

# DIVISION OF STUDENT AFFAIRS PROFESSIONAL DEVELOPMENT ANNUAL REPORT

The Professional Development Committee is one of three standing committees in the Division of Student Affairs. The committee is responsible for fostering the growth and enhancement of the professional lives of Student Affairs staff members by:

- Providing information and programming to enhance the operation/management of Student Affairs offices and to improve the delivery and effectiveness of student services at Eastern Connecticut State University.
- Developing and/or maximizing programs that support an effective and diverse work environment.
- Facilitating information-sharing across the Division to enhance communication around and awareness of current issues facing higher education and Student Affairs.

The committee has aligned its work with the ACPA/NASPA Competency Areas for Student Affairs Practitioners (2010)<sup>1</sup> and Division of Student Affairs Strategic Initiative for Professional Development which reads as follows:

The Division of Student Affairs is committed to developing the knowledge and skills of our students and staff members. We value the education and career development of each student and employee and believe professional development is essential to promoting a standard of excellence within a learning organization. We focus on continued development of students and team members to ensure intentional preparation for the work of Student Affairs. The professional development process includes:

- Formal and informal learning strategies for professional and personal growth;
- Knowledge that is shared, skills that are expanded, new thinking and ideas that are stimulated, and models of cooperation and collaboration that are provided to strengthen the community;
- A lifelong commitment that includes development of skills at varying levels and at different stages throughout the career path.

The Professional Development Committee is composed of dedicated members who believe in providing the best opportunity for professional development for all staff in the Division of Student Affairs.

The data and information provided in this report covers the 2019-20 academic year and attempts to capture and highlight the professional development of members in the Division.

## MICHELLE DELANEY

*Dean of Students*

## ALYSSA DUFFY

*Chair, Professional Development Committee*

1. ACPA: College Student Educators International, & NASPA: Student Affairs Administrators in Higher Education. (2010). Professional Competency Areas for Student Affairs Practitioners, from [https://www.naspa.org/images/uploads/main/Professional\\_Compencies.pdf](https://www.naspa.org/images/uploads/main/Professional_Compencies.pdf)

## THE PROFESSIONAL DEVELOPMENT

COMMITTEE OFFERED

10

ON-CAMPUS

OFFERINGS DURING

2019-20



Staff attended sessions that talked about Employability, Diversity and Inclusion, and Assessment.

87

webinars were offered to staff while working remotely during Spring 2020.

84%

of staff said that they would be likely or they would be very likely to suggest an event they attended to others.

The committee partnered with ACPA to be

1 of 4

host sites for the Social Justice Academy.

14

STAFF MEMBERS WITHIN THE DIVISION RECEIVED PROFESSIONAL DEVELOPMENT FUNDS TO ATTEND OFF-CAMPUS OFFERINGS.

"THANK YOU, Professional Development Committee, for helping to provide me with this opportunity. It was very much appreciated!"

"This convention is the most important Professional Development opportunity for any college men's lacrosse coach. Bringing the assistant coach(es) is also an important part of their continued development as young professionals, as well as a networking opportunity for young coaches."

"The NASPA Regional 1 Conference provides Student Affairs professionals from various offices and institutions across New England the opportunity to share their knowledge and experiences as well as to network and make professional connections. Some of the impactful presentations that I attended covered topics including how to better support First Generation and Student Veterans on campus as well as student leadership conference programs that other institutions implement annually. This was a rewarding experience for me to connect and listen to the work that professionals do across the region to serve their students."

# WEBINAR LISTING

"I Matter": Sense of Belonging in Community College Students  
**"Whether it was with My Family or with My Job, I Feel So Damn Guilty" Working Mothers in Student Affairs**  
#WhatTraining: Supervising Professional Staff in Student Affairs  
**100 Women's Voices: Strategies for Supervising Women in Higher Education**  
A Semicolon Not a Period: Moving Beyond LGBTQ+ Inclusivity Rankings to Affect Institutional Change  
**Addressing the National Crisis in Fraternity & Sorority Life**  
Advising, Supporting, and Mentoring Online Students  
**Alianzas: Raising Latinx Students' Experiences towards Academic Achievement and Graduation**  
All Work and No Play: The Impact of Ideal Worker Norms on Student Affairs Professionals  
**Asian American Racial Microaggressions and the Impact on Sense of Belonging and Student Success**  
Beyond Pronouns: Student Affairs Professionals Partnering with Faculty to Support Trans\* Inclusion  
**Blurred Lines: Navigating Identity and Cultural Awareness**  
Building a Culture of Evidence Over Time  
**Connecting Academic and Career Development with First-Generation College Student Success: Navigating Perceptions, Access and Participation**  
Core Functions of Case Management: A Fast-Growing Area of Student Affairs You Know Nothing About  
**Credo: Exploring Leadership and Spirituality Through Dialogue**  
Crisis Response: Financial Well-Being, and Class Identity: A Holistic Approach  
**Crisis, Compassion and Resiliency in Student Affairs**  
Cultivating Relationship-Based Consent Programming for Students with Autism Spectrum Disorder  
**Cultivating Leaders for a More Equitable Society: A New Model for Social Justice Leadership Development**  
Data Blitz-Alcohol and Other Drug Use: Perspectives from College Athletics  
**Demystifying Higher Ed for the First-Generation Student: A Pre-College Program to Bolster Confidence and Success**  
Developing a Comprehensive Campus Financial Wellness Network  
**Developing Short-Term and Cost-Effective Cohort Based Career Development Programs Customized for Underrepresented Student Groups**  
Diversity Awareness Training for Higher Education Professionals  
**Doctoral Pathways: Supporting Latina Community College Professionals to and Through Graduate School**  
Doctoral Program Info Session  
**Don't Hurt Yourself: Identifying, Addressing, and Understanding the Imposter in the Room**  
Dual to Degree: Strengthening the Pipeline from Dual Enrollment to Degree-Seeking Student  
**Examining the Lived Experiences of Foster Youth and Administrators in the Urban Community College Environment**  
Executive Leadership and Transfer Receptivity: Transforming Culture and the Student Experience  
**Extended Orientation Programs: Building Success, Affinity and Donorship**  
Freethinker or the Sunken Place? Black Political Identity in the Trumpian Era  
**From Cultural Competency to Liberation: Incorporating Healing-centered Pedagogy to Foster Belonging**  
Generation Z: Six Strategies to Engage Today's Students  
**Going Mobile: Lessons Learned and the Road Ahead**  
Greek Life Reform Initiatives Post-2017  
**Help, My Flame Is Going Out: Understanding Compassion Fatigue in Student Affairs**

Higher Education Policy Update: Federal & State Priorities for Student Affairs Professionals  
**How To Best Serve a Diverse Set of Identities that Experience Generalized Anxiety Disorder**  
How University of California-Berkeley Uses its Campus App to Advance Engagement with the Art  
**Human Trafficking: What Your Campus Needs to Know**  
Hurricane Harvey Crisis Response: What Happens When Online Students Need Help?  
**In the Upside Down: Engaging Social Justice Education through Pop Culture**  
Influencer Marketing in Student Affairs  
**Information Regarding NASPA Online Webcasts & Careers in Student Affairs Month**  
Intercultural Competency Development and Internationalization for Student Affairs Professionals  
**International Student Athletes: Unique Challenges and Institutional Support**  
International Student Integration: Using Theory and Practice to Prepare the Next Generation of Student Affairs Professionals  
**Leaning Forward Toward Police Reform: An Innovative Approach to Leveraging Higher Education to Improve Policing on Campus and Beyond**  
Leaning Into Conversations on Race  
**Leaning into Conversations: Facilitating a Transparent and Inclusive Policy Revision Process in an Age of Unrest and Skepticism**  
Learning From Our Higher Education Liaisons: Best Practices in Supporting Homeless Students  
**Let's Get Real: Developing Effective Scholar-Practitioners by Strengthening the Scholar and Practitioner Relationship**  
Level Up: Using Games to Enhance User Engagement in Student and Staff Training Programs  
**LGBTQ+ Core Competencies in a World of Diversity and Inclusion**  
Lighting Voices and Igniting Action: Addressing the Invisibility of Asian American College Women  
**Like a Boss: Shaping Student Employability through Co-curricular Learning and Involvement**  
Making Work/Life Balance Real: How Student Affairs Practitioners Can Lead by Example  
**Masculinity and Mental Health: How Programs Can Change Students' Lives**  
Mask Off: Demystifying the Strong Black Woman Narrative  
**Mid-Level Career Planning: Real Talk**  
Modeling Civil Engagement as Student Affairs Professionals  
**Netflix & Chat: When Pop Culture Meets Binge-Worthy Conversation**  
Partner with Parents for Student Success  
**Preparing for the Post-College Transition: Supporting Homeless, Emancipated, Orphaned and Other Independent Students**  
Preparing Future Student Affairs Leaders in Higher Education: Excellence Practices from Staff to Mid-level Management Role Transitions  
**Preparing Student Affairs Professionals for Global Career Opportunities**  
Prevention of Prescription Stimulant Medication Misuse with College Students School Spirit Webinar  
**Self-Care and Healing as Campus Change Agents: Renew, Rejuvenate and Recommit**  
Staging Transitional Experiences Starts with Online Pre-Orientation  
**Standing Out in the #SASearch: Intentionally Shaping Professional Development During the First Five Years of One's Career**

Stars in the Constellation: National Research on the First-Year Experience as a Collection of High-Impact Curricular and Co-curricular Initiatives  
**Support Networks and Strategies of Resistance Among College Students of Color**  
Swipe Up: Stories, Insights and Recommendations from a Student-Driven Social Media Team for Residential Life  
**Teaching Students to Communicate the Value of their Education: Collaboration Between Academic Affairs and Student Life**  
The Creative Edge of Higher Education  
**The Cultural Context of Consent**  
The Fault in our Stars: Validating Student Survivors for Success  
**The Fridge: A Campus-Wide Effort to Combat Food Insecurity**  
The Future is Global: Addressing Professionals' Preparedness to Support Internationalization on Campus  
**The Role of Student Affairs in Advancing Community College Student Success-Current Initiatives and Trends**  
Thriving in the Next Century: Using Strategic Enrollment Management to Admit, Retain, and Matriculate Two-year, Four-year and Graduate Students  
**Tips on How to Write an Effective Survey Report**  
Turning Your Entire Campus into One Community  
**Using Engagement Data to Improve First- to Second-Year Persistence**  
Virtual Reality: How Students' Self-Perception of Invincibility Online Impacts College Campuses  
**You Are Not Alone: Steps and Strategies for Developing a Comprehensive Approach to Suicide Prevention and Postvention on Campus**

## PROFESSIONAL DEVELOPMENT COMMITTEE STAFF FUNDED OPPORTUNITIES

*Staff members in the Division of Student Affairs used Professional Development Committee funding to attend the following conferences during the 2020-21 academic year.*

American Baseball Coaches Association Convention  
Collegiate Strength and Conditioning Coaches National Conference  
Copper Beach Institute, Staff Retreat  
International Men's Lacrosse Coaches Association National Convention  
NACADA Regional Conference  
NASPA National Conference  
NASPA Region 1  
National Association for Campus Activities  
United Soccer Coaches Annual Convention  
Women's LeadHERship Symposium

