

CORE COMPETENCIES

ASSESSMENT, EVALUATION, & RESEARCH

The ability to understand the language of assessment, evaluation, and research; collect and analyze different types of data; and communicate the results to drive decision making within the organization.

SKILL SETS:

- Language of and Use of Assessment, Evaluation, and Research
- Application of Assessment, Evaluation, and Research Frameworks
- Data Collection and Use of Data
- Research Ethics

FISCAL MANAGEMENT

The ability to create simple and complex budgets, understand funding sources, create systems for monitoring and evaluating budgets, and understand investment strategies.

SKILL SETS:

- Budget Management and Development
- Budget Oversight Strategies
- Fundraising
- Contract Negotiation and Management

EVENT MANAGEMENT

The ability to successfully plan and execute high-quality programs with and for campus and external stakeholders.

SKILL SETS:

- Programming and Event Planning
- Event Operations
- Risk Management

HUMAN RESOURCES

The ability to manage organizational processes, including human resource needs of staff members, in a consistent and equitable manner.

SKILL SETS:

- Organizational Development
- Ethical Hiring, Promotion, and Retention
- Training and Development
- Supervision

FACILITY MANAGEMENT

The ability to successfully create and maintain attractive, safe, fully operable, built environments.

SKILL SETS:

- General Administration and Management
- Daily Facilities Management
- Facility Planning and Assessment
- Building Design, Construction, and Renovation
- Environmental Management and Sustainability
- Information Technology

MARKETING

The ability to identify and connect with different audiences and to develop and use effective promotions, communication, and information in multiple media and formats.

SKILL SETS:

- Principles of Marketing
- Using Data for and from Marketing
- Marketing and Communication Technology

CORE COMPETENCIES

ORGANIZATIONAL LEADERSHIP

The ability to develop and communicate a vision so that others commit and take action to fulfill the mission and goals of the organization.

SKILL SETS:

- Awareness of Self
- Problem Solving
- Conflict Resolution
- Collaboration and Partnerships
- Group Management
- Motivation and Empowerment
- Administrative Acumen

SOCIAL JUSTICE

The ability to successfully seek understanding and respect for persons of all cultural, social, and ability identities; to create environments that foster inclusive participation of all groups and unconditional human worth; and to advocate for equity and social justice with and for all identities and communities through education, support, awareness, advocacy, and allocation of resources.

SKILL SETS:

- Understanding of Self, Identity, and Culture
- Institutional Awareness and Communication
- Advocacy

PLANNING

The ability to identify organizational needs and to initiate strategies aligned with the institutional mission, strategic direction, and values.

SKILL SETS:

- Establishing Priorities
- Goal Setting
- Strategic Planning
- Preparation for the Unexpected
- Project Management
- Succession Planning

STUDENT LEARNING

The ability to create educational environments and experiences, grounded in theory and its application to practice, that intentionally provide students with opportunities for development.

SKILL SETS:

- Knowledge of Student Development Theory
- Application of Theory to Practice

COMPETENCY AREA THREADS

Threads are common components of the separate core competencies. These threads emphasize these areas in all roles within the union field. The identified threads are:

COMMUNICATION

A commitment to effectively exchange information and engage in dialogue using situationally appropriate strategies, conscientious interaction through verbal and nonverbal behaviors, and messaging adapted for diverse audiences. This includes, but is not limited to, skills in negotiation, persuasion, and conflict management; using timely, articulate, and culturally relevant approaches.

TECHNOLOGY

A commitment to understand the overall intent of and choose from appropriate digital tools, equipment, and procedures for service delivery and problem-solving. The application of digital literacy to assess information for validity and usefulness.

ETHICS

A commitment to values such as integrity, honesty, virtue, authenticity, courage, and kindness in all endeavors. An ethical leader is consistent and fair in the treatment of all human beings. An ethical person holds themselves and others to a high moral standard of conduct.

EQUITY

A commitment to access, opportunity, advancement, and justice for all members of our communities, by identifying and addressing exclusionary systems through policies and practices.

