

VOLUNTEER IMPACT ACADEMY

2025 – 2026

Cohort Leader Position



As a 2025 – 2026 Volunteer Impact Academy Cohort Leader, you will provide the opportunity to support each member of your VIA cohort through planning and executing cohort specific meetings, excursions, and service opportunities. You will also provide support, as needed, for your peers, to ensure each member is achieving academic, program, and self-success. As a leader, you will engage your leadership platform with humility in an effort to further develop your personal leadership skills as you learn, lead, and serve.

COHORT LEADER QUALIFICATIONS

- Must be an active cohort member in the Volunteer Impact Academy
- Must have fulfilled all program requirements up to point of application
- Must have and maintain a minimum cumulative GPA of 2.5
- Must be enrolled full time (12 credit hours) at UT for Fall 2025 and Spring 2026 semesters
- Must be able to enroll and pass the JCLS LEAD 349 Course (if not previously taken the JCLS ELPS 350 Course) in Fall 2025 (T 4:05 – 5:20 pm)
- Must be open to learning and challenging oneself to grow in leadership capacities
- Must be open to receiving and responding to constructive feedback
- Must be willing to support and adhere to the mission of JCLS, UT Student Life, and UTK
- Must be willing to demonstrate a commitment to all cohort members and their success

COHORT LEADER RESPONSIBILITIES

Community and Empowerment

- Assist with cohort members transition into new academic year
- Develop peers' and new students' interpersonal and leadership skills
- Challenge peers' and new students to examine and establish their leadership style, values, and goals
- Foster an inclusive environment for the UTK community
- Serve as a positive example for all undergraduate students at the University of Tennessee

Facilitation

- Based on the VIA Cohort Pillars, plan and aid in facilitation of cohort meetings, engaging with campus and community partners
- Facilitate intentional one-on-one meetings with each member of your cohort
- Educate current students about University of Tennessee and campus resources and leadership opportunities

Professionalism & Ethics

- Develop, grow, and show professionalism representative of the Jones Center and as an employee of the University of Tennessee
- Display elements of respect for humanity by respecting the person and respecting the space
- Promote unity and shared learning among all people and experiences
- Fill all unknown gaps with trust by acting in good faith

Other Duties

- Van Training
- Service Facilitation Training
- Help facilitate large VIA events (Fall Kick-offs and End of Year Drop-ins or celebrations)
- Ability to step in to lead service at VIA service events or MLK Jr. Days of Service as needed
- Monthly 1:1 meeting with Educational Specialist
- Quarterly 1:1 meeting with Assistant Director

CAREER READINESS AND STUDENT LEADERSHIP COMPETENCY DEVELOPMENT:

- Leadership: Leverage the strengths of others to achieve common goals, and use interpersonal skills to coach and develop others. Apply your authentic leadership style.
 - Understanding Self
 - Values Exploration
 - CliftonStrengths / Strengths-Based Development
 - Perspective Taking
 - Interdependence
- Teamwork/Collaboration: Build collaborative relationships with UTK community, Knoxville community partners, and all other JCLS stakeholders; ability to work within a team structure, and can negotiate and manage conflict. Leverage diverse perspectives to achieve common goals.
- Professionalism: Further steward integrity and humility, being accountable for decisions and actions.

TIME COMMITMENTS:

VIA Cohort Leaders are required to participate in the following activities:

- 5-hrs per week, including 1 hr bi-weekly training and development
- One-on-one meetings with Student Director, Educational Specialist, and Assistant Director
- VIA Fall & Spring Kick-Offs
- LEAD 349 Fall Course (T | 4:05 – 5:20pm)
- Cohort Specific Events

THIS IS A PAID STUDENT LEADER POSITION. IF ALL THE ABOVE RESPONSIBILITIES ARE FULFILLED TO THE BEST OF YOUR ABILITY, THE COHORT LEAD WILL RECEIVE:

- ✓ \$11.00 per hour for non-required VIA events, service, excursions, one-on-one meetings, etc.
- ✓ JCLS Rainjacket, t-shirt & sweatshirt

	Specialist (VIA CL)
Entry Wage	\$ 11.00
1 Yrs of Service	\$ 11.50
2 Yrs of Service	\$ 12.00
3 Yrs of Service	\$ 12.50

within 60 days of start of semester, year of service begins the first day of the semester.

If hired after 60 days from the start of the semester, year of service begins the first day of the next semester.

