



**NASPA**<sup>®</sup>

Professional  
Standards Division

**John L. Hoffman**  
**Director, Professional Standards Division**  
**Report for the March 2018 Board of Directors Meeting**  
**January 30, 2018**

## Requested Action Items

No action is required at this time.

## Leadership & Member Engagement

### **Chair 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 has continued to be a central area of emphasis, the PSD has expanded upon it by focusing on the following five areas.

***Seminal documents.*** Based on the work of Rozana Carducci (Region I), Houston Dougharty (Region II), and Wendy Lushbaugh (NASPA extern), the PSD has revised the “About Student Affairs” pages on the NASPA website. The changes consist of the following:

- Shifting from the language of “Seminal Documents” to “Foundational and Guiding Documents”;
- Expanding the list of Foundational and Guiding Documents to be more broadly inclusive of documents developed by other organizations (e.g. ACPA’s *Student Learning Imperative*); and
- Providing more options for viewers to click on content in order to access narrative descriptions of documents and other related content.

Rozana Carducci, Houston Dougharty, and Wendy Lushbaugh are also finalizing an original essay that will serve as an introduction to the Foundational and Guiding Documents. Our intent is that this paper will be included in the traveling 100<sup>th</sup> Anniversary display that will be featured at various regional conferences during the anniversary year.

***Coordination with NASPA Advisory Services.*** Scot Lingrel (Region III) has been added as a member of the NASPA Advisory Services Steering Committee. He will serve 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).

***Collaboration with other divisions.*** Building upon work from the Summer 2017 board meeting, the PSD 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 PSD or how our work may serve to support those divisions. Among the action steps taken this fall were conversations with Susan Marine (faculty council liaison) regarding the liaison role and potentially strengthening collaborative efforts aimed to support new faculty members.

***Competency data and evaluation.*** The PSD requested disaggregated data from the membership survey related to questions about the professional competencies. The PSD reviewed these data at their November meeting and identified that NUFP Fellows reported limited awareness of the professional competencies. The PSD will reach out to the NUFP Board in the coming year to offer support for using the competencies to introduce the student affairs profession to NUFP Fellows.

Additionally, 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:

- PSD members each signed up to either write or secure a blog for each of the months between October 2017 and June 2018. The goal will be to write blogs that can be tagged to other divisions as well, thereby potentially increasing the visibility of the PSD.
- 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.*** Carducci (Region I Professional Standards Division Representative) collaborated with NASPA extern Wendy Lushbaugh and Region II Professional Standards Division Representative Houston Dougharty to draft an introduction to the seminal documents posted on the

“About Student Affairs” page of the NASPA website. Carducci, Lushbaugh, and Dougharty are writing an original essay that draws upon the foundational documents featured on the “About Student Affairs” NASPA webpage to illustrate the evolution of the student affairs guiding philosophies and values. It is expected this essay will be integrated into the NASPA 100<sup>th</sup> anniversary celebration traveling exhibit. This project is ongoing with an anticipated completion date of March 2018.

**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. Additionally, Dougharty received notice that he has been named to the 2018 class of Pillars of the Profession—congratulations! Houston will need to step down from his role following the annual conference in Philadelphia.

**Region III – Scot Lingrel.** Scot Lingrell contacted all state directors in Region III reminding them of the Professional Standards Division and the ACPA/NASPA Competencies and Rubrics—so they can use them in their state conferences/webinars. Scot was also named the PSD liaison to the NASPA Advisory Services Steering Committee. He expects to begin meetings in 2018.

**Region IV-EAST – Timeka Rashad.** After being named the new Vice Chancellor for Student Affairs at the University of Illinois at Urbana-Champaign, Danita Brown Young elected to step down from her role as the Region IV-East representative on the PSD. After consulting with Julie Payne-Kirchmeier, Timeka Rashid has been appointed to fill this position. Dr. Rashid is the Associate Dean of Students at Kent State University where she works with student engagement across eight campuses. Her strong knowledge base and unique role will contribute provide valuable perspectives for the PSD. Her work with Region IV-EAST will span serving as a liaison between the Region and the PSD and will focus on providing consultations to others in the regions as they plan and implement various professional development and conference opportunities for student affairs educators in the region.

**Region IV-WEST – Vincent Loffredo.** After significant service to Region IV-West and the PSD, Vincent Loffredo has stepped down from his role on the PSD. After consulting with Jarrid Freeman, Region IV-West Regional Director, and Shana Meyer, Region IV-West Director-Elect, Keegan Nichols has been appointed to fill this position. As the Vice President for Student Affairs at Arkansas Tech University, Dr. Nichols brings strong practitioner and leadership experience and she adds to the institutional diversity represented on the PSD.

Building on Vincent Loffredo's work, Keegan Nichols will continue write blogs for Regional IV-West and the PSD, consult with planning committees for regional professional development offerings, provide information sessions at regional conferences addressing PSD topics, and support ongoing Region IV-West efforts to utilize competencies in board member job descriptions.

**Region V – LeAnne Wiles.** In addition to consulting with planning committee for joint Region V-VI Western Regional Conferences, LeAnne presented at the WRC on Integration of Competencies and CAS Ethical Principles within the Work Environment. Additionally, LeAnne is serving on the Region V Engagement Committee focusing on Professional Development with a focus on enhancing accessibility, relevance, and quality of professional development opportunities available to Region V student affairs professions.

**Region VI – Damien Peña.** Damien Peña, along with Region V Representative, LeAnne Jones Wiles, provided a presentation at the WRC regarding professional competencies updates, and he served as a discussant for two special sessions that highlight Professional Competencies. Damien also represented NASPA on a panel presentation at the Western Regional Careers in Student Affairs Day (WRCSAD) conference, which was held in October at the University of California, Irvine. NASPA is one of the sponsors of WRCSAD.

**Knowledge Communities Liaison – Ken Schneck.** To help facilitate greater usage of the competencies and rubrics by the Knowledge Communities, Ken (a) created a submission webform for KCs to submit a current or planned practice for actively using the rubrics in their work, (b) created a "How to Use the Rubrics" communication to facilitate webform submissions, and (c) conducted one-on-one calls with individual KC leadership to support their submissions. Ken has received 15 unique webform submissions from KCs regarding how they are either currently using the Rubrics in their work or plan to in the upcoming year. Additionally, Ken conducted review of all KC websites to check for links to Competencies. He has participated in a number of KC conference calls offering his resources as a liaison to the PSD.

Recently, Ken has collected "Rubrics in Action" data, which he is used as a part of his January blog post for the PSD. He is also using these data to develop a more general document to support the KCs.

**Faculty Council Liaison – Susan Marine.** Susan Marine consulted with PSD Director, John Hoffman, regarding several opportunities for greater collaboration between the Faculty Council and the Professional Standards Division. Though *only preliminary ideas thus far*, there was discussion of (a) developing greater support for new student affairs preparation faculty, especially those who have limited professional experience, regarding strategies to connect theory and research to practice, which is a defining characteristic of student affairs scholarship, and (b) exploring means to involve practitioners as discussants for research-related sessions and professional conferences. Other areas of interest for the Faculty Council include the revisions to the "About Student Affairs" section of the NASPA website addressing Foundational and Guiding Documents, the associated essay under development to introduce

the Foundational and Guiding Documents, and exploration of assessment and evaluation data related to the professional competencies.

## Professional Development & Events

### **NASPA Annual Conference**

*March 4-7, 2018 ◇ Philadelphia, PA*

- PSD members will provide a session with updates related to the work of the PSD. Two other sessions will be sponsored by the PSD, and two more will be highlighted by PSD.

### **Member Reports**

#### ***Region I – Rozana Carducci.***

##### **NASPA Annual Conference**

*March 4-7, 2018 ◇ Philadelphia, PA*

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

##### **NASPA Region I Conference**

*November 13, 2017 ◇ Springfield, MA*

- Carducci (Professional Standards Division Representative) facilitated a session entitled, Utilizing the ACPA/NASPA Professional Competency Areas as a Frame for Professional Development.

#### ***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 III – Scot Lingrel.***

##### **SACSA/Region III Conference (Southern Association of College Student Affairs)**

*October 28-31, 2017 ◇ Chattanooga, TN*

- Engaged in Region III Board meeting—gave an update on PSC activities and shift in direction from specifically about Competencies and Rubrics to more overall engagement in professional development and Foundational Documents.
- Engagement in multiple receptions and CSAO activities—discussions about Professional Standards and new direction.

#### ***Region V – LeAnne Wiles.***

##### **NASPA Western Regional Conference**

*November 5-7, 2017 ◊ Honolulu, HI*

- Wiles presented on Integration of Competencies and CAS Ethical Principles within the Work Environment.

***Region VI – Damien Peña.***

**NASPA Western Regional Conference**

*November 5-7, 2017 ◊ Honolulu, HI*

- Damien Peña presented with LeAnne Wiles using short case studies to demonstrate how to put the competencies to practice.

***Knowledge Community Liaison – Ken Schneck.***

**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.