

STUDENT AFFAIRS AND HIGHER EDUCATION



Colorado State University

PROFESSIONAL COMPETENCIES

KNOWLEDGE COMPETENCIES

Demonstrate an understanding of:

- A: individual, group, organizational and leadership theories and their relevance to student affairs practice.
- B: assessment and evaluation, methodology, and interpretation as it applies to student affairs practice.
- C: basic legal, contractual, and liability issues involved in college student affairs practice.
- D: cross-cultural and diversity related issues within the context of higher education.
- E: higher education systems, history, and how student affairs roles, responsibilities and systems are infused into the larger educational picture.
- F: how diverse student learning, developmental theory and research are relevant to students' education and development.
- G: students' diverse characteristics, demographics and attributes and how they influence students' education and development.
- H: student affairs standards of practice and professional ethical standards.
- I: current issues and practices in the student affairs profession.

PROFESSIONAL PRACTICE COMPETENCIES

I. Administrative Functions and Processes

Demonstrate the ability to:

- A: perform administration functions and services in selected student affairs functional areas (at least two distinct areas).
- B: develop, implement and evaluate educational and student service based programs.
- C: utilize various forms of technology for data collection, analysis, communication and presentation of information.
- D: formulate goals; implement strategies for achieving goals through efficient and effective use of resources and evaluation of goal attainment.
- E: meet deadlines and produce quality results.

II. Managing Self

Demonstrate:

- A: adherence to and value for personal and professional ethical standards through ethical practice.
- B: personal and professional confidence.
- C: inquisitive, self-motivated commitment to learning and self-development.
- D: a commitment to personal and professional growth in the area of diversity and social justice.
- E: ability to work with others within a team context.
- F: ability to make appropriate modifications to behavior based on self-monitoring and constructive feedback.

PROFESSIONAL PRACTICE COMPETENCIES, CONTINUED

III. Communication

Demonstrate:

- A: ability to teach and model a respect for shared community values, including establishing and maintaining an inclusive community promoting civic education.
- B: a willingness to engage in sustained dialogue in order to reach an understanding of the issues presented.
- C: the ability to use sound, effective written and oral communication techniques and strategies within student affairs practice.
- D: the ability to communicate in an inclusive manner.

IV. Working Relationships with Others

Demonstrate the ability to:

- A: relate effectively to a wide range of people and appreciate individual differences, with cultural sensitivity.
- B: build rapport, show compassion and understanding for others, and establish and maintain mutually satisfying relationships.
- C: supervise and train diverse student affairs staff, students and/or professionals.
- D: advise student groups and organizations.
- E: apply student learning and developmental theory to student affairs practice in a specific context.

V. Mobilizing Innovation and Change

Demonstrate:

- A: the ability to develop creative solutions to complex problems and see opportunities where others see obstacles.
- B: the ability to engage in the process of change instead of defend against it.
- C: the belief that personal actions can make a difference.
- D: the ability to engage in systematic inquiry, research, analysis and interpretation.

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