



NASPA[®]

Professional
Standards Division

John L. Hoffman

Director, Professional Standards Division

Report for the March 2019 Board of Directors Meeting

February 22, 2019

Requested Action Items

No action is required at this time.

Leadership & Member Engagement

Professional Standards Division Director Report

Over the past several years, the Professional Standards Division (PSD) has focused significant attention to the development, update, and applications of the Professional Competency Areas for Student Affairs Educators. While this work continued to be a central area of emphasis, I set goals for the PSD to expand upon it by focusing on the following five areas.

1. ***Strategic planning.*** As NASPA has undergone its strategic planning process, members of the Professional Standards Division attended to the guiding questions of (a) what's missing, (b) who's missing, and (c) how can we measure or assess items included in the plan. PSD members focused on these questions while participating in various constituent group processes (Regions, Faculty, and KCs). PSD meetings served as an opportunity to synthesize feedback from the various constituent groups to ensure that the guiding questions receive voice through the broader planning process.
2. ***Collaboration with other divisions.*** As director, I set a goal to increase collaboration with other divisions. While I found increased interactions with other division directors to be highly valuable at and between board meetings, I was not successful in facilitating increased cross-division interaction among members of the various divisions. I continue to see potential value for such interaction, and I encourage my successor to consider this as an ongoing goal area.
3. ***Coordination with NASPA Advisory Services.*** Scot Lingrel (Region III) was added as a member of the NASPA Advisory Services Steering Committee. He has served in a liaison-type role with the PSD, especially as related to the further development and implementation of the P.R.A.C.T.I.C.E.S. framework. As brief context, the P.R.A.C.T.I.C.E.S. framework in many ways

provides an update to and extension of the *Standards of Professional Practice* (1990) and the *Principles of Good Practice for Student Affairs* (1997).

4. **Foundational and guiding documents.** Rozana Carducci, Houston Dougharty, and Wendy Lushbaugh developed an original essay to serve as an introduction to the Foundational and Guiding Documents. At this time, the essay is undergoing final revisions and editing.
5. **Continued attention to promoting and disseminating applications of the competency areas in practice.** PSD members wrote or secured blogs for most months between July 2018 and February 2019; additional blogs are scheduled for the coming months. When possible, these blogs have been tagged to other divisions as well, thereby potentially increasing the visibility of the PSD and enhancing potential for cross-divisional collaboration. Additionally, PSD members provided leadership for the regions as well as with faculty and knowledge communities through consultations and trainings as outlined in the member reports section.

In addition to the goal areas above, the Professional Standards Division has made significant gains in diversifying its membership. When I began as PSD director, all the members of the division were White, the majority were from large public universities, and practitioners were arguably underrepresented. Over the past two years, we have added four Black student affairs educators and a Latino while also securing LGBTQ representation. The institutional diversity of PSD representatives now includes a community college, a technical university, a small public university, and a private institution. The representation of practitioners has also increased and now includes a first-year experience programs director, a cultural center director, and an associate dean of students in addition to three senior student affairs officers and two faculty members. Given the role of the Professional Standards Division, maintaining this diversity will be an important goal for the new director.

CAS Board of Directors Update

The PSD director represents NASPA on the CAS Board of Directors. It has been a busy year for CAS following the passing away of Marybeth Dreschler Sharp, who served as the Executive Director for CAS. Deb Garrett, a former CAS president, has assumed the Interim Executive Director role. CAS is currently conducting a request for proposals for an Association Management Company to assist with the ongoing management of the organization.

Over the past year, new or revised standards have been approved for TRIO and Other Educational Opportunity Programs, Veterans and Military Programs and Services, International Student Programs and Services, Parent and Family Programs, Lesbian, Gay, Bisexual, and Transgender Programs and Services, and Campus Activities Programs. As CAS prepares for its 40th anniversary, it will also publish an anniversary edition of the CAS Standards book including the new standards.

While serving on the CAS Board, I have also served on the Financial Advisory Committee. Our broader work has focused on developing a multi-year budget for CAS as well as coordination with executive leadership regarding financial reporting and annual audits.

Member Reports

- **Region I** is currently vacant. Jennifer DeBurro, Region I Regional Director, has submitted a name for consideration to be added beginning in March 2019.
- **David E. Jones** serves as the representative for **Region II**. David has maintains active participation in the PSD through monthly meetings, email communication, and request for review of NASPA documents for feedback. A key initiative that David has worked on with NASPA launched in February 2019. The NASPA Ujima Institute, a four-day institute for mid-level Black student affairs professionals, will occur in the fall of 2019 with initial advertising beginning at the annual national conference in Los Angeles. This institute aligns directly with the NASPA/ACPA Professional Competencies, with a particular focus on inclusion and equity. The goal is for this institute is to create a diversified pipeline for career advancement among Black administrators in the student affairs profession. David will serve as the co-director for the inaugural institute. Additionally, David serves as a SA Speaks Mentor for a SA Speaks presenter at the upcoming annual conference, as a NUFP Mentor, and as a member of the leadership team for the African American Male Summit.
- **Scot Lingrell** is the representative for **Region III**. Scot regularly participated in PSD meetings and represented PSD at meetings of the Region III board where he provided consultations to other members on the integration of professional competencies into professional development activities. Scot also represented the Professional Standards Division as a liaison to and member of the NASPA Advisory Services Steering Committee for NASPA Advisory Services. Scot provided updates to the Professional Standards Division regarding ongoing refinement and application of the P.R.A.C.T.I.C.E.S. by NASPA Advisory Services.
- **Timeka Rashid** is the Professional Standards Division representative for **Region IV-East**. Timeka is currently working with Amy French in Region IV-East to develop a liver interactive discussion via ring central on the topic of the professional competencies and application strategies for graduate preparation programs. Specifically, this session will address how the competencies are presented to new professionals. Timeka also helped collaborated with LeAnne Wiles to develop the Professional Standards Division session for the annual conference in Los Angeles.
- **Keegan Nichols** is the representative for **Region IV-West**. Keegan provided leadership within the region by participating in constituent group retreats and meetings; collecting feedback for the strategic planning process; advising planners of conferences, drive-ins, and other professional development experiences regarding standards, ethics, and/or competencies; presenting at conferences and meetings on PSD-related topics; writing/soliciting blogs; soliciting examples of applications of the professional competencies to practice for the PSD website; and contributing to publications ranging from newsletters to books to journals. A key accomplishment for Region IV-West was identification of professional standards for each of the position descriptions for the Region IV-West board.
- **LeAnne Wiles** is the representative for **Region V**. While Region V's leadership transitions have affected the work of the region, LeAnne has been an active supporter of the Professional Standards Division by writing blogs and in providing leadership for the Professional Standards Division session at the annual conference.

- **Damien Peña** began the year as the representative for **Region VI**, but had to limit his involvement due to a presidential transition at his institution. He did provide several consultations regarding applications of the professional competencies within community colleges.
- **Ken Schneck** served as the liaison between the Professional Standards Division and the **Knowledge Communities**. Ken was an active member at Professional Standards Divisions and provided valuable input regarding the strategic planning process. He provided consultations with the KCs throughout the year, and while he is unable to attend the annual conference in Los Angeles, he designed training content for the Professional Standards Division delivery of professional competency training for the Knowledge Committees at the annual conference. Ken also assisted with the selection of sessions to be sponsored by the Professional Standards Division at the annual conference.
- Though her term as **faculty liaison** ended in March 2018, **Rozana Carducci** continued to support the Professional Standards Division's work on the essay addressing the Foundational Documents through Fall 2018. **Kelley Kenney** joined the Professional Standards Division in the Summer of 2018 as the new faculty liaison. She regularly engaged in PSD meetings through the end of the calendar year. Following her retirement in January 2019, Kelley stepped down from her role on the PSD. The faculty liaison position is currently vacant.
- Lastly, **Wendy Lushbaugh** served as a member at large for the **Professional Standards Division**. In addition to participating in meetings and providing feedback on the strategic planning process, Wendy contributed to the essay addressing the foundational documents.

Professional Development & Events

PSD members have planned professional development involvement for the coming year. Ken Schneck and David Jones served on a PSD committee to selections to be sponsored by the PSD. LeAnne Wiles and Timeka Rashid assumed leadership roles for the PSD session at the annual conference in Los Angeles while Kelley Kenney contributed to the early development of this session.