Position Description: RESIDENCE DIRECTOR  
2019-20 Academic Year

Residence Directors (RDs) are current graduate students (at Tufts or elsewhere) who live in a community of undergraduate residents and assume responsibility for managing the day-to-day operation of their assigned residence halls. This position is an academic year commitment, with RDs performing duties while Tufts University is in session. Responsibilities include direct supervision of undergraduate First Year Assistants (FYAs) and Community Development Assistants (CDAs) in shaping an inclusive learning community that supports growth, and developing a living experience that emphasizes ownership for a safe and healthy environment for all of its members.

As a department, the Office of Residential Life and Learning challenges students to pursue transformative growth by offering mentoring relationships, leadership opportunities and individual attention. Our student staff members (FYAs & CDAs) and RDs are essential personnel who live among our student population in every residential community on campus and play a critical role in the growth, development and safety of our students.

QUALIFICATIONS

- Bachelor’s degree
- Enrollment in a graduate degree program (At Tufts, or elsewhere)
- Flexibility, approachability, and enthusiasm
- Experience or interest in Residential Life/Student Affairs
- Co-curricular experience in educational settings
- Demonstrated experience with diverse student populations
- Ability to live within assigned apartment full-time
- Availability of 20 hours per week, Monday-Friday; weekend work is occasionally required as this is a live-in position
- Superior interpersonal skills
- Must pass criminal background check

JOB EXPECTATIONS & RESPONSIBILITIES

Supporting students

- Provide direct supervision, support, and guidance to a student staff of 4-20 FYAs and/or CDAs
- Organize weekly staff meetings for undergraduate staff members along with biweekly one on one meetings with each student staff member
- Frequent contact with staff members and residents
- Conduct student staff performance appraisals, and when appropriate, take corrective job action in consultation with the Assistant Director of Residential Education
- Deepen FYA and CDA learning by planning and facilitating workshops in a variety of subjects
- Participate in FYA and CDA recruitment, interviewing, and selection
- Mediate roommate conflicts and coordinate resolutions in consultation with the Assistant Director of Residential Education
- Assign the on-call schedule for FYA/CDA team
Community Engagement
- Facilitate and support planning and implementation of FYA and CDA programs
- Work with the Assistant Director of Residential Education to assess how the quantity and quality of FYA and CDA programs meet the needs of each community
- Attend residence hall events and programs to build connection with both residents and student staff members
- Collaborate with campus and in-residence partners, including Scholars in Residence, Student Success Advisors and Eco-Reps
- Conduct building and floor meetings in partnership with team members in the Office of Residential Life & Learning during Orientation, semester closing, and/or in response to campus or world events
- Ensure that expectations are set within the community that are aligned with residential policies and University Code of Conduct
- Encourage residents to take ownership of their community

Resource and Referral
- Represent ORLL in a professional manner; ensure that your guests do not cause disruption or adversely affect the learning and living environment at Tufts
- Refer students to campus partners and resources
- Provide information about University Code of Conduct and Student Handbook in partnership with the Assistant Director of Residential Education
- Conduct meetings with students to address conduct concerns, and serve as university hearing officer for the Office of Community Standards for residential cases as assigned
- Monitor and report concerns to the Assistant Director and/or ORLL Central Staff on Call

Housing Operations and Administrative Responsibilities
- Oversee the opening and closing processes in your respective area with the Associate Director of Housing Operations and Assistant Director of Residential Education
- Discuss and address maintenance and facilities issues as they arise; ensure that FYA and CDA staff are also proactively addressing facilities issues
- Coordinate Health and Safety Inspections with FYA and CDA staff
- Serve on ORLL committees or workgroups as assigned

TIME COMMITMENT
- Attend all staff trainings and meetings, beginning the week of July 29, 2019.
- Dedicate 20 hours per week to GRD role
- Meet weekly with Assistant Director
- Serve in GRD on-call rotation, including some shifts during Thanksgiving recess, Winter Break & Spring Break. NOTE: GRD coverage will be needed during winter recess.
- Return to campus before the beginning of each term (July 29, 2019 and January 10, 2020) and stay until after the end of each term (December 20, 2019 and May 19, 2020)
REMUNERATION
- 10-month contract with $8,900 stipend (divided up monthly from August through May)
- Summer work assignments (10-15 hours per week) negotiable in exchange for summer housing
- Assignment to an unfurnished apartment within a residence hall
- On-campus parking permit
- Local phone, internet, and cable television service

ADDITIONAL INFORMATION
The RD position is an important live-in resource for undergraduate students in-residence. As a result, RDs can expect other duties to surface in service to a diverse, residential student population.
- Pets are not allowed, except fish in a maximum 10-gallon tank
- Residence Directors may not date or have an intimate relationship with a current Tufts University undergraduate student
- Live-in roommate or partner allowed after successfully completing a background check

STATEMENT OF ETHICAL STANDARDS
(Adapted from New York University Office of Residential Life and Housing Services)
Student staff members are required to respect the personal integrity of all residents and assure they be treated in a manner that is fundamentally fair. Staff should refrain from engaging in any behaviors, attitudes, relationships, or actions that:
- would impinge on a resident’s or another staff member’s dignity, moral code, privacy, self-worth, and academic, physical, psychological, and/or emotional well-being;
- would seek unjustified personal gains, unfair advantage, unearned goods or services;
- would be considered harassment on the basis of gender, race, sex, sexual orientation, religion, creed, nationality and/or mental disability.