

STUDENT AFFAIRS Competency Selections (Not for use outside of Student Affairs Division)	
Competency Item	Competency Description
DSAES Advising & Support (A/S)	Establish rapport and facilitate reflection with students, groups and colleagues; facilitate problem-solving, decision-making and goal-setting; exhibit referral skills in seeking expert assistance; utilize virtual resources and technology to advise and support students.
DSAES Asmt, Eval & Res (AER)	Design, conduct, critique, and use various AER methodologies; utilize AER processes and their results to inform practice; shape the political and ethical climate surrounding AER processes; explain to students and colleagues the relationship of AER processes to learning outcomes and goals; ensure all communications of AER results are accurate.
DSAES Law, Policy & Gvrnance	Utilize policy development processes, the application of legal constructs, compliance/policy issues, and the understanding of governance structures and their impact; describe evolving laws, policies, and judicial rulings; act in accordance with national, state, and local laws and with institutional policies
DSAES Leadership	Describe the individual role of a leader and the leadership process of individuals; articulate the vision and mission of the primary work unit, the division, and the institution; Identify basic fundamentals of teamwork and teambuilding; lead others to contribute toward the effectiveness and success of the organization.
DSAES Organization & HR (OHR)	Management of institutional human capital, financial, and physical resources; describe campus protocols for responding to incidents and campus crises; describe ethical hiring techniques and institutional hiring policies; describe the basic premises that underlie conflict and the constructs utilized for facilitating conflict resolution; advocate for equitable hiring practices.
DSAES Prsnl & Ethical Fndtns	The knowledge, skills, and dispositions to develop and maintain integrity; articulate one's personal code of ethics for student affairs practice; identify ethical issues in the course of one's job; appropriately question institutional actions which are not consistent with ethical standards; participate in activities that challenge one's beliefs.
DSAES Social Just & Inclu	Identify systems of socialization that influence and impact one's multiple identities, sociopolitical perspectives and lived experiences; engage in critical reflection in order to identify one's own prejudices and biases; participate in activities that assess and complicate one's understanding of inclusion; advocate on issues of social justice.
DSAES Student Lrning & Dvlpmnt	Apply theory to improve student affairs and teaching practice; identify the strengths and limitations in applying existing theories to varying student demographic groups; assess teaching, learning, and training and incorporate the results into practice; construct effective programs, lesson plans, and Syllabi; teach, train and practice to utilize the assessment of learning outcomes to inform future practice.
DSAES Technology (TECH)	Troubleshoot basic software, hardware, and connectivity problems; assess the technological readiness and needs of students, colleagues, and other educational stakeholders; design and implement technologically-rich learning experiences for students; promote the legal, ethical, and transparent collection and use of electronic data.
DSAES Values, Philos & History	The foundations of the profession from which current and future research, scholarship, and practice will grow; describe the foundational philosophies, disciplines, and values of the profession; learn and articulate the principles of professional practice; explain the public role and societal benefits of students affairs; model the principles of the profession.