

New Student & Family Programs

2026 Orientation Leader Application Information

Please note that the information below is subject to change due to any updates to the University Calendar, updated or adjusted policies and/or unforeseen circumstances. Last updated: July 2025.

NEW STUDENT & FAMILY PROGRAMS MISSION

The mission of New Student & Family Programs is to provide new undergraduate students the information and activities needed to transition smoothly to the University of North Carolina at Chapel Hill, and to promote an ongoing relationship between the families of all Carolina students and the University in support of their students' success at Carolina.

NEW STUDENT & FAMILY PROGRAMS CORE VALUES

Learning: Facilitate the student academic experience

Student Success: Provide support through transitions

Inclusivity: Cultivate an inclusive campus community

Collaboration: Foster community connections with internal and external partners

Communication: Communicate expectations, services, and resources

Leadership: Promote leadership and engagement opportunities

ORIENTATION LEADER POSITION DESCRIPTION

The Orientation Leader (OL) team has the primary responsibility of helping new first-year and transfer students make a smooth transition to UNC-CH. OLs assist with First Year Orientation, Transfer Orientation, and Family Orientation, and continue their commitment to serve first-year and transfer students by participating in Weeks of Welcome activities and Family Weekend. This can take place in person, as well as in a virtual setting. OLs communicate information regarding the University community, assist new students in connecting with peers, faculty, and staff, and serve as positive role models of what it means to live and learn in the diverse Carolina community.

Past OLs often cite the Orientation Leader experience as integral to their current success in professional school, graduate school, and professional practices as alumni. Whether through medical school, law school, business ventures, public service, and/or furthering their own education, OLs are able to benefit from the personal growth, opportunities, and networks created because of their position. While it may only last for a year, the benefits long outweigh the time commitment associated with being an OL and also helps OLs find their true community at Carolina.

New Student & Family Programs is committed to hiring a diverse group of creative and highly-motivated student leaders to sustain the OL legacy and help them grow and develop throughout their tenure.

ORIENTATION LEADER LEARNING OUTCOMES

The OL training curriculum and position is intentionally designed such that upon completion of the appointment, OLs will be able to...

Self-Awareness

- Identify personal strengths, skills, values, and identity.
- Demonstrate personal responsibility for actions and decisions.
- Represent themselves and the University in a professional manner.
- Recognize and appreciate diverse perspectives.

Critical Thinking

- Identify and apply concepts related to team leadership, group dynamics, collaboration, and facilitation.
- Adapt to change and actively problem-solve.

Communication

- Manage conflict with civility and respect for others.
- Cultivate an environment that is inclusive, civil, and welcoming.
- Effectively communicate in large and small group settings.
- Engage across differences.

Job Knowledge

- Understand the issues related to first-year students', transfer students', and families' transitional experiences.
- Identify campus resources and provide appropriate referral information.
- Effectively manage multiple tasks and responsibilities.
- Develop and refine the ability to be flexible.
- Identify the value of self-reflection for personal development.
- Facilitate proactive transitional support for new first year and transfer students and Carolina family members.
- How to create an engaging and inclusive community.
- How to navigate and troubleshoot Zoom technical issues (if applicable).
- How to utilize social media applications to interact with students.
- How to guide new students in navigating the registration process virtually.
- How to facilitate large or small groups without Pro Staff assistance.

ORIENTATION LEADER QUALIFICATIONS

- May not graduate before December 2026.
- Possess a positive attitude, high energy level, knowledge of and enthusiasm for Carolina.
- Demonstrate interest in advancing skills learned from orientation leader position.
- Exhibit good teamwork, communication, and interpersonal skills.
- Demonstrate respect for the diverse Carolina community and exhibit a desire to work well with a diverse group of students, staff, faculty, administrators, new students, and new family members.
- Demonstrate the ability to problem solve, take initiative, and manage conflict.
- Exhibit leadership potential, professional demeanor, strong work ethic, and willingness to accept responsibility.
- Have a working knowledge of University resources.
- Agree to abide by all University policies and civic laws.

CONDITIONS OF EMPLOYMENT

I. Terms and Conditions of Employment

A. *Academic Standing*

1. OLs must be full-time undergraduate students, have a minimum 2.5 GPA, and be in good disciplinary standing with the University.

B. *Supervision*

1. All OLs will be directly supervised by a combination of the NSFP Professional Staff and NODA Interns.

C. *Summer classes and additional employment*

1. OLs may register for in person or for online/asynchronous academic courses during UNC Maymester (May 12 -30, 2026) so long as they **do not conflict** with their job responsibilities and hourly required shifts for training, orientation sessions, staff meetings, debriefs, etc. related to the Orientation Leader position.
2. OLs may register for online/asynchronous academic courses during UNC summer sessions so long as they **do not conflict** with their job responsibilities and hourly required shifts for training, orientation sessions, staff meetings, debriefs, etc. related to the Orientation Leader position.
3. OLs may hold additional employment, so long as they **do not conflict** with their job responsibilities and required hourly shifts for training, orientation sessions, staff meetings, debriefs, etc. related to the Orientation Leader position.
4. Any potential conflicts with orientation responsibilities must be communicated to the Orientation Leader Development Coordinator at least two weeks in advance and will also need to be approved in advance.

D. *Length of Position*

1. The duration of the OL position is January 5, 2026 through August 31, 2026.

E. *Training Dates*

1. OLs participate in weekly training sessions during the Spring semester on Wednesdays from 1:30pm-4:30pm beginning in January 2026. These meeting times **may NOT conflict** with any classes or other extra-curricular activities. Any OLs registered for classes between 1:30pm-4:30pm on Wednesdays will be released from the position. ALL OLs must be present and fully engaged at EACH training meeting for the ENTIRE meeting.
2. OLs participate in a one to two week training in early June 2026. Training sessions are expected to last from around 8:00 a.m. until 9:00 p.m. throughout the one to two week training period but may run later to prepare for orientation sessions at the discretion of NSFP leadership.
3. OLs will attend a weekend NSFP Student Leader retreat on January 23rd - January 25th, 2026.
4. If an additional spring semester retreat is planned by/for the OL team all OLs will be expected to attend this retreat as well (exact dates/times TBD but typically in March near spring break). **specific dates subject to change; changes will be communicated**

F. *Training Activities*

1. OLs will spend approximately two hours each week participating in committees and/or team-building activities. These commitments must be completed in addition to or outside of weekly meetings.

G. *Orientation Sessions*

1. OLs must understand that dates and times are subject to change depending upon the University calendar and departmental and university planning.
2. Depending upon staffing needs, OLs may be offered the opportunity to assist NSFP with prospective and admitted student events during the Fall and Spring semesters. Attendance will be based on availability and assigned on a rotating basis.

H. Attire

1. Each OL must present a positive image of UNC by dressing appropriately for all sessions in uniform. Each OL will receive a uniform to be worn during orientation sessions. Uniform requirements will be determined by NSFP Professional Staff and communicated by the Orientation Leader Development Coordinator.

I. Summer Living

1. *TBD*: details to come for an on-campus living space that **must** be used during the night prior to and the night of sessions that the OL is scheduled to work. This space will be a double room shared with another member of the OL team (single rooms are not available).

J. Technology and Email Communication

1. Per University HR Policy, all faculty, staff, and student-employees must use University-owned, managed, or approved email addresses for all work-related email correspondence (i.e. email accounts that end in “unc.edu” including the HeelMail live.unc.edu service for students). All faculty, staff, and student-employees must maintain a University email address in the campus directory; faculty, staff, and student-employees may not automatically forward email from campus email systems to external non-University managed email systems (such as Yahoo, Gmail, Hotmail, etc.).
2. OLs may need to use their personal laptops or devices for work purposes at the discretion of the Orientation Leader Development Coordinator.

K. Conduct

1. OLs must understand this position carries an obligation to conduct themselves in a manner appropriate to their position as a representative of the University and to live and work in accordance with, uphold, and abide by all University policies and regulations. Any violation of these policies will be reviewed and addressed on a case-by-case basis and may result in immediate termination.

II. Responsibilities

The following is a summary of expected duties. The list is not comprehensive and additional duties may be assigned at any time during an OL’s appointment.

A. Assistance to Families and Students

1. OLs will welcome new students and family members to the University and assist them in the initial orientation registration and check-in process. Specific tasks are assigned to each OL per session which serve as a critical role in the orientation program.
2. OLs will assist in the implementation of specific programs for summer orientation and work with students and families on a rotating basis throughout the summer.
3. OLs will serve as a role model and facilitator to new students and families in small and large group settings.
4. OLs will serve as a source of information regarding academic policies and procedures, campus services, activities, building locations, and all other aspects of life at UNC.
5. OLs will conduct small group meetings and discussions for new students and their family members. OLs will be required to review important University information.
6. OLs will represent all University organizations to the best of their ability to new students and families.
7. OLs will assist college advisors and representatives to help students understand the registration process.
8. OLs will assist with responsibilities related to OL staff motivation.
9. OLs will each meet individually with their supervisor(s) and/or additional NSFP professional staff to review job performance and questions and/or concerns.

10. OLs will engage in reflective assessment activities throughout their term of employment to provide feedback about their experience, knowledge, skills, development etc.

B. Administrative Duties

1. OLs will work individually and collectively to help each other refine skills in program presentations, facilitating small group discussions, performing skit lines and dance steps, and to increase each other's knowledge of the University's and NSFP's goals, academic and social programs, personnel resources, and facilities.
2. OLs will design and construct all necessary program materials and/or arrange for their rental to successfully present aspects of orientation (i.e. skits, Hark the Sound, etc.).
3. OLs will assist with administrative tasks during Orientation as delegated by NSFP staff. These tasks will include, but will not be limited to: assisting with late check-in, placing and collecting directional signs, distributing and collecting participant evaluations, assisting with program presentations, attending the various programs during each Orientation session, making signs, placing labels on materials and assembling nametags, running errands, assisting with Orientation parking, cleaning out storage closets after sessions, etc.
4. OLs will assist with other duties related to New Student & Family Programs as assigned.

D. Weeks of Welcome

1. OLs will work with WOW Board Co-Chairs and Board Members to complete all necessary preparations to implement Weeks of Welcome (WOW), such as: room/equipment set-up, engaging with participants, clean-up, and other tasks that might arise.
2. OLs will sign up for Weeks of Welcome programs to attend with their students. Eligible programs will be offered from a list provided by NSFP. OLs will select programs based on their individual academic schedule; sign-ups must not conflict with orientation responsibilities. All staff are required to attend and assist with New Student Convocation and the Pep Rally.

E. Rah Rah Car'lina Pep Rally

1. OLs will attend and assist with the Pep Rally by handing out giveaways, assisting with seating, exemplifying Carolina spirit, and other tasks that may arise.
2. OLs will assist with and facilitate Pep Rally preparation as needed.

F. New Student Convocation

1. OLs will attend and assist with New Student Convocation by handing out programs, ushering participants to their seats, and other tasks that may arise.
2. OLs will assist with and facilitate New Student Convocation preparation.

OL COMPENSATION & HOUSING COST REQUIREMENT FOR SUMMER

Starting January 2026, Orientation Leaders will receive a compensation package that includes the following:

- A stipend of \$6,200 divided as follows:
 - Spring (January – May): \$1,000* total, paid in 5 monthly installments. Please note that January will be prorated based off of successful candidates' hiring date.
 - Summer (June – August): \$5,200* total, paid in 3 monthly installments.
 - *Please note that these are gross amounts **before** taxes.

Required Housing & Cost

- You are required to live in campus housing during Summer Orientation. As an OL you will receive an assignment to a double, furnished room with a roommate for summer dates beginning the weekend before June training (usually in early June) until July sessions have concluded. OLs will be responsible for making their own living arrangements after July sessions and, for those staying on campus in the Fall 2026 semester, they would move into their Fall assignments and stay in that Fall space during August orientation sessions.
 - You must note the summer housing room cost will be billed to each OL's student account based on the standard housing summer school rates as detailed on the Carolina Housing website, prorated to reflect the dates of occupancy (<https://housing.unc.edu/live/rates/>)
- Working dates/hours are below:
 - Spring semester: January 5th – April 29th: weekly Wednesday meetings 1:30pm-4:30pm
 - Summer: June – August: staff training in June and a minimum of 13 First Year and 2 Transfer Orientation Sessions, Pep Rally, Convocation, attending and/or working WOW events

2026 IMPORTANT OL EVENTS

NSFP STAFF RETREAT: LOCATION TBA (MEALS PROVIDED)

- Saturday, January 23rd – Sunday, January 25th, 2026
- March (TBD) - OL Team retreat

SPRING 2026 SEMESTER OL MEETINGS: WEDNESDAYS, 1:30 - 4:30 PM ET

- Wednesday afternoons will either be OL Meetings (1:30-4:30pm ET) or NSFP All-Staff Meetings. Please make sure to keep this FULL Wednesday time block open when selecting Spring 2026 courses. These meetings will be every Wednesday beginning on January 14, 2026 through April 29, 2026. Please plan accordingly.

JUNE TRAINING

****TBD**** (Usually a one to two week period in early June followed by the first sessions of the Summer)

- *Anticipated OL training: June 1st-5th and June 8th*

ORIENTATION SUMMER 2026

****TBD**** (Sessions typically run from the beginning of June until mid-August prior to classes beginning. Dates will be released once approved and confirmed)

ADDITIONAL NSFP REQUIRED PROGRAMS

Weeks of Welcome (WOW): August 2026 (usually in the days leading up to FDOC and ~2-3 weeks after)

Pep Rally: August 2026 (usually the Saturday before FDOC)

Convocation: August 2026 (usually the Sunday before FDOC)

OPTIONAL OPPORTUNITIES FOR CONTINUED NSFP INVOLVEMENT

OLs interested in continuing their involvement with NSFP after August will have the opportunity to apply for additional paid responsibilities including, but not limited to, assisting with Family Football Experience, Family Weekend, recruitment for the following NSFP student leader teams, and student communications. More information will be shared in August.

NSFP STUDENT LEADERSHIP APPRECIATION

November 2026

ADDITIONAL QUESTIONS & INFORMATION

New Student & Family Programs

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Please Note: details previous and within may be subject to change but not without notice prior to, during, or after the interview process.