

First Year Advisor (FRAD)

Under the supervision of the Assistant Director of Residence Life (AD) and the guidance of the FRAD Program Assistant (FPA), the First Year Advisor (FRAD) has general responsibility for serving as a peer mentor, assisting residents in their academic and personal adjustment to the University, connecting residents to campus resources and opportunities, and supporting the Furman Code of Conduct and Housing and Residence Life policies and procedures.

Housing and Residence Life has high expectations for students who serve in student staff positions. It is expected that academic commitments come first. Because of the degree of leadership and responsibility afforded by this role, the FRAD position should be the principle non-academic activity. Co-curricular and extracurricular activities should not conflict with the time needed to perform effectively as a FRAD throughout the entire period of employment.

Minimum Qualifications and Position Requirements

- A minimum cumulative GPA of 2.7 is required to serve in this position. Must maintain a 2.7 cumulative GPA throughout employment. Candidates between a 2.2-2.69 GPA may be hired with additional academic support requirements.
- Have a positive financial, academic, and student conduct status with Housing and Residence Life and Furman University.
- Be available from 5:30-7 p.m. each Tuesday evening of the semester for in-service and staff meetings.
- Be able to commit 20 hours/week to the role. Some of the time will be scheduled staff meetings. The bulk of the time (10-15 hours) will be spent being available and visible in the assigned community and completing responsibilities autonomously. Most FRAD responsibilities are self-paced.
- Must reside in an on-campus room designated by Housing and Residence Life within the area in which they are hired.
- Actively participate in online training and professional development activities over the summer.
- Follow the Statement of Ethical Standards for Housing and Residence Life Staff and meet the responsibilities outlined in the FRAD Agreement.
- Return to campus early each semester to participate in training and opening duties.
 - Fall Training
 - New FRAD Staff – must return on August 9, 2026. Training begins August 10, 2026.
 - Returning FRAD Staff – must return August 11, 2026. Training begins August 12, 2026.
 - Training is from 8:00 a.m. to 8:00 p.m. each day.
 - No time away is permitted during training and opening.
 - Return to campus early for the Spring 2025 semester—January 7, 2027.

_____ (initial here) **I understand the minimum qualifications and positions requirements outlined above. I have read and understood the dates I am expected to return to campus, participate in training, and stay until at end of semester. I am aware that I must be available and present for staff meetings every Tuesday from 5:30-7:00pm during the semester.**

Terms of Employment

- . This is a full year commitment unless you have alerted Housing and Residence Life of a previously accepted Study Away opportunity.
- Must maintain at least a cumulative 2.7 GPA and achieve at least 2.7 semester GPA during employment. Staff members not meeting GPA requirements may be required to participate in the academic support program.

Remuneration and Benefits

FRADs will receive a \$2,500 housing discount per semester in addition to a \$1,100 stipend per semester.

Responsibilities

Essential

- Complete intentional conversations with residents in accordance with community development model to establish positive relationships, build rapport with all residents, and show genuine interest in them.
- Provide support and act as an academic and campus resource for 16-90 residents.
- Be available to residents on the hall. This requires spending time on your floor/in your community outside of programs.
- Attend regularly scheduled meetings including: bi-monthly one-on-ones with FPA, one-on-ones with the Assistant Director for Student Learning, and weekly staff meetings and in-services.
- Address situations within the community appropriately by notifying the RA staff or professional staff.

Peer Mentor and Community Development

- Create an inclusive and welcoming environment for all students.
- Participate, be engaged, and be visible in the community.
- Be aware of student needs and provide appropriate consultation and referral.
- Role model positive personal, academic, and job-related behaviors.
- Communicate professionally and appropriately with all residents, prospective residents, and Furman staff/faculty as a Housing and Residence Life representative.
- Complete all activities and programming requirements as outlined in your community's development model.
- Serve as liaison between residents and other institutional areas (i.e. Counseling Center, Division of Student Life, University Police, Health Services, and University Chaplain's Office, etc.) and make referrals to appropriate campus resources as needed.
- Encourage participation in activities in the hall and around campus.
- Support the Resident Assistant in developing and maintaining a positive hall community. Refer residents to the RA for assistance with community involvement, roommates, policies, and facilities.

Administration

- Check all forms of communication daily and respond in a timely manner. This involves email, SyncDIN, SSM mailboxes, etc.
- Use financial resources and other supplies purchased by Housing and Residence Life for activities supporting the departmental mission. Adhere to all University and departmental purchasing guidelines and approval processes.
- Use only the usernames assigned for your use. Give priority to Residence Life-related work when using office computers. Use access for FRAD role, not personal use.
- Complete various reports including, but not limited to: weekly reports, rosters, incident reports, and programming proposals and evaluations.
- Assist the Housing and Residence Life staff with staff selection.
- Share confidential information only with the appropriate people and in the appropriate situations, as warranted by the FRAD position.
- All FRADs are required to have time away approved by the Assistant Director for Student Learning. FRADs are permitted up to three nights away per month. Time away is not permitted during Staff Training, Staff Meetings, In-Service Training, and Housing Opening.

Policy Enforcement

- Understand, explain, and support all Furman University policies by consistently confronting behavior that disrupts the community.

- Role model appropriate resident behavior by following all Housing & Residence Life policies, Student Conduct Code, and local, state, and federal laws.
- Role model responsible alcohol use and adhere to the University's alcohol policy, as published in the student handbook.
- Refrain from responding to job related responsibilities after consuming substances that may impair your judgement.
- Notify appropriate professional staff when concerned with student behavior.
- Notify appropriate professional staff immediately if a significant event occurs or an outside agency responds (Furman University Police, Greenville County Police, Travelers Rest Fire Department and/or Paramedics).

Staff Function

- Portray a positive attitude, enthusiasm, and pride for the student staff positions.
- Support Housing and Residence Life and the student staff team.
- Maintain a positive working relationship with supervisors and keep supervisors informed of relevant issues, provide feedback as appropriate, and accept feedback in a professional manner.
- Maintain positive working relationships with fellow staff members, other Housing and Residence Life staff, and Furman faculty and staff.
- Tactfully discuss concerns with staff members and supervisor and express ideas in a meaningful way to resolve interpersonal conflicts.
- Perform other duties as assigned by the Residence Life staff in support of the goals and objectives of Housing and Residence Life and the Division of Student Life.
- Housing and Residence Life can adjust or modify your housing assignment in order to meet the needs of the university and department.

Statement of Ethical Standards for Housing and Residence Life Staff

I value and understand my role as a Leader. In order to best fulfill this role, I will:

- Seek to understand peoples from whom I am different;
- Demonstrate behaviors that accept and appreciate all individuals;
- Educate myself on issues impacting residents, fellow team members, and all Furman University students;
- Offer constructive ideas and/or suggestions that promote the needs and/or wants of our community; and
- Confront behaviors that infringe upon the rights of others.

I value and understand my role as a **Community Facilitator**. In order to best fulfill this role, I will:

- Create a welcoming environment that strives to meet the needs of all members;
- Encourage community members to establish healthy relationships among themselves and resolve conflicts;
- Support and implement programs which address community needs;
- Recognize the rights and responsibilities of residents and strive to be educational when administering the Student Conduct Code; and
- Educate myself and others on how an individual impacts the entire community.

I value and understand my role as an **Individual**. In order to best fulfill this role, I will:

- Strive to achieve and maintain balance within all aspects of my life so that I am better able to provide service to our community;
- Share information with the appropriate people about personal relationships that may impact my performance, my decision making and/or place me in a situation where a conflict of interest may exist; and
- Accept and give feedback in a constructive manner to assist in the positive growth of all team members.
- I value and understand my role as a Learner/Educator. In order to best fulfill this role, I will: Seek out teachable moments in my advising, supervision, and student responsibilities;
- Strive to be a lifelong learner;

- Offer educational opportunities that foster growth and development;
- Support others in their learning process;
- Share information only when I am confident of its accuracy; and
- Be open to new perspectives and experience.

I value and understand my role as a **Role Model**. In order to best fulfill this role, I will:

- Represent the Department of Housing and Residence Life and Furman University in a manner that supports our mission;
- Abide by all federal, state, and local laws, and conduct myself in a manner that represents the spirit of these laws;
- Adhere to all university policies and respond appropriately to all violations;
- Create opportunities to serve the communities to which I belong;
- Act in a responsible manner when making decisions that impact the department financially;
- Make decisions that positively impact those affected; and
- Respect privacy by sharing information only in the context of helping and/or enforcing policy.

I value and understand my role as a **Team Member**. In order to best fulfill this role, I will:

- Support the mission of this team in acceptance of individual, departmental, and institutional values;
- Seek opportunities to lead and follow and recognize when to do one or the other;
- Strive to be efficient;
- Provide challenge and support appropriately;
- Work to develop and maintain cooperative relationships with other team members; and
- Participate actively and positively within the community.

Expectations Related to the Ethical Standards

These are the expectations related to the ethical standards that exist for members of the Housing and Residence Life team. While it should not be viewed as inclusive of all expectations, it instead accompanies those expectations that are inherent in your job description and staff manual, as well as others provided to you by your immediate supervisor and in your training.

Alcohol and Drugs

- Role model responsible alcohol use.
- Refrain from responding to job related responsibilities after consuming alcohol or medication that may impair your judgement.
- Professional staff members will refrain from consuming alcohol with student staff and residents.
- Student staff members will adhere to the University's alcohol policy, as published in the student handbook.
- Follow all federal, state, local, and University related laws and polices concerning drug use and drug paraphernalia.

Budget, Purchase Order and Supply Use

- Use purchase orders and TAP cards to serve the departmental mission; adhere to all University and departmental guidelines and approval processes.
- Use supplies purchased by Housing and Residence Life for activities supporting the departmental mission.
- Be responsible with supplies and avoid being wasteful.

Technology Use

- Use only the usernames assigned for your use.
- Access to information and systems are for student staff purposes only.
- Give priority to Residence Life-related work when using office computers.

Confidentiality

- Staff members are entrusted with confidential information and are expected to share that information only with the appropriate people, and in the appropriate situations, as warranted by their position.
- Follow established procedures when releasing students' personal information.
- Store any materials containing students' personal information in a secure location where it can be accessed by authorized individuals only.

Policy Enforcement and Student Behavior

- Read and understand all Furman University and Housing and Residence Life policies.
- Confront the behavior and not the person; remember to be objective.
- Consistently enforce all Furman University and Housing and Residence Life policies.
- Strive to be developmental in your approach when dealing with student conduct issues.
- Respond at all times to situations, even when not on duty or when in another complex.
- Notify appropriate professional staff when concerned with student behavior.
- Notify appropriate professional staff immediately if a significant event occurs or an outside agency responds (Furman University Police, Greenville County Police, Travelers Rest Fire Department and/or Paramedics).

Relationships

- Develop positive relationships with residents in your community.
- Professional staff members are expected to have professional relationships with students and will therefore avoid socializing with students for personal purposes.
- Professional staff members will refrain from engaging in friendships, romantic and/or sexual relationships with students.
- Staff members will refrain from dating other staff members where there is a supervisory relationship.
- Resident Assistants and FRADs will refrain from engaging in romantic and/or sexual relationships with individuals for whom they are directly responsible.

Teamwork

- Demonstrate behaviors that are in agreement with departmental policies, procedures and decisions.
- Discuss disagreements with policies, procedures and decisions that may affect your ability to work effectively with your supervisor or as a member of this department.
- Encourage and support staff members by sharing feedback.
- Post positive comments and messages online in social media venues.
- Be open to receiving feedback and understand that the person sharing is attempting to improve the relationship.
- Attempt to resolve staff issues by discussing concerns with those directly involved. This includes roommate conflicts that will impact your ability to work effectively on the floor or with other student staff.

Termination & Resignation

I understand that unsatisfactory performance or breach of agreement can lead to termination of my position. If, after appointment, I elect not to assume my duties or find I am unable to perform said duties, I must notify my supervisor immediately in writing that I am resigning from my position.

Agreement

I have read and acknowledge the First Year Advisor Agreement. By signing this agreement, I understand all that is expected and required of me as a First Year Advisor. I also understand I am giving permission to the Department of

Housing & Residence Life to access my academic and discipline records and to discuss information relevant to my employment.

I understand that this agreement is subject to the availability of funds and may be canceled if the residence hall(s), or a part thereof, is closed. I acknowledge and accept that failure to meet the expectations outlined in this agreement may result in probation or termination. This Agreement may not fully outline all job responsibilities; additional responsibilities will be communicated with me by the Residence Life staff within training and throughout the year.

Signature of First Year Advisor

Date

Print Name of First Year Advisor

Signature of Associate Director of Residence Life or Designee

Date

Print Name of Associate Director of Residence Life or Designee

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