

Building Connections and Community on your Campus through the ACUI Core Competencies

Jackie Grinvalds, Nick Smith &
Lincoln Walburn, Ed.D.

The ACUI logo is a white circle containing a purple square icon with a white geometric pattern, followed by the text "ACUI" in bold black and "DENVER 2024" in a smaller black font. The background of the slide is dark blue with a large, diagonal, semi-transparent image of a coiled orange rope with black speckles, which is partially obscured by the white circle.

 **ACUI**
DENVER 2024

What is Ed Council and why are we doing this

With our time together today, we will:

- Identify the Core Competency resources found on the ACUI website
- Discuss how the related knowledge areas and skill sets can enhance our work
- Review the rubric for selected competencies and identify levels of knowledge from basic to expert
- Learn how to apply the Core Competencies on your campus



This ACUI Core Competencies Session:

- Who uses them?
- 4 Key Impact Uses
- Core Competency Rubric
- Activity



The Core Competencies... what are they?

Assessment, Evaluation & Research	Event Management	Facility Management	Fiscal Management
Human Resources	Marketing	Organizational Leadership	Planning
	Social Justice	Student Learning	

Competency Area Threads



COMMUNICATION



ETHICS



TECHNOLOGY



EQUITY

 **ACUI**
DENVER 2024

How are they used?

Professionals



Key Performance Indicators



Personal growth plans



Job descriptions

ACUI



Conference session selections



Institutes and Workshops



Volunteer staff training



Session assessment



Education Plan

Assessment:

- **2023 Not Meeting Expectations**

- Fiscal Management
- Assessment, Evaluation, and Research
- Marketing
- Social Justice

- **2022 Not Meeting Expectations**

- Fiscal Management
- Marketing
- Social Justice
- Assessment, Evaluation, and Research



Rubric Example

Core Competency: Organizational Leadership



Basic	Understands self-assessment, group dynamics, and communication styles. Uses basic decision-making models and contributes productively in groups.
Intermediate	Displays awareness of institutional politics, conflict causes and solutions, as well as motivation and empowerment techniques. Leads small teams and develops campus partnerships through effective collaboration. Uses feedback to improve personal performance.
Advanced	Knowledge of local/state/national climate and its impact on the department, institution, and higher education. Leads larger teams applying leadership, motivation, and empowerment techniques.
Expert	Mentors staff, students, and colleagues. Leads with personal values, while protecting all identities and viewpoints. Leads large, layered, teams while effectively managing conflict and resource negotiation.

Learning Outcomes

Core Competency: Organizational Leadership

Basic	Identify strengths and areas of improvement in their personal leadership style.
Intermediate	Develop campus partnerships through effective collaboration.
Advanced	Mediate conflict between others using appropriate resolution techniques, approaches, or models.
Expert	Apply knowledge of institutional politics to manage resource negotiation.

Core Competency: Organizational Leadership

Skill Set: Awareness of Self

Ability To: Develop and articulate a personal leadership style

Proposal for Professional Development Series for Staff within Division of Student Affairs

Goal 1 - Identify leadership instrument on which to base sessions.

- **Objective 1**

Conduct a survey of staff to identify which leadership instruments they have used in the past and which they are most interested in (i.e. Clifton Strengths, LPI, Behavioral Styles, Bolman and Deal Frames, etc.).

- **Objective 2**

Research the costs of various leadership instruments and determine available budget for implementation.

- **Objective 3**

Identify available facilitators for leadership instruments.



 **ACUI**
DENVER 2024

The logo is a white circle containing the text 'ACUI' in a large, bold, black sans-serif font, with 'DENVER 2024' in a smaller, black sans-serif font below it. To the left of the text is a small icon consisting of two overlapping squares, one purple and one white. The background of the slide features a close-up of a thick orange rope with black speckles, coiled and set against a dark blue background with a diagonal white line.

Another Rubric Example

Learning Objective example

Time to practice

You are responsible for designing a professional development session for your team to build belonging and community within your unit or organization. What could you design using one or both of the following core competencies: Planning and Social Justice?

slide(s) for finding
competencies and rubric
online

The background of the slide is a photograph of a rock climbing scene. A green rope is visible, running diagonally across the frame, secured by yellow and blue carabiners on a reddish-brown rock face. The rock has a textured, layered appearance. The overall tone is adventurous and professional.

Q&A Discussion

Thank you!

How to get involved
with the Core
Competencies:



acui.org/corecompetencies