



Pacific Islander Student Association (PISA) Empowerment Coordinator

10-15 hours per week

May 2025 - June 2026

STDT 3 - Hourly Rate \$17.75

The PISA Empowerment Program

PISA Empowerment is a student-initiated and student-run program that seeks to provide educationally disadvantaged students from Kanaka Maoli (Native, Indigenous Hawaiians as recognized by the Kamehameha rulings) and Pacific Islander (Polynesian, Melanesian, and Micronesian) communities in San Diego with the necessary resources to better pursue higher education by cultivating an awareness of one's cultural, academic, political and social identity. PISA will emphasize the importance of higher education for grades 6-12 students and make efforts to show that collegiate education is possible regardless of socioeconomic or cultural backgrounds. PISA will be in charge of coordinating, maintaining, and establishing access events/programs that promote educational equity and equal access to higher education for Native Hawaiian and the broader Pacific Islander communities. PISA will also use information regarding the access that Native Hawaiian and Pacific Islander communities have to higher education in order to gauge access-initiatives, including but not limited to the following sources:

- The State of Higher Education in California
(http://advancingjustice-la.org/sites/default/files/2015-State-of-Higher-Education_AANHPI2.pdf)
- UC San Diego Undergraduate Admissions
(<http://www.diversity.ucsd.edu/reports-and-data/undergraduate-dashboard.html>)

Though Kanaka Maoli are recognized as Native*, Kanaka Maoli are often clustered "Native American" which goes against Native Hawaiian claims for sovereignty. Additionally Kanaka Maoli and Pacific Islanders are often clustered with "Asian" ethnic/racial categories, thus mistaken as overrepresented in institutions of higher education. Disaggregated data would reveal the low levels of educational attainment and achievement among Kanaka Maoli as well as many subgroups of Pacific-Islanders students; therefore, **PISA Empowerment Coordinator** will *collaborate*** with the Asian-Pacific Student Alliance (APSA) and the Native American and Indigenous Student Alliance (NAISA) to address the various complexities and intersections of Pasifika and Native* that Kanaka Maoli and Pacific Islanders experience. These experiences are oftentimes not understood or recognized by institutions of higher education or by those who do not identify with the community.

* in understanding to encompass Native Alaskan, Inuits, First Nation, and Kanaka Maoli (Native, Indigenous Hawaiians as recognized by the Kamehameha rulings).

**PISA will not be required to take on the student organization responsibilities of APSA, BSU, or NAISA nor the responsibilities of SPACES coordinators who directly serve these student organizations.

The **PISA Empowerment Coordinator** will coordinate events and create a line of communication between the Kanaka Maoli and Pacific Islander communities, leaders, and educational leaders, including but not limited to the following, in order for the coordinator position to be maintained and sustainable for future coordinators*:

- 'Ahahui Kiwala Hawai'i San Diego
- Hui O Hawai'i San Diego

- San Diego Ho'olaule'a
- Ikuna Koa (IK)
- Pacific Islander Festival Association (PIFA)
- Empowering Pacific Islander Communities (EPIC)
- United Territories Of Pacific Islanders' Alliance (UTOPIA)
- Samoan Community Council of San Diego
- Sons & Daughters of Guam Club

Job-Specific Responsibilities

- Coordinate access events and programs that reflect the needs of Kanaka Maoli and Pacific Islander students in higher education such as but not limited to: college preparation, college visits, high school mentorship programs, tutoring, cultural workshops/events, community advocacy, etc.;
- Facilitate regular meetings with the Native American and Indigenous Student Alliance (NAISA), the Inter-Tribal Resource Center (ITRC), the Asian and Pacific Islander Student Alliance (APSA), and the Asian Pacific Islander Middle Eastern & Desi American (APIMEDA) Programs and Services to develop and strengthen access initiatives;
- Work with local communities to create avenues for Kanaka Maoli and Pacific Islander students to pursue higher education;
- Collaborate with the Kanaka Maoli and Pacific Islander students to coordinate an annual high school conference or UCSD on-campus program geared for college admissions, financial aid, and educational support in college;
- Coordinate meetings with San Diego-based Kanaka Maoli and Pacific Islander organizations, the UC San Diego Alumni, and representatives of the local/regionally/state Kanaka Maoli and Pacific Islander community, as needed;
- Document the history of Kanaka Maoli and Pacific Islander visibility and invisibility at UCSD as well as maintain a logged history of PISA, in terms of access and retention-oriented needs for future;
- Coordinate with other organizations on campus and in the general community on Kanaka Maoli and Pacific Islander events in UCSD to provide a student perspective on administrative planning and coordinating of such communities;
- Forge relationships with educational institutions (middle schools, high schools, charter schools, local community colleges, and programs) that have historically worked and/or currently working with Kanaka Maoli and Pacific Islander students;
- Collaborate with SIAPS to develop handbook for guidelines and requirements to be on site at high schools for workshops, presentations, tutoring, and mentoring;
- Assist with the coordination of the SIAPS College Tour and other SIAPS programs.

General Responsibilities

- Available to work on occasional evenings and weekends;
- Participate in one-to-one meetings with co-directors and advisors per quarter.
- Participate in mandatory weekly staff meetings, every other Thursday (even or odd weeks) from 3:30-4:50pm;
- Participate in mandatory weekly steering meetings, each Tuesday from 3:30-4:50pm;
- Fully engage in activities that facilitate holistic development, which may involve personal and emotional investments;
- Meet with members of the SPACES Board of Directors and/or Core Organizations, as needed;
- Complete paperwork, including program proposal forms, Triton Activities Planner (TAP), and post program reports, and any additional documents to receive project funding;
- Assist with SPACES administrative duties including data entry, photocopying, typing, and customer service etc.;
- Assist in facility maintenance including, but not limited to basic cleaning, furniture rearrangements, and supply inventory;
- Consistently document and evaluate the effectiveness of all activities through the use of the SPACES Shared Drive, SPACES Trello/Padlet, Post-Program Report Form, and Participant Database;

- Submit quarter and end-of-year evaluations of your SPACES staff experience to give an overall assessment of your position and provide recommendations for future improvements;
- Coordinate a self-initiated project during fall, winter, or spring quarter;
- Build and maintain connections with students, staff, and/or faculty members who are allies to SPACES;
- Collaborate with SPACES staff to promote the SPACES Mission to improve campus climate for all students;
- Provide administrative support for SPACES sponsored events and community events in relation to access, retention and community engagement initiatives;
- Other duties as assigned.

Qualifications

- Pay quarterly registration fees for each quarter employed;
- Understanding of the mission and aspirations of SPACES and those affiliated with it;
- Understanding of the importance of access, retention and community engagement work in relation to equal access to education, diversity, and cultural/socioeconomic struggles and oppressions;
- Strong passion and commitment for educational equity;
- Ability to manage and uphold accountability;
- Ability to communicate effectively in one-on-one and group settings;
- Ability to recognize one's own impact on others;
- Flexible to meet the dynamic and fast-paced needs of SPACES;
- Ability to organize and manage multiple projects;
- Progressive and innovative leadership approach;
- Proven experience working cooperatively as part of a team;
- Ability to work collaboratively with students, faculty, staff, and the wider San Diego community, which the university serves;
- Ability to maintain confidentiality with highly-sensitive information;
- Demonstrate understanding and sensitivity to the needs of different communities especially those from underrepresented and underserved backgrounds;
- Eligibility: Anyone who will not be employed at OASIS or one of UCSD's Campus Community Centers (Black Resource Center, Cross-Cultural Center, LGBT Resource Center, Raza Resource Centro, Women's Center, Intertribal Resource Center, APIMEDA Programs and Services), or a Residential Advisor (RA) / House Advisor (HA) or in a high-demand student leadership roles for the 2025-2026 school year (e.g. chair/vice-chair of a student organization);
- SPACES Student Staff must put their position as their first priority if employed anywhere else.

Typical Weekly Hour Distribution for Coordinators

SPACES Center Shifts

- All SPACES student staff members are expected to carry out the majority of the work within the center. This is to ensure that a student staff member is present at all times during the center's hours of operation as well as to encourage student staff to build their organizational skills and manage their time well. Be available to help out with administrative tasks around the center such as event set-up, managing the front desk sign in, chores, assisting community members, etc.

All Staff Meetings

- All-Staff meetings occur on a bi-weekly basis. They serve to create and build community with the advisors, co-directors, and coordinators.

Component Steering Committee Meetings

- Component steering committee meetings are weekly meetings that serve as a supportive and collaborative space for the initiation and development of student coordinators' work and respective SIPHR/SIAPS/SPICEE component projects.

One-to-One Meetings

- One-to-ones are meetings that serve as a time for the coordinators to check in with support about how they are doing within the workplace as well as academically and personally.

Additional Meetings/Events/Field Hours

- The remainder of the weekly hours is more flexible that can be used for various internal/external meetings and assisting/coordinating/facilitating events. If there are no scheduled meetings and/or events that week, allocate these hours to working in the center. These include but are not limited to:
 - o SIPHR/SIAPS/SPICEE Steering Committee Meetings
 - o Board of Director (BOD) Meetings
 - o Co-Coordinator Meetings/Committee Meetings
 - o Meetings with Departments
 - o Organization/Board Meetings
 - o Events

A typical 10-15 hour week for a SPACES Coordinator:

- Center Shifts – 5 hours
- All Staff Meeting – 1.5 hours (biweekly)
- Steering Committee Meeting – 1.5 hours
- One-to-one Meetings – 1 hour
- Field Hours – 3.5 to 6 hours

Student Staff Developmental Outcomes

The overall goal of the SPACES Student Staff program is to provide student staff the opportunity to self-reflect, build community, as well as develop one's professional skills while working towards educational equity. At the end of the year, each coordinator will be able to translate their holistic experience into skill sets that are adaptable to any work environment. In addition to advocating for social justice, creating community, and enhancing one's personal development, SPACES strives to meet the professional needs of students and help them develop in the following areas:

Communication

- Assessment of clarity of ideas expressed, effectiveness of oral and written presentations, effectiveness in listening and interacting with others in a helpful and informative manner. Asks for and provides constructive feedback and assistance.

Empowerment

- Assessment of self-empowerment and the ability to facilitate empowerment in others.

Initiative and Innovation

- Assessment of self-starting ability and creativity. Introduces new concepts and processes using independent and original thought. Involves creativity and imagination with programming, projects and problem-solving.

Organizational Skills

- Ability to record, update, sort, and maintain information in a clear, orderly manner through the use of calendars, databases, and other organizing tools.

Punctuality and Accountability

- Assessment of timeliness and responsibility in terms of coming to work and work-related events. Includes effectiveness in completing the allotted hours per week.

Quality and Productivity

- Assessment of excellence in factors such as accuracy, completeness, and follow-through on a sufficient volume of work.

Resourcefulness

- Assessment of understanding and utilizing resources available.

Teamwork and Collaboration

- Assessment of effectiveness in working together with peers at various levels to solve problems, improve work processes, and accomplish specific tasks.

Time Management

- Ability to thoroughly initiate and complete goals in a time-efficient and sustainable manner.

Conditions of Employment:

In order to be considered for a coordinator OR director position at SPACES, you must agree and adhere to the following conditions:

Conditions	2025-2026 Dates
UC San Diego Undergraduate enrolled in all 3 academic quarters	2025-2026 Academic Year
Not employed at OASIS, or one of UC San Diego's Campus Community Centers (Black Resource Center, Cross-Cultural Center, LGBT Resource Center, Raza Resource Centro, Women's Center, Intertribal Resource Center, and APIMEDA Programs and Services), or as a Residential Advisor (RA) / House Advisor (HA), or in a high-demand student leadership roles (e.g. chair/vice-chair of a student organization)	2025-2026 Academic Year
If hired at a second job, SPACES must remain as the first priority. Cannot exceed working over a total of 19.5 hours per week during academic sessions per Student Life policies.	2025-2026 Academic Year
Attend All Staff Orientation Meeting	TBD
Complete hiring paperwork with Student Life Human Resources	TBD
Participate in Job Shadowing (Spring Quarter): 1-2 hours/week	Spring Quarter (tentative)
Attend SPACES All-Staff Summer Retreat	September 2025 (tentative)
Attend SPACES All-Staff Training	September 2025 (tentative)
Participate in Welcome Week planning and activities	September 2025 (tentative)
Attend SPACES All-Staff Retreat	TBD
Attend SPACES Weekly Steering Committee	Every Tuesday, 3:30-4:50PM
Attend SPACES Biweekly All-Staff Meetings	Every other Thursday, 3:30-4:50pm
Available to work: 10-15 hours/week	2025-2026 Academic Year