Graduate Assistant for Intercultural Engagement
Residence Life and Housing
University of Delaware

Context of the Position:

The Graduate Assistant (GA) for Intercultural Engagement works to support Residence Life & Housing in-hall staff, the residence hall student experience, and Residence Life and Housing initiatives and events. The GA serves as a facilitator of student success by acting as a resource and support system for an increasingly diverse residence hall student population in addition to aiding in the implementation of building and departmental opportunities for intercultural engagement in a specific residence hall area. Within each residence hall, opportunities exist for students to interact across difference and engage in learning experiences that can positively impact their achievement of the UD General Education goals. The primary role of the GA is to support these efforts, which include facilitating and increasing international student involvement in Residence Life and Housing engagement initiatives, supporting students through a dialogue-based process for conflict resolution among roommates and community members, and implementing opportunities for all students to increase their cultural fluency. The GA can expect to plan and execute training and development opportunities for Resident Assistants and student leaders. Most of these duties are expected to be coordinated and facilitated in-person in the assigned residence halls and assistantship hours will be non-traditional in nature. This position is required to live on campus in a one-bedroom apartment in the assigned residence hall. The Graduate Assistant for Intercultural Engagement is supervised by a Residence Hall Coordinator (RHC) and receives direction from the Associate/Assistant Directors.

Major Responsibilities:

Inclusive Community Development

- Work collaboratively with RHC supervisor to coordinate programs and initiatives that foster international student sense of belonging in the residence hall community, especially within the English Language Institute’s (ELI) Academic Transitions (AT) Program, which houses 75 to 100 English language learners in the residence hall
- Assist in the execution of all program plan initiatives that are intended to build cultural fluency within George Read
- Implement and support initiatives intended to increase cross-cultural engagement opportunities between international and domestic student populations, such as the International Coffee Hour hosted by OISS.
- Promote and support program plan and campus partner initiatives with specific efforts toward engaging traditionally underserved populations across campus in addition to an assigned residential area
- Serve as a liaison and partner to the Residence Life and Housing Engagement Centers, seeking to promote Engagement Center events and activities to residence hall students, with a specific focus on those that include a cultural lens
- Collaborate with Multicultural Chairs (Community Council) and their committee in order to train, encourage, and advise on the implementation of programs and initiatives that promote cultural fluency.
Meet with RAs and students to serve as a coach to help address the challenges and opportunities that exist among rooms and suites where there are international/domestic student pairings.

Provide one-on-one coaching and support to student-staff on creating and sustaining welcoming and inclusive communities.

Support RHC supervisor in promoting initiatives designed to build capacity in residence hall students to employ effective interpersonal skills in their daily interactions with a diverse community of residents.

**Departmental Programming Support**

- In collaboration with Assistant Director for Equity and Inclusion, conduct benchmarking and review current literature and practices to determine best practices in educational diversity programming and support of minoritized populations.
- Implement assessment plans for educational programs and any assigned pilot initiatives.
- Support and coordinate aspects of First-Year Area initiatives designed to increase cultural fluency or intercultural engagement among students.
- Support departmental priorities and major initiatives, providing on-site support and assisting in the marketing and communication of these efforts.
- Assist Residence Hall Coordinator(s) and Assistant Director(s) with implementing pilot programs designed for the World Scholars Community.

**Building and Area Leadership**

- Attend weekly staff meetings and co-facilitate team-building and development activities for Resident Assistants.
- Support events hosted by the English Language Institute (ELI), Institute for Global Studies (IGS), and the Office for International Students and Scholars (OISS) through encouraging student and staff attendance.
- In consultation with RHC supervisor, co-coordiate service and “Weekly Engagement” initiatives implemented by the building to increase opportunity for student learning and intercultural engagement.
- Attend periodic all-staff and departmental business meetings as assigned/coordinate by supervisor in addition to weekly one-on-one meetings with supervisor.
- Utilize departmental assessment measures to identify areas of growth for the building, specifically focusing on experiences related to sense of belonging and cultural fluency in addition to the overall experience of traditionally underserved minority students.
- Assist in opening and closing of residence halls as directed by RHC supervisor at the beginning and end of fall, spring, and winter sessions, as well as vacation periods.
- Attend periodic departmental training sessions as assigned by supervisor.
- Attend Resident Assistant Training to assist in the facilitation of staff learning and team development throughout the year.
- Perform other duties as directed based on departmental, area, or in-hall needs.

**Qualifications:**

Graduate Assistants must be full-time, matriculated students in a graduate program to be eligible for this, or any graduate assistantship. Additionally, the Graduate Assistant must meet all requirements of the University of Delaware Graduate Student Appointment and must abide by all policies and
guidelines specified by the Office of Graduate and Professional Education:
https://grad.udel.edu/policies/#fellowship-assistantship.

The Graduate Assistant should have:
● A genuine interest in and willingness to work with students
● Demonstrated interest in working with and supporting the development of inclusive communities
● An understanding of student attitudes, concerns, and issues generally and in relation to the concept of intercultural fluency
● An understanding and interest in the continued development of intercultural fluency, cultural knowledge acquisition, and the development of inclusive communities
● Knowledge, understanding and sensitivity to the concerns and issues facing international students and the intersection of race, class, gender, sexual orientation, and gender identity.
● Creativity and the capacity to successfully facilitate and guide learning for student and professional audiences through presentations and workshops
● Demonstrated ability of organizational, computer, and communication skills
● Demonstrated ability to work independently and within group settings
● Demonstrated ability to take initiative in a given setting and achieve goals

Successful candidates will have had experience in one or more of the following areas:
● Residence Life/Campus Housing
● Diversity and inclusion
● Student leadership
● Volunteer/Service projects
● Student Activities
● Campus Programming
● Conflict Resolution

The Graduate Assistant position will require evening and weekend commitments. Graduate Assistants will be given the opportunity to attend and be paid hourly for training in July and August in conjunction with other Residence Life & Housing Staff.

Compensation:
● Graduate tuition for the fall and spring semesters
● Stipend: $16,000 for academic year, paid bi-weekly

The University of Delaware is an Equal Opportunity Employer which encourages applications from Minority Group Members, Women, Individuals with Disabilities and Veterans. The University's Notice of Non-Discrimination can be found at: http://www.udel.edu/aboutus/legalnotices.html