

Director of Student Support and Belonging

Rollins is the best college in Florida, but don't just take our word for it. See what the experts are saying. Explore all of the ways Rollins is top-ranked—from our academic excellence and expert faculty to our unparalleled campus and one-of-a-kind study-abroad opportunities.

For the 14th consecutive year, Rollins College has been named a “Great College to Work For”! Be a part of the Rollins experience and find a place where you belong. Ready to join us?

Our Service Excellence Philosophy:

At Rollins, we strive to be responsive, respectful, collaborative, competent, and inclusive in all that we do. Whether serving prospective or current students, alumni, local residents, or our fellow faculty and staff colleagues, these standards define the Rollins service experience.

<https://www.rollins.edu/service-excellence/index.html> to learn more about our commitment to Service Excellence at Rollins College!

Benefits & Perks:

- 25 Days - Paid Time Off (vacation, sick and personal time)
- 10 Days - Paid Holidays
- 5 Days - Paid College Closure Days
- Eligible for Medical, Prescription, Dental & Vision Insurances (within 30 days of hire)
- 100% Employer-Funded Health Reimbursement Account (\$125+/month)
- 100% Employer-Paid Short & Long Term Disability Insurance
- Domestic Partner Benefits
- 11.5% Employer Retirement Contributions
- Discounted On-Campus Dining Meal Plans
- FREE On-Campus Parking
- FREE Access to Campus Amenities (gyms, pools, library, sporting events and more)
- FREE Full Tuition for Employees and their Families
- Pet Insurance
- 100% Employer-Funded Employee Assistance Program
- Flexible Spending Accounts
- Award-Winning Wellbeing Programs: Blue Rewards, Rally Dollars, Hinge Health Musculoskeletal Coaching
- Plus More!

Additional Perks:

- Local & National Discount Programs, including Winter Park Locations (i.e. shops, restaurants, gift cards and more)

- FREE E-Training Courses & Professional Development Opportunities
- IT Software & Laptop Discounts (Apple, Lenovo, and more)
- College Bookstore Discounts
- Discover what it's like to live in Orlando: <https://life.orlando.org/l/live/>
- Plus More!

Rollins offers a competitive salary, along with our generous benefit package!
<https://www.rollins.edu/human-resources/working-at-rollins/why-rollins/benefits.html>.

Job Summary:

The Director of Student Support and Belonging shall provide targeted transitional, mentoring, and programmatic support to traditionally underserved students in higher education (primarily BIPOC and first-generation students). Recognizing that underserved students disproportionately encounter financial, familial, mental, academic, and social challenges to the path to success, the Director will implement a four-year co-curriculum that fosters a sense of belonging and community and contributes to holistic success, providing one-on-one coaching, workshop coordination, relevant referrals, and other programs, resources, and initiatives as appropriate. This program will specifically serve students in the RISE and EMBARK cohorts and provide support for other underserved students needing assistance.

Reporting to the Dean of the Student Center for Inclusion and Belonging, the Director will work in collaboration with others to create an environment which emphasizes evidence-based student support strategies with specific attention to equity and high-impact retention strategies. The Director of Student Support and Belonging will work very closely with Academic Advising to ensure that students' academic needs are met to improve academic success and partner with key areas of the college to mitigate the challenges that may impact their success, including Financial Aid, Student and Family Care, the Tutoring Center, Career and Life Planning, Counseling and Psychological Services, and other supports.

Additionally, the Director will tap into student leadership in the creation of an identity-based peer mentorship program to support underserved students. Recognizing that students are a key component in fostering a sense of belonging, the Director must have strong student development skills and believe in the agency of students to contribute to student success through peer mentorship and leadership.

Primary Responsibilities:

- Develop student support initiatives targeted at traditionally underserved students
- Support Dean of the Student Center for Inclusion & Belonging in developing policies and protocols that impact BIPOC and First Generation students
- Provide advocacy for BIPOC and First Generation students, cultivating connection and engagement

- Partner with key departments and leaders in the coordination of the RISE Bridge Program
- Coordinate the EMBARK Program throughout the academic year including individual student check ins and the implementation of community and skill-building sessions and workshops from first year through senior year
- Oversee the development and implementation of an identity-based mentorship program
- Provide personal, financial, career oriented and study skills-based coaching and mentorship to students to support their growth, development, and success
- Monitor underserved student retention, persistence, graduation, and post graduate placement rates
- Make appropriate referrals to others for assistance and support when needed
- Partner with Academic Advising, Financial Aid, Student and Family Care, Career and Life Planning, Counseling and Psychological Services, faculty, and staff to ensure that students are receiving adequate support.
- Lead and manage the administration of assessment and budget management related to Holistic Student Support
- Work closely with the Dean of the Student Center for Inclusion & Belonging on all aspects of the programs, services, and resources, including identification and implementation of metrics, reporting, and recommendations
- Assist with programming and initiatives that enhance the student experience
- Supervise a Mental Health and Counseling Intern and student employees for programmatic development
- Serve on various campus committees
- Perform other supporting duties that align with DEIB of the Student Center for Inclusion & Belonging and the College in consultation with the Dean of the Student Center for Inclusion & Belonging

Minimum Qualifications & Education:

- Bachelors degree from an accredited University or College
- Minimum of 5 years of progressively responsible experience encompassing work directly related to the essential functions of the position; experience in conducting individual and/or group advising
- Demonstrated advocacy and leadership related to BIPOC, First Generation, and other intersectional identities
- Demonstrated experience in providing mentoring, advising and/or programmatic support to a diverse array of BIPOC and first generation to college students.
- Demonstrated experience in collaborating with educational programs that work with diverse student populations
- Experience with program management, budget management, program reports and assessment
- Experience in supervision and leadership of individuals and teams

Preferred Qualifications:

- Master's degree in Student Affairs, Higher Education, Counseling, or other related field

Knowledge, Skills & Abilities:

- Knowledge and demonstrated understanding of equity-minded approaches in higher education, antiracism, and intersectionality
- Understanding of student development theory, identity development, and best practices and theory related to DEIB and the ability to translate theory into practice
- Ability to productively engage across student affairs and academic units, departments, and divisions, including building connections with relevant academic centers, programs, initiatives, courses, faculty, and staff
- Evidence of success in promoting and advancing organizational diversity initiatives and goals
- Collaborative and transparent leadership style. Ability to foster open transparent communications and proactively build positive relationships with students, faculty, staff, and diverse constituencies

Work Environment:

- Campus-based position with the ability for flexible hybrid scheduling
- Prolonged periods of sitting at a desk and visual strain working on a computer
- May require traveling for offsite meetings as needed
- Ability and willingness to work occasional night and weekend duties as needed

Instructions to Applicants:

To apply, please submit an application and upload the following materials:

- Cover Letter
- Resume
- Please include contact information for three (3) professional references on application

About the Student Center for Inclusion and Belonging:

The Student Center for Inclusion and Belonging provides intercultural experiences that support our students to be their best selves and work to foster a Rollins campus community that is equitable, inclusive, and just. We incorporate social justice education throughout the college experience for all students to be effective leaders and global citizens for a complex and diverse world. We partner with students, staff, faculty, and community partners to nurture a climate where those who were underserved can have a

sense of belonging and work to eliminate challenges that stand in the way of their success.

To learn more about the Student Center for Inclusion and Belonging and Student Life at Rollins College, please explore the following websites:

<https://www.rollins.edu/inclusion/>

<https://www.rollins.edu/student-life/diversity-equity-inclusion/>

Diversity & Inclusion at Rollins:

Rollins is committed to fostering a diverse and inclusive campus community, and the College celebrates the open exchange of ideas within a climate of civility and mutual respect. We view differences—from race and ethnicity to sexual orientation and political perspectives—as rich opportunities for understanding, learning, and growth. To learn more, please click <https://www.rollins.edu/about-rollins/diversity-inclusion/index.html>.

Through its mission, Rollins College is firmly committed to creating a just community that embraces multiculturalism; persons from historically under-represented minority groups are therefore encouraged to apply. Rollins does not discriminate on the basis of sex, disability, race, age, religion, color, national or ethnic origin, ancestry, marital status, veteran status, sexual orientation, gender identity, gender expression, genetic information, physical characteristics, or any other category protected by federal, state, or local law, in its educational programs and activities.

FLSA Status:

Exempt

Service Months:

12

To apply, visit <https://apptrkr.com/3981578>

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