

Aligning Expectations for New Professionals: Advice from SSAOs

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Competencies and Expectations based on Research**:

- Assessment/Evaluation skills
- Instruction/Teaching
- Ability to serve as consultant to other campus constituencies
- Counseling/Advising/Helping skills
- Program Development
- Strong personal communication skills
- Understanding of personal differences
- Ability to demonstrate caring
- Understanding/knowledge of ethics and legal responsibilities
- Working collaboratively with staff/faculty/students
- Work with a wide range of people
- Displayed leadership skills
- Relevant (assistantship) experiences
- Commitment to diversity/Creating a multiculturally sensitive environment
- Computer skills
- Goal setting
- Using sound management skills/practices
- Facilitating student and staff development
- Enhancing learning environments for students
- Contributing to an institution's academic mission
- Being change agents
- Organizational and political competencies
- Professional content knowledge
- Goal setting
- Ability to deal with change
- Ability to manage organizations and groups

**see reverse for citations



Competencies and Expectations from Presenters' perspectives:

- Being student-centered
- Flexibility
- Collaboration
- Vision
- Initiative
- Autonomous
- Ability to accept feedback
- Ethic of care
- Inquisitive
- Macro-Thinker

Competencies and Expectations Expressed by New Professionals*:

- Receiving adequate support from supervisors/institution
- Understanding job expectations
- Fostering student learning
- Moving up in the Student Affairs field
- Enhancing supervision skills
- Developing multicultural competencies

*see reverse for citations

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