Position Description: In order to support the success and retention of our first-year students, the Office of New Student and Family Engagement selects approximately 25 highly driven and caring juniors, seniors, and graduate students to serve as Student Success Coaches. Student Success Coaches will report to the Coordinator of Retention and Student Success Initiatives. Success Coaches play an integral role in supporting the transition and success of first-year students. They will facilitate structured one on one meetings to guide first-year students through thought provoking conversations. Through these meetings, goals and strategies will be established in order to maximize student’s personal and professional potential. Success Coaches will check-in regularly to address obstacles, promote resources, provide encouragement, and offer structured accountability. Success Coaching sessions will take place throughout the winter and spring quarters, generally between 9:00-5:00pm on or near either campus.

Qualifications:

- Strong interpersonal skills including empathy, communication, problem solving, and leadership skills and the willingness to develop these skills further
- Knowledge of and commitment to the mission of DePaul University and the goals of the Office of New Student and Family Engagement
- High level of time-management skills and flexibility, and ability to motivate self and others
- Enthusiasm for DePaul and the Chicago community
- Strong desire to learn about all of the resources, services, opportunities, policies and people at the University
- Currently enrolled full-time undergraduate student with junior or senior standing and a cumulative grade point average of 3.0
- Previous experience as a student mentor or tutor at DePaul University
- All applicants’ student conduct records will be reviewed as part of the selection process. Students who have been found in violation of the Code of Student Responsibility or other DePaul policies through the Student Conduct Process may be required to provide additional information and/or may be removed from the selection process or from the position

Responsibilities:

1. Meet one on one with current first-year students and facilitate guided conversations to identify needs, set goals, learn about resources, and develop/grow student success skills
2. Facilitate quarterly group sessions with assigned first-year students
3. Maintain open communication with Success Coaching staff when further support is needed regarding assigned students
4. Maintain regular contact with assigned first-year students through 1:1 meetings, phone calls/texts, emails, or group sessions
5. Document coaching interactions in an appropriate manner, according to the guidelines provided (reporting necessary information to supervisor or Title IX Coordinator, and refraining from sharing information with fellow Student Success Coaches)
6. Support the development and facilitation of Success Coaching events and initiatives
7. Serve as a positive representative of DePaul University and the Office of New Student and Family Engagement
8. Attend and participate in all required staff training sessions and ongoing staff development
Work Schedule and Terms of Employment:
Student Success Coaches are employed for a minimum of two quarters, beginning on January 2nd, 2020 and ending on June 12th, 2020. The work schedule includes required training days throughout fall quarter (listed below), remote training assignments during winter intercession, and a 3-day intensive training January 2nd-January 4th.

During the winter quarter, the Success Coaches work 10-15 hours a week, with 5-8 hours designated for 1:1 Success Coaching sessions with first-year students and 5-8 hours designated as office hours where Success Coaches will follow up with students, document student meetings and interactions, reach out to new students, and support the planning and facilitation of Success Coaching events. During the spring quarter, Success Coaches work 5-10 hours a week.

Success Coaches will need to be available for Success Coaching sessions at both the Lincoln Park and Loop colleges, depending on student need. Success Coaches will work with the Coordinator of Retention and Student Success Initiatives in order to create their Success Coaching schedule with most availability needed during business hours and only occasional evening and weekend hours needed.

Success Coaches will be paid an hourly wage of $15 and will be responsible for entering hours weekly.

Application Process and Deadline:
To be considered for the position, all new applicants are required to:
- Attend an Info Session (dates listed below)
- Submit a completed application (including resume) on the campus job board by 11:59pm on Monday, September 30th.
  - Submit current resume and a cover letter explaining their passion for the work this role requires as well as their skills and experience that qualifies them for the position.
  - Provide the name and email address of a faculty or staff member to serve as a recommendation to their application and speak to their abilities in supporting fellow college students.
- If offered, attend an in-person interview taking place October 1st-18th, 2019.

Offers for the Student Success Coach position will be made by Thursday, October 24th, 2019 with Acceptance/Decline due by Wednesday, October 30th. If you are offered and accept the Student Success Coach position, you will be required to attend the hiring meeting on Friday, November 1st in addition to all training dates listed below.

Required Dates
- Friday, November 1st 1:00-4:00pm – Hiring Meeting and Fall Training #1
- Friday, November 8th 1:00-5:00pm – Fall Training #2
- Friday, November 15th 1:00-5:00pm – Fall Training #3
- Required reading and response over Winter Intercession
- Thursday, January 2nd-Saturday, January 4th 9:00am-7:00pm – Pre-Quarter Training

Information Sessions
Tuesday, September 17th 2:30-3:30pm (LPSC Room 324)
Friday, September 20th 11:00-12:00pm (LPSC Room 324)
Tuesday, September 24th 5:30-6:30pm (LPSC Room 315)
Wednesday, September 25th 10:30-11:30am (DPC Room 8011)
Friday, September 27th 11:00-12:00pm (LPSC Room 324)
Friday, September 27th 1:00-2:00pm (DPC Room 8011)