the executive board, and facilitating social justice development activities and trainings.
- Build an inclusive community and promote awareness of social and restorative justice principles at the Community Center.
  - DPEs work an average of 3-4 hours a week at the community center.
- Assist the residential community in building an inclusive community by providing leadership, staffing support and conducting programming at the University of Housing’s Connector.
Residential Community Outreach Programming (20% of position)
Each DPE will focus on Residential Community Outreach Programming through the following opportunities:

✧ Facilitate campus wide initiatives including Change It Up! and UC 421: Social Psychology in Residence Settings.
✧ Collaborate closely with the Change it Up! Intern on creating, implementing, and evaluating on-going educational programs that compliment Change it Up!
✧ Work with the Change it up! Intern to develop ResStaff training sessions that address campus climate issues and further Change it Up!’s reach on campus.
✧ Create large scale residential community programs that further the mission of Diversity and Inclusion and Residence Education.
✧ Engage wider residential community in Expect Respect and Inclusive Language campaign programming.

Other duties as assigned by Diversity and Inclusion and Residence Education

Time Commitment
The position is a 20 hour a week commitment

✧ DPEs may not hold more than 1 other major campus student organization position.
✧ Student organization position(s) and other employment may not exceed 10 hours per week.
✧ Please note ResStaff positions are expected to be your priority after academics. As you consider applying, please reflect on your current and future commitments and how you will prioritize your ResStaff appointment. If hired for a position, you will discuss a plan to balance your commitments with your supervisor.

Contact Information
Nicola Saliendra, Assistant Director of Diversity and Inclusion
The Connector, 603 E Madison St | Ann Arbor, MI 48109

Phone: (734) 764-8061
Email: nsali@umich.edu
The Connector Diversity Peer Educator (DPE)

Introduction
In alignment with the mission of University Housing, Diversity and Inclusion, and Residence Education, the overall purpose of the Diversity Peer Educator (DPE) program is to assist in the development of a community that is socially just and inclusive for students across all social identities.

The Connector DPE will partner with central campus ResStaff to strengthen the living-learning environment and strive to create an inclusive community by building relationships with residents and conducting educational, cultural, social, and personal enrichment programs that promote the ideals of social justice. Supervision of The Connector DPE position is by the Office of Diversity and Inclusion and Residence Education in Housing.

The Connector is a concourse in the central campus neighborhood; it connects directly to the Union and West Quad and is a short distance to South Quad. The Connector has a large living room and community room for studying, a large programming space, a small dialogue room, and a kitchen. The primary community of The Connector is the residents of the central campus neighborhood. The Connector provides a space where community members can engage with diverse ideas, perspectives, and stories of individuals and communities through participation in a variety of programs and activities. Within the active multi-purpose space, residents will be able to:
- Study in a comfortable setting
- Use the warm and convenient passageway between buildings
- Build relationships and community by holding and participating in programs

Residential Community Responsibilities (30% of the position)
- Act as a role model and keep a positive attitude while working to build an inclusive multicultural community.
- Assist in conflict resolution, problem-solving, and crisis management related to identity within the residential community using restorative justice principles.
- Participate in mandatory weekly ResStaff meetings on Monday nights and mandatory weekly DPE meetings on Tuesday nights.
- Serve as an advocate for marginalized students and groups in the community by referring them to appropriate resources and campus offices.
- Follow bias incident protocol, follow up with impacted residents of bias incidents, and work with ResStaff to support and rebuild the community using restorative justice principles.
- Build an inclusive community and promote awareness of social and restorative justice principles at the Community Center.
  - DPEs work an average of 3-4 hours a week at the community center.

The Connector Community Responsibilities (50% of the position)
- Assist the central campus neighborhood in building an inclusive community by providing leadership, staffing support, and conducting programming at The Connector.
  - The Connector DPE works 6 hours a week at The Connector community center.
  - Develop and coordinate active and passive educational programming for the residential community in The Connector.
  - Plan, facilitate, and assess social justice training and education for residential staff and residents in The Connector.
Residential Community Outreach Programming through the following opportunities:

- Facilitate campus wide initiatives including Change It Up! or UC 421: Social Psychology in Residence Settings.
- Collaborate closely with the Change it Up! Intern on creating, implementing, and evaluating ongoing educational programs that compliment Change it Up!
- Work with the Change it Up! intern to develop ResStaff training sessions that address campus climate issues and further Change it Up!'s reach on campus.
- Create large scale residential community programs that further the mission of Diversity and Inclusion and Residence Education.
- Engage wider residential community in Expect Respect and Inclusive Language campaign programming.

The Connector Administrative Tasks (20% of the position)

- Perform various clerical duties in The Connector.
- Assist the Administrative Coordinator of Diversity and Inclusion with opening and closing The Connector.
- Troubleshoot and resolve problems with systems, employees, and guest.
- Prepare nightly reports noting any problems, damage or thefts to equipment and furniture within The Connector.
- Ensure proper use of The Connector when groups are using the space.
- Attend regular meetings with the Administrative Coordinator of Diversity and Inclusion. Other duties as assigned by Diversity and Inclusion and Residence Education

Time Commitment

The position is a 20 hour a week commitment

- DPEs may not hold more than 1 other major campus student organization position.
- Student organization position(s) and other employment may not exceed 10 hours per week.
- Please note ResStaff positions are expected to be your priority after academics. As you consider applying, please reflect on your current and future commitments and how you will prioritize your ResStaff appointment. If hired for a position, you will discuss a plan to balance your commitments with your supervisor.

Contact Information

Nicola Saliendra, Assistant Director of Diversity and Inclusion
The Connector, 603 E Madison St | Ann Arbor, MI 48109

Phone: (734) 764-8061
Email: nsali@umich.edu
Henderson House Director

Introduction
The Henderson House Resident Director has administrative and counseling responsibility for a cooperative house with 30 female residents; this Resident Director reports directly to the Board of Governors.

Time Commitment
30 hours per week. This appointment runs from July 1st to July 31st of the following year.

Responsibilities
❖ Supervising all aspects of facility management, food service program and occupancy; keeping operation within annual budget.
❖ Holding weekly meetings with individual residents and/or groups; advising house president.
❖ Interpreting and implementing University, Board of Governors & University Housing policies & procedures and exercising appropriate disciplinary measures as needed.
❖ Recruiting, interviewing, orienting and advising residents; maintaining provision of resident leases.
❖ Attending all Board meetings & Board-related committee meetings, and providing a report for all Board meetings.

Special Qualifications
Graduate students with previous supervisory experience preferred; will also consider other students with comparable life experience.

Compensation
Twelve month room (resident apartment) plus board (meal plan and open kitchen) during Fall and Winter semesters when university classes are in session. Stipend of $6,000.

Contact Information
Henderson House Board President | http://www.housing.umich.edu/node/410
Peer Academic Success Specialist | PASS

**Introduction**

Peer Academic Success Specialists (PASS) are responsible for linking residents, ResStaff and building organizations to appropriate academic support resources, both within the residence hall and in the University community, with an emphasis on technology-enabled support services. They are responsible for establishing the Community Learning Center (CLC) as the hub of scholarly community in the residence halls. The Peer Academic Success Specialist will act to support all residents, but would pay particular attention to the students’ needs in transitioning to the University of Michigan, stemming from their social identities, and arising from uneven access to learning technologies. Peer Academic Success Specialists provide advice, information, and programs in support of academic activities and integrative learning, that is, connecting in-class learning with co-curricular learning. As part of the integrative learning activities, PASSes can be expected to be asked to facilitate the “Making the Most of Michigan” course.

Peer Academic Success Specialists are co-supervised by the Assistant Director for Learning Programs and the Hall Director.

**Time Commitment**

20 hours per week (including at least 6 regular advising hours in the Community Learning Center [where available] per week, weekly ResStaff meetings [Mondays 6:00PM to 8:00PM] and Peer Academic Success Specialist staff meetings [Tuesdays 6:00PM to 7:00PM], and serving at the Community Center). In the weeks of facilitating “Making the Most of Michigan,” the co-supervisors will manage a re-arrangement of duties.

Please note ResStaff positions are expected to be your priority after academics. As you consider applying, please reflect on your current and future commitments and how you will prioritize your ResStaff appointment. If hired for a position, you will discuss a plan to balance your commitments with your supervisor.

**Responsibilities**

**Academic support programming (35%)**

- Assessing the educational needs of residents and incorporating the assessment into the design, delivery and evaluation of educational programs and services, often with a technology component, for residents and staff.
- Educating residents about academic success strategies and skills, time management, academic integrity, information and technology literacy, and stress management.
- Interfacing with various campus partners in providing virtual academic consultation services in the Community Learning Centers.
- Collaborating with the ResStaff to enhance the academic experience of the residents.

**Academic support advising and consultation (40%)**

- Referring students to appropriate academic resources, services, special academic programs, and related learning technologies.
✧ Working with living-learning program staff and theme community efforts to incorporate appropriate technology education into residents’ learning experiences. Living-learning and/or theme communities may have unique opportunities and responsibilities (ex. peer facilitation of courses or departmental or Student Life workshop series.)
✧ Serving at the Community Center with a focus on getting to know residents and building community.
✧ Orienting residents to the learning technologies available in the Community Learning Center and their use in support of their studies.
✧ Catalyze interaction of residents and ResStaff with the Scholar-in-residence (SIR) program.

**Planning and development (20%)**
✧ Employing creative communication strategies to inform residents and ResStaff of strategies, resources and programs supporting academic success.
✧ Assisting the Hall Director in the planning and implementation of required staff training.
✧ Attending staff meetings as scheduled by professional staff.
✧ Developing 2-week plans.

**Administrative tasks and communication (5%)**
✧ Monitoring accounts daily to respond to electronic mail and check other electronic communications.
✧ Compiling monthly reports of statistics and activities.
✧ Participating in the student ResStaff selection process.
✧ Other duties as assigned by the Assistant Director for Learning Programs or Hall Director.

**Special Qualifications**
Graduate students and seniors are encouraged to apply; however all qualified applicants will be considered. Knowledge of the student development issues relevant in a complex technological and social environment including: information technology and social identity, accessing and evaluating information resources, emerging forms of scholarly expression using technology. The successful candidate may not be well versed in each of these areas, but may specialize in one or more.

**Contact Information**
Martha P. Kirpes, Ph.D. | Assistant Director for Learning Programs | 2210 Couzens Hall, 1300 East Ann Street | Phone: (734) 764-6406 | mkirpes@umich.edu
Resident Advisor | RA

Introduction
One of the key responsibilities of ResStaff is Community Building. Community Building means getting to know your residents and fellow staff members, both individually and collectively, by investing time and energy into activities and events that will help facilitate the development of positive and meaningful relationships.

The Community Development Model is in place to assist staff with:
- Getting to know residents;
- Helping residents get to know each other;
- Assessing and addressing the needs of residents;
- Developing community building activities to meet those needs; and
- Encouraging residents to take ownership for the community.

Resident Advisors are responsible for assisting the students on their corridor, floor and throughout the building. They are directly co-supervised by the Hall Director and the Community Center Manager.

Time Commitment
20 hours per week. Please note ResStaff positions are expected to be your priority after academics. As you consider applying, please reflect on your current and future commitments and how you will prioritize your ResStaff appointment. If hired for a position, you will discuss a plan to balance your commitments with your supervisor.

Responsibilities
- Building community in the apartments or residence hall by participating and encouraging casual social interaction, planning and implementing social programming and demonstrating consistent availability and accessibility to residents.
- Modeling a commitment to multiculturalism by creating and fostering a community in which all the individuals are respected, while continuing to educate both residents and staff members on issues of social identity and multiculturalism.
- Living-learning and/or theme communities or specialty floors may have unique opportunities and responsibilities (ex. peer facilitation of courses or departmental or Student Life workshop series).
- Planning and implementing both social and educational programs, while encouraging resident participation in the community.
- Meeting on-duty responsibilities as designated by the Hall Director, and attending mandatory weekly staff meetings.
- Collaboration with other ResStaff and Building team members.
- Enforcing the Community Living Standards by confronting and documenting violations, while modeling personal behavior that is consistent with the Community Living Standards, Statement of Student Rights and Responsibilities, and all state and federal laws.
- Advising, counseling, and responding to crisis situations, and informing the Leadership team or other resources when appropriate.
- Catalyze interaction of residents and ResStaff with the Scholar-in-Residence (SIR) program.
- Build community and promote awareness at the Community Center.
Resident Advisor, Northwood IV & V

Introduction
Northwood Apartments IV & V is a community of choice for people from around the world who come to the University of Michigan as graduate students, visiting scholars, faculty and staff. For some, Northwood IV & V will be their first experience living in the West. For everyone this is a multi-generational, multi-cultural inclusive community comprised by approximately 1,850 residents from different social, economic, ethnic, religious backgrounds, and sexual orientations or expression.

The RA program is designed to help residents feel welcome, respected and included, ready to achieve the objectives that brought them here. RAs are a vital resource as they:

- Help residents develop meaningful relationships. RAs get to know every resident well and they help residents get to know each other.
- Assess and respond to the community’s needs, developing ownership of the community among its participants.
- Help residents adjust to the campus & surrounding area.
- Organize and lead activities that promote friendship, collaboration, inclusion and cross-cultural learning.

Time Commitment
A commitment of 20 hours per week is required. The IV & V RA fulfills a 12-month appointment, living in a staff designated apartment. RAs are expected to serve the entire contract period. Applicants planning to graduate, leave the university or become post docs mid-year are not encouraged to apply.

Please note ResStaff positions are expected to be your priority after academics. As you consider applying, please reflect on your current and future commitments and how you will prioritize your ResStaff appointment. If hired for a position, you will discuss a plan to balance your commitments with your supervisor.

Job Responsibilities
- Participate in staff meetings every Monday, from 6 to 8pm.
- Responsibilities include working a scheduled weekly 4-6 hour shift at the Northwood Community Center front desk.
- Attend all of staff training in July. A mandatory Community Living Experience (CLE) takes place in mid-August when staff stays at the designated retreat location for one and a half days (includes an overnight).
- Complete an eight week social justice course beginning in July.
- Enforcing the Community Living Standards by confronting and documenting violations, while modeling personal behavior that is consistent with the Community Living Standards, Statement of Student Rights and Responsibilities, and all state and federal laws.
- Help mediate minor conflicts and refer to professional staff and/or other campus resources.
- Advising, counseling, and responding to crisis situation, and informing the Leadership team or other campus or community resources when appropriate.
- Collaborating and working with other ResStaff and Housing team members.
- Build community by being consistently engaged, connected and visible within your designated areas throughout the year.
- File reports in specific University Housing software (training provided).
- Participate in on-call duty rotation when the Community Center is closed (training provided).
- Bi-monthly check in with supervising Hall Director includes written reports and action plans.
Liaison with Facilities, Pest Management and Housing Security in support of the physical upkeep of assigned area (grounds, playground equipment, parking lots, dumpster sites, lighting), requesting repairs & maintenance from the appropriate university personnel.

Limited time away (10 days) can be arranged with the supervising Hall Director. Full staff presence is expected during peak seasons (including spring move-out and summer move-in months, and other key seasonal events). Rotation coverage is expected during University holidays including Fall Break, Thanksgiving, Winter Break, and Spring Break.

Reapplication for another year of service is possible through a mid-year evaluation process.

Compensation

Compensation is in the form of rent credit which includes a three-bedroom apartment with air conditioning, cable TV and one parking permit, in the designated area of service in either Northwood IV or V.

Compensation does not have a taxable value, but the RA job is considered employment. Applicants with international visas should consult with the International Center about work permit and/or visa limitations. Graduate Student Instructors (GSIs) normally are not eligible for the RA role.

Eligibility

RAs must be affiliated with the University of Michigan. Partners of students are encouraged to apply. The RA appointment is contingent upon full compliance with University Community Living Standards, Student Rights & Responsibilities, Residence Education Staff Expectations and other University of Michigan rules and regulations. Good academic standing is also required and is defined as a 5.0 GPA on an 8.0 scale or 5.5 GPA on a 9.0 point scale for graduate students. All standards, whether behavioral or academic, will be closely enforced. If the ResStaff contract is terminated for any reason, moving out of the staff apartment immediately will be necessary and University Housing will not cover related transfer/move out fees or charges.

Desired Qualifications

The RA position is best filled by someone who is engaged in the community and likes to get things done. Fluency in English is desired since all training, written and meeting communication will be in English. A high degree of commitment and skill in time/self-management normally leads to a very rewarding RA experience. The calendar each year presents many opportunities where it helps to have team members with a background or experience in:

- Outdoor recreation (RAs sponsor numerous outdoor activities including pick-up sports for adults and single grads, tournaments, soccer for children, walking/jogging groups, etc.)
- Indoor recreation (RAs sponsor numerous indoor activities during cold months)
- Single graduate challenges & schedules (presentation skills, informal advising)
- Technology experience (RAs find themselves using software/computers a lot, managing the Northwood Focus website, emailing residents, staff communication. Usually one RA leads a website committee and another RA leads an email communications committee.)
- Family/children experience (playgroups, outings, picnics)
- Different language skills & cultural backgrounds
- Conflict resolution experience
- Creative, artistic interest
- Commitment to diversity, social justice, and multiculturalism.
Global Scholars Program Resident Advisor | GSP RA

**Introduction**
The Global Scholars Program (GSP) is a living learning community located in North Quad’s International Impact Theme Community that brings together international and U.S. students interested in social justice on a global level. GSP residents are sophomores, juniors, and seniors, who are returning, transfer, international, U.S., and exchange students. GSP provides academic courses that develop students’ intercultural communication skills and deepen their awareness of social justice issues. The focus of GSP’s co-curricular academic programming is an interdisciplinary monthly lecture series that features a variety of global topics and is complimented by ongoing small group work.

GSP is looking for four highly motivated Resident Advisors (RA’s) who are interested in working with a diverse living learning community of approximately 120 residents. Openness to intercultural exchange and an ability to work well in groups is required. International students are eligible and encouraged to apply. GSP RA’s attend specialty staff training in August and are co-supervised by the North Quad Hall Director and GSP Associate Director.

**Time Commitment**
Averages 20 hours per week. Please note ResStaff positions are expected to be your priority after academics. As you consider applying, please reflect on your current and future commitments and how you will prioritize your ResStaff appointment. If hired for a position, you will discuss a plan to balance your commitments with your supervisor.

**Responsibilities**
- Fulfill all advising, counseling, programming, and administrative responsibilities outlined for the RA job description.
- Organize Community Building Activity (CBA) programming with the goal of creating a GSP community within a broader North Quad International Impact Theme community.
- Assist in GSP marketing, recruitment, and special event programming.
- Live and work on GSP floors.

**Contact Information**
Phone: (734) 764-3573 or http://www.lsa.umich.edu/globalscholars/
Health Science Scholars Program Resident Advisor | HSSP RA

Introduction
The Health Sciences Scholars Program (HSSP) is a 150-student living-learning program whose students spend their freshman year living together and learning about the range of research and career opportunities in the health sciences at the University of Michigan. Selected second-year HSSP students are invited to return as Peer Advisors. HSSP is a substance-free residential community and expects its members to abide by University Housing’s Substance-Free standards. As a living-learning program, HSSP provides a unique opportunity for students to learn about the health sciences in a supportive and focused residence hall community.

First-year HSSP members:
- Learn about health care and the breadth of opportunities in the health sciences at UM through HSSP’s two-semester core course, UC 105-106.
- Explore their health science interests through direct observation of professionals in health-care/science settings.
- Take advantage of on-site pre-health academic advising.
- Enjoy direct mentorship from HSSP’s Peer Advisors.
- Pursue academic excellence through Peer-Led Study Groups.
- Negotiate the transition from high school to college in a supportive and safe environment.
- Build leadership skills in academic and social programs organized through HSSP’s various student-run committees and Events Planning Council.
- Commit to a substance-free residential experience as outlined by HSSP and University Housing’s Substance-Free standards.

Time Commitment
An average of 25 hours per week. Please note ResStaff positions are expected to be your priority after academics. As you consider applying, please reflect on your current and future commitments and how you will prioritize your ResStaff appointment. If hired for a position, you will discuss a plan to balance your commitments with your supervisor.

Responsibilities
Fulfill all of the advising, counseling, programming and administrative responsibilities outlined in the resident advisor position, including:
- Fulfill all HSSP programming responsibilities (e.g., committee leadership, program coordination, etc.)
- Meet individually and as a group with the HSSP Associate Director as scheduled.
- Provide active supervision and support of HSSP Peer Advisors working with first-year students.
- Facilitate a programming committee with Peer Advisors and first year students to create programs.
- Collaborate on and actively promote HSSP community inter-floor community-building events.
- Assist in the recruitment and selection of Peer Mentors and Resident Advisors.
- Keep HSSP staff informed of student needs, interests, and concerns.

Supervision
This position reports to both the Hall Director and the HSSP Associate Director.

Compensation
As the HSSP RA position exceeds 20 hours, this position includes a stipend.

Contact Information
Phone: (734) 763-6091 OR www.lsa.umich.edu/hssp
Honors Resident Advisor | HRA

Introduction
The Honors Program is a four-year program that provides an especially rich and challenging set of academic offerings to talented and highly motivated students in the College of Literature, Science, and the Arts. Through special courses, research relations with faculty, and a vigorous intellectual community that includes Honors faculty fellows, the Honors Program enables students to identify their intellectual interests and to pursue them as deeply and as far as they can.

Time Commitment
25 hrs. weekly (20 resident hall hours weekly with an additional variable five hour LSA Honors Programming commitment). Please note ResStaff positions are expected to be your priority after academics. As you consider applying, please reflect on your current and future commitments and how you will prioritize your ResStaff appointment. If hired for a position, you will discuss a plan to balance your commitments with your supervisor.

Responsibilities
Each LSA Honors Program Resident Advisor will be required to fulfill the following responsibilities:

- Conduct variable active academic, cultural, or social programs each semester geared specifically towards Honors Program residence hall activities. This will amount to variable hours weekly attending cultural events, managing study groups, handling Honors feedback sessions, creating programs to be negotiated during our Honors staff activities meeting held monthly as conducted by the Honors Program Coordinator.
- Attend Honors staff activities meeting (tentatively set once monthly on Saturdays from 9 AM to 1 PM) to discuss Honors community building activities and discuss ways to engage Honors students.
- Fulfill all of the advising, counseling, programming, and administrative responsibilities outlined in the Resident Advisor job description.

This position reports to the South Quad Hall Director and the Honors Program Coordinator. There will be an annual evaluation process in addition to the evaluations mandated by the Housing contract. The term of continued employment in this position is to be met through this LSA Honors Program evaluation, as well as by all the terms mandated by the contract.

Compensation
As the Honors RA position exceeds 20 hours, this position includes a stipend.

Contact Information
Phone: (734)-764-6274 or www.lsa.umich.edu/honors
Living Arts Resident Advisor

Introduction
Founded in September 2010, Living Arts is the newest living-learning community at UM. Located in Bursley Hall and sponsored by the College of Engineering, the School of Art & Design, the Taubman College of Architecture + Urban Planning and the School of Music, Theatre & Dance, the goal of Living Arts is to help first-year and transfer students engage in creativity across the disciplines and to participate in interdisciplinary collaborations.

The 80 students in Living Arts take UARTS 101, Exploring Creativity across the Disciplines, in the fall term, and UARTS 102, Creativity and Collaboration in the winter term. Co-curricular activities include competitions, projects, and events that involve guest speakers, field trips, creative exploration and problem-solving. Living Arts Resident Advisors reside in Bursley Hall and are responsible for assisting students on their floor, in the program, and throughout the building. The Hall Director and the Living Arts Program Director provide supervision for the Living Arts Resident Advisors.

Time Commitment
25 hours per week, 20 of which would be for the general Resident Advisor role and 5 hours per week for Living Arts activities. Please note ResStaff positions are expected to be your priority after academics. As you consider applying, please reflect on your current and future commitments and how you will prioritize your ResStaff appointment. If hired for a position, you will discuss a plan to balance your commitments with your supervisor.

Responsibilities
In addition to fulfilling their hall-wide responsibilities as outlined in the UM Housing Resident Advisor job description and contract, each Living Arts Resident Advisor is required to fulfill the following additional Living Arts responsibilities:

◊ Fulfill all of the advising, counseling, programming and administrative responsibilities outlined in the Resident Advisor job description.
◊ Meet individually with the Living Arts residents on your hall once per semester in order to get to know them and assess their needs.
◊ Attend and actively participate on the Living Arts program board.
◊ Organize and participate in Living Arts sponsored events, activities, and competitions.
◊ Organize open mics for building-wide performance opportunities.
◊ Organize and lead two Living Arts events, competitions or activities per term.
◊ Attend and participate actively in the Living Arts Program Board.
◊ Participate in recruitment events and serve as Living Arts liaisons to the university units, the Ann Arbor community and external organizations.
◊ Report to the Hall Directors and the Living Arts Program Director.

Compensation
As the Living Arts RA position exceeds 20 hours, this position includes a stipend.

Contact Information
Phone: (734) 764-9499 or http://www.livingarts.umich.edu/index.php
Lloyd Hall Scholars Resident Advisor | LHSP RA

Introduction
The Lloyd Hall Scholars Program curriculum focuses on writing and the arts. All students are required to enroll in a 125 introductory writing class taught by Sweetland Writing Center instructors in the fall term and one other LHSP course in the winter term. Special programs and clubs enhance the curriculum and reinforce learning outside the classroom. LHSP provides an array of classes, workshops, guest speakers and social events.

LHSP Resident Advisors are responsible for assisting students on their floor, in the program, and throughout the building. The Hall Director and LHSP Associate Director provide supervision for the Resident Advisors.

Time Commitment
25 hours per week, 20 of which would be for the general Resident Advisor role and 5 hours per week for LHSP activities. Please note ResStaff positions are expected to be your priority after academics. As you consider applying, please reflect on your current and future commitments and how you will prioritize your ResStaff appointment. If hired for a position, you will discuss a plan to balance your commitments with your supervisor.

Responsibilities
In addition to fulfilling their hall-wide responsibilities as outlined in the UM Housings’ Resident Advisor job description and contract, each LHSP Resident Advisor is required to fulfill the following additional LHSP responsibilities:

- Programming; including planning academic support programs, for LHSP students. This would include: writing and arts related programs; community service programs; multicultural programs; cultural programs; social programs; athletic and sports related activities; social events.
- Lead LHSP clubs.
- Fulfill all of the advising, counseling, programming and administrative responsibilities outlined in the Resident Advisor job description.
- Mentoring of LHSP students.
- Recruitment for the following year’s students.
- Keeping LHSP staff informed of LHSP student needs and concerns.

Compensation
As the LHSP RA position exceeds 20 hours, this position includes a stipend.

Contact Information
Phone: (734) 764-7521 or www.lsa.umich.edu/lhsp
Max Kade German Resident Advisor

Information
The Max Kade German House residential program is located in North Quad. Max Kade House residents will be German-speaking sophomores, juniors, seniors or graduate students and are comprised of returning, transfer, international, U.S., exchange, and study abroad students. The Max Kade Resident Advisor is expected to be fluent in German and to encourage a deeper understanding of German culture and intercultural exchange.

Time Commitment
20-25 hrs. weekly (20 resident hall hours weekly with some additional hours for Max Kade German House programming commitments). Please note ResStaff positions are expected to be your priority after academics. As you consider applying, please reflect on your current and future commitments and how you will prioritize your ResStaff appointment. If hired for a position, you will discuss a plan to balance your commitments with your supervisor.

Responsibilities
- Fulfill all advising, counseling, programming and administrative responsibilities outlined for the Resident Advisor job description.
- Establish/maintain strong linkages with faculty and staff members in the Department of Germanic Languages and Literatures to foster academic support for Max Kade German House residents.
- Foster an environment for active learning of German culture and language on a daily basis with the residents by speaking in German on a routine basis and encouraging all types of exchanges and activities to be conducted in German and on Germanic related topics.
- Organize, conduct and assist in advertising the weekly Kaffeestunden.
- Organize and host "film nights" and/or a lecture series on a regularly scheduled basis (for example film night, twice per month or academic lectures once per month).
- Conduct variable active academic, cultural, or social programs in general each semester geared specifically towards the Max Kade German House residence hall activities.
- Run a German table at the applicable dining hall at least once per week.
- Engage in educational opportunities and possible joint collaborative projects with other MLC’s located in proximity to the Max Kade German House MLC (for example, the Global Scholars Program).
- Participate in Campus Day and other recruitment events, marketing, and in conjunction with the Faculty Coordinator for the German Department, serve as liaison to other units.
- Accompany and assist the Faculty Coordinator and house residents on the annual study tour trip to a German speaking country (specific location determined on a yearly basis) and act as a leader and role model.

This position reports to the North Quad Hall Director and the Faculty Coordinator for the Max Kade German House. There will be an annual evaluation process in addition to the evaluations mandated by the Housing contract. The term of continued employment in this position is to be met through this LSA Max Kade German House Program evaluation, as well as by all the terms mandated by the contract.

Compensation
As the Max Kade RA position exceeds 20 hours, this position includes a stipend. The Max Kade RA position also includes airfare and lodging for the annual study tour.

Contact Information
Phone: (734) 936-0150 or http://www.lsa.umich.edu/german/undergrad/maxkadegermanresidence
Michigan Community Scholars Program Resident Advisor | MCSP RA

Introduction
The Michigan Community Scholars Program is a living learning program whose students "make a difference."
Michigan Community Scholars Program focuses on:
- Community Service.
- Social Justice & Democracy
- Small Courses with Excellent Faculty from Across the U.
- Academic Excellence through Tutors and Workshops.
- Student Leadership.
- Identity Development.
- Modeling a Strong and Culturally Diverse Community on the Floors.
- Successful Transition for First Year Students.

As a living learning program, Michigan Community Scholars Program provides a unique opportunity for students to put into practice their values and ideals about community, personal and social responsibility, the linkage of arts and civic engagement, inter-group relations, social change, and social justice in a diverse, democratic society. Michigan Community Scholars Program’s diverse community includes students of color and many international students, representation from majors all over the university, and first year students through seniors who are all actively engaged with our program.

Michigan Community Scholars Program Resident Advisors, Peer Advisors, Peer Mentors, Faculty, Community Partners, Staff and student leaders are extremely involved in creating this supportive community that fosters learning and collaboration inside and outside the classroom. First Year Students are required to participate in a one-credit seminar with sections facilitated by the Resident Advisor’s. First Year Seminars, community service projects, group study sessions, and various leadership opportunities are also all available.

Time Commitment
An average of 27 hours per week. Please note ResStaff positions are expected to be your priority after academics. As you consider applying, please reflect on your current and future commitments and how you will prioritize your ResStaff appointment. If hired for a position, you will discuss a plan to balance your commitments with your supervisor.

Responsibilities
- One of the following responsibilities per semester: facilitate two sections of UC 102, this is an one-credit course offered as a program requirement for all Michigan Community Scholars Program first year students.
- Fulfill all of the advising, counseling, programming and administrative responsibilities outlined in the Resident Advisor job description.
- Assist in actualizing the Michigan Community Scholars Program mission through interaction, programming, workshops, recruitment and additional activities.
- Report to the Hall Director and Michigan Community Scholars Program Associate Director.

Compensation
As the MCSP RA position exceeds 20 hours, this position includes a stipend.

Contact Information
Phone: (734) 647-4860 or http://www.lsa.umich.edu/mcsp
Introduction
The Michigan Research Community is an undergraduate living/learning program which seeks to bring the world of cutting edge research and discovery to students in diverse academic majors. It provides academic support, such as in-house peer advising and facilitated study groups, through a community of student researchers. The Michigan Research Community also provides leadership opportunities through peer mentor and peer instructor positions for sophomores.

Michigan Research Community Resident Advisors live in Mosher Jordan Hall and are responsible for assisting the students on their floor, in the program and throughout the building. Michigan Research Community Resident Advisors are functionally supervised by the Mosher-Jordan Hall Director and the Michigan Research Community Associate Director.

Time Commitment
An average of 24 hours per week. Please note ResStaff positions are expected to be your priority after academics. As you consider applying, please reflect on your current and future commitments and how you will prioritize your ResStaff appointment. If hired for a position, you will discuss a plan to balance your commitments with your supervisor.

Responsibilities
✧ Fulfill all of the advising, counseling, programming and administrative responsibilities outlined in the Resident Advisor job description.
✧ Assist residents with the process of finding their research project. Provide support and guidance to first-year students on their research projects throughout the year.
✧ Provide programming and academic support for the Michigan Research Community, which includes planning, and facilitating two faculty "Dinner & Discussion" programs per semester and working with other MRC RAs to plan events for the entire community.
✧ Meet individually with the Michigan Research Community residents living in your community once per semester in order to get to know them and assess their needs.
✧ Participate in recruitment events and serve as Michigan Research Community liaison to university units, the Ann Arbor community and external organizations.
✧ Attend weekly staff meetings with Michigan Research Community staff.
✧ Assist with Michigan Research Community special event planning, including the Michigan Research Community Annual Research Symposium.

Compensation
As the MRC RA position exceeds 20 hours, this position includes a stipend.

Contact Information
Phone: (734) 763-6658 or http://www.lsa.umich.edu/mrc
Information
To learn more about this program please visit the Residential College program website at http://www.rc.lsa.umich.edu/ and if you are interested in becoming a Resident Advisor for this program, please indicate it on your application.

Contact Information
Phone: (734)-763-0032 or http://www.rc.lsa.umich.edu/
Women in Science and Engineering Residence Program
Resident Advisor | WISE RP RA

Introduction
The Women in Science & Engineering Program Residence Program is an undergraduate living/learning program which seeks to support undergraduate women in academic majors and future careers in the sciences, technology, engineering, and/or mathematics fields. It provides students with academic support, a community of peers in similar majors, and leadership opportunities through participation in a variety of activities and networks. Women in Science & Engineering Program Residence Program Resident Advisors live in Mosher Jordan Hall and are responsible for assisting the students on their floor, in the program, and throughout the building. Women in Science & Engineering Program Residence Program Resident Advisors are functionally supervised by the Mosher Jordan Hall Director and the Women in Science & Engineering Program Residence Program Associate Director.

Time Commitment
An average of 24 hours per week. Please note ResStaff positions are expected to be your priority after academics. As you consider applying, please reflect on your current and future commitments and how you will prioritize your ResStaff appointment. If hired for a position, you will discuss a plan to balance your commitments with your supervisor.

Responsibilities
- Fulfill all of the advising, counseling, programming, and administrative responsibilities outlined in the Resident Advisor job description.
- Provide programming and academic support for the WISE Residence Program, which includes planning and facilitating two faculty "Dinner & Discussion" programs per semester.
- Meet individually with the Women in Science & Engineering Program Residence Program residents living in your community once per semester in order to get to know them and assess their needs.
- Assist with Women in Science & Engineering Program Residence Program special event planning.
- Participate in recruitment events and serve as a Woman in Science & Engineering Program Residence Program liaison to university units, the Ann Arbor community and external organizations.
- Attend weekly staff meetings with Women in Science & Engineering Program Residence Program staff.

Special Qualifications
Preference may be given to applicants with a major in science and/or engineering. Female candidates only.

Compensation
As the WISE RP RA position exceeds 20 hours, this position includes a stipend.

Contact Information
Phone: (734) 763-6662 or http://www.lsa.umich.edu/wiserp
Adelia Cheever Program Resident Advisor

Introduction
The Adelia Cheever Program, a Theme Community for women, develops exceptional leaders and responsible global citizens by creating a close community within the larger university in which students can cultivate vital skills, knowledge, and support. The Cheever Program values the Cheever legacy, multiculturalism and diversity, international perspectives, every woman’s experience, and life-long learning. Cheever students participate in a variety of activities relating to our core values, including bi-weekly “Cheever Chats”, community service projects, and student planned programs. Located in Helen Newberry Residence, this program requires the support of three Resident Advisors. This Cheever Resident Advisor position is supervised by the Barbour/Newberry Hall Director.

Responsibilities
✧ Attending Cheever Chats on a regular basis.
✧ Supporting Cheever community events and other functions.
✧ Assisting with Cheever standing committees.
✧ Collaborate with Cheever Mentors to develop floor and building-wide community building activities related to the Cheever Mission and Program Goals.
✧ Updating and maintaining Cheever bulletin boards.
✧ Serving as a Cheever Program liaison to the Barbour/Newberry, University, and external communities.
✧ Participate in the ongoing development and evaluation of the Cheever Program.
✧ Attend Bi-weekly meetings with the Hall Director.
✧ Attending Living-Learning Resident Advisor training prior to the Community Living Experience and ResStaff training in the Fall.
✧ Fulfill all of the advising, counseling, programming and administrative responsibilities outlined in the Resident Advisor job description.
✧ Other duties as assigned by the Hall Director.

Time Commitment
20 hours per week. Please note ResStaff positions are expected to be your priority after academics. As you consider applying, please reflect on your current and future commitments and how you will prioritize your ResStaff appointment. If hired for a position, you will discuss a plan to balance your commitments with your supervisor.

Special Qualifications
This position is open to female students only. Preference may be given to candidates with interests or experiences related to multiculturalism, diversity, international affairs and/or women’s issues (e.g. foreign language competency, travel/study abroad, work with international communities, relevant coursework or leadership activities).

Contact Information
Phone: (734) 764-5465 or http://housing.umich.edu/adelia-cheever-program
First Year Experience Resident Advisor | FYE RA

Introduction
University Housing has embarked on a new initiative, focusing on the first year student living experience in the residence halls at the University of Michigan.

This program will foster the cognitive and social development of first year students through an innovative approach emphasizing student participation and ownership in First Year Experience programs.

In order to successfully fulfill this mission, the First Year Experience Resident Advisor will collaborate and form active partnerships with students and staff. The First Year Experience Resident Advisor is directly supervised by the Hall Director.

Time Commitment
20 hours per week (including five regular office hours per week in an assigned office and ResStaff, First Year Experience Student Steering Committee and supervision meetings). Please note ResStaff positions are expected to be your priority after academics. As you consider applying, please reflect on your current and future commitments and how you will prioritize your ResStaff appointment. If hired for a position, you will discuss a plan to balance your commitments with your supervisor.

Responsibilities
✧ Engage and empower residents in the design of their residential learning experience.
✧ Mentor and support residents as they navigate personal, social, and academic challenges found throughout the first year.
✧ Collaborate with University Housing offices and other constituent groups to develop learning experiences which achieve First Year Experience program goals.
✧ Living-learning and/or theme communities or specialty floors may have unique opportunities and responsibilities (ex. peer facilitation of courses or departmental or Student Life workshop series).
✧ Build community in the residence hall by participating in and encouraging social interaction, encouraging residents to plan and implement social programming, and demonstrate consistent availability and accessibility to residents.
✧ Model a commitment to multiculturalism by creating and fostering a community where all the individuals are respected, while continuing to educate both residents and staff members on issues of social identity and multiculturalism.
✧ Meet on-duty responsibilities as designated by the Hall Director, and attending mandatory weekly staff meetings.
✧ Collaborate with other ResStaff and Building team members.
✧ Enforce the Community Living Standards by confronting and documenting violations, while modeling personal behavior that is consistent with the Community Living Standards, Statement of Student Rights and Responsibilities, and all state and federal laws.
✧ Advise, counsel, and respond to crisis situations, and inform the Leadership team or other resources.
✧ Catalyze interaction of residents and ResStaff with the Scholar-in-Residence (SIR) program
✧ Build community and promote awareness at the Community Center.

Contact Information http://www.housing.umich.edu/FYE
North Quad – International Impact Theme Program RA

Introduction
The North Quad Theme program, International Impact, focuses on the intersections of global issues and technology. This is a natural product of being housed in Michigan’s first new residence hall in over 40 years. “The combination of sophisticated classroom and academic space with residence space for 450 students, the North Quad Residential and Academic Complex provides classrooms, studios and offices for five information and communications-related university programs. The result is an environment in which lively interactions among students and faculty spill seamlessly from classrooms to hallways to faculty offices to living quarters—all under the same roof.”

Designed for sophomores and above, the goals of the International Impact Theme Community are to advance students’ knowledge and appreciation of a diverse multicultural world and provide unique opportunities for connections across disciplinary and geographical boundaries. With access to North Quad’s rich technology resources, North Quad students will be part of a vibrant, internationally focused environment where formal and informal learning will immerse students in experiences offering an international view of perspectives and ideas. All RAs in North Quad are International Impact RAs.

Responsibilities
✧ Work with NQ residents to inspire ownership and definition of the theme.
✧ Collaboration with NQ council’s, academic units, & MLC’s to embody the theme.
✧ Active participate in building wide programs and events.
✧ Special attention to the intersection between social justice, global issues, and technology
✧ A willingness to use and encourage the use of technology in all aspects of the work
✧ A passion to think and program with an international perspective and lens.

Time Commitment
20 hours per week.

Special Qualifications
Preference may be given to candidates with interests or experiences related to multiculturalism, diversity, international affairs and technological literacy (e.g. foreign language competency, travel/study abroad, work with international communities, relevant coursework or leadership activities).

Contact Information
Phone: (734) 764-0175 or http://www.housing.umich.edu/International-Impact
Sophomore Year Experience Resident Advisor | SYE RA

Introduction
University Housing has embarked on a new initiative, focusing on the second year student living experience in the residence halls at the University of Michigan. This program fosters the cognitive and social development of second year students through an innovative approach emphasizing student ownership. In order to successfully fulfill this mission, the Sophomore Year Experience Resident Advisor collaborates and forms active partnerships with students, faculty and staff. Sophomore Year Experience Resident Advisor is directly supervised by the Hall Director. All RAs in Stockwell Hall are SYE RAs.

Time Commitment
20 hours per week.

Responsibilities
✧ Engage and empower residents in the design of their residential learning experience.
✧ Mentor and support residents as they navigate personal, social, and academic challenges found throughout the second year.
✧ Collaborate with University Housing offices and other constituent groups to develop learning experiences which achieve Sophomore Year Experience program goals.
✧ Partner with the Leaders of the Sophomore Year Experience program to plan and implement programs in line with the student-designed Sophomore Year Experience Mission and Goals.
✧ Build community in the residence hall by participating in and encouraging social interaction, encouraging residents to plan and implement social programming, and demonstrate consistent availability and accessibility to residents.
✧ Model a commitment to multiculturalism by creating and fostering a community in which all the individuals are respected, while continuing to educate both residents and staff members on issues of social identity and multiculturalism.
✧ Meet on-duty responsibilities as designated by the Hall Director, and attending mandatory weekly staff meetings.
✧ Collaborate with other ResStaff and Building team members.
✧ Enforce the Community Living Standards by confronting and documenting violations, while modeling personal behavior that is consistent with the Community Living Standards, Statement of Student Rights and Responsibilities, and all state and federal laws.
✧ Advise, counsel, and respond to crisis situations, and inform the Leadership team or other resources.
✧ Build community and promote awareness at the Community Center.

Contact Information
Phone: (734) 764-1192 or http://www.housing.umich.edu/SYE
Transfer Year Experience Resident Advisor

Introduction
University Housing has developed a theme community focusing on transfer students living in the Northwood apartments. This program focuses on the transition of transfer students to the University and aids in facilitating a transfer students sense of belonging. The program will foster the cognitive and social development of transfer students through an innovative approach emphasizing student ownership.

In order to successfully fulfill this mission, the Transfer Year Experience Resident Advisor will collaborate and form active partnerships with students, faculty and staff. Transfer Year Experience Resident Advisor is directly supervised by the Hall Director.

Time Commitment
20 hours per week.

Responsibilities
- Engage and empower residents in the design of their residential learning experience.
- Mentor and support residents as they navigate personal, social, and academic challenges found throughout their first year as a student at the University.
- Collaborate with University Housing offices and other constituent groups to develop learning experiences which achieve Transfer Year Experience program goals.
- Assist transfer students in navigating the University including sharing available resources.
- Build community in the residence hall by participating in and encouraging social interaction, encouraging residents to plan and implement social programming, and demonstrate consistent availability and accessibility to residents.
- Model a commitment to multiculturalism by creating and fostering a community in which all the individuals are respected, while continuing to educate both residents and staff members on issues of social identity and multiculturalism.
- Meet on-duty responsibilities as designated by the Hall Director, and attending mandatory weekly staff meetings.
- Collaborate with other ResStaff and Building team members.
- Enforce the Community Living Standards by confronting and documenting violations, while modeling personal behavior that is consistent with the Community Living Standards, Statement of Student Rights and Responsibilities, and all state and federal laws.
- Advise, counsel, and respond to crisis situations, and inform the Leadership team or other resources.
- Build community and promote awareness at the Community Center.

Contact Information
Phone: (734) 763-8049 or http://www.housing.umich.edu/TYE
If you’re still not sure what position interests you, flip back to page 14 and take our quiz.

Have any other questions that weren’t answered in this guide? Please e-mail resstaffselectionchairs@umich.edu