

Fresno State
DOSAEM Faculty & Staff Professional Competencies

University Strategic Plan	DOSAEM Faculty & Staff Professional Competencies*	DOSAEM 2016-17 Resources and Activities
2, 4	<p>1. Values, Philosophy, and History Foster knowledge, skills, and dispositions that connect the history, philosophy, and values of the student affairs profession to one's current professional practice.</p>	<ul style="list-style-type: none"> ▪ DOSAEM Professional Development Conference ▪ DOSAEM website
2, 4	<p>2. Law, Policy, and Governance Develop greater knowledge, skills, and dispositions relating to policy development, the application of legal constructs, compliance/policy issues, and the understanding of governance structures and their impact on one's professional practice.</p>	<ul style="list-style-type: none"> ▪ DOSAEM Professional Development Conference ▪ Communication/Title IX Training ▪ Webinars for professional development ▪ DOSAEM website and listserv
1, 4	<p>3. Student Learning and Development Gain knowledge of the concepts and principles of student development and learning theory. This includes the ability to apply theory to improve and inform student affairs and teaching practice.</p>	<ul style="list-style-type: none"> ▪ Technology Innovations for Programs and Services (TIPs) ▪ NASPA 2017 Conference Online ▪ Webinars for professional development
2	<p>4. Personal and Ethical Foundations Foster awareness and understanding of one's values and beliefs, especially as related to professional codes of ethics and principles for personal wellness while modeling, mentoring, and facilitating the same among others.</p>	<ul style="list-style-type: none"> ▪ Careers in Student Affairs Month ▪ Webinars for professional development ▪ NASPA 2017 Conference Online
2, 4	<p>5. Organizational and Human Resources Identify personal strengths and grow as individuals through challenging themselves to build new skills through the effective application of strategies and techniques associated with human and financial resources, facilities management, fundraising, technology, crisis management, risk management or sustainable resources.</p>	<ul style="list-style-type: none"> ▪ Careers in Student Affairs Month ▪ Webinars for professional development ▪ Service to the Community training by Organizational Excellence ▪ Technology Innovations for Programs and Services (TIPs) ▪ NASPA 2017 Conference Online

*Modified from American College Personnel Association (ACPA) - College Student Educators International and National Association of Student Affairs Professionals (NASPA) - Student Affairs Administrators in Higher Education Professional competency areas for student affairs practitioners. (2015, August), pgs. 12-15. Retrieved October 21, 2016, from <http://www.myacpa.org/professional-competency-areas-student-affairs-practitioners>

2, 4	<p>6. Leadership Addresses the knowledge, skills, and dispositions required of a leader, with or without positional authority, involving both the individual role of a leader and the leadership process of individuals working together to envision, plan, and affect change in organizations and respond to broad-based constituencies and issues.</p>	<ul style="list-style-type: none"> ▪ Careers in Student Affairs Month ▪ Webinars for professional development ▪ NASPA 2017 Conference Online
1, 2, 4	<p>7. Social Justice and Inclusion Assist student affairs professionals with gaining a sense of their own agency and social responsibility by creating learning environments that foster equitable participation of all groups while seeking to address and acknowledge issues of oppression, privilege, and power.</p>	<ul style="list-style-type: none"> ▪ CLEAR training at DOSAEM Professional Development Conference ▪ NASPA 2017 Conference Online ▪ NCBI workshops and trainings ▪ President's Forum on Inclusion Respect and Equity ▪ CCGC Trainings on LGBTQ+, Gender, Culture and other inclusion and. Social Justice issues
1, 2, 3	<p>8. Technology Improve the performance of student affairs professionals by focusing on the use of digital tools, resources, and technologies for the advancement of student learning, development, and success.</p>	<ul style="list-style-type: none"> ▪ Technology Innovations for Programs and Services (TIPs) ▪ NASPA 2017 Conference Online
1, 3, 4	<p>9. Advising and Supporting Provide engaging programs to support the development of higher order capacities for listening, addressing group dynamics, managing conflict and crisis situations, and partnering with other professionals, departments, and agencies.</p>	<ul style="list-style-type: none"> ▪ Campus Advisory Network (CAN) ▪ Advising Sub Council Careers in Student Affairs Month ▪ Webinars for professional development ▪ NASPA 2017 Conference Online
1, 2	<p>10. Assessment, Evaluation, and Research Improve the ability to design, conduct, critique, and use various assessment, evaluation, and research methodologies and results, to utilize and inform practice.</p>	<ul style="list-style-type: none"> ▪ Assessment Committee ▪ Technology Innovations for Programs and Services (TIPs)