



Black Student Union (BSU) Self-Empowerment through Outreach Retention and Achievement (SEMPORA) Retention Coordinator

\$9.50 per hour at 10-15 hours per week
(May 2015-June 2016)

The BSU SEMPORA Retention Program

SEMPORA Retention Program is a student run retention and student initiated program that seeks to address the common concerns of students, e.g., alienation from the campus, lack of representation, aggravation from racism and discrimination, disconnection from the greater San Diego community and uncertainty of career/college goals. SEMPORA Retention Program encompasses Black Empowerment and the Big/Lil Program.

- **Black Empowerment**

Black Empowerment focuses on career development, assisting students with their academic success, and creating a comfortable and inclusive environment for Black students.

- **Big/Lil Mentorship Program**

The Big/Lil Program provides peer mentoring and develops a sense of family and unity among students. This mentorship program is responsible for providing support and guidance to incoming freshman and transfer students. Students are matched with upperclassmen according to major and self-interest.

Job-Specific Responsibilities

- Serve as administrative support for internal/retention coordinators with retention initiatives that include but are not limited to Black Empowerment, Big/Lil Program, etc.;
- Initiate the Big/Lil Mentorship Program during Fall Quarter;
- Oversee consistency in the BSU SEMPORA Retention Program;
- Collaborate with BSU Board Internal/Retention Coordinators to maintain the Big/Lil mentorship Program;
- Coordinate two study jams each quarter;
- Collaborate with and create awareness of campus resources, including but not limited to the Campus Community Centers (Black Resource Center, Cross-Cultural Center, LGBT Resource Center, Raza Resource Centro, and Women's Center), Career Services Center, OASIS, etc.;
 - Program with the Financial Aid office on financial budgeting skills, scholarships, and FAFSA preparation;
 - Program with on OASIS either study jam, time management and/or study skill workshops;
 - Program with Career Services Center on resume and skills development;
- Collaborate with the Retention Project Group to develop Graduate Studies preparation workshops or programs;
- Collaborate with the Retention Project Group to coordinate at least one off-campus field trip per quarter to sites of historical, cultural, or political significance to Black students (i.e. Museums, Parks, Libraries, Non-Profit orgs);
- Facilitate regular meetings with internal/retention coordinators to develop and strengthen retention initiatives;
- Conduct own quarter projects that pertain to the objectives of the SEMPORA retention program;
- Collaborate with Campus Black Forum to develop programs and maintain a space for dialogue on the experiences of African American students;
- Collaborate with other black organizations on campus including but not limited to: African Students Association, National Society of Black Engineers, and National Organization for the Professional Advancement of Black Chemists and Chemical Engineers;
- Plan annual general body retreat in conjunction with BSU Board Internal/Retention Coordinators;
- Coordinate the Fall and Winter Black Welcome Weeks;
- Oversee the Black History Month calendar, programs, and events;

- Serve as one of the delegation leaders for the annual Afrikan Black Coalition Conference in conjunction with BSU Board Internal/Retention Coordinator(s); which includes creating applications, heading application reviewing, writing and presenting funding proposal, coordinating transportation and hotels as well as registering the UC San Diego delegation;
- Collaborate with the Black Resource Center (BRC) to plan and coordinate Black Wednesdays on a bi-weekly basis, with music and food;
- Build and maintain connections with students, staff and faculty members who are allies to BSU;
- Become part of the BSU family and work to promote the BSU mission to improve campus climate for black students;
- Serve as a member of the BSU Executive Board and uphold all board member duties;
- Collaborate with the BSU SEMPORA Access Coordinator on one joint program each year;
- Work with the BSU SEMPORA Access Coordinator and BSU Traditions Coordinator on BSU Black Overnight Track;
- Develop, maintain, and reassess the BSU SEMPORA Retention Academic Yearlong Budget Proposal.

General Responsibilities

- Available to work on occasional evenings and weekends;
- Participate in bi-weekly one-to-one meetings with full-time staff, co-directors, and co-coordinators.
- Participate in mandatory weekly staff meetings, each Thursday from 3:30-4:50pm;
- Participate in mandatory weekly project group meetings, each Tuesday from 3:30-4:30pm;
- Fully engage in activities that facilitate holistic development, which may involve personal and emotional investments;
- Meet with members of the SPACES Board of Directors and/or Core Organizations, as needed;
- Complete paperwork, including project proposal forms and Triton Activities Planner (TAP), to receive project funding;
- Assist with Front Desk coverage and reception at least one hour a week;
- Assist with SPACES administrative duties including data entry, photocopying, typing, and customer service;
- Assist in facility maintenance including, but not limited to basic cleaning, furniture rearrangements, and supply inventory;
- Consistently document and evaluate the effectiveness of all activities through the use of the SPACES Shared Drive, Post-Program Report Form, and Participant Database;
- Submit quarter and end-of-year evaluations of your internship experience to give an overall assessment of your position and provide recommendations for future improvements;
- Coordinate a self-initiated project during fall, winter, or spring quarter;
- Build and maintain connections with students, staff, and/or faculty members who are allies to SPACES;
- Collaborate with SPACES Staff to promote the SPACES Mission to improve campus climate for all students;
- Provide administrative support for SPACES sponsored events and community events in relation to access and retention initiatives;
- Other duties as assigned.

Qualifications

- Pay quarterly registration fees for each quarter employed;
- Understanding of the mission and aspiration of SPACES and those affiliated with it;
- Understanding of the importance of access and retention in relation to equal access to education, diversity, and cultural/socioeconomic struggles and oppressions;
- Strong passion and commitment for educational equity;
- Ability to manage and uphold accountability;
- Ability to communicate effectively in one-on-one and group settings;
- Ability to recognize one's own impact on others;
- Flexible to meet the dynamic and fast-paced needs of SPACES;
- Ability to organize and manage multiple projects;
- Progressive and innovative leadership approach;

- Proven experience working cooperatively as part of a team;
- Ability to work collaboratively with students, faculty, staff, and the wider San Diego community, which the university serves;
- Ability to maintain confidentiality with highly-sensitive information;
- Demonstrate understanding and sensitivity to the needs of different communities especially those from underrepresented and underserved backgrounds;
- Eligibility: Anyone who will not be employed at OASIS or one of UCSD's Campus Community Centers (Black Resource Center, Cross-Cultural Center, LGBT Resource Center, Raza Resource Centro, Women's Center) or in a high-demand student leadership roles for the 2015-2016 school year (e.g. chair/vice-chair of a student organization);
- SPACES Student Staff must put their position as their first priority if employed anywhere else.

Intern Weekly Hour Distribution

Office Hours

All SPACES student staff members are expected to carry out majority of the work within the center. This is to ensure that a student staff member is present at all times during the center's hours of operation as well as to encourage student staff to build their organizational skills and manage their time well by completing majority of the work within their center. Be available to help out with administrative tasks around the center such as event set-up, managing the front desk, chores, assisting community members, etc.

All-Staff Meetings

All-Staff meetings occur on a weekly basis. They serve to create and build community with full-time staff, co-coordinators, co-directors, and interns.

Project Group Meetings

Project Group meetings are weekly meetings that serve as a supportive and collaborative space for the initiation and development of student intern work and projects.

One-to-One Meetings

One-to-ones are bi-weekly meetings that serve as a time for the interns to check in with supervisory support about how they are doing within the work place as well as academically and personally.

Additional Meetings/Events/Field Hours

The remainder of the weekly hours is more flexible that can be used for various internal/external meetings and assisting/coordinating/facilitating events. If there are no scheduled meetings and/or events that week, allocate these hours to working in the center. These include:

- ASP/SIAPS Steering Committee Meetings
- Board of Director (BOD) Meetings
- Co-Coordinator and Co-Director Meetings
- Meetings with Departments
- Organization Meetings
- Events

A typical 10-15 hour week for interns will look similar to the following outline:

- Office Hours (5 hours)
- All-Staff Meeting (1.5 hours)
- Project Group Meeting (1.5 hours)
- One-to-One Meetings (1 hour) – every other week
- Field Hours (6.5 hours)
 - Minimum 1.5 hours per week
 - Additional 5 hours are optional

Conditions of Employment

In order to be considered for an internship at SPACES, you must agree to the following conditions:

Conditions	2015 – 2016 Dates
UC San Diego Undergraduate enrolled in all 3 academic quarters	2015-2016 Academic School Year
Not employed at OASIS or one of UC San Diego's Campus Community Centers (Black Resource Center, Cross-Cultural Center, LGBT Resource Center, Raza Resource Centro, and Women's Center), or in a high-demand student leadership roles (e.g. chair/vice-chair of a student organization)	2015-2016 Academic School Year
If hired at a second job, SPACES must remain as the first priority. Cannot exceed working over a total of 19 hours per week during academic sessions per Student Life policies.	2015-2016 Academic School Year
Attend All-Staff Orientation Meeting	May 8, 2015; 4-6pm
Complete hiring paperwork with Student Life Human Resources.	May 22, 2015
SPACES End of the Year Celebration 2015	TBD
Participate in Job Shadowing (Week 7-10): 2 hours/week	May 11-June 5, 2015
Participate in SPACES All-Staff Summer Retreat	(7am) September 14-(6pm) September 15, 2015
Attend SPACES All-Staff Training	September 16-18, 2015; 9-4pm September 21, 2015; 9-12pm
Participate in Welcome Week planning and activities	September 21-25, 2015
Attend SPACES All-Staff Winter Retreat	January 23, 2016; 9-5pm
Attend SPACES Weekly Project Group & All-Staff Meetings	Every Tuesday and Thursday; 3:30-4:50pm
Available to work 10-15 hours/week	September 14, 2015 - June 30, 2016

Student Staff Developmental Outcomes

The overall goal of the SPACES Student Staff program is to provide student staff the opportunity to self-reflect, build community, as well as develop one's professional skills while working towards educational equity. At the end of the internship, each intern will be able to translate their holistic experience into skill sets that are adaptable to any work environment. In addition to advocating for social justice, creating community, and enhancing one's personal development, SPACES strives to meet the professional needs of students and help them develop in the following areas:

Communication

- Assessment of clarity of ideas expressed, effectiveness of oral and written presentations, effectiveness in listening and interacting with others in a helpful and informative manner. Asks for and provides constructive feedback and assistance.

Empowerment

- Assessment of self-empowerment and the ability to facilitate empowerment in others.

Initiative and Innovation

- Assessment of self-starting ability and creativity. Introduces new concepts and processes using independent and original thought. Involves creativity and imagination with programming, projects and problem-solving.

Organizational Skills

- Ability to record, update, sort, and maintain information in a clear, orderly manner through the use of calendars, databases, and other organizing tools.

Punctuality and Accountability

- Assessment of timeliness and responsibility in terms of coming to work and work-related events. Includes effectiveness in completing the allotted hours per week.

Quality and Productivity

- Assessment of excellence in factors such as accuracy, completeness, and follow-through on a sufficient volume of work.

Resourcefulness

- Assessment of understanding and utilizing resources available.

Teamwork and Collaboration

- Assessment of effectiveness in working together with peers at various levels to solve problems, improve work process, and accomplish specific tasks.

Time Management

- Ability to thoroughly initiate and complete goals in a time-efficient and sustainable manner.