



John L. Hoffman
Director, Professional Standards Division
Report for the July 2017 Board of Directors Meeting
June 23, 2017

Requested Action Items

1. When writing what is now the Professional Competencies for Student Affairs Educators, the original ACPA and NASPA Task Force recommended that the competencies be reviewed and updated every five years. The Professional Standards Division requests support from the NASPA Board for NASPA leadership to approach ACPA about extending the review period from five to ten years.¹

Rationale: A critical element of student affairs scholarly and professional literature is both application of theory to practice and the application of practice to theory. As the revised Professional Competencies for Student Affairs Educators were formally adopted in 2015 and the Professional Competency Rubrics in 2016, the publication of these works is quite recent. To once again review and revise the competency areas in time for adoption in 2020, a task force would likely need to begin work in 2018. Such a task force would have virtually no capacity to study applications of the competencies and their rubrics to practice as these are just now emerging within the field. Further, it is unlikely that any significant body of formal empirical scholarship based on the revised competencies will have been conducted and published through refereed journals by 2018. To continually revise the competency areas on a short time cycle unduly reinforces a top-down orientation that works against meaningful application of theory to practice and prevents bottom-up efforts for knowledge generated in practice to inform future theory and professional literature.

¹ This recommendation is based on a preliminary conversation of the members of the Professional Standards Division. Those members will meet again on June 29. They may update the language of this recommendation at that time.

Leadership & Member Engagement

Chair Report

Over the past several years, the Professional Standards Division has focused significant attention to the development, update, and applications of the Professional Competency Areas for Student Affairs Educators. This work will continue to be a central area of emphasis, and the Division will expand upon it by focusing on the following five areas over the next two years.

Seminal documents. Whereas the Professional Competencies attend to the questions of what it means to be a student affairs educator, the Professional Standards Division also attends to larger questions related to the professional ethics, the unique nature of student affairs scholarship, and the ongoing development of student affairs as a profession. These questions are grounded in the history of the profession, notably as marked and delineated by seminal documents such as *The Student Personnel Point of View*, *A Perspective on Student Affairs*, and *Learning Reconsidered*, among others. As 2018-2019 marks the 100th anniversary of NASPA, this is an especially appropriate time to revisit these seminal documents.

The Professional Standards Division has identified a task force consisting of [Rozana Carducci](#) from Region I, [Houston Dougharty](#) from Region II, and NASPA extern [Wendy Lushbaugh](#) to review the seminal documents listed on the NASPA website and develop an introduction for these documents. Among their tasks will be reviewing the use of the term “seminal document,” consideration of other documents to be included on the list, and developing an introduction to these documents. Our hope is that this introduction will be used during the 2018-19 centennial year at regional, annual, and topic-specific conferences.

Collaboration with other divisions. In addition to examining the seminal documents as related to broad questions of professional competency, professional scholarship, professional ethics, and professional practice, the Professional Standards Division intends to reach out to other divisions within NASPA to learn about how their unique areas of focus (e.g. community colleges, equity and inclusion, small colleges and universities, global advisory board) may help to inform future work of the Professional Standards Division or how our work may serve to support those divisions. Our hope is to accomplish this preliminarily through initiating conversations with the leadership of these divisions.

Coordination with NASPA Advisory Services. In 1998, NASPA published the *Principles of Good Practice for Student Affairs*. Whereas the Professional Competencies speak to the question of what it means to be and develop as a student affairs educator, the Principles of Good Practice were intended to speak to the question of what it means to be and develop as a high quality division of student affairs. While the *Principles of Good Practice* document is still relevant in many ways, it is dated in others. The Professional Standards Division had given some thought to revisiting this document, as well as NASPA’s 1990 *Standards of Professional Practice*, to ensure that it is current. Concurrent to this discussion was the emergence of the *NASPA Advisory Services* and its P.R.A.C.T.I.C.E.S. framework. As a next step, the

Professional Standards Division hopes to collaborate with NASPA Advisory Services to ensure coordination of efforts and to assist in any manner that may prove helpful in the adoption and dissemination of the P.R.A.C.T.I.C.E.S. framework.

Competency data and evaluation. One of the applications of the Professional Competencies to practice is their use as session tags by NASPA at conferences and other professional development experiences. This tagging creates the opportunity for more in-depth assessment through the disaggregation of evaluation data by competency area. The Professional Standards Division aims to review such data as well as other sources that emerge (e.g. from formal scholarship, in professional conference sessions, or in written examples of professional practice) and use these to inform ongoing work to apply the competencies to practice.

Continued attention to promoting and disseminating applications of the competency areas in practice. The Professional Standards Division will continue to focus on disseminating its efforts through a varieties of means including the following:

- Regular blog posts;
- Soliciting, reviewing, and posting to our website examples of applications of the Professional Competencies to practice;
- Consultations with Regions and Divisions (specifically Faculty and the Knowledge Communities) regarding use of the Professional Competencies in professional development conferences, trainings, and educational sessions.

Member Reports

Region I – Rozana Carducci. As part of their work to advance NASPA Region I Strategic Plan Goal #2, action item 7 (Use the Regional Conference and social media as means of highlighting research), Carducci (Professional Standards Division Representative) and fellow Region I board members Susan Marine and Pat Rissmeyer collaborated on the development and dissemination of a Region I publication survey. The goal of the survey, distributed via multiple Region I social media outlets and via email to graduate preparation faculty in Region I, is to compile and distribute a list of publications authored by New England area faculty and student affairs professionals.

Region II – W. Houston Dougharty. Dougharty maintained active participation in the Professional Standards Division through (a) monthly meetings, (b) attendance at NASPA Conference in San Antonio (March 2017), including the Region II Board meeting and the Professional Standards Division meeting, (c) co-leadership in spring/summer 2017 project to rewrite and redesign the “About Student Affairs” section of the NASPA website “Who are We” – focusing on updating and reorganizing the foundational and philosophical documents section, (d) attendance at the NASPA Region II conference in Pittsburgh (June 2017), including the Region II Board meetings, and (e) serving as a NASPA Delegate to Ireland in June 2017, including a presentation including the professional competencies at the summer conference of the Confederation of Student Services in Ireland at University College Cork, June 22-23.

Region IV-West – Vincent Loffredo. Region IV-West is in the process of selecting professional competency areas for each board position, and they will place 2-3 competencies in each job description.

As the Region’s representative, Loffredo continued to work with work group to provide information and outreach to region members. Region IV-West is planning webinars, blog posts, and information sessions that are centered on topics that are represented in the Professional Standards Work group of Region IV West. Loffredo additionally actively engaged members through the monthly blog (he will be providing a blog post for the James E. Scott Academy), and he will provide various presentations at the Fall Regional Conference.

Region V – LeAnne Wiles. Wiles (a) engaged with Region V members at the 2017 Annual Conference with the focus on implementation of the professional competencies, (b) participated in Professional Standards Division Conference calls, and (c) will assist with planning for Western Region Conference Program Sessions.

Region VI – Damien Peña. Damien Peña and Region V Representative, LeAnne Jones Wiles are in conversations with the Regional Conference Chair to serve as discussants in possibly two special sessions that highlight Professional Competencies as six proposals were reviewed this term. This would allow for the programs to present and engage in conversation with colleagues.

Knowledge Community Liaison – Ken Schneck. Participated in regular conference calls for the Professional Standards Division as well as in two Knowledge Community (KC) conferences calls. For the KCs, Schneck (a) offered resources as a liaison to the Professional Standards Division, (b) encouraged KC leadership to explore Professional Competencies with which they might not have familiarity, and (c) briefly introduced the Rubrics.

Professional Development & Events

NASPA Annual Conference

March 13-14, 2017 ◊ San Antonio, TX

- Rozana Carducci (Region I), Houston Dougharty (Region II), John Hoffman (Region VI), and Ellen Meents-DeCaigny (Knowledge Community Liaison) co-facilitated a session with Shana Meyer (Director) entitled, *Understanding and Utilizing the ACPA/NASPA Professional Competency Areas for Student Affairs Educators*. Attendance: approximately 50 participants

Member Reports

Region I – Rozana Carducci.

NASPA Annual Conference

March 13-14, 2017 ◊ San Antonio, Texas

- Carducci (Professional Standards Division Representative) co-facilitated with Susan Marine and Gavin Henning a meeting of graduate preparation program coordinators. Attendance: Approximately 20 participants

Region II – W. Houston Dougharty.

Summer conference of the Confederation of Student Services in Ireland

June 22-23, 2017 ◊ University College Cork, Ireland

- Plenary presentation by Houston Dougharty, focusing on NASPA publication Executive Transitions in Student Affairs (2014) and NASPA/ACPA Professional Competencies
- Panel presentation including Houston Dougharty, *Transitions: College student transitional issues in the USA*

Region IV-WEST – Vincent Loffredo.

Region IV West Summer Conference

May 2017 ◊ Lincoln, Nebraska

- Due to travel conflicts, Loffredo was unable to attend the Summer Conference
- All areas in the professional standards division were represented at the Summer Conference.

Knowledge Community Liaison – Ken Schneck. Blah

Knowledge Community Training: Professional Competency Rubrics

June 22, 2017

- One representative from all Knowledge Communities was required to attend.
- This program introduces the Knowledge Communities to the Rubrics and provides examples on how to incorporate the Rubrics into their work.
- Webinar
- Presenter: Ken Schneck, Liaison between the Professional Standards Division and the KCs
- Follow-up: Knowledge Communities will be asked to report back on the “ask” of the webinar (“To integrate one (or two?) of the rubrics into the work of your Knowledge Community either by intentionally infusing it into one of your existing efforts or by creating a new opportunity.”)
- The compendium of practices will then be made available for the KC community at large.

Optional Other Reports - Advocacy & Scholarship (not required)

Chair Report for the Professional Standards Division

Rozana Carducci (Region I) and Houston Dougharty (Region II) collaborated with NASPA extern Wendy Lushbaugh to draft an introduction to the seminal documents posted on the “About Student Affairs” page of the NASPA website. This project is ongoing with an anticipated completion in Fall 2017.

Member Reports

Region IV-West – Vincent Loffredo. Loffredo will develop webinars will be conducted in Region IV-West. One will center on Public Policy and the other on Research and Faculty.