

# RESIDENCE DIRECTOR

## *Recruitment Guide*



OFFICE of RESIDENCE LIFE  
**BELMONT**  
UNIVERSITY



Hello! I suspect as you are thinking about whether you want to invest the time and energy into applying for a job at a place like Belmont. You are probably thinking that Belmont, and even this booklet, is like dozens of others schools you are considering. On the surface, you are absolutely right! Neither the institution nor the booklet looks too different from what you commonly see. Out of respect for your time, allow me the next few paragraphs to pull back the curtain in a small way as I begin to describe to you what we think makes Belmont and our residence life program very different from the rest.

We want to work with happy people who do not necessarily depend on other people for their happiness. When you work in a field that is concerned for the happiness and well-being of other people, you cannot contribute to that endeavor if too much of your energy is devoted to making a few needy employees happy. It is not that we do not care about our employees here. In fact, it's quite the opposite. We want our employees to develop into the healthy, well-rounded professionals that can have a long career fueled and sustained by their passion and energy. To assist you, we seek deep, personal connections with the people we hire. We encourage and teach a supervision style that goes beyond the employee and employer relationship. We demonstrate our commitment to and care for those who work for us by setting an expectation of excellence, and we support that commitment by expecting that we too must be excellent in order for you to be excellent. Our experience is that many places expect candidates to be excellent while few places offer a similar promise in return.

You will work hard at nearly any job you choose. It's the same at Belmont. What we hope makes us different is that we choose to value hard work as a finite commodity, one that can and will be emptied if not replenished from time to time. We want you to do as much work that is filling and hopeful as it is hard and challenging. If you leave us empty and broken from hard and draining work, then we failed in our commitment and care for you. We offer work beyond just running a residence hall and leading resident assistants. We want you to lead your peers and pursue tasks that have real value to our department while the tasks also build upon your strengths and teach you to minimize your weaknesses. We want our employees to leave with their passion and energy intact and even enhanced.

We know we are not for everyone. We want the decision to apply to Belmont to be an informed one. To that end, we have prepared the following booklet to give you the necessary knowledge to determine your direction. The booklet provides information about our vision and mission as well as facts about both Belmont and the wonderful city of Nashville, but I would tell you to read carefully the stories told by our staff. These stories reveal all the small ways that we hope to distinguish ourselves, allowing us to make a difference for our students and staff in a big way.

Thank you for your interest in our program, and best wishes in your journey.

Regards,

Anthony Donovan, Ed.D.  
Associate Dean of Students



# BELMONT UNIVERSITY

## *Mission Statement*

Belmont University is a student-centered Christian community providing an academically challenging education that empowers men and women of diverse backgrounds to engage and transform the world with disciplined intelligence, compassion, courage and faith.

## *At a Glance*

- Majors in Music Business, Nursing, Audio Engineering, Motion Pictures, Marketing and more
- Four-year private, Christian, liberal arts university
- Largest Christian university in Tennessee
- Enrollment of more than 8,500 undergraduate and graduate students
- U.S. News & World Report ranks Belmont University at 34th in the country in "Most Innovative"



## RESIDENCE LIFE

### *Mission Statement*

The Office of Residence Life at Belmont University is committed to fostering a Christian community that encourages students and staff to focus on personal and spiritual growth, as well as individual, communal and civil responsibility within an educational and purposeful living experience.

### *At a Glance*

- Staff members include Associate Dean of Students and Director of Residence Life, two Assistant Directors, eighteen Residence Directors, two Assistant Residence Directors and additional office support staff
- On-campus housing included nine first-year residence halls and seven upperclassmen complexes
- Over \$900 million spent in the past 20 years to build new residence halls
- Residential population of over 4,300 residents



## COMMUNITY COMMITMENTS



### ***Individual Worth***

The Belmont community is committed to the dignity and worth of every individual, recognizing that each person is unique with certain rights and responsibilities. Such respect for the individual calls for toleration of differing opinions, attitudes and cultures and insistence on fair and just treatment for all individuals.

### ***Personal Integrity***

The Belmont community is committed to personal integrity as the foundation of University life and as the cornerstone of a premier educational experience. The community believes trust among its members is essential to scholarship and is basic to effective interactions and operations of the University.

### ***Critical Thinking***

The Belmont community is committed to the pursuit of truth and the communication of knowledge. The community encourages individuals to develop the on-going capacity for critical independent thinking and judgment. The community believes in the individual's right to teach and to learn, as well as in the individual's responsibility to prepare adequately.

### ***Self-Control***

The Belmont community is committed to self-control and respect for self and others that enable all individuals to develop intellectually, spiritually, socially, emotionally and physically. The community believes in the ongoing developmental process of individuals' assuming responsibility for the effect their behaviors have on themselves and others.

### ***Community Responsibility***

The Belmont community is committed to positive interpersonal relationships among all members of the University community and members' interactions within the community beyond campus. In so doing, the community respects the rights and properties of all individuals and the community itself. The community also respects the laws of the society and the just administration of those laws. The community encourages responsible citizenship and involvement of each individual and seeks to serve and to be faithful stewards of all its resources.

## POSITION DESCRIPTION

As an integral member of the Residence Life staff, the Residence Director is primarily responsible for supervising and implementing the administrative responsibilities and educational programming for an assigned residential complex. This is a 12-month, live-in position.

### ***Responsibilities***

- **EDUCATIONAL:** Creates a learning environment for students and staff. Designs hall programs that creatively support departmental, divisional and University missions. Demonstrates ability to engage in learning and developmental conversations with RA staff and students.
- **COMPLEX:** Manages residential complex issues, including but not limited to reporting damages, key inventory, check-in, check-out and room assignments; and follows up appropriately. Acts as a liaison between residents and Facilities Management Services staff.
- **SUPERVISORY:** Supervises and mentors Resident Assistants, Front Desk staff and operations. Helps Resident Assistants develop professional skills and administers correction when appropriate.
- **PERSONAL DEVELOPMENT:** Sets goals for professional growth and displays an interest in development. Thoughtfully considers supervisor/peer feedback. Attempts to maintain areas of strength and grow in challenge areas, and shows actual, measurable progress towards this end.
- **RELATIONAL:** Models positive personal relationships and behaviors with residents that are in line with University policies and values. Creates a comfortable and welcoming environment for staff and students.
- **COMMITTEES:** Is an active, dependable and innovative member of assigned department and University committees. Supervises chaired committees in an effective and respectful manner. Completes committee assignments in a timely manner. Informs supervisors of progress and actions of assigned committees.
- **SAFETY & SECURITY:** Effectively administers community accountability processes in a timely manner. Participates in the On-Call duty rotation and provides hospital support. Displays good decision making and judgment skills when dealing with crisis or difficult situations. Monitors the facility to ensure a safe and secure living environment for students.
- **FLEXIBILITY:** Shows ability and willingness to adjust to varying responsibilities and department needs. Contributes to the success of the vision and mission of the Residence Life Department. Willing to take on other duties as assigned.

## COMPENSATION & BENEFITS

### *Compensation*

The Office of Residence Life at Belmont University offers Residence Directors a competitive yearly salary of \$39,000. Residence Directors are evaluated annually and may receive annual raises based on job performance. In addition, Tennessee has no income tax, which will result in an increased take-home pay as compared to other states.

### *Insurance*

Residence Directors are full-time employees of Belmont University and are qualified to receive medical, dental and vision insurance from Blue Cross Blue Shield, the University's health care provider. Belmont employees are also qualified to apply for life insurance from multiple providers.

### *Retirement*

Belmont offers a choice between TIAA-CREF and Guidestone to participate in a 403(b) account. Belmont will match up to 5% after one year of service or when one year of prior service at another university is met.

### *Tuition Reimbursement*

Full-time staff and members of the faculty who have held provisional or tenured appointments at Belmont University for at least six months are eligible to receive a reduction of tuition and academic enrichment fees.

### *Vacation/Holiday/Sick Time*

Full-time staff at Belmont begin with 10 vacation days per year. In addition to vacation days, full-time staff also receive two floating holidays each year and accrue one sick day each month.

### *Facilities*

Residence Directors are provided rent-free apartments, wireless internet, cable and utilities. Some apartments have laundry appliances, but those Residence Directors who do not have these appliances are encouraged to use the complimentary laundry facilities in their residential complex.

### *Extras*

- Residence Directors receive approximately \$400 in professional development funds annually.
- Residence Directors receive a free parking pass.
- Residence Directors and their spouses receive complimentary access to the fitness center on campus, including access to group fitness classes.
- Residence Directors receive complimentary tickets to Belmont sporting events and other select events.
- Residence Directors receive a discount at the campus bookstore.

## RESIDENTIAL COMPLEXES

RESIDENTIAL COMPLEXES	CAPACITY	RESIDENT ASSISTANTS	ACADEMIC STATUS		BUILDING CLASSIFICATION	ROOM STYLES		
			FRESHMEN	UPPERCLASSMEN		COMMUNITY	SUITE	APARTMENT
Belmont Commons	120	5		✓	Co-Ed			✓
Caldwell Hall	600			✓	Co-Ed			✓
Dickens	290	9		✓	Co-Ed			✓
Hail	77	3	✓		Female Only	✓		
Heron	112	3	✓		Female-Only		✓	
Hillside	320	10		✓	Co-Ed			✓
Horrell	180	5		✓	Co-Ed			✓
Kennedy	200	8	✓		Female-Only		✓	
Maddox	154	5	✓		Male-Only		✓	
Patton/Bear House	445	11	✓		Co-Ed		✓	
Pembroke	128	5	✓		Male-Only	✓		
Potter	222	6	✓		Co-Ed		✓	
Tall Hall	611	15		✓	Co-Ed		✓	✓
Thrailkill	324	9	✓		Co-Ed		✓	
Russell	410	12		✓	Co-Ed		✓	✓
Wright	192	6	✓		Female Only	✓		



# SIX CHARACTERISTICS *of a* SUCCESSFUL RESIDENCE DIRECTOR *at* BELMONT UNIVERSITY

**Faith:** Belmont breaks many of the traditional norms of what it means to be a Christian Institution and it is because of this that I truly enjoy being a person of faith on this campus. Even though Belmont holds the Christian faith as a critical component of its foundation and history, it holds it in such a way that is inclusive of those that might not share this same tradition. Our student body is full of individuals from different backgrounds and traditions, and I love the opportunities this presents for us, as a campus, to live in intentional community and celebrate our differences. In being staff members that are Christians on this campus, we have the unique opportunity to model what it truly means to be people of faith that don't exist within a bubble but embrace diversity and love our neighbors unconditionally.

—Cody Cline, Hillside Apartments RD

**Accept the Title:** Accepting the Tilt is all about perspective. There are days where this job will ask you to put more of yourself into the work than most other jobs would. Odds are, if you're applying for this job, then you already understand that. However, there are other days where working at this University doesn't even feel like work at all, considering the fun and freedom that this position allows. It is all about coming at it with the right mindset, accepting that sometimes the tilt leans towards work when in a helping profession, and knowing when to set your boundaries. Also, there has never been a time while working here that I didn't feel supported by the Director and Assistant Directors during the busy months. They understand, and most of the time they are out there working with you. You're never navigating this alone!

—Hannah Hanson, RD 17 & Kennedy Hall RD

**Supervise the Way We Supervise:** I've had many supervisors through previous jobs, but the supervision at Belmont goes to another level. I constantly feel seen, heard, loved, and supported while also being challenged to go further daily. My supervisors have shown true interest and care in me, professionally and personally. They are daily examples of what supervision truly means and what I aspire to be for the students that I supervise. Belmont has allowed me to support my students to new lengths by genuinely getting to know them and supporting me in being someone they can go to for not just their jobs as an RA, but even further. I continue to see the fruits of the Belmont ResLife supervision model from having my supervisors support me holistically to my current and past students reaching out for guidance and support. Both sides of supervision have never felt so genuine and loving for me than it does at Belmont.

—Jordan Cooper, Dickens Hall RD

**More than Just an Employee:** Caring well for each other both personally and professionally is something our office does well. I appreciate knowing that when my supervisors ask, 'how are you doing?' that they want to know about my life outside of Belmont just as much as they want to know how my complex is doing. The relationships that I have formed with colleagues extend much further than the office and have enhanced my development as an RD significantly. It is so encouraging to know that you have people in your corner who will always cheer on your wins—no matter what they look like.

—Shelby DeLay, Patton Hall RD

**Happy People:** In the daily life of an RD, it is incredibly important to be happy, optimistic and joyful. Where we get these is important though. If we let our fulfillment be in our residents, RAs and fellow workers, we will surely lose these in our walk of life. The only way we can truly find everlasting happiness and joy is through Christ. Maintaining a gaze on him not only fills me up, but keeps me from having to seek joy and happiness from other places in my work and this is one of the most key elements to being an RD.

—Brent Liles, RD 17

**Support Network:** Belmont Residence Life offers a strong support network for staff members. From the RD buddy mentorship system, having coworkers as neighbors, RD socials, and senior leadership advisory, expect to receive a solid system of care while you are here.

When you first begin as an RD, you will be paired with a more experienced staff member to help you navigate your transition into the role and be an extra intentional friend for you as you adjust. Living where you work is such a unique circumstance and the more integrated you become into the role, the more enjoyable it is to live next door to all your coworkers. Your fellow Residence Directors will naturally become a backbone for you and the summer season is full of social events to help you establish and strengthen those relationships. Our bosses eagerly extend attention, insight, and care to us regularly through one on ones and frequent check-ins. The more I have engaged with these provided opportunities, the more supported I have felt.

Directors and staff members recognize the importance of support on campus just as much as they will encourage you to continue finding outlets off campus that are nurturing including friends, church, and additional hobbies you find life-giving. The support and care you receive at Belmont are wonderful and a distinctly strong point in our department.

—Elisabeth Bordulis, Potter Hall RD



**DERIAN  
HAMBLIN**

My path to becoming an RD at Belmont is a little different than a traditional hiring process, I was an undergraduate student just a few days shy of graduation at the time I was offered a position. I had planned to stay for a year or two before leaving Belmont to attend grad school somewhere else—that was 5 years ago! What I learned about Belmont is that the staff are some of the best people I could have ever imagined walking alongside in the crazy world of higher education. I could immediately tell that this was a place and culture that valued people as individuals. Just as we cared for and developed students, the ResLife leadership cared for and helped develop us personally and professionally. The feeling of community and collaboration was something that immediately drew me in and a huge part of what made me stay.

The RD role at Belmont is more than just running a residence hall—a significant amount of time is spent working on committees that focus on various operational areas like training, hiring, events, and so much more. These committees and “other duties as assigned” have been some of my favorite challenges and have helped me develop exponentially as a professional. The Director and Assistant Directors are incredibly intentional about giving everyone (even on such a large team) various leadership and developmental opportunities that help everyone prepare and develop actionable skills for their next career step. I know that the last 5 years as an RD have prepared me for my next career step in more ways than I can count. The leadership experience and the opportunities I have been given have challenged me and set me up for success.

Belmont is a place that cares about community and it's what we do best! With our intentional faith, commitment to students, and the incredible team around you, Belmont Residence Life is truly an incredible place to be!

*To ask specific questions about the Residence Director position at Belmont University, please contact [ResLife@belmont.edu](mailto:ResLife@belmont.edu) to speak with members of the Residence Director Hiring Committee.*



**LUIS  
ROBLES**

During the interview process, I loved the fact that it felt as if everyone was being honest with me. There wasn't a lot of pomp and circumstance or feeling like people were just putting their best foot forward while hiding the less favorable parts of the job. We want to be honest and transparent with you because we know that it has to be the right fit for both sides to allow this partnership to flourish. Throughout my time at Belmont as a Residence Director, I have come to recognize that the things I experienced and the stories I heard during the interview process were genuinely reflective of the Belmont experience.

Once I got here, I realized that Belmont Residence Life is a place where you are both cared for and challenged appropriately. Just as we talk about Challenge & Support with students, we as professionals need to have a fine balance of these two as well. My favorite part about the growth I've experienced here is that these opportunities are not just handed to us. I am someone who values action over talk and BURL definitely delivers on their promise to put you in the best position to succeed and grow. In my first semester here, I was given a few committees that others may not have loved but I took ownership over these committees and led them to the best of my ability. Soon after that, I was asked to step up and help co-lead the RA Selection committee in my first spring here.

While this was a large undertaking for a first-year RD, I felt that my work was seen, and I valued the trust that was given to me by this opportunity. Additionally, after managing a medium-sized co-ed Freshman Hall, I was asked to swap mid-year to our largest residence hall after a mid-year departure by that RD. Again, I felt as if the leadership in BURL was putting their money where their mouth was by not only telling me I was doing a good job but by showing me via entrusting this building to me.

Overall, I feel like Belmont is a great place where folks get out of the role that they put in. There is always room to grow and tasks to learn from, but it takes the right attitude!

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# BEYOND BELMONT RESIDENCE LIFE



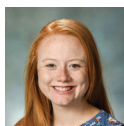
***Phill Shallenberger***  
*Head Baseball Coach*  
*Messiah University*  
*Former Upper Hillside Apartments RD*

"During my time as an RD at Belmont, I was put in positions to lead both students and peers that I would have never received anywhere else. As a head coach, I am viewed as a leader by about 30 individuals, including assistant coaches. The leadership opportunities I had at Belmont taught me how to lead peers through autonomy and authorship while giving a sense of direction."



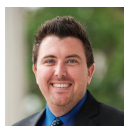
***Antwone Cameron***  
*Director of Student Affairs*  
*Chicago State University*  
*Former Potter Hall RD*

"Being an RD at Belmont prepared me for my current role because it taught me some of the intricacies that are needed in the realm of residence life and conduct, which directly connects to the areas I oversee now. Additionally, the many different experiences I had at Belmont definitely prepared me to juggle multiple things at once."



***Shanna Carmack***  
*Director of Residence Life,*  
*Carson-Newman University,*  
*Former Russell Hall & Heron Hall RD*

"Having the opportunity to serve as a Residence Director at Belmont University was one of the most transformational experiences of my career. I learned how to supervise peers, respond to critical incidents and to invest in my professional development. Dr. Donovan and the senior staff continually challenged me to think critically about all of the myriad of challenges that arise in Residence Life."



***Chris Agans***  
*Career Development & Internship Specialist*  
*Belmont University*  
*Former Lower Hillside Apartments RD*

"Being the chair of the RD Hiring Committee provided me invaluable insight into the hiring process, because I was able to not only see what things candidates did to make themselves stand out, but I also got to take part in the conversations on the employer side and learn what aspects were important to them in making hiring decisions. In my current role, I still share things I learned from that experience and use examples from my time in that role to better assist students in marketing themselves for future positions."



***Wildon Story***  
*Community Coordinator*  
*George Washington University*  
*Former Maddox Hall & Belmont Commons RD*

"Serving as a Residence Director at Belmont University provided countless lessons I have taken with me beyond the university. Through Belmont's Residence Life program, I was able to learn how to cultivate meaningful relationships with both students and colleagues, and that has shaped the work I continue today. It was a pleasure to serve alongside supervisors who cared for me as an individual and who pushed me to create better programs, get involved in areas of Student Affairs, and supported me through my professional work. I'm thankful for the relationships and lessons I learned through my tenure as a Residence Director at Belmont."



***Ben Wood***  
*Assistant Director of Residential Life for Summer Housing*  
*University of Notre Dame*  
*Former Russell Hall RD*

"The balanced structure of support and autonomy from leadership in Residence Life is something I valued greatly in my experience as an RD. The individualized attention to personal and professional development strengthened my ability to navigate and work across the table with several campus partners. In addition to my strength to connect and relate to people on so many levels, this particular skill set has helped me to thrive here at the University of Notre Dame. My work connects me with over 50 different departments and their residential summer programs in over 30 residence halls. I have had such autonomy and ability to make an impact in a short period of time at Notre Dame, all thanks to the experiences and people at Belmont!"



***Tayla Phillips***  
*Assistant Director for Residence Life*  
*Tulane University*  
*Former Horrell Hall & Potter Hall RD*

"Being an RD at Belmont was impactful to me in so many ways because it provided an atmosphere that challenged me with care. There were so many opportunities afforded to me that provided a very robust and ongoing professional development experience that left me well-prepared for the unique complexities that present themselves in residence life and student affairs. At the end of my time at Belmont, I was also able to leave with an irreplaceable network of colleagues in the field."



## RESIDENT ASSISTANT EXPERIENCES WITH BELMONT RDs



"Being part of Residence Life is all about being open to new opportunities and experiences. And because of that simple fact, along with two amazing RDs, I can safely say that I am not the same person I was three years ago. They have pushed me to be my best self, to embrace that which makes me vulnerable and human, but also that which makes me amazing and successful. Being an RD means becoming a sudden parent of three, or six, or twelve "children" at once, and learning about yourself just as much (if not more) as you learn about your RAs. Though the work is sometimes difficult and stressful, it is also a rewarding work, an introspective work, and a fulfilling work."

*Marcus Knight, Russell Hall, Class of 2022*



"My relationship with my RD was one of the most formative relationships of my college experience. Amidst the turbulence of my busy schedule, I looked forward to our weekly one-on-ones as a breath of fresh air. I loved that my RD was not merely a supervisor to me, but also a mentor who offered wise counsel and a friend who cared for my well-being. He was a life-giving and strengthening presence. He believed in me and encouraged me throughout the chaos of life. I never expected my supervisor to be such an influence in my life, but he walked with me through two of my most formative years. I continue to call on him to this day as a dear mentor and friend!"

*Koby Langner, Belmont Commons RA, Class of 2019*



"The RDs that have supervised me always relentlessly encouraged me to push past my fear and pursue the things that I am passionate about as well as helped me find confidence in myself. Most importantly, they have always reminded me to seek the Lord in all I do and that is more than I could ever ask for in supervisors. I am forever thankful for their guidance and to have had the opportunity to build lasting bonds with all three of my RDs during my time at Belmont."

*Jasmine Meriweather, Kennedy Hall, Class of 2021*



"Being an RA is a difficult job, but it becomes so much easier when you are working with supportive RDs. You know that as you approach tough situations, your RA coworkers will have your back. When you know that the RD will also back you up, it is easier to be confident in your abilities and knowledge of processes. RDs are indispensable to Residence Life here at Belmont; they are always here to encourage and help us deal with tough situations. I could not have made it through three years as an RA without my RDs there to make sure I am doing the best job I can do."

*Hillary Talken, Russell Hall, Class of 2019*

## LIFE IN NASHVILLE

### *Local Coffee Shops*

A Nashville favorite is Frothy Monkey, a local coffee shop with multiple locations, including one down the street from Belmont! If you want to get away, other locations include downtown and Franklin, but the 12th Avenue South location has a trendy atmosphere. There is plenty of seating outside to enjoy a good cup of coffee on a beautiful Nashville Saturday. On top of that, the staff members are great people who make the experience that much better!

### *Good Food & Music*

Puckett's is a restaurant with roots that go back to the 1950s when it was a small village grocery store. They have a location in downtown Nashville if you want to explore the tourist scene, or you can take a short trip over to Leiper's Fork for the same food in a different atmosphere. Their expansive menu offers authentic, delicious Southern favorites in a relaxed setting. On certain nights you can enjoy live music, and they have a great breakfast buffet served on the weekends. Puckett's authentic comfort food is a hallmark way to take in the south!

### *Summer Days*

In the summer, there's a good chance you'll find yourself down the road on 12th Avenue South at Franklin Juice Co. for a smoothie or Acai bowl, or across the road at the beloved Jeni's Ice Cream for a sweet treat!

### *Communities of Worship*

Nashville is known as the city with a "church on every corner." There's a variety of communities of worship, with differing beliefs and styles of practicing faith. Regardless of your denomination or tradition, there's a place here where you can find community. In fact, no two RDs on staff attend the same church. From Roman Catholic to non-denominational, there are plenty of options to further your faith.

### *Staying Active*

If you're a fan of sports or other outdoor activities, Nashville has a robust and well-maintained parks system. Sevier Park, right down the road from Belmont, is great for pick-up basketball or tennis on the courts. And among the many gyms and fitness centers in Nashville, Title Boxing is one that stands out. With classes ongoing throughout the day, Title has personal trainers to coach you and spar with you. The classes are about an hour and really push you—several RDs have signed up for memberships there.

### ***Weekend Plans***

There are SO many exciting places to eat, whether you're craving a burger (check out Gabby's or Burger Republic), Mexican (Rosepepper in East Nashville or Baja Burrito) or BBQ (Edley's, Martin's and Peg Leg Porker will give you that true Southern experience). Additionally, going with some friends to Pinewood Social for dinner, drinks and bowling is a great way to spend a Friday night. If you have a competitive side, you also might enjoy a good night of trivia. There's at least one place that hosts trivia almost every night of the week!

### ***Live Music***

In Music City, you can go out and hear live music every night of the week if you want to! One of the best places to go is The Listening Room Café. Some of the biggest songwriters come and share their songs, each taking a turn to play some selections from their catalogue. It's not your typical venue, though, as guests are encouraged to remain quiet while writers are playing so that the artists and their music can be fully appreciated. The food is delicious, too!

## FREQUENTLY ASKED QUESTIONS

### ***Q: What does the culture of Residence Life look like at Belmont?***

**A:** Although a culture of being one big family sounds welcoming, families tend to be a little dysfunctional, too! Between the 18 RDs, some will form instant friendships and become life-long friends, but it is not an expectation for RDs to constantly be involved in each other's lives outside of work. On another note, the culture among RDs is not a competitive one. We see ourselves as a team, and if one member of our team is struggling, then we do what we can to support and challenge them to be the best versions of themselves that they can be. In Belmont Residence Life, we like to say that the work environment of the RDs can be best described as good neighbors. If you need a cup of sugar or you need help with an incident, just give us a call! We look out for each other and support one another, but our hope is always that RDs have other meaningful relationships in addition to the ones they find with their coworkers.

### ***Q: What does programming look like at Belmont? Or, what is your programming model?***

**A:** Within the Office of Residence Life, we focus on implementing a Community Development model that is beneficial to our students by focusing on intentional interactions that promote community engagement and campus involvement. Our Community Development model also incorporates floor community building events, as well as community wide events and various service initiatives that encourage students to get involved in our greater Nashville community.

### ***Q: What does professional development look like for Residence Directors at Belmont?***

**A:** When candidates inquire about our professional development efforts, often what they are asking is whether or not RDs have the opportunity to go to professional conferences. The answer to that question is "yes," but we do so much more to develop our RDs than just allowing them to attend annual conferences. We believe RDs are consistently being developed throughout the year as a result of the regular rhythms we include in the RD experience, including their participation in and leadership over committee responsibilities and departmental initiatives. When our new RDs begin, they participate in two months of training to get acclimated to the responsibilities of the position before students even begin to arrive. Additionally, throughout the year we have an on-going RD development series for our new and returning RDs which is geared toward both personal and professional development. Once each semester, the RDs also participate in shadowing experiences with various partners across campus to provide opportunities for RDs to learn more about other positions they could pursue in the future.

### ***Q: What is Belmont Residence Life's commitment to diversity or inclusion?***

**A:** Belmont Residence Life has a genuine commitment to both celebrating and promoting diversity and inclusion across campus. Through routine processes and procedures as well as programming initiatives, the Residence Life staff seeks to provide opportunities for students to consider and act upon issues of diversity. We are continually making progress toward promoting diversity in our department, but there is certainly significant room for growth. We are always open to creative and thoughtful ways of implementing new initiatives that promote diversity and inclusion for residential students as well as for students, staff and faculty outside of Residence Life.

### ***Q: Can I have a pet in my apartment?***

**A:** Yes! RDs are allowed to have one cat or dog in their on-campus apartment once they pay a non-refundable \$300 deposit for cleaning and maintenance of the apartment. Pets must be cleared by a veterinarian, weigh less than 30 lbs, be spayed or neutered and be approved by the RD's supervising Assistant Director. All other requirements and/or limitations are listed in the Live-on staff pet policy.

*Nondiscrimination statement:* Belmont University is a Christian community. The University faculty, administration, and staff uphold Jesus as the Christ and as the measure for all things. As a community seeking to uphold Christian standards of morality, ethics, and conduct, Belmont University holds high expectations of each person who chooses to join the community. In compliance with federal law, including provisions of Title IX of the Education Amendments of 1972, Title VII of the Civil Rights Act of 1964, Sections 504 of the Rehabilitation Act of 1973, Belmont University does not discriminate on the basis of race, sex, color, national or ethnic origin, age, disability, military service, or sexual orientation in its administration of education policies programs or activities; its admissions policies; or employment. Consistent with applicable civil rights law, the University seeks employees of Christian faith who are committed to the mission of the University. The University has appointed the director of the Office of Human Resources to serve as coordinator of compliance with Title VII and IX issues and questions for staff and faculty. The Director of Title IX Compliance and Prevention Programs serves as coordinator of compliance for Title IX issues and questions for students. Inquiries or complaints should be directed to: Lauri Chaudoin, Director, Title IX Compliance and Prevention Programs, Freeman Hall, 3rd Floor, 1900 Belmont Boulevard, Nashville, TN 37212. Phone: 615.460.5661. Email: lauri.chaudoin@belmont.edu. Leslie Lenser, Chief Human Resources Officer/Sr. Director & Deputy Title IX Coordinator, Office of Human Resources, Fidelity Hall, Room 426, 1900 Belmont Boulevard, Nashville, TN 37212. Phone: 615.460.6456. Email: leslie.lenser@belmont.edu. For more information on Belmont's nondiscrimination policy, visit [www.belmont.edu/nondiscrimination](http://www.belmont.edu/nondiscrimination).



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