### Fresno State
#### DOSAEM Faculty & Staff Professional Competencies

<table>
<thead>
<tr>
<th>University Strategic Plan</th>
<th>DOSAEM Faculty &amp; Staff Professional Competencies*</th>
<th>DOSAEM 2016-17 Resources and Activities</th>
</tr>
</thead>
</table>
|                           | 1. **Values, Philosophy, and History**       | • DOSAEM Professional Development Conference  
|                           | Foster knowledge, skills, and dispositions that connect the history, philosophy, and values of the student affairs profession to one’s current professional practice. | • DOSAEM website |
| 2, 4                      |                                               |                                        |
|                           | 2. **Law, Policy, and Governance**           | • DOSAEM Professional Development Conference  
|                           | 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. | • Communication/Title IX Training  
|                           |                                               | • Webinars for professional development  
|                           |                                               | • DOSAEM website and listserv |
| 2, 4                      |                                               |                                        |
|                           | 3. **Student Learning and Development**      | • Technology Innovations for Programs and Services (TIPs)  
|                           | 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. | • NASPA 2017 Conference Online  
|                           |                                               | • Webinars for professional development |
| 1, 4                      |                                               |                                        |
|                           | 4. **Personal and Ethical Foundations**      | • Careers in Student Affairs Month  
|                           | 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. | • Webinars for professional development  
|                           |                                               | • NASPA 2017 Conference Online |
| 2                         |                                               |                                        |
|                           | 5. **Organizational and Human Resources**    | • Careers in Student Affairs Month  
|                           | 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. | • Webinars for professional development  
|                           |                                               | • Service to the Community training by Organizational Excellence  
| 2, 4                      |                                               | • Technology Innovations for Programs and Services (TIPs)  
|                           |                                               | • NASPA 2017 Conference Online |

| 2, 4 | 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. | • Careers in Student Affairs Month  
• Webinars for professional development  
• NASPA 2017 Conference Online |
| 1, 2, 4 | 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. | • 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 | 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. | • Technology Innovations for Programs and Services (TIPs)  
• NASPA 2017 Conference Online |
| 1, 3, 4 | 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. | • Campus Advisory Network (CAN)  
• Advising Sub Council Careers in Student Affairs Month  
• Webinars for professional development  
• NASPA 2017 Conference Online |
| 1, 2 | 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. | • Assessment Committee  
• Technology Innovations for Programs and Services (TIPs) |