



ORSL
OFFICE OF RESIDENCE
AND STUDENT LIFE

RECRUITMENT 2023-24

RESIDENCE LIFE INFO SESSION

New College Office of Residence and Student Life

Tuesday, January 10, 2023 • Zoom

Meet The Team



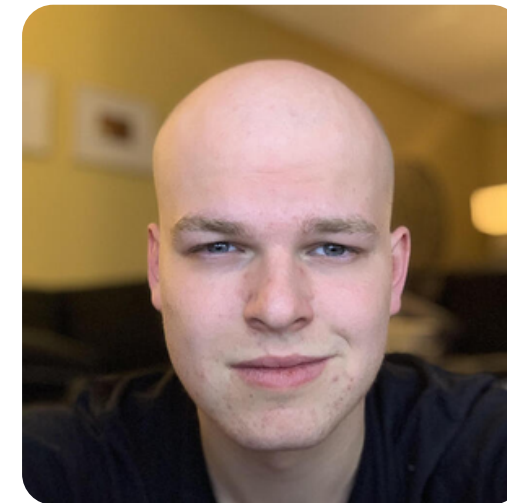
Dylan Williamson

Assistant to the Dean,
Residence Life



Kevin Nitièma

Residence Life
Program Coordinator



Nick Callow

Residence Community
Assistant



Today's Agenda

In today's information session, we will cover the following items:

- Land Acknowledgement
- Introduction to New College
- The Office of Residence and Student Life
- Residence Community and Demographics
- New College Residence Curriculum
- The Learning eXperience Assistant (LXA) Role
- The Residence Don Role
- Centralized Application Process
- Question & Answer Period



Zoom Etiquette

Let's keep this an enjoyable session for all.

- Please mute yourself when you log into the session.
- Please use your preferred name so we can address you appropriately.
- If you have questions during the presentation, write them in the chat.
- There will be a question and answer period at the end of the presentation.

Please note, closed captions are available for those who would like them. You can access the closed captions by selecting **Show Captions** on the bottom toolbar.



A photograph of a modern building courtyard with a stone path, a bench, and trees, overlaid with a dark green filter. The scene is a courtyard with a curved stone path leading towards a modern building with large windows. A wooden bench is on the left, and several trees are scattered throughout the area. The entire image is covered with a semi-transparent dark green overlay.

Land Acknowledgment



**ABOUT
NEW COLLEGE**

Our Demographics

New College is proud to host a large, diverse student population. Our demographics by the numbers:

5,955

Number of New College Students

62%

Non-English First Language

1,040

New College Graduates in 2018

38%

English as First Language

100

Countries Represented at New College

43%

International Student Population



About ORSL

The New College Office of Residence and Student Life (ORSL) contributes to the academic mission of the College and facilitates students' transition in, through, and out of their experience at the University of Toronto. We embrace our responsibility in helping students become and continue to be engaged participants in the world around them.



Our Guiding Values

- **Collaboration:** we are collaborative, prioritizing reciprocal relationships and storytelling with students, and our College and community partners.
- **Equity-Grounded:** we are committed to an equity that recognizes, supports, and responds to the diverse histories, and lives and marginalized experiences of students and many communities.
- **Innovation:** we are innovative, remaining grounded in best practices, and creating new priorities to anticipate the needs of current and income student communities.



Our Guiding Values

- **Openness:** we are open and honest in our communication, which prioritizes the needs of students.
- **Personal Growth:** we challenge and support students in developing personal growth through self-awareness and community accountability.
- **Student-Centred:** we are student-centred in our approach and strive to build students who are engaged and active participants of their many diverse communities.





**RESIDENCE
LIFE**

Our Residence Community

New College is proud to host a large, diverse student population. Our demographics by the numbers:

880

Students Living in Residence

302

Residence Life Programs

21

Residence Dons as Community Builders

75%

First-Year Students

3

Residence Buildings, with 20 "Houses"

25%

Upper-Year Students



Our Mission Statement

The New College Residence Life program prioritizes a safe and supportive residence experiences, where students can recognize and value their diverse strengths and utilize them to grow academically, explore their personal stories, manage their varied transitions, and purposefully engage with their community with respect, responsibility, and reciprocity.



Our Curricular Approach

Personal and Collective Wellness



Residents will honour their whole self and sustain a balance of personal and collective wellness including, but not limited to, mental, emotional, physical, spiritual, and financial health and relationships.

Purposeful Transitions



Residents will understand their multiple transition to university and how they can adapt, cultivate interdependence, and communicate across cultural difference.

Academic Sustainability



Residents will recognize what they need, understand the resources available to them, and develop and apply healthy practices to sustain themselves academically.

Community Responsibility & Engagement



Residents will understand their place within their community by honouring community standards and engaging opportunities to support and lead their community.



Our Student Staff



Residence Dons



Learning eXperience Assistants





THE LXA ROLE

LXA Overview

- A smaller team, consisting of five LXAs and one Senior LXAs, who work collaboratively to meet resident needs and department objectives.
- Live and work in residence to provide students with meaningful learning experiences that are student-centred and help residents meet their goals.
- They focus on connecting students to resources and community through intentional programming



Position Responsibilities

Programming and Community Outreach:

- Engaging with and learning from equity-seeking groups to design tailored opportunities.
- Assisting with the design and facilitation of monthly programs, alongside staff and partners.

Digital Content Creation:

- Support the creation of social media content using digital design tools
- Employ design thinking, social media communication, and asset management skills.

Program Assessment and Evaluations:

- Support the development of surveys and outreach tools to make data-driven assessments.
- Assist in producing monthly reports of survey findings for distribution.

Administration:

- Attending scheduled team meetings and training sessions, working collaboratively with professional and student-staff, support residence and university programming.



Senior LXA Additional Duties

Team Development:

- Assists professional staff in supporting the LXA team.
- Meets weekly with the Residence Life Program Coordinator.
- Support and co-facilitate team meetings, training sessions.



Minimum Requirements

To be considered for this role, applicants must meet the following minimum job requirements:

Learning eXperience Assistant

- Be enrolled in a full-time undergraduate program at the University of Toronto, St. George campus.
- Have completed at least one year of full-time study.
- Be in good academic standing (i.e., possess a minimum CGPA of 2.0).
- Be available for approximately one week of pre-service training to take place in late August 2023.
- Move into New College Residence in late August 2023.
- Commit to making New College their primary residence for the duration of the contract.

Senior Learning eXperience Assistant

- All requirements of the learning experience assistant position, in addition to the following:
- Have completed at least two years of full-time study.
- Be a current or previous New College resident.



Success Criteria

The successful candidates will possess some or all of the following:

Learning eXperience Assistant

- Experience organizing events for a diverse set of individuals .
- Strong interpersonal, communication, collaboration, and leadership skills
- Robust storytelling, writing, and editing skills
- Proficiency with content creation tools (e.g., Canva) and social media**
- Experience designing survey tools, gathering feedback, and analyzing data to discern trends and themes. **
- Commitment to EDI in all aspects of work and community outreach.
- Commitment to innovative design-thinking, professional development, and growth.
- (Asset) Knowledge of U of T and New College communities; previous experience living in residence.

Senior Learning eXperience Assistant

- All requirements of the learning experience assistant position, in addition to the following:
- Demonstrated leadership and mentorship experience.
- Strong administrative and decision-making skills.



Compensation

In return for their services, Learning eXperience Assistants will receive the following compensation:

Learning eXperience Assistant

- An hourly salary of \$15.50 CAD per hour
- Time commitment of 10 hours/week
- Total of 285 hours for contract.

Senior Learning eXperience Assistant

- An hourly salary of \$19.93 CAD per hour
- Time commitment of 10 hours/week
- Total of 285 hours for contract.

The LXA position is a residence support position, and as such, students holding the LXA role are required to live in residence. Successful applicants will have guaranteed access to a single occupancy room in one of three New College Residence buildings (i.e., Wilson Hall, Wetmore Hall, and 45 Willcocks).

The Office of Residence and Student Life reserves the right to determine the LXAs room assignments according to the position needs. LXAs are responsible for their room and board expenses, as well as adherence to all the standard terms and conditions for living in the New College Residences.





THE DON ROLE

A Unionized Position

- The New College Residence Don role is a unionized position that is represented by the USW Local 1998 - College Residence Dons Bargaining Unit.



Elements of the Role

- Challenge and Support
- Programming
- Safety and Wellbeing
- Community Building
- Group Facilitation
- Para-Counselling
- Student Leadership



The On Call Component

- The Don-on-Duty (DOD) system is available nightly 8:30 PM - 8:30 AM to ensure the safety and wellbeing of our residence community.
- Dons are typically on-call 3-6 nights per month. The schedule is determined in advance and takes into account academics.
- DODs must be physically in residence for their shift and respond to any calls during this time, no matter the time.
- Two DODs, each provided with an on-call phone, a backpack with supplies (e.g., first aid kit), and must be in uniform (jacket/tee).
- DODs are responsible for nightly "rounds" of the residence, response to calls, and comprehensive reporting (shift and incident reports).
- DODs always have the support of a professional staff member.



Minimum Requirements

- Applicants must meet the minimum requirements to be a residence student at New College in order to apply for the position. This means they hold full-time registration in an undergraduate or degree program for the 2023-24 academic term at the University of Toronto, St. George campus, and be in good standing. This information will be verified as part of the application process. If an applicant is in the process of applying to graduate programs at the University of Toronto, St. George campus, conditional offers will be made pending successful admission to their program, and acceptance of that academic program offer.
- Residence Don applicants must be students who demonstrate significant leadership experience and maturity. Successful Residence Don applicants must commit to making residence their primary home for the 2023-24 academic year.



Compensation

- Article 18.01 - Wages will be paid in recurring equal monthly installments over the period of employment of the Residence Don equal to seventy-five per cent (75%) of the fee for a standard single room and one hundred per cent (100%) of the fee for the highest level meal plan, if any, in the residence where the Residence Don is employed, as established solely and absolutely by the college, less applicable deductions. This amount will be pro-rated for any period of residence closure (e.g., December or January, etc.) or any partial month of employment.
- Article 18.03 - For the month of August, a payment of \$500.00, less applicable deductions, shall be made in addition to the recurring payments set out in article 18.01 and, if applicable, article 18.02.

What does this all mean

- A **single occupancy** suite in one of our three residence buildings from the beginning of Don training to May 1, 2024.
- The Don Suite is furnished with the basic (couch, bed, dresser) and consists of a living room, bedroom, private bathroom, and kitchenette.





RECRUITMENT PROCESS

The Process

Applicants for both the Don and LXA roles will follow this process:

Application Submission & Initial Review

January 15, 2023, at 11:59 PM EST

Submit an electronic application, including submission of resume, references, reflection and administrative questions.

First Round Interviews

February 5, 2023

Successful applicants will be invited to attend a carousel interview. Candidates will rotate through a series of station in a group context, with each station assessing several skills and co-curricular competencies relevant to the position. There is a morning and afternoon carousel session, and the process takes approximately 2 hours.



The Process

Applicants for both the Don and LXA roles will follow this process:

Second Round Interviews

Between February 13 - March 17, 2023

Consisting of three professional staff, including the Dean of Students and Assistant Dean, Residence Life, the panel interview is approximately 20 minutes in length, consisting of reflection and situational questions.

Offer Date

Middle to End of March 2023

Successful candidates can expect to hear back from New College around this time period.

Common Response Date

March 30, 2023

Successful candidates are expected to accept/decline a job offer from one division by this date.





Question & Answer Period

Additional Questions? Reach Out!

Residence Life Team

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