

The Resident Assistant (RA) is a student employee within SDSM&T Residence Life under the direct supervision of a Hall Director. The residence halls are under the administration of the Director of Residence Life. Residence Life adheres to policies set forth by the South Dakota Board of Regents and the South Dakota School of Mines & Technology. The RA is a valued and essential employee who is selected for their organizational and personal skills such as good judgment, common sense, sense of responsibility, caring attitude of community, the ability to organize, plan and conduct programs and positive interpersonal communication skills.

The Benefits

- Each RA's compensation package for the academic year is calculated by adding compensation (payable in monthly installments) and room rent credit. Estimated 2010-2011 compensation is as follows:
First Year RA.....\$3288 + \$1000 = \$4288
Experienced RA.....\$3422 + \$1000 = \$4422

* Estimated total compensation for each resident assistant in 2010-2011 academic year working an average of 16 hours per week for 31 weeks plus 40 hours of training may be expressed as an hourly rate of \$8.00 per hour for first year RAs and \$8.25 for experienced RAs. During certain time periods planned hours will exceed 16 hours per week, however the overall average throughout the academic year will be 16 (based on the results of the Biennial Study of RA Time—completed February 2009). At other times, documented work in excess of 16 hours for a week (Sunday - Saturday) will be compensated at rates indicated within. Over the course of the academic year, RAs will be compensated for a total of 536 hours. RAs are not compensated for in-hall time during extended university holidays (Thanksgiving, semester break, spring break and Easter) except as indicated below.

Understand that time at class, at meals, and generally anytime away from the residence halls is uncompensated time. It is not considered duty time. Further understand that at times when you are in the hall, but not performing scheduled duty, much of your time may also be uncompensated time. For example, you may sleep, watch TV, do laundry, study, and generally engage in personal, non-duty-related activities. However, when you are responding to problems, attending staff meetings, performing administrative tasks (posting bulletin boards, etc.) or conducting a program, etc., such time is considered compensated time. Also, understand that a duty RA will be scheduled every day of the academic year (excluding extended university holidays).

Each building will have an RA on duty for the night before each extended university holiday begins (the Wednesday before Thanksgiving, the last night of each semester, the Friday before spring break and the Thursday before Easter) and the first night following said breaks (the Sunday of Thanksgiving weekend, the Sunday before classes begin each semester, the Sunday following Spring Break and the Monday immediately following Easter). Also note that in the event of inclement weather, which might require us to keep the halls open for an additional night(s), we would seek RAs to provide coverage in the halls and will provide supplementary compensation.

- Each RA is assigned to a designated room.
- Each RA position provides the student with valuable leadership experience, organizational opportunities and personal growth and development that is unique and extensive. Future job, educational and career opportunities can begin with a RA position.

Requirements of Employment*

- Each RA must be enrolled as a full time student—a minimum of twelve (12) credit hours per semester—at SDSM&T.
- Each RA must maintain a cumulative academic grade point average of at least 2.5 during the employment period.
- Each RA must have at least two full semesters of community living experience.
- Each RA must model appropriate behavior as an employee of the SDSM&T Residence Life.
- Each RA must abide by and commit to support all BOR, college and residence hall policies and all local, state and federal laws.

* The requirements listed are a minimum at the time of initial employment and may, at the discretion of the Director of Residence Life, be waived to allow a resident assistant to continue employment from one semester to another. Conversely, at the discretion of the Director of Residence Life, a resident assistant may be terminated when minimum requirements are no longer being met.

Conditions of Employment

- Each RA will attend and participate in all staff development and training sessions, seminars, in-service and meetings as scheduled by the hall director, the Department of Residence Life or university administration. Your employment as a RA begins when training begins at 12:00 pm (noon) on August 22, 2010 and ends May 7, 2011 at noon. ***Spring Training is required and RAs must ensure travel plans allow full participation in scheduled training at the beginning of spring semester.***
- Each RA position requires on duty and off duty presence in the residence hall throughout the week, including personal contact with residents on a daily basis. Off duty presence requires that when in their assigned building, a resident assistant may not be under the influence of alcohol or any controlled substance.
- Each RA will be assigned to work weekday and weekend duty on a rotating schedule each month. Additional coverage of the residence hall may be required as determined by the hall director.
- Each RA is employed at will. Therefore, as employer, the university has the right to reassign as needed within the department and to terminate the RA without cause.

Expectations of Employment

Each RA will provide quality services and promote living, learning and leading communities that provide students with opportunities, which support the purpose of SDSM&T and the philosophy of SDSM&T Residence Life.