

Education Plan

2016-2018

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

Core Competencies

The 11 core competencies, with a combined 1 skill sets, continue to be the educational building blocks of our profession. They define the knowledge, skills, and abilities to be successful as a college union and student activities professional. Education within the association is to enhance members' competence as professionals and to help increase job performance and satisfaction. While the core competencies are designed for professionals and graduate students, the knowledge and abilities needed in each skill set serve as great transferrable skills for undergraduate students.

Education Priorities

The International Education Council sets priorities for education throughout the association. These priorities are based off data collected from the membership through a 2014 survey of members, the 2012 College Union & Student Activities Professional Assessment, 2016 Needs Assessment, ACUI Strategic Plan, and conference evaluations (regional and convention).

Past plans have been for a year, but the council decided it takes more than a year to impact education and education such a large and diverse membership. Therefore, the plan is now two years. This change allows for better planning of conference programs and evaluation of plan effectiveness.

The plan will also focus on an entire competency instead of a skill set within a competency. This allows for better planning and variety of educational opportunities. The three competencies selected represent the greatest needs of the membership. The selection of the educational priorities was based on those competencies meeting these three criteria: 1. Have the highest need in terms of competence, 2. Members indicated greatest need for additional resources, and 3. Represent those areas needing significantly more educational resources.

Three Core Competencies Priorities

Human Resource Development – *The ability to interact with staff members and to manage staff resources in a consistent and equitable manner*

Skill Sets:

- Organizational Development
- Human Resources Laws and Institutional Practices
- Hiring and Promotion
- Training Skills
- Supervision
- Performance Appraisal
- Volunteer Management
- Healthy Lifestyles

Intercultural Proficiency – *The ability to successfully communicate, understand, and interact among people of differing ethnic and cultural orientations*

Skill Sets:

- Global Knowledge
- Communication among Cultures
- Cultural Symbols and Artifacts
- Cultural Awareness and Sensitivity

Fiscal Management – *The ability to develop and manage financial systems through the responsible stewardship of fiscal resources*

Skill Sets:

- Basic Accounting
- Technology Related to Financial Management
- Budget Development and Management
- Policies and Procedures
- Fundraising
- Contracting and Contract Negotiation

Use of the Education Plan

It is the International Education Council's hope for this plan to serve as the beginning of education priorities for the Regions and the Association as a whole. These competencies have been identified as areas of needed education and growth; therefore, seek presenters, programs, and/or other learning opportunities to enhance and grow the knowledge of the profession.

The plan will serve as the guide to education developers within the association when seeking program proposals for regional and national conferences, workshops, and institutes. This does not mean other competencies are to be ignored, but to highlight areas of specific growth.