

2026 Orientation Counselor Position Description & Employment Agreement

Position Timeline: January 12, 2026 - January 2027

Important Dates*	
OC Training:	<i>May 26 - June 8, 2026</i>
New Student Orientation:	<i>Dates will be provided in January 2026</i>
Spring 2026 NSO:	<i>*Final dates will be confirmed by end of summer</i>

**All dates are subject to change.*

Orientation Counselor Position Description

Selection to be a member of UNC Charlotte's Orientation Counselor team is an honor and a rewarding opportunity for both personal and professional growth. Each year, Enrollment Programs & Communications (EPC) selects a group of dedicated undergraduate student leaders to assist with implementing the University's orientation programs. During this memorable experience, Orientation Counselors (OCs) serve as peer educators, group facilitators, performers, resource persons, and role models to first-year students, transfer students, and their families and guests in their adjustment and transition to Charlotte. OCs will learn and practice specific skills, exhibit problem-solving strategies, and implement a university-wide program. As an OC, you are responsible for reading and understanding the Orientation Counselor Job Description and agreeing to abide by all terms specified.

Eligibility

To be eligible, each candidate must:

- A. Uphold EPC's values of **Everyone, Partnership, Impact, and Courage**.
- B. Be an undergraduate, degree-seeking student who has completed or is enrolled in a **minimum of 12 credit hours** at UNC Charlotte throughout the **Fall 2025, Spring 2026, and Fall 2026 semesters**. Students must be enrolled in a minimum of 12 credit hours by May 1, 2026, for the Fall 2026 semester.
- C. Have a UNC Charlotte grade point average (cumulative) of at least 2.5 at the time of application and maintain a cumulative GPA of 2.5 throughout the duration of the position. Students who apply before completing 12 hours may be hired on a conditional basis until final grades are posted.
- D. Be in good conduct standing with the University, as described in the Code of Student Responsibility and the Code of Student Academic Integrity.
- E. Exhibit commitment to the mission of Enrollment Programs & Communications and Enrollment Management.
- F. Demonstrate a desire to learn about UNC Charlotte in addition to its regulations, people, and programs, as well as a willingness to share said information with others.
- G. Demonstrates or possesses a willingness to learn the following qualities: maturity, responsibility, innovation, motivation, flexibility, critical thinking, enthusiasm, integrity, and a strong and positive work ethic.
- H. Exhibit leadership potential.
- I. Exhibit good interpersonal communication and group presentation skills.
- J. Be eager to improve leadership and teamwork skills.
- K. Be able to work effectively with all team members.
- L. Must agree to all of the terms and conditions associated with the Orientation Counselor position (see pages 2–5).

Responsibilities

Assistance to Students, Parents, and Family Members

1. Serve as a positive role model and facilitator for new students and families, and be accessible for interaction with students and their family members to make them feel comfortable and welcome, answering any and all of their questions to the best of your ability.
2. Be a source of information regarding academics, policies and procedures, campus services, activities, building locations, and all other aspects of student life at Charlotte.
3. Conduct well-organized, thorough small group meetings and discussions for new students, including covering the required specific information.
4. Represent all University organizations accurately to new students and their family members.
5. Serve as a peer assistant, helping college representatives and academic advisors, in order to help students understand and complete the registration process.
6. Continue assisting with the transition to UNC Charlotte through staffing events and remaining connected to students in small groups throughout the Fall 2026 semester.

Administrative Duties

1. Assist in the preparation of orientation small group meetings
2. Be a contributing OC while supporting and encouraging all other staff members.
3. Efficiently complete all logistical tasks as requested by the Leadership Team to ensure the orientation program proceeds smoothly and effectively.
4. Assist college representatives, academic advisors, campus partners, and other administrators as needed.
5. Maintain regular communication with the Leadership Team, discussing situations with them that warrant their attention or action.
6. Maintain regular communication with incoming students via OC social media accounts during NSO sessions and recruitment. More information regarding social media accounts will be given at summer training.
7. Participate in all assigned duties of orientation fully and with a positive attitude, while taking initiative with unanticipated tasks or problems.
8. Complete assigned outreach and follow up with incoming students (i.e., email communication, Canvas discussion board participation, etc.) as assigned by the supervisor.
9. Assist with office duties as needed and assigned.

Please note, this is not an exhaustive list. Throughout training and the job, requirements may be added, modified, or deleted. Orientation Counselors must be willing to accept other duties as assigned. All dates and times listed are anticipated and may change depending on the University calendar, orientation planning process, or incoming student numbers.

Terms and Conditions of the Orientation Counselor Position

A. Length of Position

The duration of this position is January 2026 through the first week of classes in January 2027. Multiple conflicts with responsibilities and expectations as an OC may result in termination, as determined by the Leadership Team.

B. Training

Orientation Counselors (OCs) will be required to take a mandatory **COMM 3050** (Topics in Communication Studies) Course during the spring 2026 semester.

1. For the entire spring 2026 semester, COMM 3050 will be held every **Tuesday** and **Thursday** from **2:30 - 3:45 p.m.** This is a credit-bearing class, and students are expected to do multiple readings and writing assignments and complete assigned projects and presentations in order to fully comprehend the material being discussed. The synchronous class will take place in person and on campus.
 - Please note that COMM 3050 is a mandatory three-credit elective course. You will be responsible for payment of the course and will receive an actual grade at the end of the semester. All students must pass this course with a C grade or higher to be eligible to continue in an OC position.
2. OCs will be required to attend a **weekly** in-person team meeting/training on **Tuesday** from January 12, 2026, to April 28, 2026 (no Tuesday meeting during spring break week) from **5:45 – 7:45 p.m.**
3. Summer Training will be held from late May to early June (approximately 2 weeks, excluding Memorial Day). OCs can expect training on these days to be all day, from about 8 a.m. to 7 p.m.

C. Training Related Activities

All Orientation Counselors will be expected to contribute additional time and effort to orientation as needed (i.e. skit filming, photography sessions, welcome video filming, etc.).

D. Required GPA

All Orientation Counselors will maintain a UNC Charlotte grade point average (cumulative) of **at least 2.5** at the time of application and throughout the duration of the position. Students who apply before completing 12 credit hours may be hired on a conditional basis until final grades are posted.

E. Sessions**subject to change*

OCs are required to participate in all orientation sessions for first-year students, transfer students, families, and guests (including the night before each session) held during their period of employment. A session's duration is defined as the following:

- One-Day Session - Beginning as early as 7:00 a.m. and ending as late as 6:00 p.m.
- More information will be shared about session times closer to Summer 2026 after the NSO schedule is finalized. OCs are required to be available for the full duration of the session.
1. Transfer Orientations: Approximately **7 one-day sessions** from June-August 2026 and **3 one-day sessions** in December 2026 and January 2027.
 2. First-Year Orientations: Approximately **13 one-day sessions** from June-August 2026 and **1 one-day session** in January 2027.
 3. Additional Sessions: Orientation Counselors will be required to work any NSO sessions as they are deemed necessary by the professional staff. Orientation Counselors are also required to work any NSO sessions taking place in **June-August 2026, December 2026, and January 2027**. Additional sessions may be added as needed to accommodate the number of students who have accepted their admission into the University.

F. Classes

Orientation Counselors **may not** take courses during summer sessions due to the hours required of the Orientation Counselor position.

G. Employment

1. Spring 2026: OCs will not be compensated during the Spring 2026 semester (Training, etc.).
2. Summer 2026: During Summer 2026, OCs are allowed to have off-campus employment, as long as it does not conflict with hours/responsibilities required in the OC role. Those with secondary off-campus employment should notify the Senior Assistant Director of the position. OCs are encouraged to connect with the Senior Assistant Director to discuss off-campus employment prior to accepting the position. Also, those with secondary employment will not be excused from NSO responsibilities should a conflict arise. Additionally, OCs are not allowed to have on-campus employment outside of being an Orientation Counselor.
3. Spring 2027: For NSO sessions serving Spring 2027 admits, **no additional conflicting employment is allowed during December and January sessions**. During other times, on-/off-campus employment is allowed, but must not conflict with training or sessions. If employed on campus, hours adjustments may be required and are the responsibility of the OC to work with their supervisor to ensure HR-required information/materials are acquired and submitted in a timely manner.

H. Housing & Program Meals

Orientation Counselors will be required to live in the provided housing during Summer 2026 and will be provided meals during training and orientation sessions. Orientation Counselors must follow all specific policies related to on-campus living, which will be provided to student leaders from Housing & Residence Life.

I. Remuneration/Payment

1. Spring 2026: OCs will not be paid for their time in class or in weekly training on Tuesdays.
2. Each Orientation Counselor will be paid a \$4200 stipend (*less applicable taxes*) for their summer 2025 work and NSO sessions in December 2026 and January 2027, distributed equally across hours worked.
3. Payment Schedule: Payments will be distributed according to UNC Charlotte's student employee payment schedule.
4. Reductions in Payment: OCs must complete all duties and responsibilities assigned to receive the complete remuneration amount. Professional staff reserves the right to deduct payment for work not completed. Additionally, consistent tardiness to any NSO-related event will result in reduced compensation and possibly lead to termination. Please refer to the Disciplinary Procedures document for more information about action taken in regard to tardiness.

J. OC Uniform and Attire

Each OC must present a positive image of UNC Charlotte by dressing appropriately for all sessions. Each OC will receive at least two (2) uniform polos. All uniform items are given to OCs on the condition of their employment. Should an OC not continue or be terminated from their position, all uniform items given to that individual by EPC must be returned within 24 hours. All unreturned items will be deducted from the OC's final paycheck.

1. OCs will be required to have their own black shorts, pants, or skirt, and closed-toed shoes for any in-person events as an OC. Shorts or skirts are required to be fingertip length. All attire is at the discretion of the staff, and OCs may be asked to change if they do not meet standards. More information will be provided prior to any in-person engagements. Any lost or damaged items will be deducted from OC's final paycheck.

K. Absences and Tardiness

During training and orientation sessions, members will be expected to be on time and available for the entire time scheduled. Time off, therefore, is limited and excused on an emergency permission basis only. Unexcused tardiness or absences may result in a verbal warning, written warning, reduction of pay, or termination.

L. Fraternity and Sorority Disaffiliation

Orientation Counselors who are affiliated with a fraternity or sorority organization will be required to disaffiliate from approximately **May 26th, 2026, to August 14th, 2026**, and during all orientation sessions, which include sessions that occur in August, November/December, and January. During this time, they will not be allowed to wear or display their letters on their person or on accessories or materials used during the orientation program. They may not discuss their involvement with their specific organization. In addition, orientation responsibilities will take precedence over sorority or fraternity obligations.

M. Conduct

OCs will refrain from consuming alcoholic beverages or any illegal substances during all orientation sessions and training or related activities, including the training workshops, and when specifically representing UNC Charlotte. OCs must abide by all University policies as stated in *The Code of Student Responsibility* and *The Code of Student Academic Integrity*, the Orientation Counselor Employment Agreement, and all Housing rules and regulations (if living on campus) at all times throughout tenure as an Orientation Counselor. OCs may not have romantic relationships with one another or any orientation participants, nor can they invite orientation participants to be present with them at any social gathering where alcohol is involved. Any Orientation Counselor is subject to disciplinary action by Enrollment Programs & Communications, Housing & Residence Life, or the University and may be removed from the Orientation Counselor position. Failure to comply with any of these conditions, including but not limited to engaging in conduct that is deemed inappropriate by Enrollment Programs & Communications, may result in immediate termination from the Orientation Counselor position, in the sole and reasonable discretion of the Senior Assistant Director, Associate Director, or Director of Enrollment Programs & Communications.

Additionally, Orientation Counselors are responsible for being professional representatives of the UNC Charlotte community. During their contracted time, OCs are required to showcase appropriate behavior through in-person and virtual training, meetings, social media posts, etc.

N. Orientation Interns and Graduate Assistants

The Orientation Interns and Graduate Assistants/NODA Interns work with the Enrollment Programs & Communications staff in different aspects of the orientation program. They will assist with OC selection and training, provide leadership for the Orientation Counselors, and serve as members of the Leadership Team. There will be Graduate Assistants and/or Graduate NODA Interns who work with the orientation program. All positions will provide leadership for the OCs and will be responsible for assigning duties to Orientation Counselors.

O. Other Student Leadership Positions

Due to the orientation requirements, OCs will not be permitted to be actively involved and/or employed with any organization that requires participation, training programs, or responsibilities that interfere with the orientation program. Because of this, Orientation Counselors are not eligible to apply for the **Resident Advisor, SAFE Counselor, and UTOP mentor position for the 2026-2027 academic year**. OCs may be ineligible for other positions and should confirm with the Leadership Team prior to accepting the position. Additionally, OCs should let Professional Staff know of any on-campus employment during the academic year that might conflict with OC obligations, as it may have an impact on student pay and hours worked.

By signing below, I am certifying that I have read, understood, and agree to all the included information and terms of employment with Enrollment Programs & Communications. I understand that violation of said agreement could result in a verbal warning, reduction in pay, or termination.

(Signature)

(Date)

(Print Name)