



Black Student Union (BSU) Kujichagulia Retention Coordinator

10-15 hours per week

May 2021 - June 2022

The BSU Kujichagulia Retention Program

BSU Kujichagulia Retention Program is a student run retention and student initiated program that seeks to address the common concerns of Black 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. BSU Kujichagulia Retention Program encompasses Black sustainability and the Big/Lil Program.

Black Sustainability

- Black Sustainability 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 Black students. This mentorship program is responsible for providing support and guidance to Black undergraduate students, especially incoming freshman and transfer students. Students are matched with Black Undergraduate students according to major and self-interest.

Job-Specific Responsibilities

- Serve as a member of the BSU Executive Board and uphold all board member duties; including attendance of BSU Board meetings, general body meetings, and events;
- Serve as administrative support for BSU Retention Co-coordinator with retention initiatives that include but are not limited to Black Sustainability , Big/Lil Program, etc.;
- Initiate the Big/Lil Mentorship Program during Fall Quarter;
- Maintain consistency within the BSU Kujichagulia Retention Program;
- Collaborate with BSU Board Internal/ Retention Co-Coordinator to maintain the Big/Lil mentorship Program, and other retention centered initiatives;
- Collaborate with Student Affirmative Action Committee (SAAC) orgs to host study jams and other retention centered initiatives
- Collaborate with and create awareness of campus resources including but not limited to: the affiliate Campus Community Centers Program, the Financial Aid Office and its financial literacy/skill-building programs , scholarships databases, and FAFSA preparation;
 - Collaborate with on OASIS to host a study jam, time management and/or study skills workshop(s);
 - Collaborate with Career Services Center on career readiness programs and skills development;
- Collaborate with the Retention Project Group to develop Graduate Studies preparation workshops or programs;

- Collaborate with BSU Retention Co-Coordinator to coordinate at an off-campus field trip to sites of historical, cultural, or political significance to Black students (i.e. Museums, Parks, Libraries, Non-Profit orgs);
- Coordinate one community service event per quarter
- Conduct own quarter projects that pertain to the objectives of the Kujichagulia retention program;
- Collaborate with other Black and African Diasporic centered organizations/entities to develop programs and maintain a space for dialogue on the experiences of Black and African people not limited to the context of UC San Diego;
- Collaborate with other Black organizations on campus including but not limited to: African Students Association, National Society of Black Engineers, Black Campus Ministries and Black Graduate and Professional Student Association;
- Plan annual general body retreat in conjunction with BSU Board Internal/Retention Co-Coordinator;
- Serve as one of the delegation leaders for the annual Afrikan Black Coalition Conference in conjunction with BSU Board ABC Representative ; which includes writing and presenting funding proposal and coordinating transportation and hotels for the UC San Diego delegation;
- Collaborate with the Black Resource Center (BRC) and Black student organizations to plan and coordinate Black Wednesdays or Fridays on a quarterly basis, with music, food, and a community building activity;
- Collaborate with the BSU Kujichagulia Access Coordinator on one joint program each year;
- Develop, maintain, and reassess the BSU Kujichagulia Retention Academic Year Long Budget Proposal.

Qualifications

- Pay quarterly registration fees for each quarter employed
- Understand the mission and aspiration of SPACES and those affiliated with it
- Understand the importance of access, retention and community engagement work 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
- Ability to adapt to new environments (e.g., remote learning due to COVID-19 Pandemic);
- 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
- Available to attend all mandatory meetings and work on occasional evenings and weekends
- 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 a Residential Advisor (RA) or in a high-demand student leadership roles for the 2021-2022 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.

General Responsibilities

Administrative

- Complete paperwork, including program proposal forms, Triton Activities Planner (TAP), and post program

reports, and any additional documents to receive project funding

- Assist with SPACES administrative duties including data entry, typing, and customer service etc.
- Assist in facility maintenance including, but not limited to basic cleaning 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 SPACES staff experience to give an overall assessment of your position and provide recommendations for future improvements
- Provide administrative support for SPACES sponsored events and community events in relation to access, retention and community engagement initiatives

Mandatory Meetings

- Attend Spring Shadowing, Summer Retreat & Training, Welcome Week events, and any further trainings
- Attend biweekly All-Staff meetings (Thursdays 3:30pm - 4:50PM on even weeks of each quarter)
- Attend weekly Project Group/Steering Committees with your respective component (Tuesdays 3:30PM - 4:50PM)
- Attend bi-quarterly one-to-ones with co-directors and advisors

Office Hours

- Ensure that a student staff member is present at all times during the center's hours of operation
- Build organizational and time management skills by completing the majority of the work within the center
- Be available to help out with administrative tasks around the center

Additional Meetings/Events/Field Hours

- Fully engage in activities that facilitate holistic development, which may involve personal and emotional investments
- 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
- The remainder of the weekly hours 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 and working on the tasks of your specific role. These include but are not limited to:
 - Board of Director (BOD) Meetings
 - Co-Coordinator Meetings/Committee Meetings
 - Meetings with Departments
 - Organization/Board Meetings
 - Events
- Other duties as assigned.

Typical 10-15 Hour Week for a SPACES Coordinator:

- Office Hours – 5 hours
- All Staff Meeting – 1.5 hours
- Project Group Meeting – 1.5 hours
- One-to-one Meetings – 1 hour (not weekly)
- Field Hours – 1.5 to 6.5 hours
 - Minimum of 1.5 hours per week
 - Additional 5 hours are optional

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, and develop one’s professional skills while working towards educational equity. At the end of the year, each coordinator 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.

Conditions of Employment:

In order to be considered for a coordinator OR director position at SPACES, you must agree and adhere to the following conditions:

Conditions	2021-2022 Dates
UC San Diego Undergraduate enrolled in all 3 academic quarters	2021-2022 Academic Year
Not employed at OASIS, or one of UC San Diego’s Campus Community Centers (APIMEDA Programs & Services, Black Resource Center, Cross-Cultural Center, Inter-Tribal Resource Center, LGBT Resource Center, Raza Resource Centro, and Women’s Center), Orientation Leader (OL), or as a Residential Advisor (RA), or in a high-demand student leadership roles (e.g. chair/vice-chair of a student organization) or Campus Centers (such as Undocumented Resource Center, The Hub, and or Associated Students, etc).	2021-2022 Academic Year
If hired at a second job, SPACES must remain as the first priority. Cannot exceed working over a total of 19.5 hours per week during academic sessions per Student Life policies.	2021-2022 Academic Year
Attend All Staff Orientation Meeting	Week 8 May 20, 2021 3:30-4:50PM
Complete hiring paperwork with Student Life Human Resources.	March 8 - March 12, 2021
Participate in Job Shadowing (Week 5-8 of Spring Quarter): 2 hours/week	April 26 - May 21, 2021
Attend SPACES All-Staff Retreat and Training	September 6 - 10, 2021 M-F 10AM-4PM
Participate in Welcome Week planning and activities	September 20-September 24, 2021
Attend SPACES All-Staff Winter Retreat	TBD
Attend SPACES Weekly Project Group & All-Staff Meetings	Every Tuesday and Thursday 3:30 - 4:50 PM
Available to work: 10-15 hours/week	2021-2022 Academic Year