



## Student Affairs Educator Certification Domains

- **Foundations of the Profession** – This domain encompasses the foundational understanding of the histories and contexts of higher education systems and connects social justice, inclusive histories, and philosophies to the student affairs profession. This domain includes a commitment to research, professional standards and codes of practice, law, and organizational policies.
- **Student Learning, Development, and Success** - This domain encompasses the application of student learning and development theories while centering and advocating for holistic student learning, development, and success. It includes the design of programs and services that retain, develop, and move students toward completion and graduation.
- **Assessment and Evaluation** - This domain encompasses the appraisal of the quality and effectiveness of higher education work with understanding and appreciation for different contexts, cultures, and backgrounds. Specifically, the practice of assessment and evaluation grounded in outcomes, the use of a variety of methods and tools to do so, and utilizing the data to identify strengths and opportunities for improvement in program, delivery, or actions.
- **Social Justice and Inclusion** - This domain encompasses the process, outcomes, and dynamic influence of individual and institutional awareness and action to foster inclusion, create equity, and ensure access grounded in the understanding of systems of oppression and privilege and how they are perpetuated in our practice and communities. This domain includes our individual dispositions and sense of agency and responsibility for justice for ourselves, others, our community, and the larger global context.
- **Leadership** - This domain encompasses the practices of embracing institutional values and vision to empower and engage others; valuing diverse, inclusive, and equitable views and methodologies to take risks and evolve communities; adaptively approaching problems and challenges; and navigating different types of business, political, personnel, and financial pressures to create transformative change.

- **Talent Management** - This domain encompasses the competencies needed to support the talent life cycle within an organization. By applying effective Talent management practices, Student Affairs Educators attract, develop, and retain staff who are enabled and empowered to set and reach personal and organizational goals. In this work, the student affairs educator plays an active role in the continual assessment and relevant supports and interventions to develop the full potential of all staff, including full time, part time, graduate and undergraduate members. The student affairs educator addresses the individual needs of staff members to collectively engage in mission-based work that advances student learning, development, and success.
- **Crisis and Risk Management** - This domain encompasses the ability to understand, educate, plan, and apply information pertinent to emergency situations and operationalize risk management; managing uncertainty; using data; and providing direction toward institutional objectives related to crisis response and risk management.
- **Financial and Facility Management** - This domain encompasses contributing to and implementing the effective and efficient delivery of an organization's strategic and operational goals, managing financial and facility resources that help ensure a safe and productive environment to fulfill the mission of the organization, and practicing ethical and equitable management of financial resources.

**For More Information:**

**[Contact the Higher Education Consortium for Student Affairs Certification](#)**