



JOB DESCRIPTION TITLE: Graduate Assistant, Racial & Cultural Engagement (CSE)

DEPARTMENT: Center for Student Engagement

Responsible to: Coordinator of Racial & Cultural Engagement

Organizational Classification: Graduate Assistant

FLSA Classification: Non-exempt

The following statements are intended to describe the general nature and level of work being performed. They are not intended to be construed as an exhaustive list of all responsibilities, duties, and skills required of personnel so classified.

I) Summary of Responsibilities: The Graduate Assistant, Racial and Cultural Engagement in the Center for student Engagement (CSE) will build relationships with students on campus; provide support and mentoring to students, as well as assist the Center for Student Engagement with educating students on issues of race and culture. Partner with all members of the CSE to implement programming initiated by the CSE. Collaborate with other campus departments and provide administrative support to the Center for Student Engagement. This position reports to the Coordinator of Racial & Cultural Engagement.

II) Essential Responsibilities: (These essential responsibilities are those the individual must be able to perform unaided or with the assistance of reasonable accommodation.)

A. Campus Support for Minority Students

1. Meet with students of color in a support or mentoring role.
2. Support students academically and connect them to appropriate resources.
3. Assist in aiding students in their transition to Geneva College.
4. Assist in planning social outings and events for students of color.
5. Support student organizations, i.e. Black Student Union (BSU).
6. Encourage student's development as leaders and Christ followers.

B. Campus Programming

1. Engage students in programming that facilitates student affinity, belonging, and success.
2. Assist in implementing small and large student activity events.
3. Work cooperatively with Student Development to help with retention through strategic programming.
4. Plan and execute various cultural and educational programs, including but not limited to:
 - a) Dr. Martin Luther King, Jr. Night of the Arts.
 - b) Black History Month.
 - c) Hispanic Heritage Month.
 - d) Women's History Month.
 - e) Convergence Symposium
 - f) Bring it to the Table, Culture Week, etc.
5. Assist in educating students and campus community in becoming more culturally intelligent and sensitive through presentations or programs.
6. Work with a team of student leaders to provide opportunities for campus that celebrate, support, and educate the campus community about multiculturalism.
7. Assist in the care and maintenance of CSE event equipment and facilities.
8. Manage finances and budget appropriately for campus events.
9. Assist in annual office assessments.



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C. Contribute to the Center for Student Engagement and Student Development Teams

1. Attend required trainings and meetings.
2. Meet regularly for supervision with the Coordinator of Racial & Cultural Engagement.
3. Meet regularly with the Center for Student Engagement team and be an active member of the Student Development staff.
4. Assist the CSE office staff with administrative tasks, including but not limited to office coverage, answering phones, paperwork, injury reports, database maintenance, general office communications.
5. Adhere to Geneva policies, procedures, and expectations.
6. Additional areas of focus could include:
 - a) Coordinate leadership initiatives such as the Golden Leadership Awards or the BETA program (leadership development initiative for first-year students).
 - b) Facilitate an umbrella structure for clubs and student-led organizations, including working consistently with club officers and advisors to create ongoing systems to help clubs thrive.
 - c) Advertise CSE programming in conjunction with the CSE Creative Media team through various platforms.
 - d) Facilitate student learning at transformational experiences such as Leadership Together and Jubilee.
 - e) Attend conferences, serve on judicial committees, assist in campus retention efforts, update Racial and Cultural Engagement website content, and plan off-campus cultural excursions.

D. Supervision

1. Supervise student employees to include interviewing, hiring, training, planning, assigning, and directing work, coaching, appraising performance, addressing complaints, and resolving problems.
2. Train students in task performance, professionalism, and risk management.
3. Must have a mindset of mentoring students under supervision. Should be able to lead in a way that sets a good example, promotes teamwork, and encourages a positive, efficient work environment.

E. Performance Development Areas

1. Communication in verbal and written form.
2. Technical knowledge related to the fundamentals of the profession.
3. Teamwork, collaboration, and cooperation.
4. Display initiative, interest, and motivation.
5. Show adaptability and flexibility.
6. Display good judgement in stewardship of resources and safety management.

F. Other Duties as Assigned

III) Exhibits behavior that is consistent with and supportive of Geneva's mission, vision, and core values:

A. Geneva Mission Statement: Geneva College is a Christ-centered academic community that provides a comprehensive education to equip students for faithful and fruitful service to God and neighbor.

B. Vision Statement: Geneva College will inspire students to integrate faith in Christ into all aspects of life in the real world, and to serve faithfully within their callings for Christ and Country.

C. Core Values:

- 1) Serve with grace.
- 2) Pursue Godly wisdom.
- 3) Foster academic strength.
- 4) Engage culture faithfully.



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- 5) Inspire vibrant hospitality.
- 6) Honor one another.

IV) Job Requirements – Administrative:

- A. General:** Individuals must possess the knowledge, skills, and abilities listed or are able to explain and demonstrate that they can perform the essential responsibilities of the job, with or without reasonable accommodations to safely perform the essential responsibilities of the job.
- B. Physical:** Must be able to perform the following: talking, hearing, and seeing. Must have sufficient manual dexterity to be able to demonstrate baseball skills and operate all office equipment including, but not limited to: computers, copy machines, and telecommunications devices.
- C. Confidentiality:** Individuals must recognize that management of data, including personal information, grades, budgets, programs, and policies is necessary to the operation of the College. Such information must be kept private and confidential for the protection of the College and to obey Federal and/or State laws. Should there be doubt as to whether a certain matter is to be protected, it should be discussed with your supervisor before making a disclosure.
- D. Mental:** Must be able to reason, analyze, prioritize, conceptualize, make judgments, and solve problems.

V) Qualifications:

A. Minimum:

1. Must be accepted into and/or enrolled in Geneva's Master of Arts in Higher Education program.
2. Education/Certification: Bachelor's Degree
3. Experience: 1-2 years of undergraduate student experience in student leadership or other student development-related area.
4. Skill/Abilities:
 - a) Operate a PC, proficient in Microsoft Office products including Outlook.
 - b) Self-motivated and work independently.
 - c) Ability to relate and work professionally with a diverse student population.
 - d) Articulate your personal relationship with Jesus Christ.
 - e) Have strong verbal and written communication skills, including communication such as email, text, etc.
 - f) Ability to promote ideas and involvement opportunities.
 - g) Maintain complete and accurate files and records.
 - h) Organizational and time management skills.
5. Must be able to work nights and weekends.
6. Christian Commitment: eligible candidates must be a thoughtful and articulate Christian and an active member of a Protestant evangelical Christian church. Preference will be given to candidates who support and have an articulate understanding of the Reformed faith. The individual must understand and support the College's "Foundational Concepts of Christian Education" by expressing an evangelical Christian profession of faith and demonstrate the ability to integrate a Christian perspective in their work.

B. Preferred:

1. Experience: previous experience mentoring others in their faith, community service, or missions.
2. Skills/Abilities:
 - (1) Social media content development
 - (2) Video Editing



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(3) Canva and/or Adobe Suite

(4) Have a valid driver's license and insurable status with a willingness to travel off campus.

Compensation Details: The Graduate Assistant position is a 10-month appointment beginning in August and ending in May, with the option for renewal, and includes a tuition discount and stipend. Graduate assistants must maintain at least six (6) hours of graduate-level credit per semester to be eligible.

EOE Statement: Geneva College does not discriminate in hiring or in terms and conditions of employment based on an individual's race, color, sex, age, disability, or national origin. As a Christian college rooted in the evangelical and Reformed tradition and governed by the Reformed Presbyterian Church of North America, compliance with Geneva's Christian views is considered a bona fide occupational qualification under Sections 702 & 703 of Title VII of the 1964 Civil Rights Act as amended and will have a direct impact on employment consideration.

Application Process: Interested applicants should send PDF packet of a cover letter, resume, statement of faith, and names with contact information for three references to Judy Willson, Director of Graduate and Online Admissions via email (judy.willson@geneva.edu) or submit their application packet electronically through the Graduate Assistantship application portal (https://apply.geneva.edu/portal/grad_assistantships).

Applicants must start an application for their master's program before applying for a graduate assistant position or be currently enrolled in the Master of Arts in Higher Education degree programs. Go to Geneva.edu (https://apply.geneva.edu/portal/applynow/grad_apply) to begin a master's degree application.