



## Position Description

### Assistant For Sports Information (Graduate Assistant)

#### APPLICATION PROCESS AND HIRING TIMELINE INFORMATION

To apply for this position you should submit a [KWU Employment Application](#), cover letter, resume/curriculum vitae, three references. Please email your application materials to [hr@kwu.edu](mailto:hr@kwu.edu).

In your cover letter please pay special attention to matching your actual qualifications to the required qualifications listed in this Job Description. Make sure you reference the position title on the subject line of your email. No phone calls please.

The timeline for filling this job is:

- Applications will be taken until the position is filled.
- Interviews will begin when qualified applicants are identified and continue until a hiring decision is made.
- The job starts July 31, 2023 or August 1, 2023.

**KWU is an Equal Opportunity Employer and encourages diversity in employment.** We will check references of past employers and personal references. We will acknowledge receipt of your application as soon as we receive it

#### ADMINISTRATIVE INFORMATION

**POSITION TITLE:** Graduate Assistant for Sports Information. **Important note: This position is funded as a Graduate Assistant position, and only Graduate Assistant qualified applicants may apply or be hired. See the Graduate Assistant Addendum attached to this Job/Position Description.**

**POSITION'S GROUP:** Athletics

**GROUP'S MAJOR RESPONSIBILITIES:** Athletics is responsible for operations of 25 athletics teams, meeting the requirements of National Association of Intercollegiate Athletics (NAIA) and Kansas Collegiate Athletic Conference (KCAC) regulations. The program recruits students to meet roster minimums; focuses on retention by providing an outstanding student-athlete experience and counseling students appropriately on academic and other issues; enhances the physical, mental and social development of the student-athletes through rigorous practices, appropriate competition and off-field activities including community service; and provides a connection point for the campus, alumni and Salina community to the university.

**POSITION'S DEPARTMENT:** Athletics Administration

**POSITION'S DEPARTMENT RESPONSIBILITIES:** Athletics Administration coordinates many of the athletics activities, including sports information, eligibility, corporate sales, game operations, outreach to campus and development and distribution of promotional materials.

**POSITION'S DIRECT SUPERVISOR:** Sports Information Director

**DATE POSITION LAST REVIEWED OR ANALYZED:** May 2023, revised by: Director of Athletics, Human Resources.

**POSITION'S EMPLOYMENT STATUS:** Part-Time, Staff, Exempt (teaching duties exemption), At-Will

**POSITION'S SALARY OR SALARY RANGE AND BENEFITS:** \$9,600 annually (24-month agreement), graduate tuition remission as per the standard Graduate Assistant Contract.

## POSITION INFORMATION

**POSITION'S SUMMARY:** The position is responsible for responsible for supporting the Director and department in promotion and publicity of the 25 intercollegiate athletics teams.

**POSITION WORKS WITH:** Primarily, sports information staff, office manager, and head coaches, with secondary contact with campus leaders, student workers and community members.

**POSITION'S STAFF AUTHORITY:** None

**POSITION'S BUDGET AUTHORITY:** None

**POSITIONS PHYSICAL WORKING CONDITIONS:** Office, practice, and competition facilities.

**POSITION'S UNUSUAL HAZARDS OR WORKING CONDITIONS:** Outdoors with extreme temperatures (hot and cold)

**POSITION'S EQUIPMENT:** University phone, computer, video equipment.

**POSITION'S WORK SCHEDULE:** Flexible part-time schedule (Less than 1,500 hours annually, 25 hours per week required), arranged around gameday competition times, staff meetings and the GA's class schedule.

**POSITION'S TRAVEL REQUIREMENTS:** Limited

## POSITION DUTIES AND PERFORMANCE STANDARDS

### **POSITION'S ESSENTIAL DUTIES:**

- Will be responsible for assisting in communication efforts for the department, including responsibility for promotion and coverage of selected athletic contests as well as developing and implementing online videos to highlight achievements of student-athletes.
- May also have responsibility for developing and implementing creative solutions for student and community promotions.
- Will be responsible for comprehensive web site management, including feature stories, event previews, game stories, scores, statistics, rosters, schedules, and archival program information including photo archives.
- Will also be responsible for working with the Live Video Production manager to manage video streams, in addition in a video production role responsibility for creating highlight videos, video interviews, hype videos, and game introduction and situational videos to be used during games on the video board.
- Should have knowledge in the use of StatCrew (for archival work), Presto Stats (Volleyball, Basketball, Soccer, Football, Baseball/Softball), DakStats (Basketball), NCAA Live Stats (Volleyball), HUDL Production Truck including OVR, Tricaster, OBS, Adobe Creative Suite programs (Photoshop, InDesign, etc.), and Microsoft Office products, along with other programs that are necessary for the position.
- Should also have experience with PrestoWeb, and SIDEARM website Content Management Systems.
- This individual should also have some experience with photography and videography.
- Game management responsibilities will include score table and press box management, facility set up and tear down, operating in-game scoring statistical programs, public address announcing, possible live stream broadcasting, post-game score reporting, event recaps, press releases, media relations and day to day office operations.
- Will assist with the administration of Kansas Wesleyan's official athletics social media platforms and the creation of engaging content for each.
- Will be required to work many of the hours associated with the sports information profession, including nights and weekends.
- Additionally, the GA will have oversight of specific sports as assigned by the Sports Information Director.

**POSITION'S OTHER DUTIES:** This section lists the most important other (non-essential) results this position is to achieve. Indicate the percentage of the position's work time required for achieving these results.

- Assist with departments events, including Night with the Yotes and Coaches Luncheons
- **Perform other duties as assigned by the position's supervisor.**

**POSITION'S PERFORMANCE MEASURES AND STANDARDS:** This section lists the specific performance measures and standards (goals) upon which this position's performance will be evaluated. Actual performance standards (goals) for each performance measure will be set in consultation with the position holder.

- Increased Social Media outreach using the official athletics accounts.
- Improved skills within the scope of sports information, preparing them for a full-time position.
- Video production and sharing improvements.
- Enhanced coverage and promotion of sports

## POSITION QUALIFICATIONS

### **EDUCATION:**

- **MINIMUM REQUIRED:** Bachelor's degree with qualifications (i.e., minimum 3.00 GPA) for admission to the MBA program.
- **PREFERRED:** None

### **CERTIFICATIONS/LICENSES:**

- **MINIMUM REQUIRED:** Valid driver's license.
- **PREFERRED:** None

### **WORK EXPERIENCE:**

- **MINIMUM REQUIRED:** Previous experience in a sports information setting is strongly preferred.
- **PREFERRED:** Experience with NAIA programs.

### **KNOWLEDGE, SKILLS, ABILITIES, and ATTITUDES – KSAA'S:**

- **MINIMUM REQUIRED**
  - Philosophical alignment with the mission and vision of Kansas Wesleyan University.
  - Demonstrable teamwork and team building skills.
  - Demonstrable priority setting and organizational skills.
- **PREFERRED**
  - None

## NOTICE OF SPECIAL POSITION OR EMPLOYMENT REQUIREMENTS

1. THIS JOB DESCRIPTION IS NOT DESIGNED TO COVER OR CONTAIN A COMPREHENSIVE LIST OF ALL DUTIES AND RESULTS TO BE PERFORMED IN THIS JOB. DUTIES AND PERFORMANCE STANDARDS MAY BE ADDED, SUBTRACTED, AND/OR CHANGED BY YOUR SUPERVISOR AT ANY TIME DUE TO CHANGES IN DEPARTMENT OR UNIVERSITY REQUIREMENTS.
2. Unless exempt due to an employment contract signed by the President of Kansas Wesleyan University, all employees of Kansas Wesleyan are to be considered as an "at-will" employee.
3. All employees of Kansas Wesleyan University are considered "responsible employees" pertaining to Title IX regulations concerning both the prevention and reporting of sexual assault or harassment situations. As such, all employees must communicate with the Title IX Coordinator if they witness or hear about a sexual assault or harassment situation.
4. Kansas Wesleyan University is an equal opportunity employer and complies with EEOC and ADA employment requirements. It is and has been the policy of Kansas Wesleyan University to grant equal opportunity to all qualified persons without unlawful discrimination based on race, color, gender, age, national origin, ancestry, ethnicity, disability, sexual orientation, religion, or veteran status. To fulfill its mission as a Christian institution, preference in hiring shall be given to persons who can affirm the Institution's mission.
5. All "offers of employment" are subject to a criminal background check prior to employment.

**ADDENDUM TO THE  
EMPLOYMENT OFFER LETTER (GRADUATE ASSISTANT)**

1. The purpose of the Graduate Assistant Program is to employ qualified students in Kansas Wesleyan University's (KWU) Master level programs in order to provide those students with relevant, real-life work experience as they pursue their Master's degree. The Graduate Assistant Program funds one course per 8-week term during the fall and spring semesters (two eight-week terms each), and one course during the eight-week summer semester. The GA/student is responsible for progressing toward successful completion of the Master's degree by being enrolled in one course during each eight-week each term.
2. **However, if the Graduate Assistant is participating in a sport, the GA will not receive tuition remission until the semester following season of said sport. Example, sport season is active through partial/full semester (fall, spring, or summer), tuition remission will start the beginning of the next full semester.**
3. To be and remain eligible for employment in the Graduate Assistant Program as a GA at KWU, the person must be **enrolled in**, and **successfully completing** a Master's program at KWU. **This addendum is not a contract. If you resign at any time within the 24-month time frame that is established to complete the MBA program, compensation will stop at date of resignation, and tuition remission benefits will stop at the end of current course section.**
4. The GA will be required to accomplish the following with respect to his or her Master's Program (Program) at KWU:
  1. Attend classes regularly, unless an "excused absence" is obtained in compliance with university standards;
  2. Comport themselves in the Program and in their employment as a positive example to, and role model for, undergraduate students, athletes, and activity participants;
  3. Receive no final grade lower than a C in any course, remain in "good standing" at the university pursuant to its published policies, maintain at all times the required GPA for continuing graduate students at the university, and otherwise remain in compliance with all university requirements for graduation;
  4. Be enrolled in one course during each eight-week term during the year.
5. No courses in the Program where a grade of C or better has been earned, may be retaken for a better grade; any course retaken pursuant to the appeals provisions of section 5 below will be at the sole cost and expense of the GA.
6. Receiving a final grade lower than a C in any course during the Program, will result in immediate notice of dismissal as a GA by your department supervisor.

Within fifteen (15) days of receipt of such notice, the GA may submit a written appeal of the dismissal for extenuating and extraordinary circumstances to their department supervisor who will consider the appeal and communicate a decision regarding reinstatement, in writing to the GA and the Provost, within thirty (30) days of their receipt of the appeal, subject to review by the Provost, as described below.

If a decision is made by the department supervisor to reinstate the GA in the GA Program, this decision will be communicated to the Provost within the required thirty (30) day period. The Provost has the authority to override the decision if they determine that the GA is not making satisfactory progress toward a Master's Degree or is not likely to succeed academically in completing the Program as required in this Addendum; any such reversal by the Provost will be final and non-appealable, and will be communicated in writing to the GA within fifteen (15) days of the Provost's receipt of the department supervisor's reinstatement decision. With the written approval of the Provost, in their sole discretion, a GA may be dismissed from the Graduate Assistant

Program but still remain in the Program, at the GA's own expense. GA's will continue to be employed at KWU pending the final disposition of any authorized appeal.

Time is of the essence of all matters in this section 5. Failure to act within a required time period will be construed against the non-acting party and in favor of the party not required to act within that period.

7. The Graduate Assistant as a student employee:
  1. Will reside in Salina while employed in the Graduate Assistant Program. The GA may reside either on or off-campus.
  2. All GA's (domestic or international student) are required to carry qualifying medical insurance. If the GA does not have medical insurance, they are required to purchase this insurance through the university at the current rate of \$2,940.00. This rate is current for the 2023-2024 academic year, August 1, 2023, through July 31, 2024. Since this is a mandatory fee student aid may be used to cover this expense (domestic GA students).
  3. Will be provided with a job description and be expected to perform the duties and responsibilities as outlined in that job description, including additional duties and responsibilities as assigned by their department supervisor.
  4. Will be assigned office space for the performance of their duties and responsibilities.
  5. Will have at least two weeks of time-off annually and their department supervisor will determine and schedule time-off in accordance with university and GA needs. In addition, the summer can be a time for the GA to get a more substantial job in Salina, but the GA must plan to spend at least 20 hours each week working for the university. If the student does take an extended leave during the summer months, it must be approved by the GA's department supervisor and the monthly stipend is suspended for that time period. The department supervisor is responsible for reporting that information to the CFO. It is preferred that the student remain in Salina and fulfill his or her obligations.

THIS SIGNED ADDENDUM IS PART OF THE REQUIREMENTS FOR EMPLOYMENT AS A GRADUATE ASSISTANT AND DOES NOT CONSTITUTE AN EMPLOYEE CONTRACT AS EMPLOYMENT AT KWU IS "AT-WILL," MEANING EITHER KWU OR THE EMPLOYEE MAY TERMINATE EMPLOYMENT AT ANY TIME FOR ANY REASON.