



## UNIVERSITY OF MINNESOTA ROCHESTER

### Student Success Coach - Intercultural Initiatives

At the University of Minnesota Rochester (UMR), the Student Success Coach serves undergraduates with a team of coaches and provides specific expertise to support intercultural student life initiatives. The UMR student success coach position is a core component of our innovative model, fueling student success and equity in educational attainment for our health sciences students. Success coaches serve as career exploration guide, academic advisor, and life coach for a cohort of students across their four-year undergraduate journeys. Student success coaches participate in three major areas of responsibility: advising and student advocacy; teaching student development coursework and coordinating specific initiatives; and professional development and campus engagement. The specific initiatives this success coach will coordinate, with a collaborative group of students, staff and faculty, include 1) UMR's intercultural student center development, oversight and programming, 2) provide mentoring and support for UMR's BIPOC students, 3) partnering with the Diversity, Equity and Inclusion (DEI) committee for DEI programming and initiatives.

The Student Success Coach reports directly to the Assistant Vice Chancellor for Student Success, Engagement, & Equity (SSEE).

#### **Duties and Responsibilities**

##### **Advising & Student Advocacy - 60% (up to 75 students)**

Provide advising in academic planning, career exploration, and personal development for a cohort of students as they progress from their first year through graduation.

- **Academic Advising:**
  - Proactively mentor students through the process of formulating a personalized education plan, utilizing a variety of academic advising strategies including one on-one and group advising
  - Work closely with faculty to support student success in and out of the classroom
  - Develop written and electronic informational materials used to advise students
  - Coach students (including academically at-risk students) on goal setting, academic success skills, and utilizing appropriate academic resources
  - Assist students through their capstone proposal process, from initial concept to formal proposal to completion and reflection on experience
  - Assist students in navigating university policies, procedures, and resources
  - Monitor student progress towards graduation utilizing available databases and resources (e.g. APAS, PeopleSoft, UM Reports, Grad Planner, APLUS, Canvas)
- **Career Exploration & Pre-Health Advising:**
  - Mentor students on career exploration process throughout their four years by helping them discover and reflect on their personal skills, values, and interests
  - Encourage students to make important connections between the interdisciplinary curriculum and a broad range of health science career paths



- o Advise on appropriate preparatory activities based on student's intended career or educational pathway (e.g. certificate, professional or graduate school, career)
- o Help students develop a professional identity, including resume writing, interviewing skills, job search strategies, etc.
- o Help students navigate the application process for graduate and professional school
- **Personal Development**
  - o Encourage students to connect to and make meaning of community engagement activities
  - o Assist students in developing a deeper sense of self-awareness regarding values, strengths, and passions
  - o Challenge and support students in their personal growth, wellbeing and development

### **Coordination of Intercultural Initiatives - 35%**

- Take primary responsibility to develop and co-run (with the other intercultural coach and student leaders) the new Intercultural Center, providing primary support and programming for BIPOC students;
- Directly engage in UMR's anti-racism programming and other endeavors in conjunction with the Diversity, Equity and Inclusion Committee;
- May team-teach a select, one-credit student development course, collaborating with teaching team to continuously enhance content and active learning approach to instruction;
- May advise a Living Learning Community;

### **Professional Development and Campus Engagement - 5%**

Engage in professional development, campus-wide initiatives, and program assessment related to student learning, student success, academic advising, and the student affairs profession.

- Serve on cross-functional teams for select student development initiatives and programs such as student activities, orientation, commencement, welcome activities, and other special events;
- Serve on university-wide committees or groups as needed to support intercultural initiative;
- Continue professional development in the field of academic advising to maintain knowledge of trends and best practices (e.g., membership in professional associations, attendance at conferences and seminars, etc.)
- Miscellaneous: Performs other duties as assigned

### **Required qualifications**

- Master's degree
- One year of experience in program development, recruitment, retention, or support activities for BIPOC populations in higher education, non-profit agencies, community organizations, public school districts, or governmental units.
- One year of college-level advising or transferable student advocacy, mentoring, coaching experience.
- A demonstrated commitment to diversity and equity and intercultural competencies.



## **Preferred Qualifications, Knowledge, Skills, and Abilities**

- Master's degree in student personnel and counseling, counseling psychology, counseling or related area, higher education leadership, multicultural teaching and learning
- Three or more years of relevant higher education advising experience
- Familiarity with equity-minded strategies for supporting the academic success and wellbeing of BIPOC and international students.
- Familiarity with theories and conceptual frameworks related to diversity, equity, social justice inclusion, anti-racism, student identity development, including, intersectional identity development.
- The successful candidate will possess:
  - The desire and ability to work in a collaborative, team environment
  - The ability to bring joy and purpose to their work with students
  - An innovative mindset and the ability to operate in a sometimes-ambiguous environment
  - The ability to learn and disseminate detailed information using a high level of interpersonal skills
  - Excellent oral and written communication skills
  - Self-motivation, excellent time management, and organization skills
  - Experience utilizing a diverse range of technologies
  - Capacity to work some evenings and weekends
- One or more years of secondary or college-level teaching experience
- Bilingual, having excellent oral and written communication skills in English and Spanish
- Experience with career enrichment programming
- Experience advising students interested in healthcare professions and/or work experience in the healthcare industry
- Knowledge of mental and emotional health needs of college students, especially BIPOC and international students
- At least one year of experience developing, executing, and assessing educational programming for college students, especially socio-cultural programming focused on BIPOC students, anti-racism, diversity, and social justice.
- Experience tracking and interpreting data relevant to their work and using that information for work and process improvement
- Familiarity with PeopleSoft system or comparable student records database
- A commitment to knowledge creation and research in higher education

