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?
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?
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?
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?
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?”
What sort of language is there around diversity?
Are there any ethical flags?
What role does assessment take here?
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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