

Professional Development Analysis and Plan

Emily Wolfkiel

SDAD 579

Seattle University

Yamamura

Relevant Competencies	Self-Assessment of Competency	Evidence/Context of Competency	Future Strategies of Improvement/Development
Advising & Helping	I would rate my competency in this area as basic . I am confident in my ability to realize group dynamics, manage conflict, establish rapport, and facilitate reflection to make meaning from experiences; however, because of my current position, I don't often get to exercise my advising and helping skills.	<p>Coursework: I have yet to take a counseling course for the program.</p> <p>Professional Practice: I most often advise and help students when I supervise my volunteers and work study students at GHS. In the past, I have been able to facilitate check-ins with these students multiple times per quarter to assess their experience.</p>	I would like to continue to develop my advising and helping skills by obtaining a more hands-on role with students after graduating from the program. I would also like to continue to build my counseling skills, and am considering applying for a PhD in counseling in the next 5 years or so.
Assessment, Evaluation, & Research	I would rate my assessment, evaluation, and research skills as intermediate . When I am involved in research/assessment in my current role, I keep context in mind, particularly in constructing a design that will be useful to the office.	<p>Coursework: In addition to my graduate project work on first generation college students in service, I also have taken EDUC 500 Educational Research and SDAD 591 Research and Assessment in Higher Education, where I was able to work directly with a stakeholder on campus and conduct an assessment project. I was also able to present this work at a regional conference with my classmates.</p> <p>Professional Practice: I served on the Assessment Committee of the Student Development</p>	I would like to utilize assessment to demonstrate outcomes/impact with regard to budgeting . I would also like to deepen my experience with research and assessment by gaining more practical experience in a work setting. Finally, I anticipate that in my eventual doctoral studies, I will further develop and polish my research and assessment skills to contribute to the literature, either in higher education or counseling psychology.

		<p>Programming Council for the 2011-2012 academic year.</p>	
<p>Human & Organizational Resources</p>	<p>I would rate my competency in this area as intermediate-advanced. I recognize the importance of organizational design in an employee’s ability to work effectively, and I also recognize the impact of structural organization on employee performance.</p>	<p>Coursework: I completed MBA 516 Management of People in Spring Quarter of 2012, which allowed me to investigate the theory behind management and supervision.</p> <p>Professional Practice: I completed an internship in Career Services at UWB, where I learned more about student employment procedures and policies, particularly as they relate to experiential learning outcomes.</p>	<p>I would like to deepen my competency in this area by practicing organizational transparency in my current and future roles; I also want to practice my advocacy skills around ensuring there are sufficient paid work opportunities for students who identify as first generation within the CSCE.</p>
<p>Equity, Diversity, & Inclusion</p>	<p>I would rate my competency in this area as intermediate-advanced. I am confident in theory as it relates to this competency, but less so with regard to professional and personal practice.</p>	<p>Coursework: In addition to past paraprofessional experience with Social Justice and Diversity and Counseling, I completed EDUC 515 Multicultural Perspectives over the summer.</p> <p>Professional Practice: My professional experience in the CSCE allows me to put my advocacy skills, helping skills, and facilitation skills into practice with regard to equity, diversity, and inclusion.</p>	<p>I am excited to attend the White Privilege Conference this April in order to deepen my self-awareness around my White identity. In continuing to develop my skills in this competency, I intend to continue to develop a diverse professional and peer network to hold myself accountable and continue to learn from and with others.</p>

<p>Law, Policy, & Governance</p>	<p>I would rate my competency in this area as basic. I do not feel confident in this competency as it relates to student affairs, as I have limited knowledge of higher education law, governance, and institutional-level policies and practice (and federal policies and practices with regard to public education).</p>	<p>Coursework: I have yet to take Leadership and Governance, and completed SDAD 580 Higher Education Law in Spring of 2012.</p> <p>Professional Practice: My professional experience does not focus on this competency area.</p>	<p>I would be interested in serving on a committee of some sort with regard to this competency, as I think I have the basic knowledge but little context to put this knowledge into practice.</p>
<p>Ethical Professional Practice</p>	<p>I would rate my competency in this area as intermediate. I have reflected upon and developed my personal and professional values and mission statements, which inform my decision-making around ethical professional practice.</p>	<p>Coursework: Within internship, I conducted two ethical interviews with student affairs professionals.</p> <p>Professional Practice: I have been faced with ethical decisions in my role within internship and my GAsip, namely reflecting upon the ethics of service and community engagement from a private Jesuit institution.</p>	<p>I imagine I will continue to deepen my understanding of the professional commitment and expectations with regard to ethical professional practice as I continue to work in the field; I hope to learn from the experience of others and seek out conversations related to ethical professional practice, both formally and informally.</p>
<p>History, Philosophy, & Values</p>	<p>I would rate my competency in this area as intermediate. While I have spent time developing my personal values and philosophy in various courses, I have a very shallow sense of the history of higher education and student affairs.</p>	<p>Coursework: EDAD 570 Leadership in Education, SDAD 577 Foundations of the Student Affairs Profession.</p> <p>Professional Practice: In my GAsip, I must constantly reevaluate my professional values and philosophy when engaging in community-university partnership.</p>	<p>I would like to improve my knowledge and awareness of the history of higher education through reading.</p>

<p>Student Learning & Development</p>	<p>I would rate my competency in this area as intermediate. Because I am so close in age to many of the students I work with, it has been a challenge for me to recognize how to meet students where they are at when I might also be in the same place.</p>	<p>Coursework: SDAD 578 Student Development Theory, EDUC 513 Adult Learning (SQ 13)</p> <p>Professional Practice: While I do not work within the Division of Student Development on campus, I work closely with student leaders and volunteers, which allows me to put into practice strategies I have learned in class.</p>	<p>I can continue to improve my knowledge and skills around student learning and development through experiential learning opportunities in my full-time employment.</p>
<p>Leadership</p>	<p>I would rate my competency in this area as intermediate-advanced.</p>	<p>Coursework: EDAD 570 Leadership in Education, MBA 516 Management of People, SDAD 559 The American Community College</p> <p>Professional Practice: I supervise a student leadership team in my GAship, where I have been able to reflect upon and utilize my own leadership skills.</p>	<p>I can continue to reflect upon this competency by taking leadership inventories at points throughout my career, while also taking on new leadership opportunities/projects that will allow me to grow.</p>

5-Year Action Plan

Year One

- Attend a NASPA/ACPA conference with the intent to attend the “New Professional” pre-conference institute to find community with and learn from the experiences of other new professionals in student affairs throughout the nation.

Year Two

- Stay current on the literature within the field by subscribing to student affairs and higher education journals.
- Maintain membership within NASPA/ACPA.

Year Three

- Conduct informational interviews professionals within and outside of the field to broaden my understanding of student development.
- Maintain membership within NASPA/ACPA.

Year Four

- Join a committee unrelated to my professional role at my institution in order to make new connections across campus and to broaden my understanding of my role as a professional.
- Maintain membership within NASPA/ACPA, perhaps taking on a leadership role within the organization.

Year Five

- Participate in a search committee for an upper-level administrator.