(Pastoral means someone who is caring, concerned and provides a safe space for students).	RM has not developed a meaningful rapport with students or shown evidence of interaction.	RM has developed relationships with a few RAs or a few students but has not gone beyond his/her immediate surroundings.	RM is known beyond his/her hall and has had significant and meaningful programs and discussions with a variety of students and RA staff.	RM is sought after for his/her area(s) of expertise and his/her pastoral nature.



RM is reluctant and uncomfortable leading prayer in front of people.	RM is comfortable leading reflection with people who know them and whom they know, but not comfortable in	RM sees him/herself as a	
	front of large		
	groups.		