

Using the CAS Standards in the Job Search

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The What Standards?

- Council for the Advancement of Standards in Higher Education (CAS)
- Founded in 1979
- “A consortium of professional associations concerned with the development and promulgation of professional standards and guidelines for student support programs and services in institutions of higher learning.”
(CAS, 2014)

Process

- Review of CAS Professional Standards
- Review of CAS Self-Assessment Guides
- Identified “useful” themes
- Formulated questions around themes

Uses in the Job Search

- “Homework”
- Interview Questions
- Identifying Values

“Homework”

- What are the missions?
- How are they applied/lived?
- What are the intended outcomes?
- What are the guiding theories/principles?
- How clear is the organization chart?
- What are the relationships across campus?
- What sort of evidence is provided?

“Homework”

What are the missions?

“Homework”

How are they applied/lived?

“Homework”

What are the intended
outcomes?

“Homework”

What are the guiding theories/principles?

“Homework”

How clear is the organization chart?

“Homework”

What are the relationships
across campus?

“Homework”

What sort of evidence is provided?

Interview Questions

- What is your vision for this office/this position?
- What sort of collaboration exists, or may be developed, here?
- What are the guiding principles/theories for the office?*
- How is “success” measured?

Interview Questions

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Interview Questions

What sort of collaboration exists, or may be developed, here?

Interview Questions

What are the guiding principles/theories for the office?*

Interview Questions

How is “success” measured?

Identifying Values

- What sort of language is there around diversity?
- Are there any ethical flags?
- What role does assessment take here?
- Does this mirror my “homework?”

Identifying Values

What sort of language is there around diversity?

Identifying Values

Are there any ethical flags?

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What role does assessment
take here?

Identifying Values

Does this mirror my
“homework?”

Do it Yourself

- **CAS Self-Assessment Guides**
 - \$35.00 US Per SAG
 - Word-Friendly Digital File (.rtf)
 - 43 Different Functional Areas
 - Available through the CAS online store
- **SAGs provide:**
 - clear measures for users
 - “checklist” and qualitative features
 - fresh issues to consider
 - opportunity to become more familiar with assessment

Questions?

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References

Council for the Advancement of Standards in Higher Education (CAS). (2014). *CAS glossary*
Retrieved from <http://www.cas.edu/glossary>

Council for the Advancement of Standards in Higher Education (CAS). (2008). *CAS professional standards for higher education (6th edition)*. Laura Dean (Ed.)