

acuho-i

ACUHO-I Board Leadership Competencies, Skills, & Involvement

March 11, 2025

ACUHO-I members will be voting on five board positions in August: Vice President, Globalization Director, Inclusion & Equity Director, Regional Affiliations Director, and Residence Education Director. The following leadership competencies, skills, and involvement have been identified for all board positions based on the recommendations of the 2023 Executive Board Nominations Task Force.

Please note that this is an ideal list. The Nominations Committee recognizes that candidates will have varying levels of experience and depth within these areas. Where appropriate, please address these competencies, skills, and involvement in your materials (e.g., resume and application responses).

ACUHO-I Involvement: Past and current volunteer roles with the Association and/or a leadership role within ACUHO-I.

Regional Involvement: Past and current volunteer roles with a regional association and/or a leadership role within a region.

Other Professional Organization Involvement: Past and current volunteer roles with another professional volunteer organization and/or a leadership role within a professional volunteer organization.

Work Experience in Content Area: Includes current or past work roles with responsibilities in the content area as well as volunteer responsibilities in the board position's content area.

Fiscal Understanding: Includes current or past work experience or responsibility for budget/fiscal matters as well as volunteer work with budget/fiscal responsibilities.

Strategic Planning: Includes current or past work responsibilities with strategic planning as well as volunteer experience with strategic planning.

Group Dynamics: Includes current or past role that requires leading and directing group work as well as volunteer experience leading and directing group work.

Thought Leadership and Technical Credibility: Understands and keeps up to date on local, national, and international policies and trends that affect housing and residence life. Is aware of the organization's impact on the external environment and has pride in the campus housing profession. Is considered a thought-leader with a commitment to continuous learning about the ACUHO-I organization. This includes a foundational understanding of the organizational structure, culture, and core programs/services to support the mission of ACUHO-I. Possesses an area of expertise that helps the Association meet one or more of its strategic initiatives. Understands and appropriately applies principles related to specialized expertise in campus housing and other areas of importance.

Integrity/Honesty: Behaves in an honest, fair, and ethical manner. Shows consistency in words and actions and models a high standard of ethics.

Openness to a Multitude of Perspectives: Fosters an environment where individual differences are valued and leveraged to achieve the vision and mission of the organization. Treats others with courtesy, sensitivity, and respect. Listens effectively; clarifies information as needed and is open to change and new information; rapidly adapts to new information, changing conditions, or unexpected obstacles. Prioritizes the best interests of the board, organization, and members over individual priorities, such as pet projects and personal advancement. Encourages and supports a positive culture between volunteer leaders, staff, and members. Willingness to solve problems as a group.

Strategic Thinking: Board members should be able to provide both strategic and innovative thought leadership. Strategic thinking involves analyzing issues and making decisions that support the organization's overarching mission. Board members with the capacity for innovative thinking make new ideas and solutions possible. Articulate current conditions and anticipate future trends that impact campus housing programs. Ability to influence strategic direction and collaborate with ACUHO-I to create programs and services that meet the need of campus housing professionals. Ability to embrace an adaptable and flexible mindset.

Influencing / Negotiating: Positions the organization for future success by identifying new opportunities and developing or improving products or services. Builds consensus through give and take; gains cooperation from others to obtain information and accomplish the goal.

Critical Thinking: Makes well-informed, effective, and timely decisions, even when data are limited, or solutions produce unpleasant consequences; perceives the impact and implications of decisions. Identifies and analyzes problems; weighs relevance and accuracy of information; generates and evaluates alternative solutions; makes recommendations. Leads with an independent mind and is curious. Ability to think broadly, especially on those issues not experienced first-hand.

Accountability: Holds self and others accountable for being prepared for board meetings and other Association activities. Can be objective about what is best for ACUHO-I and our members. Ability to act as responsible and accountable stewards of association resources and take appropriate actions which meet the needs of members in an ever-changing environment.

Developing Others: Develops the ability of others to perform and contribute to the organization by providing ongoing feedback and opportunities to learn through formal and informal methods.