Professional Dispositions & Competencies

This document contains a list of 22 academic skills and dispositions followed by a list of the 10 ACPA/NASPA Professional Competencies. The disposition portion speaks to your personal development as a student and professional while in the HESA Grad program. The competencies are what the HESA curriculum is built upon based on national standards and what you will be evaluated upon at the end of the program.

You, as HESA Student, are encouraged to self-assess on a continuing basis (with your faculty advisor, GA/work supervisor, and mentors). The faculty will assess your dispositions at the end of every semester and send you a report with necessary feedback

Academic Skills and Dispositions

1. Demonstrates the ability to work with abstractions and theory through a willingness to learn and an openness to new ideas
2. Demonstrates the ability to move fluidly between theory and practice through written and in-class work
3. Exhibits thoughtfulness, compassion, interpersonal respect, social skills, emotional maturity, enthusiasm, and a welcoming presence
4. Manifests self-awareness and commitment toward personal and professional growth including a genuine acceptance toward others and evidence of cultural humility and anti-oppression
5. Asks clarifying questions, is emotionally mature in problem solving and conflict resolution, is self-directed, and self-motivated
6. Demonstrates an ability to focus on introspection and professional growth
7. Shows proper respect, including understanding of racial, sexual and other social and cultural differences
8. Cultivates active listening: encouraging, paraphrasing, reflecting feelings, empathizing, summarizing
9. Understands impact of non-verbal signals (i.e. eye contact, facial expressions, gestures)
10. Demonstrates ability to understand others' perspectives and integrate these perspectives into professional practice
11. Displays appropriate degree of professionalism, authenticity, and integrity in demeanor and self-presentation
12. Submits work in a timely manner
13. Submits work that is academically honest, edited, proofread, free of style errors, and fully meets the standards of a graduate program
14. Participates fully in course communication, regularly accessing WCU email and Canvas/LMS
15. Shows respect and appreciation for colleagues in and out of class
16. Takes a collaborative approach to learning, with curiosity and an openness to new experiences
17. Responds appropriately to questions and invitations to participate in activities
18. Demonstrates responsibility for individual impact on learning environment
19. Participates fully in required out-of-class assignments
20. Displays professional identity that is congruent with professional standards in higher education and student affairs, exhibits clarity of values and sense of purpose
21. Demonstrates alignment with the norms and ethical standards of the profession as expressed by professional organizations such as ACPA, NASPA & CAS
22. Understands the importance of joining and participating in professional organizations such as the ACPA, NASPA, & CAS

This list of dispositions in this document has been adapted from the Master of Arts in Counseling Program from Saint Martin's University.

ACPA/NASPA Professional Competencies

See rubric for detailed descriptions	Personal notes, reflections, and documentation of competency development
Advising & Supporting	
Interpersonal Skills	
Professional Development	
Group Dynamics	
Partnering with Others	
Conflict and Crisis Situations	
Assessment, Evaluation, and Research	
Terms and Concepts	
Values/Ethics/Politics	
AER Design	
Methodology, Data Collection, and Data Analysis	
Interpreting, Reporting, and Using Results	
Law, Policy, and Governance	
Laws and Legal Systems	

Governance	
Ethical and Inclusive Application of Policy	
Civic Engagement	
Leadership	
Foundational and Theoretical Principals of Leadership	
Self-Awareness and Continual Reflection	
Teamwork and Interpersonal Skills	
Change Management and Innovation	
Organization and Human Resources	
Assessment, Advocacy, and Networking	
Skill Development	
Hiring and Staffing	
Supervision, Communication, and Conflict Resolution	
Crisis and Risk Management	

Resource Management, Stewardship, and Sustainability	
Technology	
Personal and Ethical Foundations	
Wellness and Healthy Living	
Ethical Codes and Professional Standards	
Self-Assessment and Reflection	
Social Justice and Inclusion	
Understanding of Self and Navigating Systems of Power	
Critical Assessment and Self-Directed Learning	
Engaging in Socially-Just Practice	
Organizational Systemic Advocacy	
Student Learning and Development	
Understanding Theory	
Design and Application	
Assessment and Integration	

Technology	
Technical Tools and Software	
Data Use and Compliance	
Digital Identity and Citizenship	
Online Learning Environments	
Values, Philosophy, and History	
Historical Foundations	
Theoretical Foundations	
Social/Cultural Context	
Professional Service	
Campus and Civic Engagement	