

## Educational Administrative and Human Resource Development

Departmental Meeting  
Wednesday, September 4, 2013  
Rm 569  
10:00 am – 12:00 Noon

Presentation

By

Dr. Fredrick M. Nafukho, PhD, MDP'13  
Professor and Department Head



# *Welcome and Introductions*

## Announcement

EAHR New Website: <http://eahr.tamu.edu/>

Thanks to: Kathy Koza, Amy Powell, Allison LaRocca, Chauncey Cox, Heather Pitts, Logan Jinks(CEHD Communications Office)

Avery Pavliska, Mary Henderson, Joyce Nelson (EAHR)

## New Professors

- Dr. Lisa Baumgartner, Associate Professor
- Dr. Beverly Irby, Professor
- Dr. Michael Beyerlein, Professor

## EAHR Technology GAs

- Misha Chakraborty
- Kim Junhee
- Jeong Shin-hee
- All GAs and TAs

## Graduate Students Advisory Council

- GRAB Leaders

## Congratulations to our Former Students

- Dr. S. Madhulika <http://www.adhya.org/>
  - Distinguished Honor Graduates  
Dr. Laura Hammons EHRD  
Kelsey Wittmeyer – EHRD  
Mary Wilson –TCM
  - Dr. Brenda J. Jones – Named Provost of San Jacinto College South Campus and 2013 Excellence Award Winner for the College
  - <http://www.sanjac.edu/node/9869>
  - <http://www.sanjac.edu/node/9286>
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# Congratulations!

- Abelardo Saavedra – Welcome back
- Jessica Alvarado – Senior Office Associate
- Dr. Helen M. A. Muyia - Promoted to Clinical Associate Professor
- Dr. Luis Ponjuan – Earned tenure on arrival  
[http://tamutimes.tamu.edu/2013/09/02/texas-am-working-to-ensure-equal-paths-to-education/?utm\\_source=tamutimes&utm\\_medium=email&utm\\_campaign=2013-09-03](http://tamutimes.tamu.edu/2013/09/02/texas-am-working-to-ensure-equal-paths-to-education/?utm_source=tamutimes&utm_medium=email&utm_campaign=2013-09-03)
- Susan Sassano – Promoted to Business Coordinator I

## Tenure on Arrival in Process (BOR)

- Dr. Lisa Baumgartner
- Dr. Beverly Irby
- Dr. Michael Beyerlein

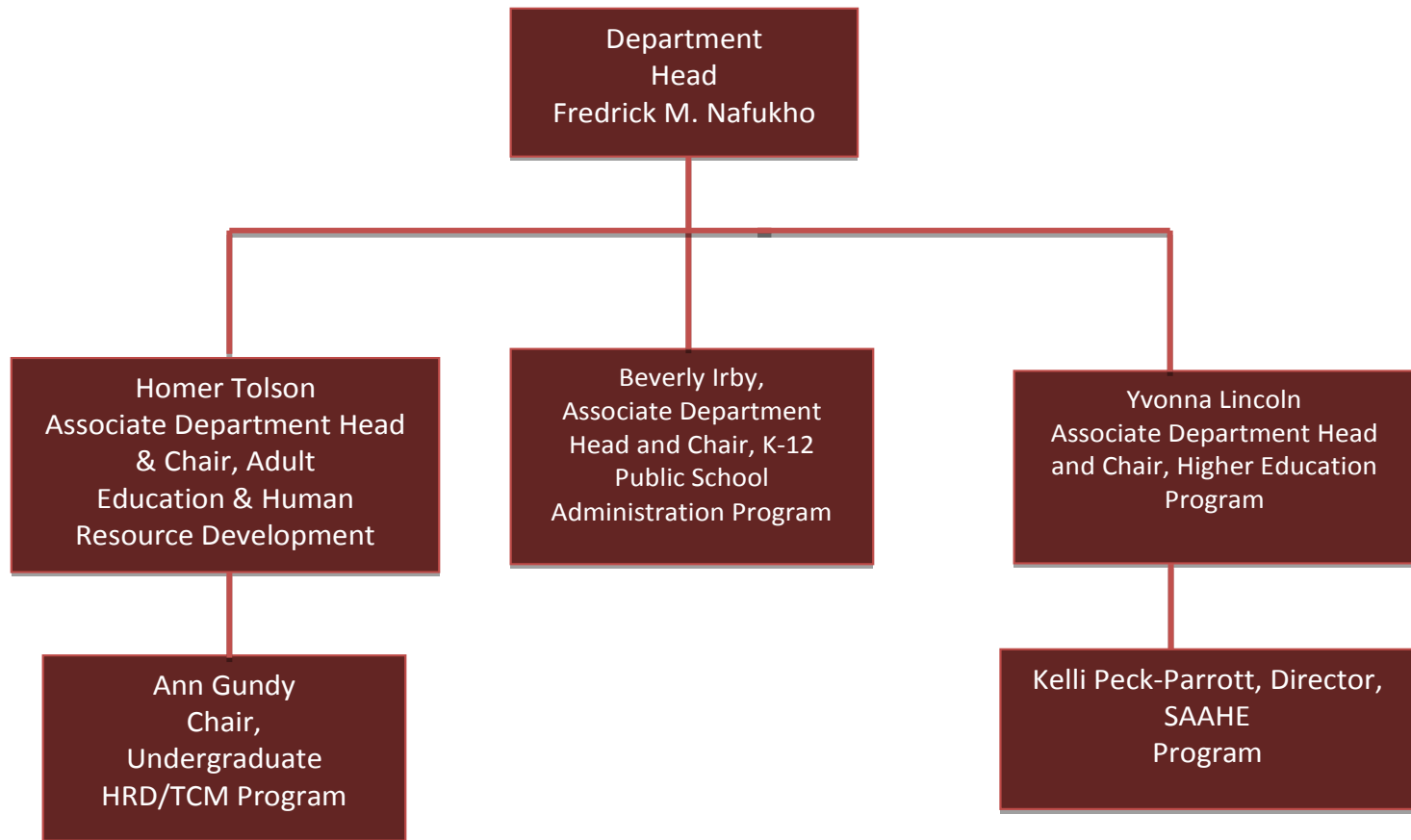
## Awards and Recognition

- David Reynolds - 2013 Outstanding Staff Award recipient CEHD
- Dr. Beverly Irby elected - member of the Board of Directors for the National Council of Professors of Educational Administration (NCPEA)
- Dr. Beverly Irby – 2013 Higher Education Honoree, Texas Association of Bilingual Education
- Dr. Elsa Gonzalez – Elected to Faculty Senate and Non-Tenure Track Faculty Committee Member

# Faculty Searches

- Associate Professor, HRD
  - Clinical Assistant Professor – Technology Management
  - Clinical Assistant Professor – K-12
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# Academic Leadership Team



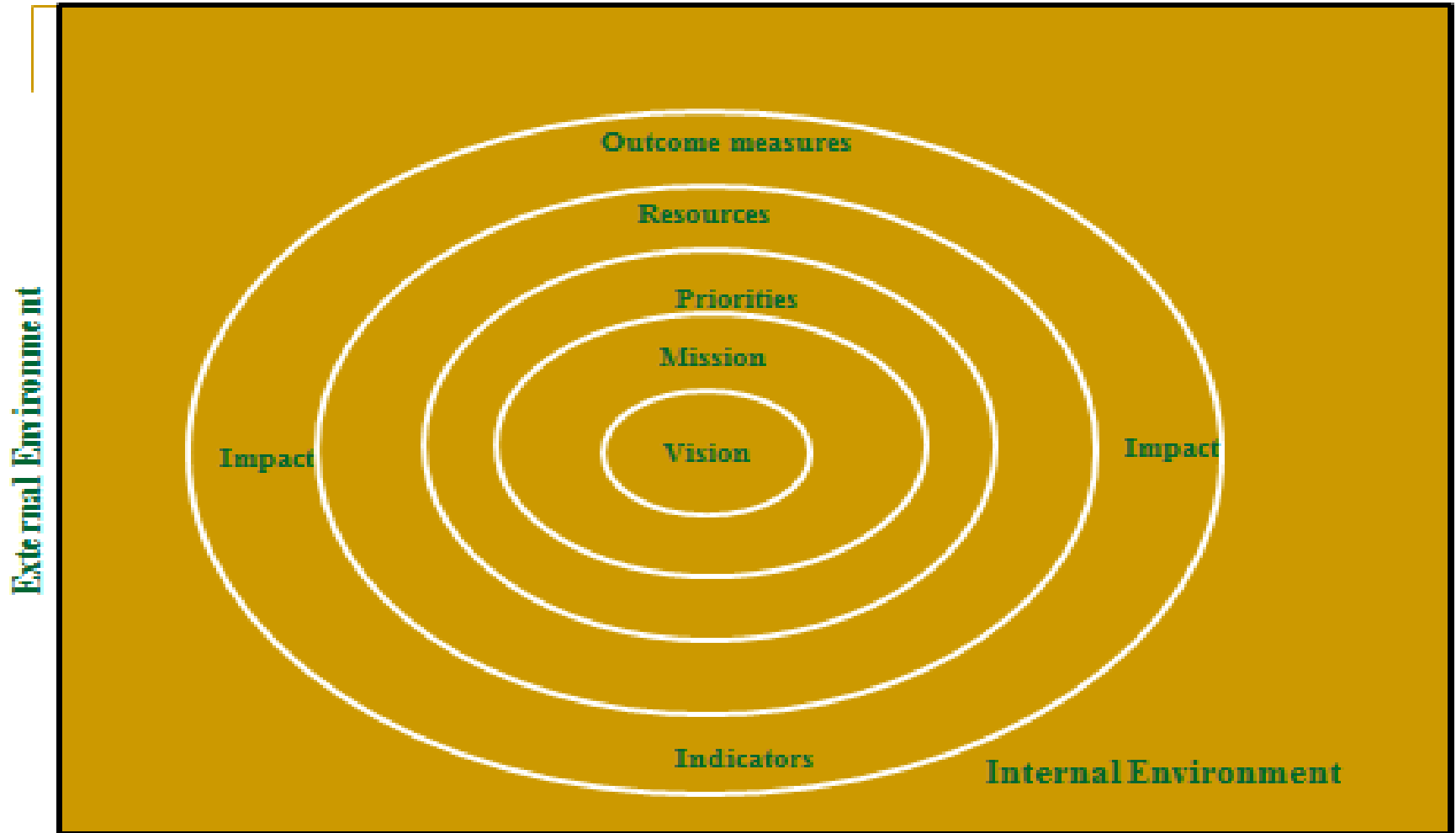
# Thank you

- Dr. Mario Torres
  - Dr. Jia Wang
  - Dr. Homer Tolson
  - Academic Program Review Document (APR) preparation
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# Strategic Planning



**EDUCATION**  
& HUMAN DEVELOPMENT  
TEXAS A&M UNIVERSITY





# *Faculty Primary Commitments*

1. We, the faculty of EAHR, are committed to creating a department **climate** that is characterized by collaboration, collegiality, trust, safety, celebration, fun, and the valuing of differences of many kinds.
  2. We, the faculty of EAHR, are committed to creating a department that is characterized by **rigor** in all of its processes, such as teaching and research, and by high quality in all of its outcomes, such as its graduates.
  3. We, the faculty of EAHR, are committed to demonstrating that **equity, diversity, and social justice** are embedded in all we do, especially in terms of our own community, the rigor of our processes, and the quality of our outcomes, and we are committed to increasing equity, diversity, and social justice through private and public education policy, communities, private and public organizations, and all areas of society in general.
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## *Staff Primary Commitments*

1. We, the staff of EAHR, are committed to having a strong, **motivated and dependable staff** that works together as a team to build a productive, highly recognized, organized and overall number one department.
  2. We, the staff of EAHR, are committed to **producing high-quality** work, customer service, valued communication, and support to all students, staff, faculty, and other constituents.
  3. We, the staff of EAHR, are committed to creating and maintaining a **supportive environment** of safety, trust, and respect.
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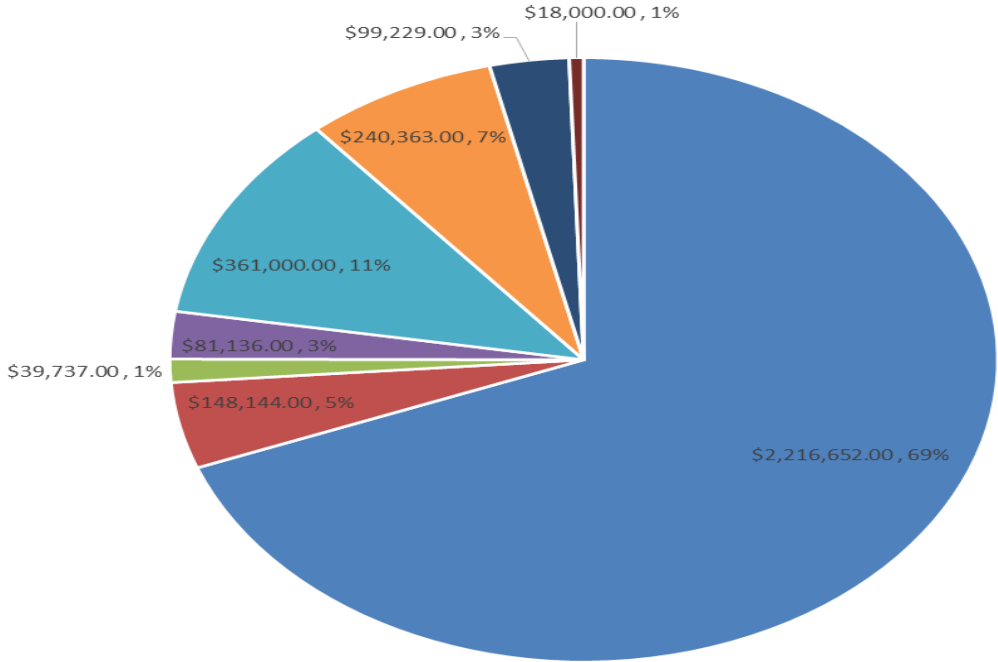
# Goals/Priorities

- Increase external funding to support our research and students (Grants, contracts, others)
  - Enrollment Management (Undergraduate and Graduate)
  - Increase in enrollment of students with diverse backgrounds (first generation, underrepresented students, transfer students, non-traditional students, state, nation, international) – Serve state, nation and the world.
  - Increase use of technology mediated instruction
  - Offer quality online and on campus education
  - Prepare our students for the professoriate
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# Resources



Educational Administration & Human Resource Development  
FY 13



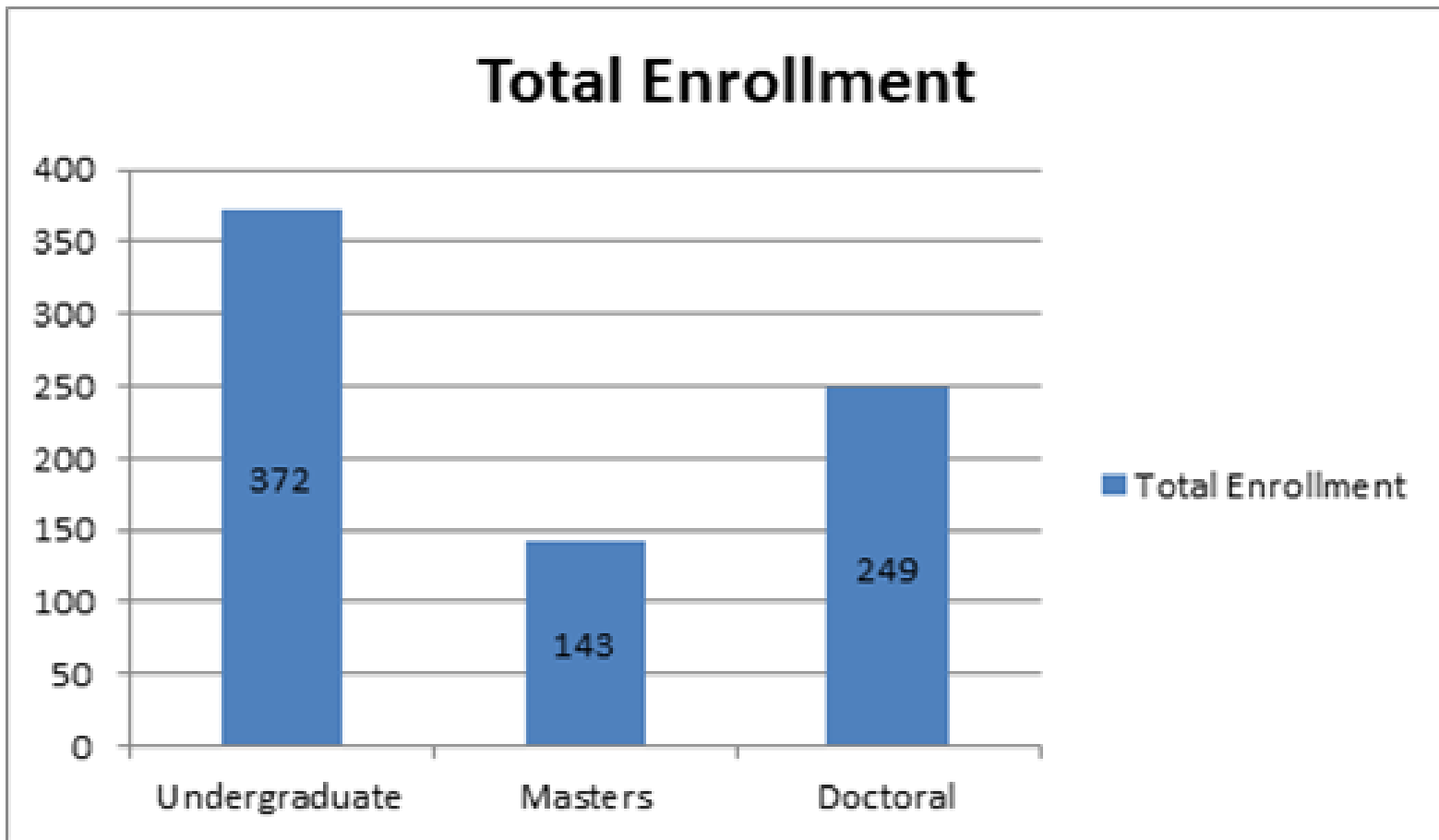
- 131503 - Salaries
- 131519 - Graduate Tuition Utilization
- 237038 - UAF - Advising Salaries
- 241303 - Educational Administration and Human Resource Development
- 225590 - Instructional Enhancement Fee
- 239030 - Differential Tuition - Distance Education
- 248085 - Graduate Tuition
- 291117 - Strategic Reallocation Support

# Enrollment by Degree Program 2012



<b>Degree Program</b>	<b>Category</b>	<b>Enrollment</b>
EHRD: Adult Education and HRD	Masters	77
EHRD: Adult Education and HRD	PhD	91
EHRD: HRD and TCM	Undergraduate	372
EDAD: Higher Education	Masters	7
EDAD: Higher Education	PhD	64
EDAD: SAAHE	Masters	32
EDAD: Public School Administration	Masters	27
EDAD: Public School Administration	Ed.D	69
EDAD: Public School Administration	PhD	25
<b>Total</b>		<b>764</b>

# Student Enrollment by Program 2012





## Average GRE Scores of Doctoral Students Admitted to our Degree Programs

Year	Fall 07	Fall 08	Fall 09	Fall 10	Fall 11	Fall 12 Old Pattern	Fall 12 *New Pattern
EDAD-Verbal	448	405	449	436	484	517	156
EHRD-Verbal	435	429	468	478	498		
EDAD-Quantitative	513	432	501	543	503	570	148
EHRD-Quantitative	607	479	595	540	567		

# EAHR SCH and WSCH



<b>Undergraduate HRD/TCM Program</b>	<b>SCH Semester Credit Hours</b>	<b>WSCH Weighted Semester Credit Hours</b>
Lower Division		
Summer 12	3	4
Fall 12	225	288
Spring 13	240	309
<b>Total</b>	<b>468</b>	<b>601</b>

For many years, the State of Texas has used a system of formulas to fund higher education. In 1997, the Legislature decreased the number of variables used in formula funding of higher education. Weighted semester credit hours became the primary factor for formula funding. <http://dars.tamu.edu/dars/files/52/52c6fa5f-0779-45b9-af3d-c137a2629b91.pdf>



# EAHR SCH and WSCH



<b>Undergraduate HRD/TCM Program</b>	<b>SCH</b>	<b>WSCH</b>
Upper Division		
Summer 12	1350	2438
Fall 12	3082	5616
Spring 13	3387	6188
<b>Total</b>	<b>7819</b>	<b>14242</b>
<b>Master's Programs</b>	<b>SCH</b>	<b>WSCH</b>
Summer 12	538	1357
Fall 12	1136	2768
Spring 13	1119	2813
<b>Total</b>	<b>2793</b>	<b>6938</b>
<b>Doctoral Programs</b>	<b>SCH</b>	<b>WSCH</b>
Summer 12	639	5126
Fall 12	1178	10830
Spring 13	1000	7950
<b>Total</b>	<b>2817</b>	<b>23906</b>



## Student Credit Hours Generated by Distance Education Courses

<b>On-Campus Distance Education</b>	<b>SCH</b>	<b>Off-Campus Distance Education</b>	<b>SCH</b>
Lower Division	117	Lower Division	3
Upper Division	1947	Upper Division	609
Master's	429	Master's	1187
Doctoral	267	Doctoral	46
<b>Total</b>	<b>2760</b>	<b>Total</b>	<b>1845</b>

# Average Registered Hours

		<b>Fall 10</b>	<b>Fall 11</b>	<b>Fall 12</b>
		<b>Average</b>	<b>Average</b>	<b>Average</b>
<b>Major</b>	<b>Classification</b>	<b>Registered</b>	<b>Registered</b>	<b>Registered</b>
	<b>Level</b>	<b>Hours</b>	<b>Hours</b>	<b>Hours</b>
<b>EDAD</b>	<b>Doctoral</b>	<b>3.88</b>	<b>4.13</b>	<b>4.18</b>
	<b>Masters</b>	<b>7.66</b>	<b>8.01</b>	<b>8.98</b>
<b>EHRD</b>	<b>Doctoral</b>	<b>5.48</b>	<b>5.89</b>	<b>5.96</b>
	<b>Masters</b>	<b>7.25</b>	<b>6.83</b>	<b>6.70</b>
<b>HRDL</b>	<b>UG</b>	<b>13.29</b>	<b>13.73</b>	<b>13.65</b>
<b>HRDV</b>	<b>UG</b>	<b>12.53</b>	<b>12.85</b>	<b>12.58</b>
<b>ISNC</b>	<b>UG</b>	<b>6.00</b>		
<b>TCMG</b>	<b>UG</b>	<b>10.73</b>	<b>11.55</b>	<b>12.00</b>
<b>TCML</b>	<b>UG</b>	<b>11.44</b>	<b>11.47</b>	<b>11.76</b>



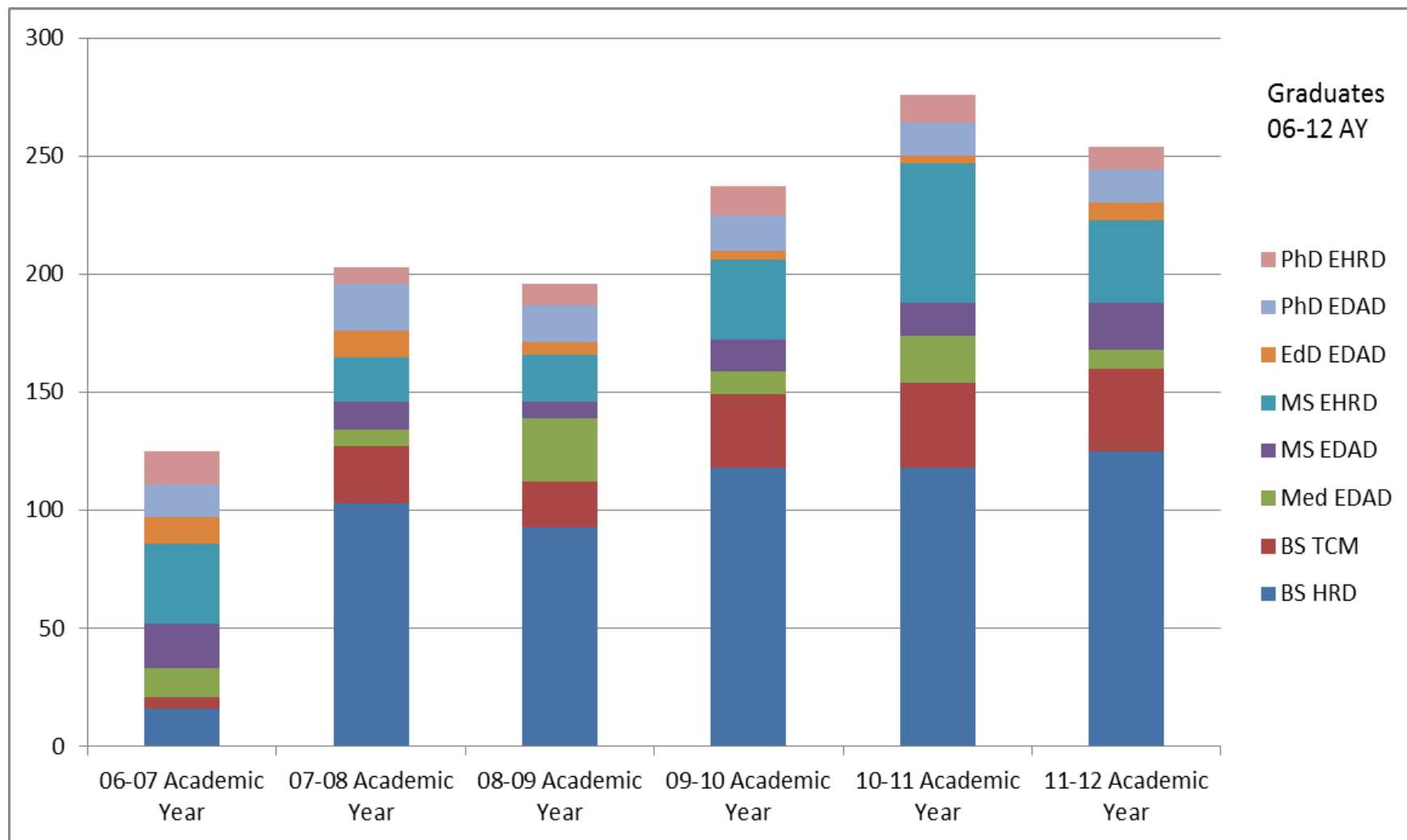
# EAHR Graduates 2007-2012

Graduates	06-07	07-08	08-09	09-10	10-11	11-12
BS HRD	16	103	93	118	118	125
BS TCM	5	24	19	31	36	35
Med EDAD	12	7	27	10	20	8
MS EDAD	19	12	7	13	14	20
MS EHRD	34	19	20	34	59	35
EdD EDAD	11	11	5	4	3	7
PhD EDAD	14	20	16	15	14	14
PhD EHRD	14	7	9	12	12	10
<b>Total</b>	<b>125</b>	<b>203</b>	<b>196</b>	<b>237</b>	<b>276</b>	<b>254</b>

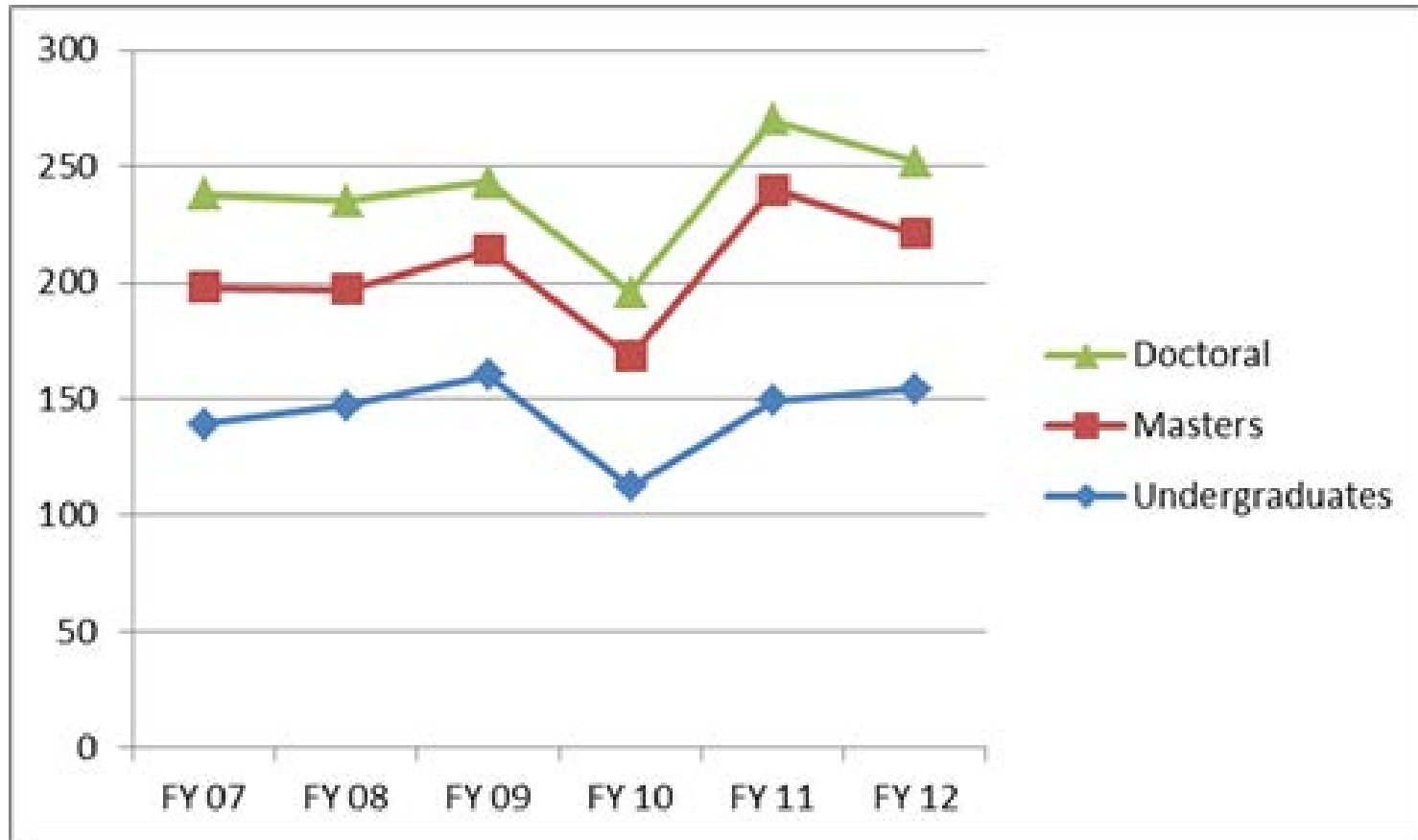
Figure 4: EAHR Graduates 2007-2012



# EAHR Graduates 2007-2012



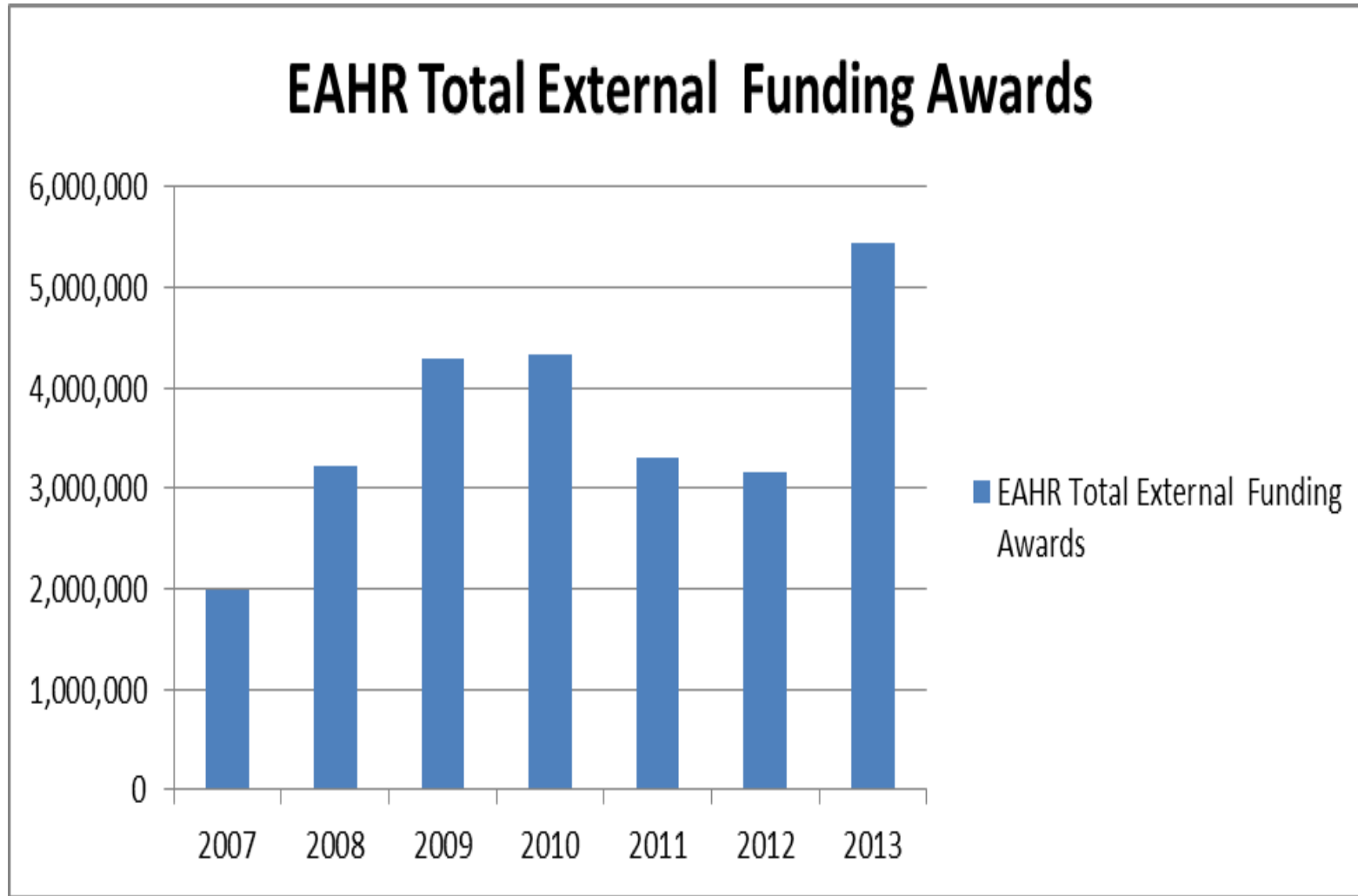
# Graduates per Academic Year 2007-2012



# Where our Graduates Work and the work that they do

<b>University Professors at:</b>	<b>Leadership Positions</b>
Purdue University	Superintendents
University of Oklahoma	School Principals
TAMU College Station,	Special Ed. Administrators
TAMU International University	Dean of students
TAMU Kingsville	ISD Curriculum Directors
TAMU Commerce	Executive Directors of Development
TAMU Corpus Christie	Presidents of Community Colleges
University of Texas, Tyler	Teachers
University of Texas, San Antonio	Education Specialists
Indiana University	Program Directors
St. F. Austin University	Directors of Teaching
University of Houston	Administrators in Higher Education
Texas State University	Directors of Student Learning Centers
Washington State University	Deans of Student Life
University of Louisville	Training and Development Managers
University of Tulsa	Directors of Organization Development
Rutgers University	
Louisiana State University	
Texas Southern University	
Florida State College	

# Research Engagement



- Endowment Funding Possibility





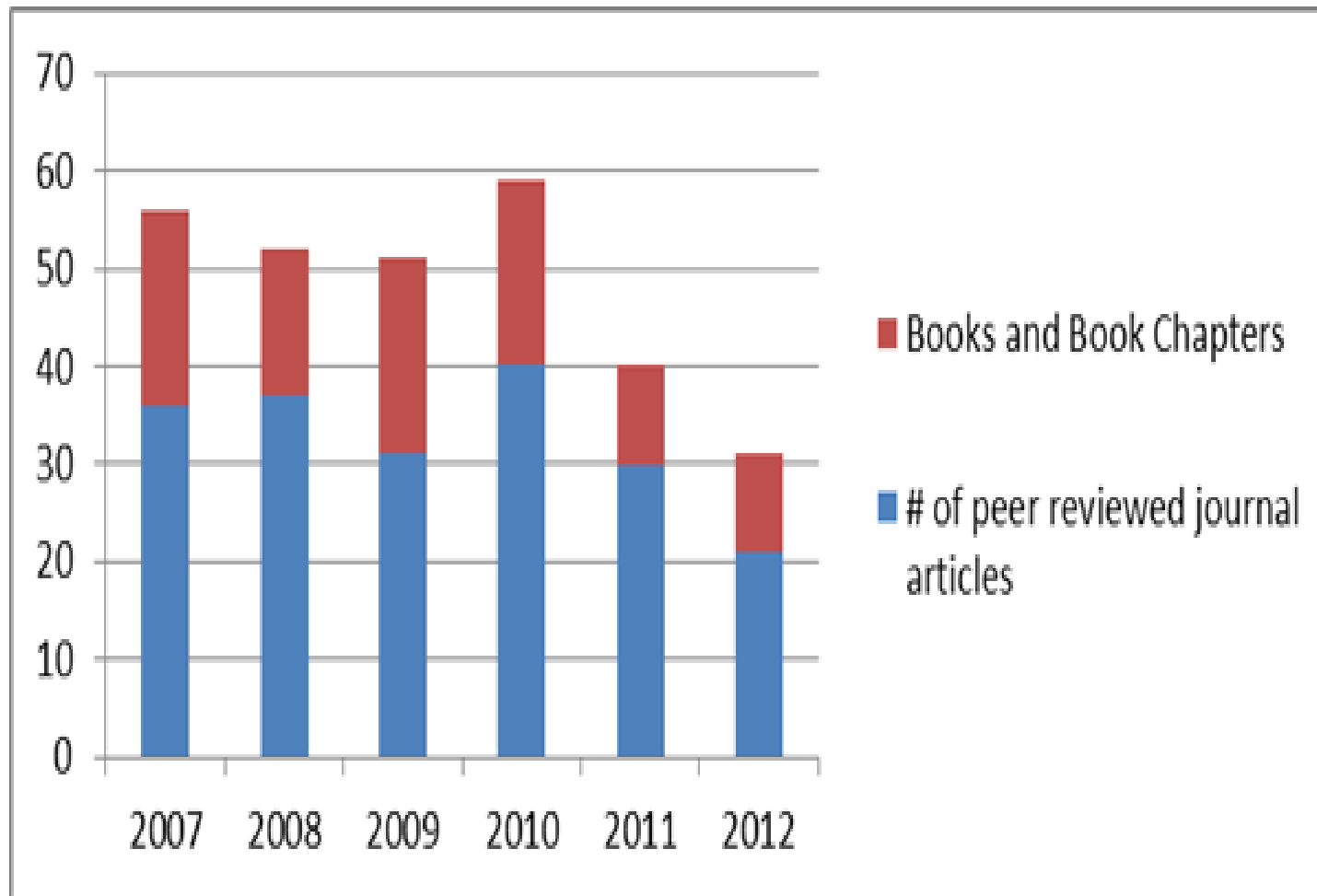
## Grants and Contract Activities 2012-13

- Submitted 20 Grant Proposals
  - Total Amount \$22,898,994.00
  - Proposals Funded 8 (40%)
  - Amount of funded proposals  
\$5,440,572.00
-

# Faculty Publications 2007- 2012

Year	# of peer reviewed journal articles	Books and Book Chapters	Total
2007	36	20	56
2008	37	15	52
2009	31	20	51
2010	40	19	59
2011	30	10	40
2012	21	10	31
<b>Total</b>	<b>195</b>	<b>94</b>	<b>289</b>

# Faculty Publications



## Scholarly Publication of Students with Faculty 2007-2012

Year	# of peer reviewed journal articles	Books and Book Chapters	Total
2007	5	4	9
2008	6	1	7
2009	5	0	5
2010	6	0	6
2011	8	1	9
2012	3	0	3
<b>Total</b>	<b>33</b>	<b>6</b>	<b>39</b>

## Performance Indicators: Research (Tenure and tenure-track) 2012

Indicator <sup>a1</sup>	Productivity (Goal/Expectation)	Goal	Current Standing	
			Peer Rank	National Rank
Articles per faculty	4 /per year	4 and above / per year	Rank #3	Rank # 7
% Faculty with Citation	81% current	100%	Rank #1	Rank # 6
Total grant and contract dollars <sup>a3</sup>	\$3, 000,000	\$4,000,000	\$3,157,406	
Federal grant	\$1,500,000	\$2,000,000	Rank #4	Rank # 16
Non Federal Grant	\$2, 000,000	\$3,000,000	----	----
Percent of faculty with federal and non federal grants <sup>a3</sup>	33% current	80%	NA	NA



## **EAHR Conference Funding for Graduate Students 2011-2013**

- 24 EDAD students - presented at peer reviewed conferences
  - 38 EHRD Students - presented at peer conferences
  - 33 students sponsored by EAHR Faculty
  - EAHR Funding Support - \$35,145.49
  - Faculty Funding Support for Graduate Students – \$24,888.58
  - Grand Total Funding for Graduate Students to attend conferences – \$60,034.07
-

# Editorships in Scholarly Journals by EAHR Faculty

Journal Name	Faculty	Editor/Co-Editor	Term	Department/College Support	Journal Support for department
Adult Learning	Mary Alfred	Editor	2008-present	GA support, office space, phone line	
International Journal of Qualitative Studies	Carolyn Clark Jim Scheurich	Co-Editor Co-Editor	2005- 2012 1995- 2012	office space, phone line	Supported adjunct faculty/ staff member
Journal of European Industrial Training	Fredrick M. Nafukho	Editor	2008-present	office space, phone line	
Educational Administration Quarterly	Linda Skrla	Editor	2009-present	office space, phone line	Two GAs funded by the journal
Educators	Gwen Webb-Hassan	Editor	2006 – present	GA support, office space, phone line	
Human Resource Development Review	Jamie Callahan	Associate Editor	2009- 2013	GA support, office space, phone line	
New Forums Faculty Development Series	Christine Stanley	Editor	2002-2010	office space, phone line	
Qualitative Inquiry	Yvonna Lincoln	Co-Editor	2006-2013	GA, office space, phone line	Supports adjunct faculty/ staff member
<i>Mentoring and Tutoring Journal</i>	Beverly Irby	Editor		office space,	GA support
<i>Advancing Women in Leadership Journal</i>	Beverly Irby	Senior Editor		office space,	GA support
Adult Education Quarterly	Lisa Baumgartner	Co-editor	2011-present		

# Quality Online/On Campus Education

- Number of online courses Increased
  - Technology support
  - Student assessment of online courses improved
  - Quality of our online courses
  - 2 masters programs fully online
  - Positive student evaluation of on campus courses
-



## Support for our Graduate Students 2012/2013 Academic Year

- 3 Technology GAs
- 2 GAs – TCALL
- 9 GA/TA – EAHR
- 13 EAHR GAs – IEEF
- 3 GAs – CEHD Strategic Research Awards
- 1 GA – Training & Development Certificate
- 9 GAs – External Funding
- 25 scholarships (Differential Tuition)
- 8 tuition support for SAAHE students

Total number of graduate students with financial support  


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 = 73 over \$900,000

# Way Forward

- Maintain and increase quality and ranking of our programs
- Increase extramural funding activities through submission of proposals, other innovative activities
- Increase publications (Articles, books, book chapters, Conference proceedings)
- Mentoring (Students, Faculty and Staff)
- Work collaboratively to achieve our mission and priorities
- Hire Faculty - HRD, K-12, Technology Management
- Increase the number of online courses
- Distinguished Leadership Speaker Series
- Increase number of graduates
- Enrollment Management



# Enrollment Management Plan

Strategy	Implementation	Enrollment $\Delta$	College Support	Dept. Support
Develop a Networking Lab for Technology Management	Spring 2014	---	\$50,000	0
Clinical faculty line to teach TM courses	Spring 2014	4 sections with 10 students per section; 120 SCH per semester.	\$56,000	0
Increase class size of HRD MS program from 25 to 35 persons	Fall 2013	10 additional students over 4 section; 120 SCH per semester, 240 SCH for the year.	\$36,000	\$18,000
Offer core HRD (BS) classes in the Fall, Spring, and Summer	Spring 2014	25 additional students per 4 sections; 300 SCH per semester, 1200 SCH for the year.	\$36,000	\$36,000
Course development for online programs in Adult Education Masters and Higher Education; course development for Conflict Management and Negotiation UG class	Spring, Summer 2014	---	0	\$40,500
Increase enrollment in K-12 masters online program	Spring 2014	----- Hire clinical faculty to teach 4 courses a semester, 8 courses a year.	\$56,000	0
Scholarships to encourage full-time graduate student enrollment Scholarships for undergraduate students	Fall 2013 Fall 2013	392 Grad * 3 SCH = 1176 SCH/semester	0	\$20,000 \$8,000
Advising: Intentional advising to ensure UG students enroll in 15 hours and graduate students enroll in 9 hours.	Fall 2013	Difference: 372 UG * 2 SCH = 744 SCH/semester 392 Grad * 3 SCH = 1176 SCH/semester	<b>198,000</b>	<b>122,500</b>

**Notes.** 2013 SCH: 13,897; Needed SCH: 14,397. **Needed SCH  $\Delta$  = 500.** Estimated SCH  $\Delta$  for 2014 based on strategies 2, 3, & 4: 540.

2013 WSCH: 45,687; Needed WSCH: 47,514. **Needed WSCH  $\Delta$  = 1,827.** Estimated WSCH  $\Delta$  for 2014 based on strategies 2, 3, & 4: 918.

**I wish you All a Productive 2013/2014 Academic Year!**