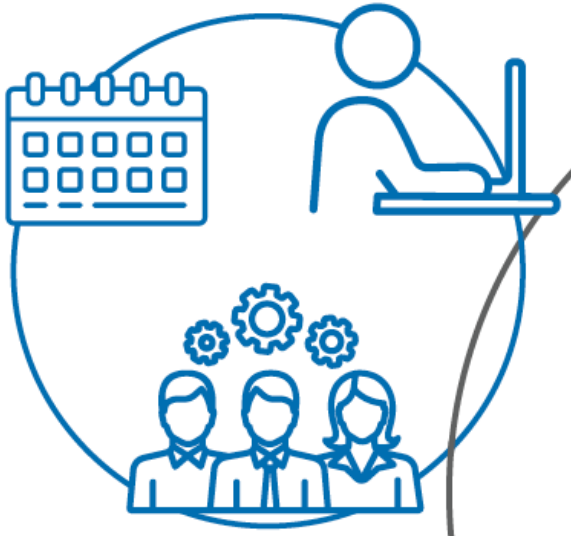


2021
Admissions
Workshop

Leadership in Enrollment Management

American Association of Colleges of Pharmacy AACP
Pharmacists Help People Live Healthier, Better Lives.

PROFESSIONAL COMPETENCY AREAS FOR STUDENT AFFAIRS EDUCATORS

JASON PINA, EDD - NEW YORK UNIVERSITY

HEATHER MW PETRELLI, PHD - UNIVERSITY OF SOUTH FLORIDA

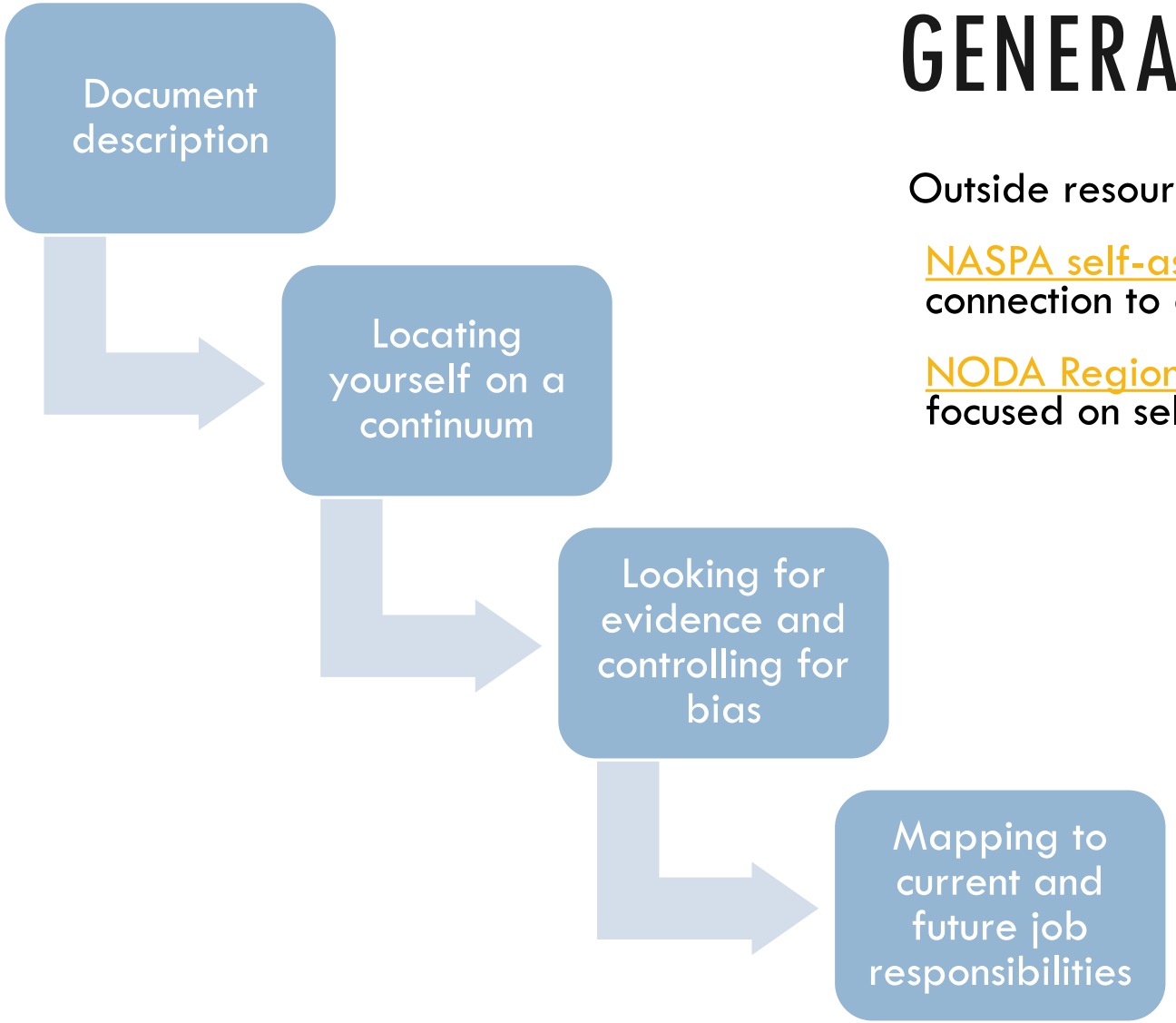
INTRODUCTION

LEARNING OUTCOMES

Understand	Leverage	Identify
Understand the fundamentals of the NASPA Competency Areas for Student Affairs Practitioners.	Leverage the Competencies to enhance the professional development, supervision, hiring, and team development in the area of enrollment management.	Identify additional resources to support the use of the Competencies to advance the institution's enrollment management goals.

HISTORY OF STUDENT AFFAIRS COMPETENCIES

GENERAL RUBRIC USAGE



Outside resources:

NASPA self-assessment tool (more focused on connection to department)

NODA Region I self-assessment tool (more focused on self relative to all competencies)

CONTEMPORARY USES

Graduate programs	• Colorado State University • New York University
Professional organization conferences	• ACPA/NASPA • NODA
Student Affairs Divisions	• University of Vermont • RIT

LEVEL SETTING THE DEVELOPMENT OF YOUR ROLE

FOUNDATIONAL COMPETENCIES

PRACTICAL COMPETENCIES

- Assessment, Evaluation, and Research
- Organizational and Human Resources
- Technology
- Advising and Supporting

STUDENT AFFAIRS COMPETENCIES

- Values, Philosophy, and History
- Law, Policy and Governance
- Social Justice and Inclusion
- Student Learning and Development

GOAL PURSUIT

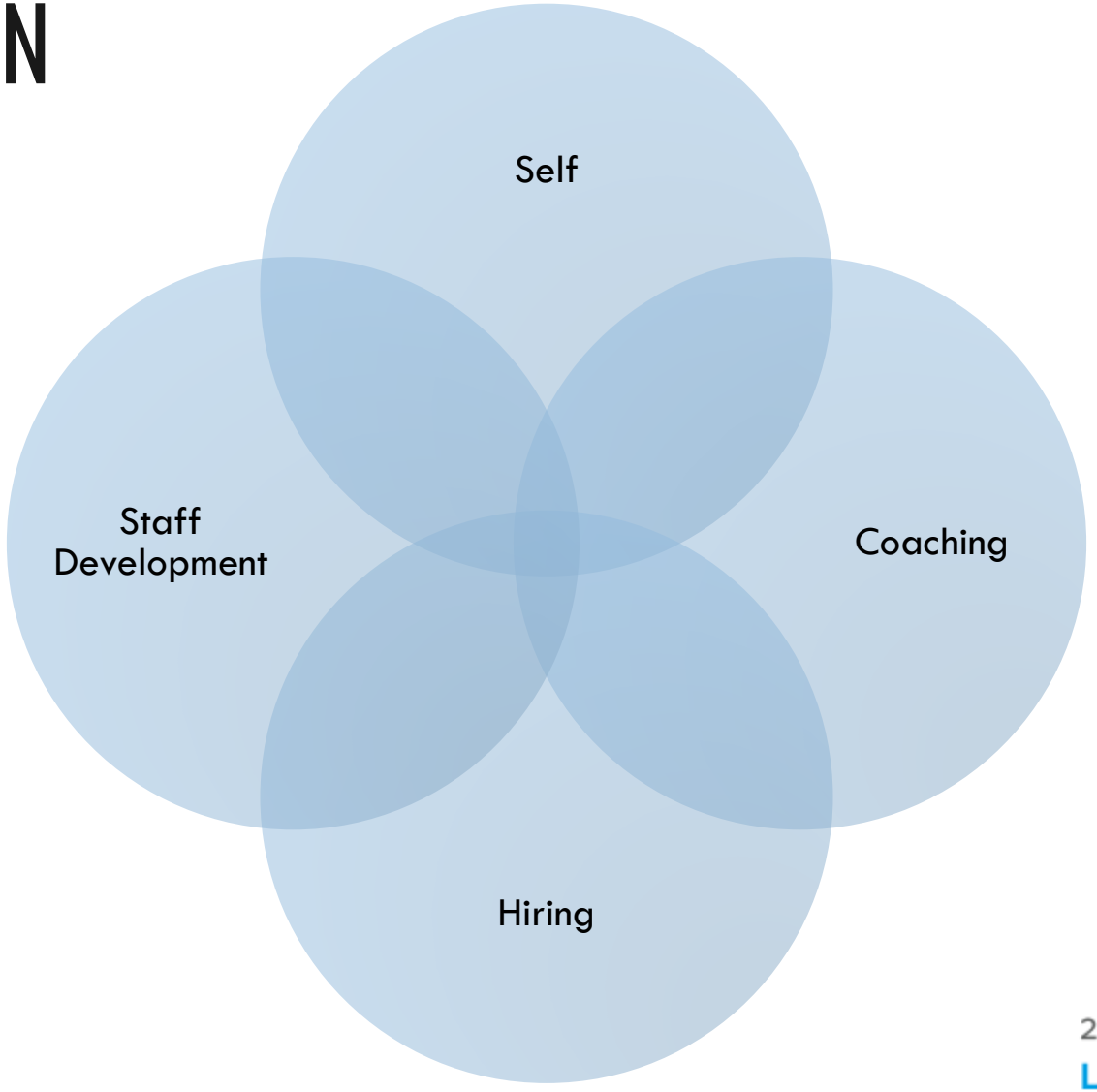
CONCEPT OF GOAL PURSUIT

Goal setting is the cognitive work you do before taking action. Identifying and setting the goal is the beginning of the goal pursuit process.

Goal striving is about taking action. Integrating cognitive goal-setting into physical action or reaching the desired endpoint is the act of goal striving.

Goal maintenance is the phase of goal pursuit, where habits kick in, and action becomes more unconscious.

OVERLAYING A COMPETENCY AREA: DESCRIPTION



OVERLAYING A COMPETENCY AREA: GOAL SETTING

Identifying the competency, sub-topic, and determine the evidence for determining the current level (functional, intermediate, and advance) that you will develop goals around.

At this stage, one must determine to what degree is development necessary to meet current or future professional needs

OVERLAYING A COMPETENCY AREA: GOAL STRIVING

Determining the pathway to achieving the goal of moving up a level

Outline academic and experiential learning opportunities that you will engage in to gain the necessary knowledge.

Outline what the goal attainment looks like

OVERLAYING A COMPETENCY AREA: GOAL MAINTENANCE

After a competency goal is reached, one should select a future date to check for integration evidence. Is it a habit?

RESOURCES

ACPA short version

SUNY Brockport short assessment form

NODA Region I self-assessment tool (more focused on self relative to all competencies)

Colorado State University SAHE Faculty Advising Manual (a graduate student portfolio expectation)

Applicability of Competencies outside the US (research article)

Self-perceived Competence of Senior-level Student Affairs Professionals (dissertation)

Q & A?