So You Want to Be an RA?
Resident Staff Selections 2017-2018

Olivia Frierson
Vice Chair of Resident Staff Selections

Eric Kim & John Patterson
Assistant Vice Chairs for Candidate Preparation and Support
“The mission of our department is to work collaboratively to create inclusive, welcoming communities where residents are empowered to engage their potential as scholars and leaders through self-governance and participation in their residential community.”

Housing & Residence Life Mission Statement
The Resident Staff Program

Co Chairs
Joshua Jaspers and Tyler Ambrose

VC for Promotions & Expectations
Tyler Gaedecke

VC for Training & Development
Natasha Halloran

VC for Council Leadership
Maddy Kwakye

VC for RA Selections
Olivia Frierson
Senior Residents
Resident Advisors
Core Values

• Multiculturalism
• Collaboration
• Personal Accountability
• Empowerment
• Critical Thinking
• Customer Service
What We’re Looking For

- Knowledge of the importance of community building.
- The ability to compromise and acknowledge the abilities of others.
- The ability to approach problems from multiple angles.
- Effective communication skills.
- Professionalism.
RA Job Responsibilities

Specifically:
- Programs & Activities
- Supporting Residents
- Enforcing Policy
- Attending Trainings

Generally:
- Building lasting friendships
- Gaining valuable training & leadership skills
- Being part of a community of support
## RA Time Commitment

<table>
<thead>
<tr>
<th>Category</th>
<th>Details</th>
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</thead>
<tbody>
<tr>
<td><strong>Training</strong></td>
<td>• O-Week: two weeks of full day long training in the summer before school begins</td>
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<td></td>
<td>• Spring Training &amp; Inservices throughout the year</td>
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<tr>
<td><strong>Staff Meetings</strong></td>
<td>• Weekly meetings with your SR and other RAs in your association</td>
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<td>• 1 hr/week</td>
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<tr>
<td><strong>Coverage/On Call</strong></td>
<td>• 10pm-2am “on duty” shifts</td>
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<tr>
<td></td>
<td>• Frequency of coverage varies by areas</td>
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<tr>
<td><strong>Programs</strong></td>
<td>• Monthly events coordinated by RAs for their Residents</td>
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<tr>
<td></td>
<td>• “Self Defense Training”, “Diversity Night”, etc</td>
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</tbody>
</table>
### Where Can I Be an RA?

#### New Student Areas
- Alderman Road Hall-Style or Suite-Style
- McCormick Road
- Gooch/Dillard
- Malone & Weedon

#### Upperclass Apartments
- Bice
- Copeley
- Faulkner
- Lambeth
- Johnson

#### Residential Colleges and Language Houses
- Brown College
- International Residential Community (IRC)
- Hereford Residential Community
- Language Houses
Applying for Residential Colleges

- Anyone can apply to be an RA in these communities. However, this process happens prior to the New Student/Upperclass process.
- You will have the opportunity to apply to a New Student/Upperclass area only if you are not selected to be a Residential College RA.
The University of Virginia is an equal opportunity and affirmative action employer. Women, minorities, veterans, and persons with disabilities are encouraged to apply. Students with a disability who desire accommodation in the Resident Advisor application or interview process should email Olivia Frierson, Vice Chair for Selections, at selectionsuva@gmail.com.
Eligibility

• Full-time undergraduate students and 5th year masters candidates.
  – Traditional masters or doctoral students may apply for Community Assistant positions in Copeley 1 & 2 or University Gardens. Email selectionsuva@gmail.com for more information regarding this separate process.

• Cumulative GPA of 2.25 or greater; cumulative and semester GPA of 2.25 is required during term of employment.

• Good academic standing as defined by your school.

• Good judicial/disciplinary standing.
Judicial History

• Having a judicial history does not immediately eliminate a candidate from consideration.
• *Some reported concerns may be explored during the individual interview.*
• Certain incidents may warrant further review and potential removal from the process
RA Compensation*

A furnished room, rent-free during the term of employment, and Resident Staff Meal Plan (50 meals and 130 plus dollars per semester).

*Subject to change
A Note on Financial Aid

- For financial aid purposes, the compensation received for room, board and stipend is included as a resource. When adjusting the financial aid award, this resource will be applied first to unmet need, then loans and then work-study. If this resource exceeds your unmet need, loans and work-study, then your university grants will be reduced.
- Speak with someone from Financial Aid to understand how your package may be impacted.
- Contact: faid@virginia.edu
  OR Melvin Miller (mm4ec@virginia.edu)
Some Important Housing Considerations:

- Both on and off-grounds housing contracts are legally binding.
- If you sign an on-ground housing agreement for 2018-2019 and you are offered the RA position and you accept, then you will be released from that agreement.
  - This does NOT apply to off-grounds housing.
  - If you are selected as an alternate or receive a regrets letter, you will NOT be released from any on-grounds housing agreement.
- You should assume you will not be offered an RA position. Don’t sign a lease unless you’re comfortable with the outcome.
The Application Process

- Written Application
- Individual Interview
- Group Interview
The Written Application

• The application will be opened on **November 6th**.
  – Two short answer questions.
  – Personal Statement
  – Resume
  – Recommendation Form
  – *Residential Colleges*: one additional question specific to the residential college.

• Applications are submitted online.

• Late or incomplete applications will **not** be accepted.
  – For technical issues, contact Olivia at selectionsuva@gmail.com
The Written Application

The Personal Statement

- A brief 250-300 word statement about yourself
- Explain to us why you are applying to be an RA
- This is our introduction to you so feature your skill set, personality and applicable experience

Short Answer Questions

- Two short essay questions
- Will require familiarity with Mission Statement, Core Values, and RA Job Description.
- Residential College applicants will have a an additional short answer question pertaining specifically to their residential college of interest
The Written Application

**Recommendation**

- Only one recommendation
- Pick someone who can speak to your leadership style, character and experience
- A recommendation from someone who knows you well is better than a recommendation from someone “prestigious”

**Resume**

- Will be submitted online as an attachment to application
- *The resume is not a scored component, but we do need you to submit one for reference*
If you want more information...

■ Attend our Writing Workshop on **November 28th from 7:30-8:30 pm in Wilson 301.**
■ Utilize University Career Services (career.virginia.edu)
Written Application Deadline: Monday, January 8th at noon

*Please note that this is during Winter Break/J-Term*
Interview Process

**New Student/Upperclass Areas**

- All applicants will receive an individual interview.
- Applicants will be notified by February 14<sup>th</sup> if they have been invited to continue the process with a group interview.

**Residential Colleges & Language Houses**

- Not all applicants are guaranteed an individual or group interview.
- Any applicant notified of an interview invitation will receive both an individual and group interview on Saturday, January 27<sup>th</sup>.
The Individual Interview

Notes on Interviewing

Arrive 10 minutes early to sign in
Dress professionally

When (All interviews will be held in Newcomb or New Cabell)

Residential College and Language Houses
Applicants: **January 27th**

New Student/Upperclass Apartment
Applicants: **February 9th-11th**

25 Minute interviews with 3 current RAs as interviewers

You will be asked a variety of questions that speak to your leadership qualities, your understanding of the role of a Resident Advisor, your appreciation of diversity, and your approach to issues commonly faced by RAs
The Group Interview

When (All interviews will be held in New Cabell)

<table>
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<tr>
<th>Residential College and Language Houses Applicants: <strong>January 27th</strong></th>
<th>New Student/Upperclass Apartment Applicants: <strong>February 24th</strong></th>
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</table>

2 hour interview with 2-3 current RAs as interviews and 4-5 other candidates

You will work as a group to address several different situations designed to test your character, understanding of the role of an RA, critical thinking skills, and ability to work as a team
Conflicts

- Excusable conflicts are: academic, emergency, or certain University sponsored events.
- If you know you have a conflict or a conflict arises, contact Olivia at selectionsuva@gmail.com.
- Non-emergency conflicts must be raised no less than two weeks from the date of the conflict.
- Studying abroad next semester?
  - You can still interview – email Olivia to arrange accommodations.
• Hiring decisions will be emailed to your UVA email address in the first couple weeks of March.

• Offers must be accepted/declined by late March.

• Alternate List is like a waiting list.
The Alternate List

• If you accept a position on the Alternate list you could be offered a RA position at anytime throughout the 2018-2019 school year if a vacancy becomes available

• There is no way to predict if/when you will get off the Alternate List and be offered a position
Want to learn more?

- Email Olivia with any and all questions about the Selections process at selectionsuva@gmail.com.
- Make sure you’ve signed in so you will be added to our listserv.
- Like our Facebook page (UVA Resident Staff) for updates.
- Talk to your own RA or SR.
- Attend a Hoo’s Your RA? Program which are being hosted across dorms.
- Stay for our RA Q&A panel tonight.
Important Dates

■ Workshops:
  • Written Application: November 28th from 7:30pm – 8:30 pm in Wilson 301
  • In Person Interview: January TBD

■ Application Deadline:
  • Monday, January 8th at Noon via our website
    • https://housing.virginia.edu/ra-selections
Interview Dates

**Individual Interviews**
- Residential Colleges: January 27\(^{th}\)
- New Student/Upperclass areas: February 9\(^{th}\) - 11\(^{th}\)

**Group Interviews**
- Residential Colleges: January 27\(^{th}\)
- New Student/Upperclass areas: February 24\(^{th}\)
Visit the Selections Website:
virginia.edu/housing/selections.php

Email: Olivia Frierson, Vice Chair of Resident Staff Selections
selectionsuva@gmail.com

Like our Facebook Page:
UVA Resident Staff Program
RA PANEL