

## **Campus Living Graduate Assistant Philosophy & Experience**

### **Campus Living Graduate Assistant Philosophy**

This immersive experience centers on growth and development by providing the opportunity for graduate assistants to observe, practice, and enhance their knowledge and skills within Campus Living and the Division of Student Affairs. The graduate assistantship is designed for you to embrace your experience as both a student and an emerging and continuing professional. Our four foundational values - Community & Connectedness, Care & Support, Learning & Development, and Equity & Inclusion - guide the design of a graduate assistantship within Campus Living. This includes our interactions, decisions, services, staffing, resources, processes, reflection, and navigation of complex situations.

\*This document is to be used in conjunction with the [position description](#), the [Graduate College Handbook](#), and CL GA Expectations to define and outline GA expectations as well as the experience all CL strives to provide Graduate Assistants\*

## **Campus Living Graduate Assistant Experience**

### **Why Campus Living Hires Graduate Assistants**

Graduate assistant positions allow emerging and continuing professionals to have hands-on academic/practical work experience with Campus Living.

- Campus Living provides graduate assistantships as a way to make higher education more accessible by offsetting the cost of graduate programs.
- Graduate assistantships provide the unique opportunity to make mistakes, learn, fail, and develop a personal/professional style and approach. Campus Living believes in aiding in this learning process by providing continuous opportunities for personal and professional growth.
- Graduate students actively engaging in coursework provide valuable perspectives and innovative solutions to keep our department dynamic.

### **Graduate Assistants as Graduate Students**

Being a graduate student is an exciting time for learning, growth, and development in and out of the classroom. Campus Living is proud to be a part of this developmental time.

- Campus Living is invested in the academic success of graduate assistants. As such, Campus Living supports graduate assistants pursuing outside internships, projects, and partnerships across campus. Graduate assistants should work with their supervisor(s) before pursuing employment/commitments outside the department.
- Graduate school and assistantship commitments complement each other to support success. This is a time to focus on connecting knowledge and understanding garnered from academic programs to the responsibilities of a graduate assistant.
- Supervisors support and challenge graduate assistants to create a sustainable balance between personal life, academic responsibilities, and the graduate assistantship. Ultimately, the goal is that these three aspects are balanced and interconnected.

### **Supervisor and Graduate Assistant Dynamic (Leadership Teams)**

The supervisor and graduate assistant dynamic is simultaneously a supervisory relationship and a cooperative experience. This dynamic presents opportunities for growth for each person involved.

- The graduate assistantship is intentionally distinct from the full-time role to create an environment supportive of academic responsibilities, developmental opportunities, and limited hours. Each role serves different needs and at times, may overlap, but work collaboratively.
- Graduate assistants have the opportunity to engage in conversations and collaborate with supervisors on challenging situations and potential outcomes.
- Supervisors and graduate assistants work together to identify developmental and leadership opportunities based on previous and desired experiences of the graduate assistant. These opportunities will alternate and have varying timelines to allow graduate assistants to learn all aspects of their role.

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## Performance Management

Campus Living utilizes the Performance management framework Performance Conversation method and techniques. Using intentional Performance Questions on a regular basis focuses on staff growth at all levels, including recognition and accountability measures.

- Graduate assistants develop skills necessary for receiving and providing feedback and accountability.
- Graduate assistants are surrounded by a net [of support](#), including supervisor(s), Assistant Directors, Directors, and other staff within the Campus Living team, who are committed to and engaged in the growth and development of graduate assistants.
- Graduate assistants develop personal accountability while working with their supervisor to ensure time and work experiences align with Campus Living values and expectations.

## The Supervisor's Role

It is the supervisor's responsibility to assist in providing support, opportunities for growth, feedback in person, networking with others, and conversations around classwork and connecting it to practice for the graduate assistant.

- Supervisors support graduate assistants as emerging and continuing professionals in navigating professional challenges such as managing change, interpersonal conflicts, and advocating for change.
- Supervisors learn from and develop their own skills while collaborating with graduate assistants.
- Graduate assistant supervisors work together and strive to create a congruent experience for all graduate assistants in Campus Living while supporting the different career goals that each staff member may be seeking.

## Assistant Director and Director Support

In addition to your supervisor, the Assistant Directors, Directors, and Associate Vice President for Campus Living serve to help you navigate your campus living experience. This group has an open-door policy while also maintaining your supervisor as your first point of support.

- Campus Living directors and assistant directors hire and place graduate assistants in the specific role and with supervisors based on the needs of the value area, community, or team while considering the preferences and goals of the graduate assistant.
- Assistant directors identify times each semester to meet one on one with graduate assistants in their supervisory areas to deepen their connection to Campus Living, gain new perspectives, and promote transparent communication regarding the graduate assistantship experience.
- Assistant Directors, Directors, and the Associate Vice President for Campus Living are available and may offer to meet with graduate assistants to gain insights into the graduate assistant experience, support career goals, and identify additional development opportunities.

Throughout this experience, you will grow, learn, and hopefully have fun. If you have questions about any of the content included, talk with your supervisor. This is a living document that will continue to evolve based on experiences and feedback. Any changes will be communicated.

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