

Educational Administrative and Human Resource Development

Departmental Meeting

Wednesday, September 3, 2014

Rm. 569

10:00 am – 12:00 Noon

Presentation

By

Dr. Fredrick M. Nafukho, PhD, MDP'13

Professor and Department Head

Welcome and Introductions



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

New Professors and Staff

- Dr. Khalil Dirani, Associate Professor
- Dr. Robert Muller, Clinical Associate Professor
- Dr. Karen Smith, Clinical Associate Professor
- Dr. Jill Zarestky, Clinical Assistant Professor
- Dr. Debra Hargrove
- Tracy Hendrix
- McMillian Maribel
- Glenda Rose

Visiting Scholar – Dr. Dinara Seitova

Graduate Students Advisory Council

- GRAB Leaders

EAHR Technology GAs

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

It is the supreme art of the teacher to
awaken joy in creative expression and
knowledge

Albert Einstein

Engagement is Key in Learning

- CEHD: <http://education.tamu.edu/>
 - EAHR New Website Changes:
<http://eahr.tamu.edu/>
 - EAHR Blog: <http://eahr.tamu.edu/blog>
 - EAHR Connect Newsletter
 - GRAB Website:
<http://grab.tamu.edu/>
 - ELRC: <http://eahr.tamu.edu/center/education-leadership-research-center>
 - TCALL: <http://www-tcall.tamu.edu/>
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Open Meeting Ends

Thank you to our Graduate Students!

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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Support for our Graduate Students 2013/2014 Academic Year

- 3 Technology GAs
- 1 GA – TCALL
- 21 GA/TA – EAHR
- 3 GAs – CEHD Strategic Research Awards
- 1 GA – Training & Development Certificate
- 10 GAs – External Funding
- 1 Mance Park Award
- 35 set aside scholarship Awards
- 13 Emerging Scholar Awards
- 16 tuition support for SAAHE students

Graduate students who received financial support = 104

Amount - over \$1million

Awards and Recognitions 2014 – Congratulations!

- **2014 Recipient of the TAMU Women Former Students' Network Eminent Scholar Award**
Dr. Yvonna Lincoln
- **TAMU Service Learning Fellow**
Dr. Robert T Jones
- **Excellent in Teaching Award**
Dr. Dave Louis – former student
- **Superintendent CSISD**
Dr. Clark Ealy – former student
- **TAMU Administrator Women's Progress Award**
Dr. Beverly J. Irby
- **Hackathon Awards**
Reese Godwin, Scott Bailey, Daniel Martinez,
Jonathan Martinez
- **2014 AERA Outstanding Qualitative Research SIG Book Award**
Dr. Yvonna Lincoln
- **CEHD Aggies Commit to Transforming Lives Adm. Fellow**
Dr. Luis Ponjuan
- **Aggies Commit to Transforming Lives Fellow**
Dr. Ann Gundy
- **POSSE Students Mentor**
Dr. Glenda Musoba
- **Faculty Fellow for Innovation in High Impact Learning Experiences**
Dr. Larry Dooley
- **U.S. DOE – Webinar**
Dr. Luis Ponjuan

Gratitude



- Dr. Anny Gundy – For her service as Program Coordinator for HRD and TCM Undergraduate Program
- Dr. Homer Tolson – For his service as Associate Department Head and Chair of EHRD Program

Congratulations!

- Dr. Ann Gundy - Promoted to Full Clinical Professor
- Dr. Kelli Peck-Parrott - Promoted to Full Clinical Professor
- Dr. Lisa Baumgartner – Earned tenure on arrival
Dr. Michael Beyerlein – Earned tenure on arrival
- Dr. Beverly J. Irby – Earned tenure on arrival

Tenure on Arrival in Process (BOR)

- Dr. Khalil Dirani

Department Achievement Awards

- Dr. Glenn Philips – Graduate Student Achievement Award
 - Marie Shelfer – Staff Achievement Award
 - Dr. Jean Madsen – Service Achievement Award
 - Dr. Glenda Musoba – Research Achievement Award
 - Dr. Kelli Peck Parrott– Teaching Achievement Award
 - Dr. Mario Torres – Mentoring Achievement Award
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Leadership Team

Department Head

Dr. Fred Nafukho

Associate Department Head

Dr. Beverly Irby and Dr. Yvonna Lincoln

Program Chairs

EDAD Degree Program

K-12 Educational Leadership – Dr. Beverly Irby

Higher Education Program – Dr. Yvonna Lincoln

EHRD Degree Program

Dr. Khalil Dirani

EHRD Undergraduate Coordinator

Dr. Robert Jones

Director of Academic Advising

Joyce Nelson

Business Administrator I

Marie Shelfer

EAHR Staff

Name	Title	Dept
ALVARADO, JESSICA	Senior Office Assistant	EAHR
EARHART, STELLA	Administrative Coordinator	EAHR
GONZALEZ, ELSA	Research Associate	EAHR
GOYCO, JORGE	Website Administrator	EAHR
HARGROVE, DEBRA	Director	EAHR
HENDRIX, TRACY	Professional Development Center Specialist	EAHR
HYMAN, PEGGY SUE	Associate Editor	EAHR
KUBENA, REBECCA	Business Coordinator II	EAHR
MCMILLIAN, MARIBEL	Office Associate	EAHR
MOORE, EMILY	Research Assistant	EAHR
MORRIS, SUSAN	Program Manager	EAHR
NELSON, JOYCE	Director of Academic Advising	EAHR
PAVLISKA, AVERY	Senior Academic Advisor I	EAHR
REYNOLDS, DAVID	Business Coordinator I	EAHR
ROSE, GLENDA	Professional Development Center Specialist	EAHR
RUIZ, BRYNN	Academic Advisor II	EAHR
SALAS-ISNARDI, FEDERICO	Program Coordinator	EAHR
SASSANO, SUSAN	Business Associate III	EAHR
SCHROEDER, LEA ANN	Senior Office Associate	EAHR
SHELFER, MARIE	Business Administrator I	EAHR
SMITH, HARRIET	Director	EAHR

Strategic Planning Process

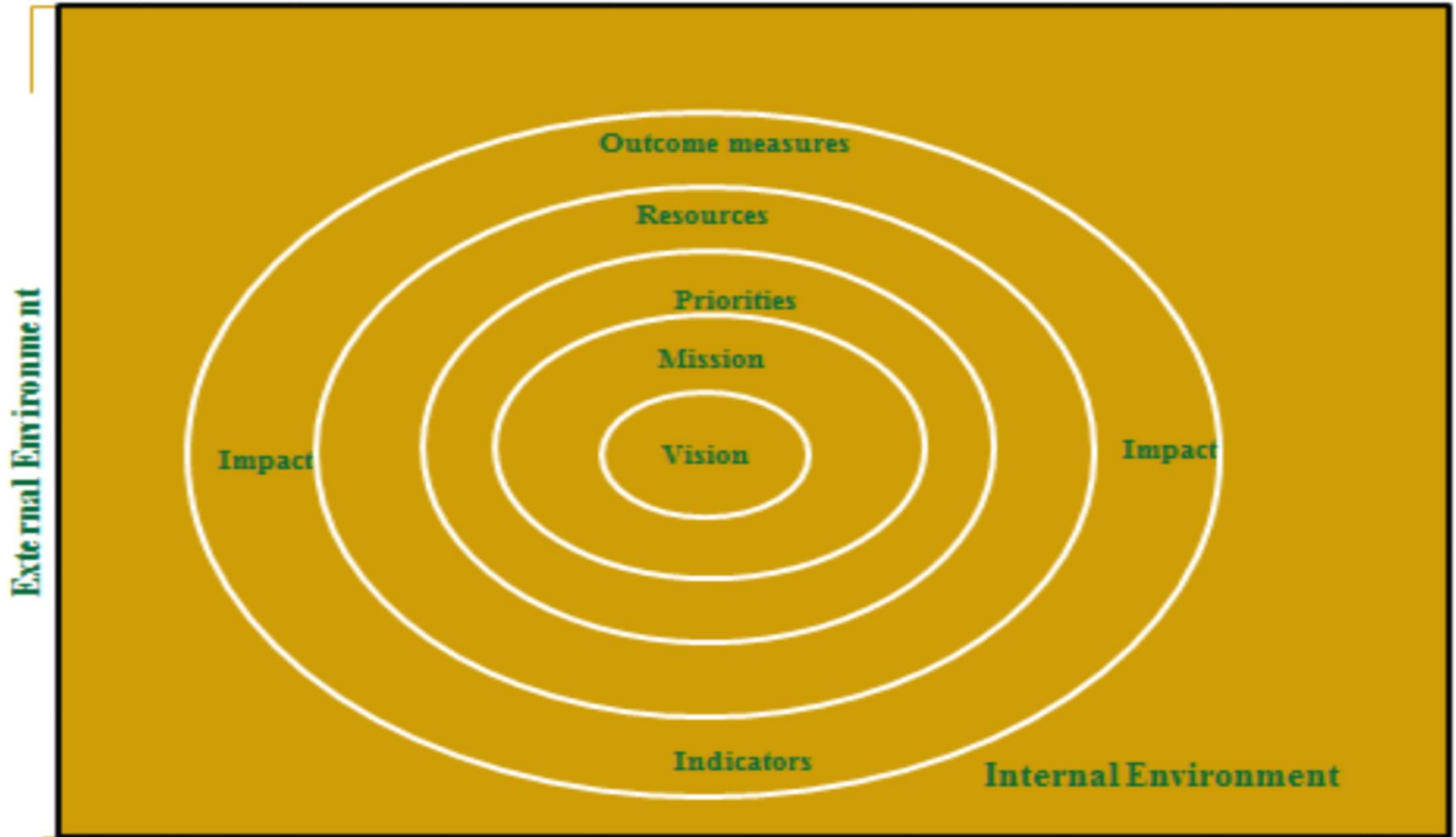
CEHD STRATEGIC PLAN TIME LINE

Activity	Date	Remarks
Distributed CEHD Strategic plan to EC leaders in the department	8/14/2014	<ul style="list-style-type: none">• The leaders are to review the report and provide feedback
Department Head complete the assignment from the dean and present at the CEHD strategic plan meeting	8/18/2014	<ul style="list-style-type: none">• Head made the presentation and received feedback from CEHD leaders
EAHR EC meeting to discuss CEHD Plan	8/20/2014	<ul style="list-style-type: none">• Head to provide feedback to the Dean on CEHD plan
Share CEHD draft strategic plan with faculty and staff at program retreats and seek their feedback	8/27/2014 and 8/28/2014	<ul style="list-style-type: none">• Solicit feedback from faculty and staff on CEHD draft strategic plan and EAHR action plans
Discuss CEHD draft strategic plan and EAHR action plans with faculty and staff at the departmental meeting	9/3/2014	<ul style="list-style-type: none">• Seek input and suggestions from faculty and staff at our regular departmental meeting
Discuss CEHD draft strategic plan and EAHR action plans with faculty and staff at the departmental meeting	10/3/2014	<ul style="list-style-type: none">• Revise EAHR strategic plan for the plan period 2015-2020

Strategic Planning



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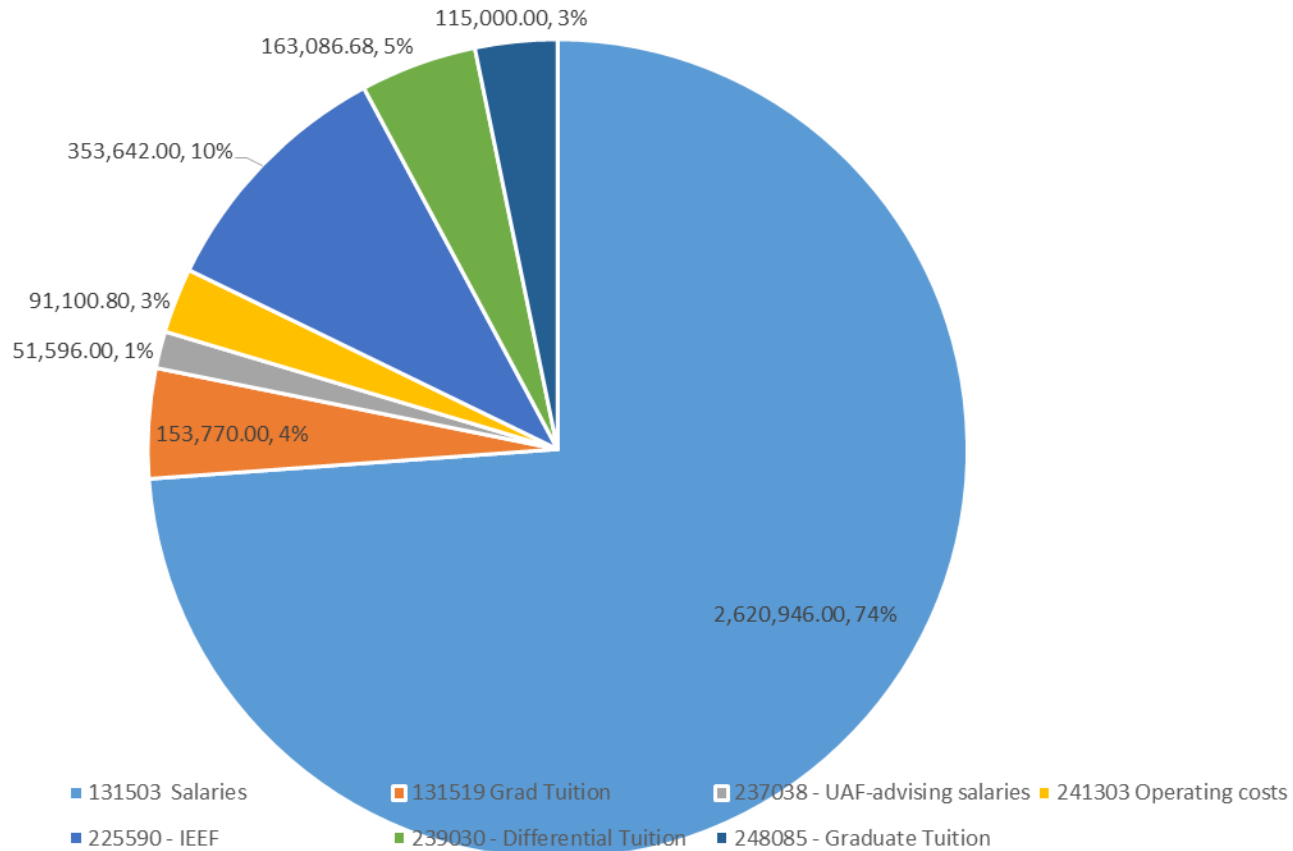
Mission

Prepare our students for leadership in school and non-school settings

Goals/Priorities EAHR 2010-2014

- Increase external funding to support our missions of teaching, research and service (Grants, contracts, others)
 - Prepare our students for the professoriate and educational practice
 - Enrollment Management (Undergraduate and Graduate)
 - Increase use of technology mediated instruction
 - Offer quality online and on campus education
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EAHR FY14 Expenditure



Enrollment by Degree Program 2013/14



Fall 2013 (Undergraduate)		
HRDL	155	
HRDV	103	
TCML	116	
TCMG	56	
Total	430 (110 minors)	= 540
Graduate	Masters	Doctoral
EDAD	65	130
EHRD	80	83
Total	145	213 = 358
Spring 2014 (Undergraduate)		
HRDL	179	
HRDV	124	
TCML	119	
TCMG	61	
Total	483 (120 minors)	603
EDAD (Graduate)	62 Masters	132
EHRD	82	75
Total	114	207 = 351
EAHR Grand Total - Spring		954

EAHR Graduates 2007-2014

Graduates	06-07	07-08	08-09	09-10	10-11	11-12	12-13	13-14
BS HRD	16	103	93	118	118	125	101	102
BS TCM	5	24	19	31	36	35	52	53
Med EDAD	12	7	27	10	20	8	18	6
MS EDAD	19	12	7	13	14	20	16	12
MS EHRD	34	19	20	34	59	35	56	47
EdD EDAD	11	11	5	4	3	7	13	11
PhD EDAD	14	20	16	15	14	14	17	9
PhD EHRD	14	7	9	12	12	10	8	9
Total	125	203	196	237	276	254	281	249

Source: EAHR Academic Advising Office

Where our Graduates Work and the work that they do

University Professors at:

Purdue University, University of Texas

University of Oklahoma

TAMU College Station

TAMU International University

TAMU Kingsville

TAMU Commerce

TAMU Corpus Christie

University of Texas, Tyler

University of Texas, San Antonio

Indiana University

St. F. Austin University

University of Houston

Texas State University

Washington State University

University of Louisville

University of Tulsa

Rutgers University

Louisiana State University

Texas Southern University

Florida State College

Leadership Positions

Superintendents

School Principals

Special Ed. Administrators

Dean of students

ISD Curriculum Directors

Executive Directors of Development

Presidents of Community Colleges

Teachers

Education Specialists

Program Directors

Directors of Teaching

Administrators in Higher Education

Directors of Student Learning Centers

Deans of Student Life

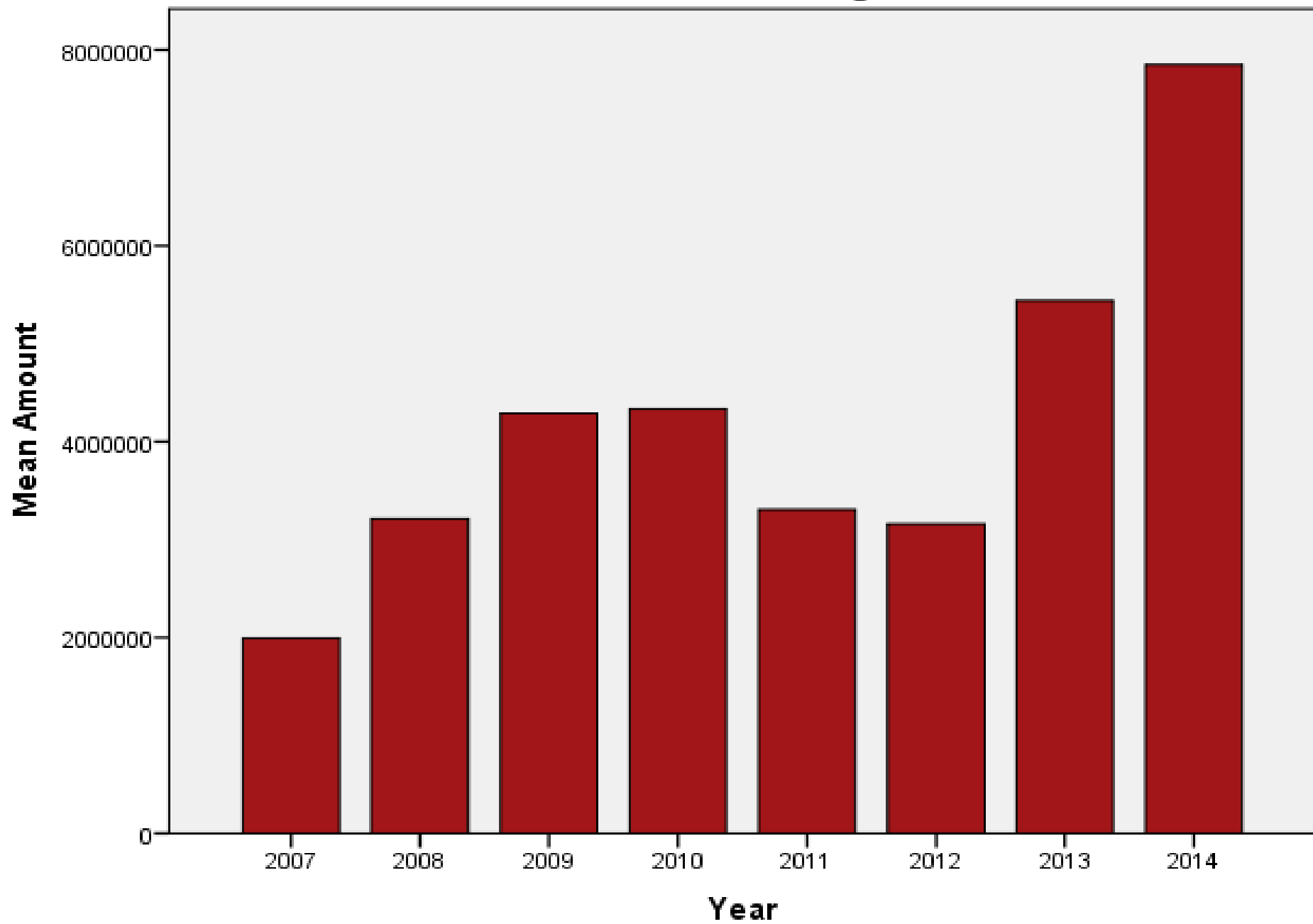
Training and Development Managers

Directors of Organization Development

Research Engagement- Extramural Funding

Year	Amount \$
2007	1,990,000
2008	3,213,000
2009	4,288,000
2010	4,333,000
2011	3,304,696
2012	3,157,406
2013	5,440,572
2014	7,849,300

EAHR Extramural Funding





Grants and Contract Activities 2013-14

- Submitted 24 Grant Proposals
 - Total Amount \$56,554,202.00
 - Proposals Funded 9 (37.50%)
 - Amount of funded proposals \$7,849,300.00
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Faculty Publications 2007- 2013

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
2013	28	25	53
Total	223	119	342

Performance Indicators: Research

- Articles per faculty member – 95th percentile – 4, EAHR – 4
 - Citations per faculty member – 95th percentile – 19, EAHR -9
 - Awards per faculty member – 95th percentile - .44, EAHR - .12
 - 6th year Graduation rate – U of Texas – 79%, EAHR – 79.4%
 - First year retention Rate – U of Texas 92%, EAHR – 100%
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Student Engagement

- % of Doctoral Students presenting papers by graduation – Target 90%, EAHR – 65%
 - % Submitting or publishing – Target – 90%, EAHR – 57%
 - 18 EDAD students - presented at peer reviewed conferences
 - 22 EHRD Students - presented at peer conferences
 - 40 students sponsored to present at conferences
 - Average years to Degree – EDAD – 5.8, EHRD – 6 years
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Status of the Enrollment Management Plan

Strategy	Implementation	Enrollment Δ	College Support	Dept. Support	Status
Develop a Networking Lab for Technology Management	Spring 2014	---	\$50,000	0	Lab completed
Clinical faculty line to teach TM courses	Spring 2014	4 sections with 10 students per section; 120 SCH per semester.	\$56,000	0	Faculty hired
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	Implemented
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	Ongoing, major curricula review
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	Implemented
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	2 clinical associate professors hired
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	Several scholarships awarded
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	198,000	122,500	Ongoing

Technology Mediated Instruction

- Technology support provided
 - Number of online courses Increased
 - Student assessment of online courses improved
 - Enhanced Quality of our online courses
 - 2 masters programs fully online
 - Masters in Higher Education - online
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Way Forward



- Review EAHR Faculty Expectations to support increase in extramural funding activities
- Publications on significant topics and in top tier journals to enhance citations
- Enrollment Management – Recruitment and retention of qualified students to reflect the demographic characteristics of the state
- Mosaic Mentoring (Students, Faculty and Staff)
- Work collaboratively to achieve our mission and priorities
- Faculty lines in K-12, Technology Management/HRD, HE
- Distinguished Leadership Speaker Series (3 this year)
- ELRC to host Difficult Dialogues Leadership Summer Institute
- EAHR 2015-2020 Strategic Plan

Coming together is the beginning, staying
together is progress and working together
is success

Henry Ford

**I wish you all the very best for a
very productive and rewarding fall
semester.**
