



Education Plan 2023–2025

Education Council

The Education Council is a volunteer group charged with ensuring the programs and services of the Association meet the educational needs of the college union and student activities profession. In addition, we compile content, develop and/or coordinate the latest content with the assistance of Association members, and are champions for continual learning for all members of ACUI.

History of the Core Competencies

The core competencies define the knowledge, skills, and abilities needed to be successful as a campus community builder and professional in this field. Education within the Association is offered through programs and services to enhance members' competence as professionals and to help increase job performance and satisfaction. While the core competencies are designed for professional staff and graduate students, the knowledge and abilities needed in each skill set serve as transferable skills for undergraduate students and can serve as a solid foundation for a student's campus involvement.

The original core competencies (developed in 2005) and the coordinating skill sets (finalized in 2008) created the educational building blocks of our profession. In 2017, the Education Council set out to review and propose changes to the original core competencies to update language, review how the core competencies should be included in programs and by whom and ensure the alignment of the core competencies with the ever-evolving role of the college union. In addition to these changes, the Education Council identified threads to capture content areas that reside in and are critical to the successful practice of each competency.

The current core competencies, accepted formally by the ACUI Board of Trustees in July 2019, resulted from feedback and guidance by the ACUI Leadership Team; a significant review of student affairs, college union, and association management literature; focus groups and feedback solicitation virtually, at 2018 Regional Conferences, at the 2019 ACUI Annual Conference; significant input from ACUI communities of practice; and final review from the Education Council and various subject matter experts.

The Education Council has developed a rotating process to review a select few competencies every year.

Education Priorities

In 2016, the Education Council decided to develop the Educational Plan as a two-year plan to have a greater impact during the educational planning of conferences, Association educational programs (online and in-person), and the evaluation of these programs in a realistic and substantial way.

The two-year plan focuses on three core competencies to reach a broad membership's need for educational programming, as our professional responsibilities and educational opportunities are diverse. The Education Council sets priorities for education through the Association to ensure that our members are receiving the quality of education and content most relevant to their needs. Typically, these priorities are based on data collected from the membership through prior conference evaluations, review of educational session proposals, and discussions about programmatic needs and resources among the leadership and members of ACUI.

The goal of the 2023–25 Education Plan is to increase the level of educational offerings across the Association, specifically focused on the core competencies of **Planning, Student Learning, and Human Resources**. This focus was determined by reviewing survey data collected from the membership. Based on data collected in 2022, Planning and Student Learning were among the highest priorities for our membership. Human Resources has grown as an educational need in the past year as well. All three are relevant to the work of most professionals today.

By helping to meet the expressed need of the membership, the Education Plan is directly in line with Strategic Guidepost 1: **Advance campus community through social justice and education to empower marginalized identities and to overcome racism and anti-Blackness**. It also supports Strategic Guidepost 2: **Actively engage members and promote the Association to ensure the continued success of ACUI**. The metrics embedded into the Education Plan are a commonsense way to make ACUI's data gathering, analysis, and application more effective and efficient.

Three Core Competency Priorities for 2023–25

Planning

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

Skill Sets:

- Establish Priorities
- Goal Setting
- Strategic Planning
- Preparation for the Unexpected

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

Human Resources

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

Skill Sets:

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

Threads

Threads are components of the separate core competencies and are essential elements of each competency area. The Education Council determined there were four points of emphasis that ran through every competency: communication, technology, ethics, and equity. These threads emphasize these areas in all roles within the field.

- Communication: The ability to successfully exchange information through verbal and nonverbal symbols and behaviors
- Technology: The ability to understand the overall intent of and to choose from appropriate tools, equipment, and procedures for service delivery and problem solving
- Ethics: The ability to develop and maintain integrity
- Equity: The guarantee of fair treatment, access, opportunity, and advancement for all community members, while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups.

Use of the Education Plan

The Education Plan, upon approval by the Board of Trustees, will be distributed to:

- Regional Directors
- AERPT
- DEI Program Team
- Student Program Team
- Annual Conference Planning Teams
- Regional Conference Planning Teams
- Regional Educational Program Coordinators
- Central Office Staff

Outcomes

- ACUI members will increase their knowledge of the highlighted core competencies (learning outcome).

- ACUI will provide targeted programming designed to address the highlighted core competencies (program outcome).

Achievement Targets

- Annual Conferences will include at least 10% of session topics addressing each of the targeted core competencies.
- Regional Conferences will include at least 10% of session topics addressing each of the targeted core competencies.
- At least one plenary speaker or experience at each conference (Annual and Regional) will address one of the targeted core competencies.
- At least five online educational content programs focused on the targeted core competencies will be presented over a one-year period.
- At least one digital credential will be offered in a highlighted core competency each year.
- Identical questions highlighting core competency growth will be included on all surveys Association-wide.
- Student programs that utilize learning outcomes/curriculum will incorporate at least one of the highlighted core competencies in each program (as applicable).
- ACUI institutes will include at least one dedicated session connecting to at least one of the highlighted core competencies.
- At least one article in The Bulletin will be written about each of the targeted core competencies each year.

Data Collection and Review

- Review of conference session proposals (Annual and Regional) and selected topics, educational content, and quality (based on evaluations)
- Review of conference/institute schedules and educational content
- Number and content of webinars presented
- Number and content of digital credentials offered
- Review of student program curricula/learning outcomes and educational content
- Review of completed surveys (reviewing questions and answers)

Annual Wrap-Up

- Survey data will be used to collect baseline numbers of reported competency growth.
- Report will be generated (along with suggested changes/tweaks) and discussed with the Education Council, followed by dissemination with other leadership component groups for feedback.

Annual Core Competency Review and Updates as Needed

The Education Council will review Social Justice and Assessment, Evaluation and Research for current literature and practices and make suggestions, if necessary, for updates in 2024.