Educational Administrational and Human Resource Development

State of the Department Address

Wednesday, September 7, 2016

Rm. 569

10:00 am – 12:00 Noon

“Learn, Lead and Change”

Dr. Fredrick M. Nafukho, PhD, MDP
Professor and Department Head
Welcome and Introductions

New Professors
- Dr. Krista Bailey, Clinical Associate Professor
- Dr. Chayla Haynes Davison, Assistant Professor
- Dr. Elizabeth Roumell, Assistant Professor
- Dr. Michael Workman, Clinical Assistant Professor (Visiting Professor)

New Staff
- Corrie Newland, Office Associate
- Paula Bauer, Program Coordinator, TCALL
- Wayne Crandall, PD Center Specialist, TCALL
- Dr. Olga Escamilla, TRAIN PD Team, TCALL
- AnneMarie Molinari, PD Center, TCALL
- Krista Mosher, PD Center Specialist, TCALL

Graduate Students Advisory Board (GRAB)
- Sarah Ray – President, Chih-Wei Amy Wang – Vice President
- EAHRT Technology GAs
- Deymira Garcia, Carla Liau, Jeong Shin-hee
New Faculty

Dr. Bailey

Dr. Davison

Dr. Roumell

Dr. Workman
New Staff

Paula Bauer

Wayne Crandall

AnneMarie Molinari

Corrie Newland
CEHD and TAMU Student Awards

- Bazner, Kevin – Merit Fellowship – EDAD-HE
- Jin Bora – Merit Fellowship – EHRD- ADED
- Logan Donna – Merit Fellowship EHRD
- Oh Jihe – Merit Fellowship EHRD
- Foruzan Farnia – OGAPS Dissertation Fellowship
- Soo Jeoung Crystal Han – CEHD Strategic Research
- Melika Shirmohammadi – CEHD Strategic Research Award
Congratulations!

Achievement Awards

- Dae Seok Chai – Graduate Student Award (HRD)
- Nahed Abdelrahaman - Graduate Student Award (K12 – Public School Administration)
- David M. Ramirez - Undergraduate Student Award (TCMG)
- Alyssa R. Clift – Undergraduate Student Award (HRD)
- Susan Sassano – Staff Achievement Award
- Dr. Beverly Irby – Research Achievement Award
- Dr. Homer Tolson – Teaching Achievement Award
- Dr. Jia Wang – Mentoring Achievement Award
- Dr. Lisa Baumgartner – Service Achievement Award

College Awards

- Dr. Beverly Irby – CEHD Climate Award
- Harriet Smith: Outstanding Staff Supervisor Award
- Joyce Nelson: Student Relationships Award
- Gloria “Stella” Earhart: Outstanding Staff Relationships Award
- Chandell “Dell” Billings: Outstanding Staff Support Award
Congratulations

- Dr. Yvonna S. Lincoln - The 10th most cited methods book of all time, with over 51,000 citations. (Elliott Green- London School of Economics and Political Science)
- Dr. Mary Alfred – Nomination approved for International Adult and Continuing Education Hall of Fame Class of 2016
- Dr. Robert Muller – Invited at the White House to speak on research related to future of support for military-connected children
- Dr. Robert Jones, DOD Grant, Tier One Program Grant
- TAMU designated as a National Center of Academic Excellence in Cyber Defense Education and Cyber Defense Research
Congratulations

- Dr. Luis Ponjuan co-edited book: Ensuring the Success of Latino Males in Higher Education: A National Imperative
Gratitude – SLI, ALI, SS

- Dr. Mary Alfred
- Dr. Michael Beyerlein,
- Dr. Yvonna Lincoln
- Dr. Beverly Irby
- Dr. Glenda Musoba
- Dr. Mario Torres
- Dr. Karen Watkins – University of Georgia
- Dr. Marc Spooner, University of Regina, Canada
- Dr. Michael Giardina, University of South Florida
- Dr. Robert Muller – ALI
- Dr. Nancy Watson - SLI
- All our faculty and staff for your passion and commitment
Awards and Recognitions 2016

- Christine A. Stanley Award for Diversity and Inclusion Research
- Dr. Beverly Irby - 2016 recipient of the CEHD Transforming Lives Faculty Fellow, 2016 Fellow of International Society for Design and Development in Education (ISDDE) Award, the Netherlands
- Dr. Robert T. Jones - 2015-2016 Student Government Association (SGA) Open Educator Award, Aggie Academy Grant, Flip Course Grant, Digital Music Grant
- Dr. Rhonda Fowler – CTE Summer Grant Award
Awards and Recognitions

- Dr. Christine Mark – CTE Summer Grant Award, Flip your Course Grant, Quality Matters Certification
- Dr. Gwen Webb-Hasan – CTE Summer Grant
- Dr. Helen Muyia - Center for Teaching Excellence (CTE) Grant
- Dr. Beverly Irby – ELLA-V Grant
- Dr. Daniel Bowen – Houston Endowment Grant, Linda F. and Robert A. Lacey ‘60 Faculty Fellowship
- Dr. Louis Ponjuan – NSF-REU Grant, Greater Texas Foundation Grant
- TCALL Team - TWC Grant
Awards and Recognitions 2016

- Dr. Daniel Bowen (PI), Dr. Gwen Webb-Hasan, Dr. Kisida and Ms. Elsa Villareal - EAHR Seed Grant,
- Dr. Michael Beyerlein (PI), Ms. Crystal Han, Dr. Khalil Dirani, Dr. Christine Mark, Dr. Rhonda Fowler, Dr. Robert Trez Jones and Dr. Helen Muyia; Dr. Glenda Musoba (PI), Dr. Jill Zarestky and Sarah Ray - EAHR Seed Grant
- Dr. Gwen Webb-Hasan (PI), Donna Druery and Victoria Carter Jones –EAHR Seed Grant
- Drs. Daniel Bowen (PI), Gwen Webb-Hasan & Elsa Villareal - Spencer Foundation Grant
- Drs. Daniel Bowen, Jean Madsen, Robert Muller, Glenda Musoba, Mario Torres, Hersh Waxman, and Vic Willson - CEHD Catapult Grant –Round 1.
Awards and Recognitions 2016


- Drs. Michael Beyerlein, Glenda Musoba, Beverly Irby, Robert T. Jones, Robert Muller, and Homer Tolson- CEHD Catapult Grant – Round 2

- Dr. Jean Madsen and Dr. Mario Torres – Kello Grant

- Dr. Gwen Webb-Hasan – Houston ISD Grant

- Dr. Vicente Lechuga – Linda F. and Robert A. Lacey ‘60 Faculty Fellowship
Strategic Planning – Strategic Action
Priority Goals – 2015-2020

1. Prepare our doctoral graduates for the professoriate and educational practice
2. Create a diverse, inclusive, and supportive environment for work, learning, research, and service
3. Increase external funding to support our research and students
4. Strategic and effective enrollment management at undergraduate and graduate levels
5. Recruitment and retention of students with diverse backgrounds to reflect the demographic character of the state
6. Increase the use of technology-mediated instruction to enhance teaching, research, and learning experiences
EAHR Expenditure

FY 16

- 2,578,371.00, 65%
- 192,907.00, 5%
- 469,345.00, 12%
- 255,612.00, 6%
- 62,397.00, 2%
- 92,300.00, 2%
- 122,029.00, 3%

131503 Salaries
131519 Grad Tuition
241303 Operating costs
241308 Academic Support
239030 DE Differential Tuition
239087 Differential Tuition
248085 Graduate Tuition
221211-10000 CAF-Grad
FY 17 Projected Budget

- 131503 Salaries: 4%
- 241303 Operating costs: 6%
- 239030 - DE Differential Tuition: 9%
- 101,968.00, 3%
- 94,794.00, 2%
- 131519 Grad Tuition: 5%
- 241308 - Academic Support: 4%
- 239087 - Differential Tuition: 4%
- 221211-10000- CAF-Grad: 0%
Priority Goals – 2015-2020

1. Prepare our doctoral graduates for the professoriate and educational practice
2. Create a diverse, inclusive, and supportive environment for work, learning, research, and service
3. Increase external funding to support our research and students
4. Strategic and effective enrollment management at undergraduate and graduate levels
5. **Recruitment and retention of students with diverse backgrounds to reflect the demographic character of the state**
6. Increase the use of technology-mediated instruction to enhance teaching, research, and learning experiences

While the six priority goals are for the planning period 2015-2020, the 5% strategic saving will be committed to strategic goal 5: Strategic recruitment, enrollment, retention and successful completion of students with diverse backgrounds to reflect the demographic character of the state.

<table>
<thead>
<tr>
<th>Strategy</th>
<th>Implementation</th>
<th>Enrollment Δ</th>
<th>College Support</th>
<th>Dept. Support</th>
</tr>
</thead>
<tbody>
<tr>
<td>Expand Networking Lab for Technology Management (Increase computer terminals from 32 – 40) – TCMG (BS)</td>
<td>Spring 2017</td>
<td>4 sections with 10 students per section; 120 SCH per semester.</td>
<td>$50,000</td>
<td></td>
</tr>
<tr>
<td>Fill 2 faculty lines (Assistant Professor tenure track and Associate Professor tenure track)</td>
<td>Fall 2017</td>
<td>8 courses, 40 students, total of 320 students taught in one academic year.</td>
<td>$72,000</td>
<td>$80,000</td>
</tr>
<tr>
<td>Increase class size of EHRD MS program from 25 to 35 persons</td>
<td>Fall 2017</td>
<td>10 additional students over 4 section; 120 SCH per semester, 240 SCH for the year.</td>
<td></td>
<td>$21,600</td>
</tr>
<tr>
<td>Offer core HRD (BS) classes in the Fall, Spring, and Summer</td>
<td>Spring 2017</td>
<td>25 additional students per 4 sections; 300 SCH per semester, 1200 SCH for the year.</td>
<td></td>
<td>$21,600</td>
</tr>
<tr>
<td>Course development for online programs in Higher Education</td>
<td>Spring, Summer 2017</td>
<td>Increase enrollment by 20 students per year. 60 SCH</td>
<td></td>
<td>$21,600</td>
</tr>
<tr>
<td>Increase enrollment in EDAD K-12 masters online program</td>
<td>Spring 2017</td>
<td>10 additional students; 30 SCH per semester, 60 SCH for the year.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Advising: Intentional advising to ensure UG students enroll in 15 hours and graduate students enroll in 9 hours.</td>
<td>Fall 2016</td>
<td></td>
<td>202,000</td>
<td>112,800</td>
</tr>
</tbody>
</table>

**Notes:** 2016 SCH: 17,474, 2016 W SCH: 47,138


2013 WSCH: 45,687; Needed WSCH: 47,514. **Needed WSCH Δ = 1,827.** Estimated WSCH Δ for 2014 based on strategies 2, 3, & 4: 918.
Support for our Graduate Students 2016/2017 Academic Year

- 3 Technology GAs
- 1 GA – TCALL
- 17 TAs – EAHR
- 2 CEHD Strategic Scholar Award
- 11 GAs – External Funding
- 2 Mance Park Awardees
- 3 Lechner Awardees
- 4 Merit Fellowship Awards
- 1 OGAPS Dissertation Fellowship
- 29 tuition support for SAAHE students
- 37 GRAB Awards for research conference presentations
- Graduate students who received financial support = 110
<table>
<thead>
<tr>
<th>Degree Program</th>
<th>Fall 2015</th>
<th>Spring 2016</th>
<th>Summer 2016</th>
<th>Grand Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>EDAD</td>
<td>206</td>
<td>185</td>
<td>93</td>
<td>484</td>
</tr>
<tr>
<td>Doctor of Education</td>
<td>52</td>
<td>45</td>
<td>29</td>
<td>126</td>
</tr>
<tr>
<td>Doctor of Philosophy</td>
<td>66</td>
<td>57</td>
<td>27</td>
<td>150</td>
</tr>
<tr>
<td>Master of Education</td>
<td>45</td>
<td>44</td>
<td>31</td>
<td>120</td>
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<tr>
<td>Master of Science</td>
<td>42</td>
<td>36</td>
<td>6</td>
<td>84</td>
</tr>
<tr>
<td>Undecided</td>
<td>1</td>
<td>3</td>
<td></td>
<td>4</td>
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<tr>
<td>EHRD</td>
<td>175</td>
<td>184</td>
<td>111</td>
<td>470</td>
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<tr>
<td>Doctor of Philosophy</td>
<td>67</td>
<td>59</td>
<td>26</td>
<td>152</td>
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<tr>
<td>Master of Science</td>
<td>108</td>
<td>125</td>
<td>85</td>
<td>318</td>
</tr>
<tr>
<td>HRDV – BS</td>
<td>345</td>
<td>335</td>
<td>195</td>
<td>875</td>
</tr>
<tr>
<td>TCMG – BS</td>
<td>191</td>
<td>178</td>
<td>81</td>
<td>450</td>
</tr>
<tr>
<td>Grand Total</td>
<td>917</td>
<td>882</td>
<td>480</td>
<td>2279</td>
</tr>
<tr>
<td>Graduates</td>
<td>06-07</td>
<td>07-08</td>
<td>08-09</td>
<td>09-10</td>
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<tr>
<td>-----------</td>
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<tr>
<td>BS HRD</td>
<td>16</td>
<td>103</td>
<td>93</td>
<td>118</td>
</tr>
<tr>
<td>BS TCM</td>
<td>5</td>
<td>24</td>
<td>19</td>
<td>31</td>
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<tr>
<td>MEd EDAD</td>
<td>12</td>
<td>7</td>
<td>27</td>
<td>10</td>
</tr>
<tr>
<td>MS EDAD</td>
<td>19</td>
<td>12</td>
<td>7</td>
<td>13</td>
</tr>
<tr>
<td>MS EHRD</td>
<td>34</td>
<td>19</td>
<td>20</td>
<td>34</td>
</tr>
<tr>
<td>EdD EDAD</td>
<td>11</td>
<td>11</td>
<td>5</td>
<td>4</td>
</tr>
<tr>
<td>PhD EDAD</td>
<td>14</td>
<td>20</td>
<td>16</td>
<td>15</td>
</tr>
<tr>
<td>PhD EHRD</td>
<td>14</td>
<td>7</td>
<td>9</td>
<td>12</td>
</tr>
<tr>
<td>Total</td>
<td>125</td>
<td>203</td>
<td>196</td>
<td>237</td>
</tr>
</tbody>
</table>
Where are our Graduates Going?

- Dr. Mina Beigi – Senior Lecturer, Human Resource Management at Liverpool John Moores University, UK.
- Dr. Catherine A. Cherrstrom – Assistant Professor, Texas State University
- Dr. Rhonda Fowler – Clinical Assistant Professor, TAMU
- Dr. Tonya Driver - Director of Multicultural Services, TAMU
- Meghan Hokom - Senior Researcher, Safal Partners, Houston
- Dr. Junhee Kim - Lecturer of Human Resource Development, Seattle University.
- Dr. Rebecca McPherson - Assistant Professor of Human Resource Management, TAMU Central University
Where are our Graduate Students Going?

- Dr. Krista Bailey – Clinical Associate Professor, TAMU
- Dr. Dae Seok Chai – Assistant Professor, Western Michigan University
- Dr. Sonya Hayes – Assistant Professor, Louisiana State University
- Dr. Detra Johnson – Assistant Professor, University of Louisville
- Dr. Veronica Jones – Visiting Assistant Professor, University of Texas, San Antonio
- Dr. Matynna Stephens – Postdoc- Texas State University
- Dr. Lolita Tabron - Assistant Professor, University of Denver
- Hyounju Kang – Research Professor, Korea University
Harnessing Technology to Better our Learning and Teaching Processes

• Technology support
• Number of online courses
• Improved student assessment of online courses
• Enhanced quality of our online courses
• Masters in Higher Education – online

“Any growth requires a temporary loss of security.”
Madeline Hunter
Way Forward

- Making things better
- Collaborative and interdisciplinary research
- New and innovative pedagogy
- Strategic growth of undergraduate and masters programs
- Faculty searches, investment in the Lab
- Mentoring (Students, Faculty and Staff)
- Distinguished Leadership Speaker Series
- Engagement through ALI and Summer Leadership Institute
- Inclusive and Respectful Climate
- Planned Leadership Transition