

INCORPORATING THE CERTIFIED STUDENT AFFAIRS EDUCATOR (CSAED) CREDENTIAL IN JOB ANNOUNCEMENTS & POSITION DESCRIPTIONS



Listing the [Certified Student Affairs Educator \(CSAEd\) credential](#) as preferred, desired, or highly valued in your job announcements and position descriptions helps recruit and identify talent with advanced knowledge, as well as underscores the importance of professional development and ethical practice in student affairs. It supports attracting highly qualified candidates, including those with non-traditional pathways into student affairs, and those who bring specialized knowledge, a commitment to continuous improvement, and an ongoing investment in student success. This approach positions your institution, division, and department as a leader in promoting excellence in student affairs practice.

About

The Certified Student Affairs Educator (CSAEd) credential is a formal designation recognizing student affairs professionals knowledge and competency. To earn and maintain certification, individuals must have met eligibility requirements for work experience and education, pass a rigorous assessment of eight domain areas, adhere to a professional code of ethics, and engage in ongoing requirements for continuing education to remain current with the field. Credentials are awarded and managed by the Higher Education Consortium for Student Affairs Certification, which was collaboratively established by ACUHO-I, ACUI, AFA, ASCA, NACA, NASPA, and NIRSA.

Eligibility

Certification eligibility consists of a graduate-level degree and a minimum of three years of full-time student affairs work experience in a higher education setting, or a bachelor's or associate's degree and four years of full-time student affairs work experience in a higher education setting.

Demonstration of Knowledge & Learning

The eight domain areas included in the assessment to earn certification are: foundations of the profession; student learning, development, and success; assessment and evaluation; social justice and inclusion; leadership; talent management; crisis and risk management; and financial and facility management. Having demonstrated knowledge and by engaging in ongoing learning in these areas, CSAEds are well-equipped to contribute effectively to student success, stay current with emerging trends, and enhance institutional quality.

Benefits of CSAEd Certification for Employers

- **Demonstrated, Working Knowledge:** CSAEd certification affirms for employers that candidates have the knowledge and “real world” skills to excel in roles.
- **Commitment to Professional Growth:** Certified professionals actively pursue ongoing learning to remain up-to-date with best practices and industry trends.
- **Competitive Edge in Recruitment:** Candidates with CSAEd certification bring credibility and a proven commitment to their craft, helping your institution and division stand out in a competitive hiring landscape.
- **Retention and Development:** CSAEd-certified staff are committed to continuous improvement, making them valuable assets for long-term growth and development within your division.
- **Signifying Commitment to Excellence:** The presence of CSAEd-certified staff within a division signals a commitment to excellence to internal partners such as faculty and external entities such as accrediting bodies.

Specialty Area Certifications

There are six specialty credentials, in addition to the primary CSAEd, that demonstrate professionals' advanced knowledge and competency within specialty areas. These specialty areas and corresponding credentials are:

- **Campus Activities (CSAEd-CA)**
- **Campus Housing and Residential Life (CSAEd-HRL)**
- **Campus Recreation (CSAEd-CR)**
- **College Unions (CSAEd-CU)**
- **Fraternity and Sorority Life (CSAEd-FSL)**
- **Student Conduct Administration (CSAEd-SC)**

When adding CSAEd certification to position descriptions, employers may indicate that it is **preferred, desired, or highly valued**, and can be presented as a demonstration of an individual's specialized knowledge and dedication to professional growth.

Certification is not a replacement for graduate preparation education, but a formal credential for student affairs professionals in demonstrating knowledge, ethical practice, and commitment to continued learning.

General Position Announcement (Example)

We are seeking a highly qualified professional to join our team. Candidates with a current Certified Student Affairs Educator (CSAEd) credential are **highly preferred**, and will be considered a strong asset. CSAEd certification demonstrates a candidate's dedication to professional excellence, and preference will be given to those with CSAEd certification in relevant specialty areas. CSAEd certification demonstrates a candidate's broad knowledge of the field, dedication to professional excellence, and commitment to ethical practice and professional development.

Specialty Area Position Announcements (Examples)

Examples are given below for each specialty area. Employers are welcome to incorporate whichever language may apply

Campus Activities (CSAEd-CA)

Candidates with CSAEd-CA certification (Campus Activities) will be preferred, demonstrating a strong knowledge in student engagement and commitment to ongoing professional development.

Campus Housing and Residential Life (CSAEd-HRL)

Preferred candidates will hold CSAEd-HRL (Campus Housing and Residential Life) certification, demonstrating advanced knowledge of housing and residential life practices and a commitment to staying current with emerging trends and best practices in student housing.

Campus Recreation (CSAEd-CR)

Preferred candidates will hold CSAEd-CR (Campus Recreation) certification, demonstrating advanced knowledge of recreation program development and a commitment to staying current with emerging trends in student wellness, fitness, and recreational activities.

College Unions (CSAEd-CU)

Certification in CSAEd-CU (College Unions) is highly valued, reflecting a candidate's comprehensive understanding of student union operations and a dedication to staying informed about the evolving needs and trends in student engagement and campus community building.

Fraternity and Sorority Life (CSAEd-FSL)

Certification in CSAEd-FSL (Fraternity and Sorority Life) is highly valued, reflecting a candidate's depth of knowledge in the field and a commitment to staying informed about the latest trends and challenges in student fraternal organizations.

Student Conduct Administration (CSAEd-SC)

Certification in CSAEd-SC (Student Conduct Administration) is highly desired, demonstrating candidates' expertise in student conduct administration and their ongoing commitment to maintaining high standards in the field.

