

The ABC's of Your A's, B's, & C's:

RESIDENT ASSISTANTS' GUIDE TO THEIR ACADEMIC REQUIREMENTS

Why all the Fuss About Academic Requirements?

As you know, Resident Assistants (RA) must be full-time, matriculated, confirmed Gwynedd-Mercy students. In addition, we expect Resident Assistants to remain in academic good standing throughout the period of their appointment and thereby eligible to reside in Housing. We set these standards for several reasons:

- First, you came to GMC for an education. We assume you would like to exit the College with a degree ~in hand. At times, a RA will begin to struggle in the area of academics, and the position can interfere with one's ability to get back on the right course. As such, we have developed academic requirements to safeguard our staff from straying too far from their academic goals
- Second, your education must be your first priority. At times, RAs begin to devote more hours to their leadership role than to their academic commitments. This can result in a lack of academic progress, where a RA is dropping below the minimum number of hours to be considered a full time student. While we enjoy having RAs on staff, we do not expect this position to become your career
- Third, we expect RAs to serve as strong role models for the students on their floors. We need staff members to model positive attitudes, skills and behaviors that contribute to academic success. If you are not succeeding academically, serving your floor in the capacity of an academic role model will be difficult for you.

With all this stated, what do we really mean by a "full time student who is in good academic standing?"

A. "Full time student" means that you **must successfully complete 12 credit hours** during each semester that you are in the position. If you receive an Incomplete in a course, or fail a course, those credit hours will not count as successfully completed credit hours. Thus, you should exercise caution when asking for Incompletes in your course work. When grades are posted, we will check to make sure that each RA has successfully completed 12 credit hours. We will apply the following standards when the College posts grades:

- Any RA who completes 9 to 11 credit hours would go on academic probation with regard to the position only if his/her academic standing does not require that he/she lose their eligibility to reside in Housing and only with the support of their supervisors
- Any RA who successfully completes less than 9 credits hours in a semester would forfeit his/her RA position

B. Academic good standing for the College requires that students maintain an overall GPA of 2.0, however the Office of Housing holds an RA to a higher academic standard as follows:

1. Maintaining a cumulative GPA of at least 2.30
 2. Achieving a GPA of at least 2.0 during any semester while serving as a Resident Assistant
- We will use the following guidelines to determine an RAs status, should his/her grades falter, but only if his/her academic standing does not require that he/she lose their eligibility to reside in the residence halls and only with the support of their supervisors
 - If the Cumulative GPA is between 2.1 and 2.25, the RA will be placed on RA academic probation
 - If the Cumulative GPA is below 2.1, the RA will be released from their RA position
 - If the semester GPA falls between 1.0 and 2.0, the RA will go on RA academic probation
 - If the semester GPA falls below 1.0, the RA will be released from their RA position
- C. Achieving steady academic progress: It is important that your academics be your priority. Thus, a RA may not be placed on academic probation more than ONE time. We do not want your transcript to reflect an academic roller coaster ride. Thus, if you experience academic difficulty after being placed on probation, you would be released from service.

When RAs Experience Academic Difficulty...

If you are concerned about your academic progress, TALK TO YOUR RESIDENT DIRECTOR IMMEDIATELY. Your RD may be able to help you develop a strategy to improve your academic performance. If you still suspect that your academic progress may not meet standards, you can write a letter of appeal before you depart for the semester.

This letter of appeal should explain the circumstances that led to your poor academic performance. In addition, the letter must contain a detailed outline of the strategies you intend to employ to improve your academic status while maintaining your performance as a Resident Assistant. While a letter of appeal does not guarantee that you would continue in the RA position, it does enable you to express your circumstances to the Residential Life staff reviewing your case.

EXTENUATING CIRCUMSTANCES WILL NOT BE CONSIDERED AFTER THE FACT. If you do not submit a letter of appeal before you leave for the semester and your academic performance is below standards, you should expect to forfeit your RA position.

Please note that we will apply these standards when all students' grades are officially posted. Should you fall below the requirements at the end of the Fall semester, you cannot try to pull your grades up to standards during the following Spring semester. Likewise, you cannot use the summer sessions to pull up your grades after the Spring semester. If you enroll in summer classes, you must continue to maintain a Cumulative GPA of 2.25 to return to the position in the Fall semester.