PROFESSIONAL COMPETENCY AREAS FOR STUDENT AFFAIRS EDUCATORS

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INTRODUCTION
LEARNING OUTCOMES

Understand
Understand the fundamentals of the NASPA Competency Areas for Student Affairs Practitioners.

Leverage
Leverage the Competencies to enhance the professional development, supervision, hiring, and team development in the area of enrollment management.

Identify
Identify additional resources to support the use of the Competencies to advance the institution’s enrollment management goals.
HISTORY OF STUDENT AFFAIRS COMPETENCIES

Guiding Professional Documents

2009-2010
Joint Task Force on Professional Competencies and Standards
Assess, Analyze, State

2014-2015
Professional Competencies Task Force
Update, Reaffirm, Include
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

Personal and Ethical Foundations

Leadership
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

2021 Admissions Workshop: Leadership in Enrollment Management
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?