

# Educational Administrative and Human Resource Development

Departmental Meeting

Wednesday, September 2, 2015

Rm. 801

10:00 am – 12:00 Noon

“Together, We can Learn, Lead and Change”

# *Welcome and Introductions*



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

## **New Professors**

- Dr. Daniel Bowen, Assistant Professor, Tenure Track
- Dr. Rhonda Fowler, Clinical Assistant Professor, Academic Professional Track
- Dr. Christine Mark, Clinical Assistant Professor, Academic Professional Track
- Dr. Daniel J. Pugh, Sr., Vice President for Student Affairs and Professor of Practice
- Dr. Nancy Watson, Clinical Associate Professor, Academic Professional Track

## **New Staff**

- Brandi Acosta, Academic Advisor
- Phylicia French, Academic Advisor
- Steven White Training Coordinator, TCALL
- Vanessa Gonzalez Bilingual Office Associate, TCALL
- Beth Ponder, Program Coordinator, TCALL

## **Graduate Students Advisory Board (GRAB)**

- Nahed Abdelrahman. Elsa Villarreal

## **EAHR Technology GAs**

- Misha Chakraborty, Carla Liau, Jeong Shin-hee

# Congratulations!

## Promotions

- Susan Sassano – Business Coordinator II
- Marie Shelfer – Senior Administrative Coordinator

## Granted Tenure by TAMU BOR

- Dr. Glenda Musoba

## Faculty Development Leave

- Dr. Vicente Lechuga

## Department Achievement Awards

- Sarah Proske & Sarah Landry – Undergraduate Student Achievement Award (HRD)
  - Dr. Mina Beigi – Graduate Student Achievement Award
  - Becky Kubena – Staff Achievement Award
  - Dr. Vincente Lechuga – Research Achievement Award
  - Dr. Helen Muyia – Teaching Achievement Award
  - Dr. Michael Beyerlein – Mentoring Achievement Award
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# Gratitude



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- Dr. Ann Gundy – For her service for over 21 years at TAMU
- Dr. Robert T. Jones – For his service as program coordinator
- Dr. William G. Tierney, University of Southern California
- Dr. Mark A. Gooden, University of Texas at Austin.

## Awards and Recognitions 2015

- **Linda F. and Robert A Lacey'60 in Recognition of Outstanding Faculty Member in EAHR**  
Dr. Vicente Lechuga
  - **2015 NCEA Living Legend Award**  
Dr. Beverly Irby
  - **Aggies Commit to Transforming Lives Fellow**  
Dr. Judy Sandlin
  - **2015 Graduate Students Achievement Award**  
Dr. Mina Beigi
  - **2015 UCEA Barbara L. Jackson Scholar Award**  
Nahed Abdelrahman  
Victoria Carter  
Elsa Villarreal
  - **Distinguished Honor Awards**  
Megan Matter  
Dr. Jerrod Barton
  - **2015 Graduate Student Research Award by the Adult Education Research Conference (AERC)**  
Dr. Catherine Cherrstrom
  - **1<sup>st</sup> Prize in the Fine Arts, History, Philosophy & Languages**  
Jonathan Martinez, James Ashley, Patrick Brophy
  - **2015 Doctoral Student Awardees, American Association of Blacks in Higher Education (AABHE)**  
Dr. Jasmine Pope Collier
  - **First place in the case study competition at the Southwest Association of College and University Housing Officers (SWACUHO)**  
Katherine Johnson and Kelly Gilton
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## Where are our Graduate Students 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
  - Dr. Glenn Philips – Assistant Professor, University of Southern Illinois, Carbondale
  - Dr. Becky Pettit- Vice Chancellor for Equity, Diversity and Inclusion, the University of California, San Diego
  - Dr. Amanda Rolle - Post Doctoral Fellow, University of Houston
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# Leadership Team

## **Department Head**

Dr. Fred Nafukho

## **Associate Department Heads**

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

### **Director SAAHE Program**

Dr. Kelli Peck Parrott

### **EHRD Degree Program**

Dr. Khalil Dirani

### **EHRD Undergraduate Coordinator**

Dr. Karen Smith

## **Academic Advising Team**

Joyce Nelson – Director Academic Advising

Brandi Acosta – Academic Advisor II

## **Administrative and Finance Team**

Marie Shelfer – Senior Administrative Coordinator

Becky Kubena – Business Coordinator II

Susan Sassano – Business Coordinator II

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# EAHR Staff

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





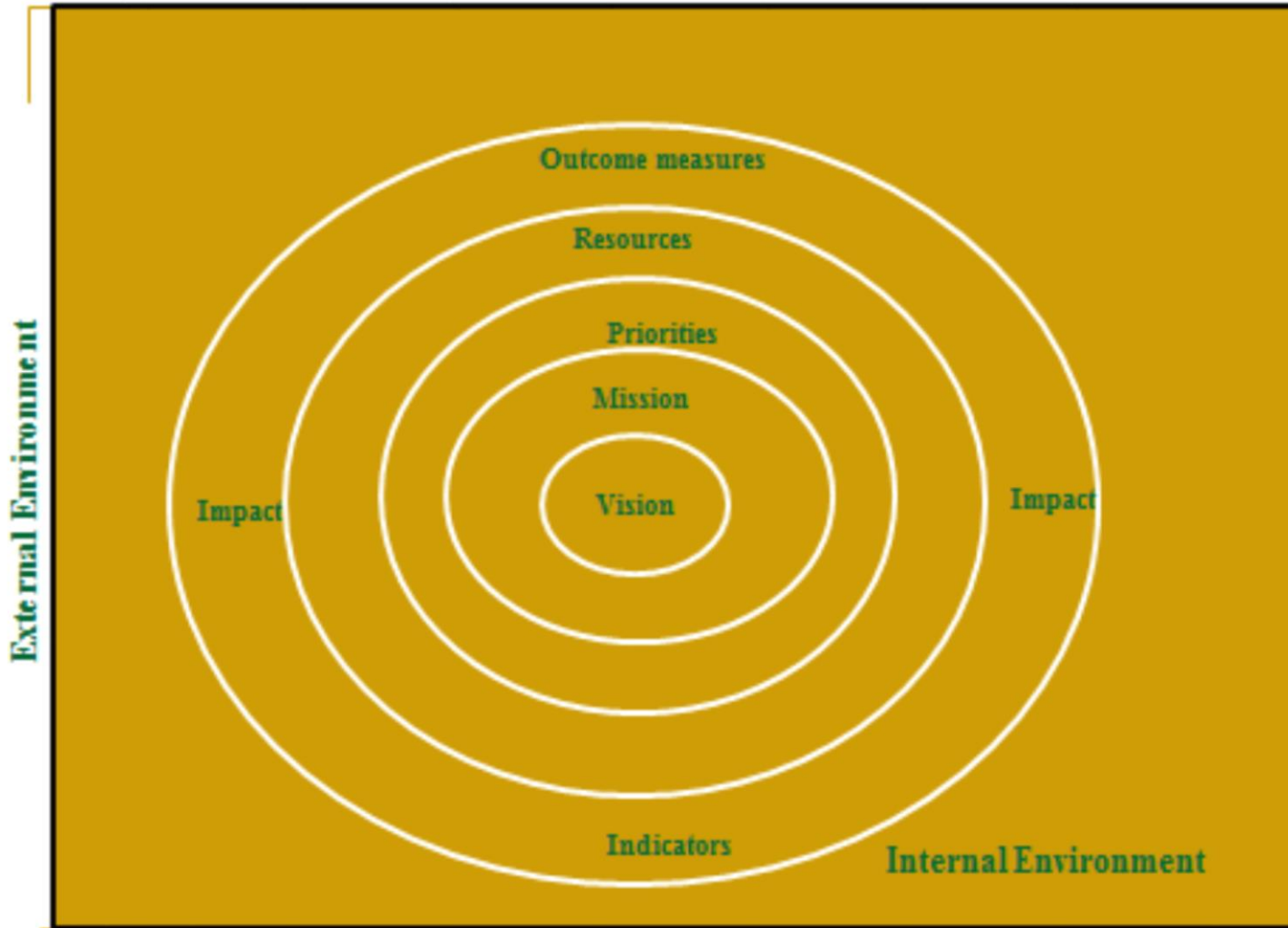
# EAHR FACULTY

<b>Name</b>	<b>Title</b>
ALFRED, MARY	Executive Associate Dean and Professor
BAUMGARTNER, LISA	Associate Professor
BEYERLEIN, MICHAEL	Professor
BOWEN, DANIEL	Assistant Professor
CHLUP, DOMINIQUE	Associate Professor
DIRANI, KHALIL	Associate Professor
DOOLEY, LARRY	Associate Professor
FOWLER, RHONDA	Clinical Assistant Professor
GUNDY, ANN	Clinical Professor
IRBY, BEVERLY	Professor
JONES, TREZ	Clinical Assistant Professor
LECHUGA, VICENTE	Associate Professor
LINCOLN, YVONNA	Distinguished Professor
MADSEN, JEAN	Professor
MARK, CHRISTINE	Clinical Assistant Professor
MULLER, ROBERT	Clinical Associate Professor
MUSOBA, GLENDA	Associate Professor
MUYIA, MACHUMA (HELEN)	Clinical Associate Professor
NAFUKHO, FREDRICK	Professor and Department Head
PECK PARROTT, KELLI	Clinical Professor
PONJUAN, LUIS	Associate Professor
PUGH, DANIEL	Professor of Practice
SANDLIN, JUDY	Clinical Associate Professor
SMITH, KAREN	Clinical Associate Professor
STANLEY, CHRISTINE	Professor
TOLSON, HOMER	Senior Professor
TORRES, MARIO	Associate Professor
WANG, JIA	Associate Professor
WATSON, NANCY	Clinical Associate Professor
WEBB- HASAN, GWENDOLYN	Associate Professor
ZARESTKY, JILL	Clinical Assistant Professor

# Strategic Planning – Why?



**EDUCATION  
& HUMAN DEVELOPMENT**  
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## MISSION – *Learn Lead Change*

- Prepare our students to be successful leaders in a global, diverse, technological, interconnected, and interdependent society.

We:

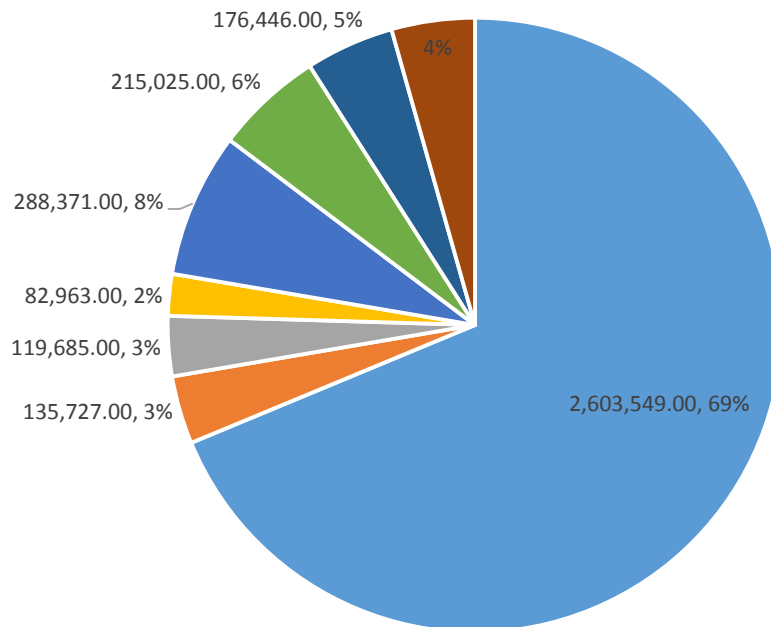
- Create and disseminate new knowledge
  - Prepare exemplary, caring, reflective, and quality scholars and practitioners who lead in their chosen professions
  - Engage in theory, research, and practice in the preparation of our graduates
  - Work collaboratively with a number of constituents to effect change at the local, state, national and international levels
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## 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
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# EAHR FY 2015 Expenditure

FY 15



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

## Support for our Graduate Students 2015/2016 Academic Year

- 3 Technology GAs
- 2 GAs – TCALL
- 22 GAs/TAs – EAHR
- 4 GAs – CEHD Strategic Scholar Award
- 9 GAs – External Funding
- 2 Mance Park Awardees
- 3 Lechner Award
- 3 HRD Fellowship Award
- 12 Emerging Scholar/Reallocation Scholar Award
- 31 tuition support for SAAHE students
- 30 GRAB Awards for research conference presentations

Graduate students who received financial support = 121

Amount - over \$1million

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# Enrollment by Degree Program 2014-2015



Fall 2014 (Undergraduate)			Summer 2015	
HRDL	201		HRDL	15
HRDV	100		HRDV	384
TCML	135		TCML	7
TCMG	44		TCMG	194
<b>Total</b>	<b>480</b>		HRD Minors 148	
Graduate	Masters	Doctoral	<b>Total</b>	<b>748</b>
EDAD	81	140	EDAD	83 105
EHRD	94	66	EHRD	120 61
<b>Total - Fall</b>	<b>175</b>	<b>206</b>	<b>Total</b>	<b>203 166</b>
<b>Spring 2015 (Undergraduate)</b>			Fall 2015	
HRDL	78		HRD	357
HRDV	228		TCMG	193
TCML	53		Total	550
TCMG	126		Minors	152
<b>Total</b>	<b>485</b>		Total	702
EDAD (Graduate)	80 Masters/Doc. 122		86Masters/Doc. 105	
EHRD	95	64	113	66
Total	<b>175</b>	<b>186</b>	<b>199</b>	<b>171</b>
<b>EAHR Grand Total - Spring</b>	<b>856</b>		<b>Grand Total</b>	<b>1,072</b>



# EHR Graduates 2014-2015

Graduates	06-07	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15
BS HRD	16	103	93	118	118	125	101	102	61
BS TCM	5	24	19	31	36	35	52	53	25
MEd EDAD	12	7	27	10	20	8	18	6	20
MS EDAD	19	12	7	13	14	20	16	12	11
MS EHRD	34	19	20	34	59	35	56	47	31
EdD EDAD	11	11	5	4	3	7	13	11	5
PhD EDAD	14	20	16	15	14	14	17	9	9
PhD EHRD	14	7	9	12	12	10	8	9	8
<b>Total</b>	<b>125</b>	<b>203</b>	<b>196</b>	<b>237</b>	<b>276</b>	<b>254</b>	<b>281</b>	<b>249</b>	<b>170</b>



# Where our Graduates Work and the work that they do

University Professors at:	Leadership Positions
Purdue University, University of Texas	Superintendents
University of Oklahoma	School Principals/Assistant 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	Technology Experts Business/Industry
Louisiana State University	
Texas Southern University	
Florida State College	

# Performance Indicator Comparison

Academic Analytics Comparisons – Rough Overall Look at CEHD by comparing departments across AAU Institutions

	TLAC	EPSY	HLKN	EAHR	Full College Comparison Against 48 AAU institutions
Journal pubs per faculty	4.86	7.46	11.11	3.44	19
% of faculty with journal pub	.9	.94	1	.94	7
Book pubs per faculty	.95	.71	.96	1.78	34
% of faculty with book	.48	.31	.25	.72	28
Citations per faculty	16.71	46.97	69.36	10.72	38
% of faculty with citations	.86	.94	.93	.83	18
Grant dollars per faculty	24089	334829	65744	134518	36
% of faculty with grants	.1	.40	.21	.17	40
Total grant dollars	505882	11719039	1840828	2421339	17
Awards per faculty	.14	.20	.25	.22	42
% of faculty with awards	.10	.14	.25	.11	46

## Legend

Green – top 1/3 in AAU

Brown – bottom 1/3 in AAU

Blank – Middle in AAU

Last column compares Texas A&M with 48 other AAU institutions whose data is available in academic analytics. This list excludes 11 private, 2 Canadian universities, and Georgia Institute of Technology.

# Technology Mediated Instruction

- Harness technology to enhance learning and teaching
  - Technology support
  - Number of online courses Increased
  - Student evaluation of faculty online teaching
  - Enhanced Quality of our online courses
  - 2 masters programs fully online
  - Masters in Higher Education - online
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# Way Forward

- EAHR Research Seed Grant
- Publications on significant topics and in top tier journals to enhance citations (Peer reviewed, DOI, U.S. World News)
- Register with Google Scholar, ORCID
- Recruitment and retention of qualified students to reflect the demographic characteristics of the state
- Mentoring (Students, Faculty and Staff)
- Faculty lines in K-12, EHRD, HE
- Distinguished Leadership Speaker Series (3 this year)
- ALI and Summer Leadership Institute
- Climate – Compete, Cooperate and Collaborate to achieve our mission and goals

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Questions???

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