Dept. of

EAHR

Masters Student Handbook
Congratulations on continuing your education. You are to be commended and the faculty and staff of the Department of Educational Administration and Human Resource Development are looking forward to working with you in the program.

This handbook was developed to help answer questions and/or concerns that may arise during your graduate program. We realize that each student’s program is unique, but it is hoped that this handbook will help guide you in your endeavors. This handbook, along with the TAMU graduate catalog, and the Office of Graduate and Professional Studies handbook can assist you throughout your program. Please know that you are welcome to visit with faculty or staff at any time. While it is your responsibility to see that all requirements are met, faculty and staff will be glad to assist you and to answer any questions you may have.

Again, welcome to the Department of Educational Administration and Human Resource Development. It is our sincere wish that we provide you with a vigorous and challenging program as you prepare for significant positions in your chosen specialization.

Joyce Nelson  
Director, Academic Advising

Avery Pavliska  
Sr. Academic Advisor I

Brynn Ruiz  
Academic Advisor II
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Overview

The Department of Educational Administration and Human Resource Development offers degrees at the master’s and doctoral levels. Students may specialize in one of several areas within the department. The areas include adult education; higher education administration; human resource development; public school administration; and student affairs administration in higher education.

Primary Commitments of EAHR Faculty

Primary Commitment 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.

Primary Commitment 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.

Primary Commitment 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.
Faculty Members

There are currently 20 professors in the Department of Educational Administration and Human Resource Development who can serve on graduate committees.

<table>
<thead>
<tr>
<th>Faculty Member</th>
<th>Emphasis/Area of Interest</th>
<th>Phone/E-mail</th>
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<tbody>
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Temporary Faculty Advisor

Upon admission into our graduate program, each student is assigned a temporary faculty advisor. The role of the temporary faculty advisor is to assist students in interpreting university, departmental, and program regulations and requirements. It is usually in the best interest of the student to contact his/her temporary chair prior to registering for the first semester.

As a student, you will be required to select a faculty member of our department to serve as your permanent committee chair. Your chair can be the temporary chair that has been assigned to you; but you should not feel obligated to your temporary chair beyond this appointment.

The selection of your committee chair will be one of the most crucial decisions you will make in your graduate career. For this reason, you are encouraged to meet as many faculty members early as possible in your program. The final designation of this chairperson should represent a mutually satisfactory choice made by the student and faculty member. Together with your chairperson, you will select the remaining members of your advisory committee and organize a degree plan. Please note that students in the educational human resource development specialization only have a committee chair and are not required to have additional committee members. Further discussion regarding committee members is described under Committee Members.

Registration and Tuition Payment

Being fully admitted enables you to preregister. It is to your advantage to register early as many classes fill up quickly. Registering and reviewing course offerings are available on through the howdy portal (http://howdy.tamu.edu). If a class in which you wish to enroll is full, please contact the instructor for that class. The instructor must provide the individual permission before the academic advisor can assist a student in enrolling in the class.
It is the student’s responsibility to pay his/her tuition on time. Students will be notified through their neo e-mail account regarding fees and when tuition is due. Fee statements are not mailed to students, so it is imperative that you pay close attention to the date that tuition and fees are due. Failure to submit by the required date will result in at least a $100 late fee. Payments are made on-line through your howdy portal.

**Grade Point Averages**

To be in good standing with the Office of Graduate and Professional Studies (OGAPS) and the Department of Educational Administration and Human Resource Development, all graduate students must maintain at least a 3.0 grade point average (GPA) during his/her degree program. Two GPA calculations are considered in this requirement: (1) coursework applied towards the degree plan, and (2) coursework taken.

If you are a graduate assistant with this department, please be aware that continuing your assistantship is contingent upon your GPA and work ethics. Any student falling below the 3.0 GPA requirement will receive notification of such from the department head. In addition, because graduate assistants are state employees, they are evaluated at the end of each semester on their work performance. If the professor overseeing the assistantship does not feel that satisfactory work ethics are being held, the graduate assistant will be released of his/her assistantship duties. A probationary period may be provided for the student to return to good standing with the Department and OGAPS. Failure to do so will result in absolving his/her assistantship and the possibility of being dropped from graduate studies.

If you are a graduate assistant in another department on campus, it is recommended that you find out their requirements for maintaining your assistantship.
Degree Plans

All graduate students must have on file with the Office of Graduate and Professional Studies his/her degree plan showing the coursework that the student will complete for his/her degree. Degree plans are completed in conjunction with your committee chairperson and the other committee members. **Master’s students have seven (7) years to complete the graduate program.**

Master’s students must have their degree plan on file with the Office of Graduate and Professional Studies prior to completing fifteen semester credit hours (15 sch). Failure to comply with this requirement will result in you being blocked from registration until a degree plan is on file with the Office of Graduate and Professional Studies.

To complete a degree plan, students must submit it on-line through the Office of Graduate and Professional Studies (OGAPS) web site (https://ogsdpss.tamu.edu/). Once the degree plan has been submitted online, it will be sent to all committee members and department representatives for electronic approval. Students will be notified when his/her degree plan has been approved and on file with OGAPS.

**NOTE:** For students in Human Resource Development (HRD): When submitting your degree plan you must select MS, HRD OPTION in order for the degree plan system to allow you to have only your faculty advisor.

Petitions

There may come a time during your program that you will need to make changes on your degree plan, such as substituting a class or professor on your committee, or to change your major. To make any changes in your program, you will submit a petition online through the online degree plan website (https://ogsdpss.tamu.edu). Students are encouraged to make all changes on one petition. Like the degree plan, petitions will be processed electronically and students will receive an email once it has
been approved by all committee members, department representatives and the Office of Graduate and Professional Studies.

**Department Citation Standard**

All coursework requiring citations during graduate studies in the Department of Educational Administration and Human Resource Development will use the American Psychological Association (APA) for style and format. Citations for thesis will follow the journal mutually agreed upon by student and his/her committee chair.

**Scholastic Dishonesty**

Students in the Department of Educational Administration and Human Resource Development are expected to maintain the highest degree of integrity and ethics during their academic program. Plagiarism, fabrication of information, acquiring information regarding exams, etc., will not be tolerated. Students should become familiar with the TAMU Student Rules regarding his/her rights and responsibilities ([http://student-rules.tamu.edu/](http://student-rules.tamu.edu/)).

**MASTER’S DEGREES**

The Department of Educational Administration and Human Resource Development offers the Master of Education and the Master of Science degrees. Specializations available within these degrees include higher education administration; human resource development; public school administration; and student affairs administration in higher education. Depending upon the emphasis in which a student wishes to specialize, the master’s program consists of at least 36 hours and no more than 45 hours.
Residency

All master’s students must satisfy residency requirements at the College Station campus. Students enrolled in the Master of Education (MEd) must complete 12 hours in residency, which do not need to be in one semester. Master of Science (MS) students must register as a full-time student (at least 9 semester credit hours) at least one semester. The residency hours for the Master of Science must be completed in one semester or one 10-week session. If a master’s student (MEd or MS) is a full-time employee, the student can request that the residency requirement waived. To request the residency requirement be waived, the student must submit to the academic advising office a letter from the student’s supervisor and submit online the Petition for Wavier or Exception to University Rules. The letter must be from the student’s supervisor and state that the student is a full-time employee of the organization and the length of employment. The request to waive the residency requirement is done after the student has submitted a degree plan. Please work with the academic advising office regarding submitting these documents.

Committee Members

As stated earlier, all master’s students must have their degree plan on file with the Office of Graduate and Professional Studies (OGAPS) within the timeframe noted. Master’s students, except human resource development (HRD) students, must have at least three committee members. Students specializing in the HRD masters program are required to have only a chairperson. All other master students must have his/her chair or co-chair must be from the appropriate program and one member must be a faculty member outside this department. The remaining committee member can be either in or out of the department.
Thesis Option

A student wishing to write a thesis must prepare and have it approved by his/her committee and department head. Students are required to hold a proposal hearing. If human subjects will be involved, the student must have an approved Institutional Review Board (IRB) form approved prior to submitting his/her thesis to the Office of Graduate and Professional Studies. The proposal must be submitted to the Office of Graduate and Professional Studies at least 15 days prior to the student’s final defense exam. You should bring to your proposal hearing the Office of Graduate and Professional Studies Proposal Title Page for Thesis, Dissertation or Record of Study form, which is located on the Office of Graduate and Professional Studies website. This should be signed at your proposal hearing so that all required paperwork can be forwarded to OGAPS. It is the student’s responsibility to submit the proposal as well as the signed title page to the academic advising office for filing with the Office of Graduate and Professional Studies.

Students with this option are also required to have a final exam (written or oral). The final exam will entail the discussion of the student’s thesis as well as all courses completed towards his/her master’s degree. Thesis option students may petition for a waiver of the final exam if their GPR is 3.5 or higher, and have approval from their committee members, department head and Office of Graduate and Professional Studies.

Non-Thesis Option

As the name implies, students are not required to write a thesis as part of their master’s program. However, all students, except students specializing in HRD, with a non-thesis option are required to take a final comprehensive exam (written, oral or both). In lieu of a final exam for students specializing in HRD, you will be required to register for a one credit hour of EHRD 681, Seminar, and
submit a professional portfolio. This is explained more thoroughly in the section for Human Resource Development specialization as well as in the appendix.

**Final Exam**

The Department of Educational Administration and Human Resource Development conducts final exams (written, oral or both), with the exception of students in the human resource development specialization. The final exam may not be conducted prior to the mid-point of the semester or summer session the student will complete his/her remaining required coursework.

To be eligible to take the final exam, a student must have a GPR of at least 3.0 for all courses on his/her degree plan and all courses completed (or enrolled in the last six hours) at TAMU. There cannot be any unabsolved grades of D, F, or U listed on the degree plan. It is the student’s responsibility to secure a date and time for his/her master’s final oral exam. The student must contact their academic advisors with this information at least three weeks prior to the final exam date to ensure that the required deadlines set by the Office of Graduate and Professional Studies is met. A letter of announcement will be sent to all committee members and must be received by OGAPS at least 10 working days prior to the scheduled date.

**Continuing Education**

Master’s students who wish to continue their education into a doctoral program at Texas A&M University may express this desire by letter of intent. Students have one-year after their graduation date to submit this letter. The letter of intent form is available on-line (http://ogs.tamu.edu/wp-content/uploads/2011/08/Letter-of-Intent.pdf). If the student has any hours that were not used for the master’s degree, these courses may be counted towards the doctorate with the permission of the student’s doctoral committee. A student wishing to continue his/her education after one year must go
through the regular admissions process through the Office of Graduate Admissions and the department of his/her choosing.

All students wishing to pursue a doctorate in our department must go through the appropriate admissions process. The Department of Educational Administration and Human Resource Development conducts doctoral admissions once per year. Please visit with your academic advisor regarding your interest in continuing your education. The academic advisor will guide you on what items must be submitted and deadlines to follow.

**Specialization Areas**

**Higher Education Administration**

The higher education specialization is a 42-hour master’s program. This program is for individuals who are serving or plan to serve in mid-level management positions in higher education outside of student affairs. In the higher education master’s program, students work with their advisor in designing coursework into a specific program based on their particular needs and aspirations.

**Human Resource Development**

This 37-hour specialization allows students to have an opportunity to focus on several areas of interest. Individuals may focus on training and development; organizational development; or distance learning. Students with this specialization are interested in entering the college/university setting, businesses and industry, or government agencies.

Students in the human resource development specialization may receive their degree by attending classes at Texas A&M University or online.

Within the last semester of the student’s program, in lieu of a final oral exam, all human resource development masters students are required to develop a professional portfolio. For
appropriate submission deadlines of the portfolio, students must make arrangements to meet with their committee chair the semester prior to the semester he/she anticipates on graduating. Portfolio guidelines are located as an appendix in this handbook. A pre-selected committee will review the portfolio for final grade approval.

**Public School Administration**

Students in this specialization will work on both a master’s degree and principal certification. The curriculum is designed around the State Board of Educator Certification standards for the principalship. This 36-semester credit hour degree will enhance the student’s leadership skills so that he/she can manage complex educational settings. After completing the required coursework for certification and passing the TExES, students will be eligible to apply for principal certification. Students wishing to obtain principal certification must contact the advising office to obtain proper documentation.

**Student Affairs Administration in Higher Education (SAAHE)**

This area of specialization consists of a 45-semester credit hour curriculum that conforms to national standards for the field. Students will enroll in nine hours in the student affairs core, nine hours with higher education emphasis, six hours of student affairs practicum, six hours in counseling, three hours each of cultural foundations, statistics and environmental assessment and interventions. In addition, students will have 6 hours of electives.
CERTIFICATION

Certificate in College Teaching

Students that are considering entering the teaching field at the college/university level may wish to receive a certificate in college teaching. The required coursework for certification will enhance a student’s knowledge and preparation for the academia field. To receive this certification, a student must successfully complete a total of four courses. Students are required to successfully complete EDAD 601, College Teaching, and EDAD 684, Professional Internship. To complete the certification, students must also successfully complete two of the following courses: EDAD 602, Community College; EDAD 603, Advanced Student Development Theory; EDAD 669, The College Student; EHRD 630, Adult Learning; or EHRD 616, Methods of Teaching. These courses can be incorporated into any graduate program within our department. Once a student has completed the course requirements, he/she needs to complete the certificate request form (http://eahr.tamu.edu/articles/graduate_forms) and submit it to the advising office.

Training and Development Certification

Individuals who wish to master the competencies that HRD positions require may want to participate in the training and development certification program. This 40-hour competency-based training is based on the ADDIE (Analyze, Design, Develop, Implement, and Evaluate) model. Each phase represents a series of tasks that ensure development efforts stay on target, representing a complete instructional design workflow. For more information and registration guidelines, please go to http://eahr.tamu.edu/articles/training, or contact the director, Dr. Larry Dooley (l-dooley@tamu.edu).
FACILITIES AND SERVICES

Departmental Facilities

The academic advising office is located in room 112, Heaton Hall. Other department staff and faculty are located on the 5th floor of Harrington Tower. A computer lab is available to EAHR students in room 508, Harrington Tower. Students must obtain access to enter the lab as well as a department log-on password in order to use the computers located in the lab. Because the computer lab is locked 24 hours, you will be required to use you’re A&M ID card to enter the room. To be able to enter the lab, please visit the personnel in room 511, Harrington Tower and someone will assist you in requesting access. To log-on onto the computers, students will enter their netid@tamu.edu and their password.

Graduate Representative Advisory Board (GRAB)

The mission of GRAB is to represent the interests of graduate students in the Department of Educational Administration and Human Resource Development and serve as a liaison between the students, faculty and staff of the department. The goals of GRAB are 1) to help provide opportunities for professional development; 2) to disseminate information; 3) to promote scholarly exchange; 4) to provide for social interactions between students, faculty and staff; 5) to offer student services; and 6) to develop community partnerships. All Department of EAHR students are members of GRAB. Monthly meetings are held and social events are held approximately two times a semester.

Office of Graduate and Professional Studies Calendars

The Office of Graduate and Professional Studies publishes a calendar for each semester outlining dates relating to various graduate degree requirements and graduation. Students should secure a copy of this calendar and use it in planning to meet your various degree requirements.
OGAPS provides these calendars at least one semester ahead on their web site (http://ogs.tamu.edu/calendars/).

**Financial Assistance**

The Department of Educational Administration and Human Resource Development has a very limited number of non-teaching graduate assistantships available to qualified students on a competitive basis. These assistantships require service up to 20 hours per week and full-time registration status. Students interested in an assistantship should fill out a graduate application and return it to the department. The application is located on the department web site (http://eahr.tamu.edu/about/employment-opportunities). Assistantships are guaranteed from September through May. Summer employment is based on the availability of departmental funds.

Texas A&M University Student Financial Aid Office administers numerous federal and state loan programs. To obtain current information regarding financial aid, please visit http://financialaid.tamu.edu.

**TAMU Facilities**

**Sterling Evans Library**

The University’s principal research collections are housed in a centrally located facility on the main campus. There are closed studies for use by faculty members and doctoral students engaged in research requiring extensive and constant use of library materials as well as over 50 group study areas for students, faculty and staff. If you wish to obtain a study carrel, you must be admitted to candidacy and a letter from the department must be submitted to the library on your behalf.

Centralized reference service is available in the main library. The Documents Division, located in the library annex, offers assistance in using the large collection of government documents and technical reports. The Reference Division offers a “do-it-yourself” computerized searching service that
students, faculty and staff can access national and international bibliographic databases. A small fee is charged for these services. Audiovisual materials and equipment are available in the library annex.

Information regarding any of the library facilities and services can be found on their web site (http://library.tamu.edu).

Computing Services

The Computing Services Center (CSC) is a service facility dedicated to providing the best possible computation support promptly and at the lowest cost within the available resources. The Center provides a centralized data processing facility for the academic, research and administrative efforts of the University.

Students are assessed a fee for computer service each semester. Computers are available at various sites on campus (Blocker Building, Read Building, Wisenbaker Building, West Campus Library, and the Student Computing Center). Assistance is available at each center. To have access to computer facilities, students must activate their account with the Computer Services Center.

Students may contact the help desk for any computer-related questions they may have. The help desk is staffed 24-hours a day, seven days a week. Individuals may contact the help desk either by phone (979-845-8300) or by e-mail (helpdesk@tamu.edu).

Students may access grades, transcripts, degree audits, etc. through their howdy portal. Grades are not mailed to students, so it is to your advantage to become familiar with this web site as it will be beneficial to you during your graduate program. Students are also encouraged to make any contact information corrections through this web site as well as contacting the advising office to update their file in the Department.
Career Center

The Career Center is available to all graduate students. Located in room 209 of the Koldus Building, advisors are available to assist students in preparing resumes, job opportunities, interview skills, salary negotiations and other important aspects of securing a career. Students may participate in mock interviews and use the career resources library to seek information regarding potential employers. Students must attend one orientation (conducted routinely throughout the year) before utilizing the services offered. For more information, please visit their website (http://careercenter.tamu.edu).

A. P. Beutel Health Center

This health center provides medical services, preventive care, and health education. Students who have paid the Student Health Center fee are entitled to use these services. The health center is open from 8 am – 5 pm, Monday through Friday and is closed during official university holidays. Students may have routine physical exams, basic lab tests completed, physical therapy and consultation with medical specialists. A variety of health care services are available (medical clinic, women’s clinic, specialty clinic, pharmacy, radiology, etc.). Students may either make an appointment by calling 979-458-8250 or online at http://shs.tamu.edu under the current student tab.

Recreational Sports

There is a wide variety of opportunities in the Department of Recreational Sports for students. The Student Recreation Center features four pools, an indoor rock climbing facility, a quarter-mile walking/jogging track, basketball, badminton, racquetball/handball and squash courts, indoor wood floor and outdoor sand volleyball courts, indoor soccer courts and a 14,000 square foot weight and fitness center. All full-time students are automatically members of the recreation center.
Fitness classes, intramural sports, outdoor clinics and adventure trips are also available to students. For more information regarding any of these programs, please call the Department of Recreational Sports at 979-845-7826.

Services for Students with Disabilities

Students at Texas A&M University are not to be discriminated. The University provides a number of services and resources through the Department of Disability Services, room B118, Cain Hall (979-845-1637). A student with documented disability is eligible for services. Please contact the Department of Disability Services to coordinate registration, class and testing accommodations. In case of an emergency evacuation from Harrington Tower and you feel accommodations will be needed, you will be required to complete a department form and submit it with your class schedule each semester. Please contact the advising office regarding obtaining the form.

Department of Multicultural Services

This department provides retention programs and services for ethnic minority students and includes several recognized student organizations. Resources include video, audio and printed material, scholarship/fellowship guides, extracurricular and academic advising services, and a monthly newsletter promoting multicultural issues, programs and events. All of the department’s programs and services are available to the campus community. For information, please visit their website at http://dms.tamu.edu.

Memorial Student Center (MSC)

The Memorial Student Center is dedicated to students and former students who lost their lives for our freedom. Out of respect for these individuals, everyone must remove their hats upon entering the building. Currently the MSC is closed for renovation and is anticipated to reopen in fall, 2012.
Because of this, the bookstore is temporarily housed in G. Rollie White (across from the Memorial Student Center and adjacent to the Koldus Building) on the main floor. By visiting their web site (http://www.mscbookstore.com), a student may select and purchase textbooks for his/her registered classes.

**Parking**

Everyone planning to park a vehicle on campus while attending school must display a valid TAMU parking permit. You may purchase your parking permit by going to http://transport.tamu.edu/ and selecting “purchase permit”.

APPENDIX

Educational Human Resource Development Masters
Program Portfolio Guidelines

Master’s students in Human Resource Development have two degree options: Master of Science Thesis Option and Master of Science Non-Thesis Option. For those students who choose the Master of Science Non-Thesis Option, in lieu of a thesis and final exam, you will demonstrate your knowledge of HRD through the “Master’s Professional Portfolio.” Students will be required to register for one credit hour of EHRD 681, Seminar, to receive credit for this portfolio. The Master’s Portfolio will be due two weeks prior to the “all requirements completed” date for the semester in which you choose to graduate. Because the portfolio assessment process occurs only in the fall and spring semesters, students planning to graduate in the summer must meet the requirements for the portfolio in the spring semester.

The “all requirements completed” date is usually on or near November 14 for the fall semester and April 14 for the spring semester. This means your projects would be due on or near November 1 for fall and April 1 for spring. Please note that these dates are subject to change every semester. It is recommended that you refer to the Office of Graduate and Professional Studies calendar (http://ogs.tamu.edu/calendar) for oral examination deadlines for the fall or spring semester in which you intend to submit your portfolio.

To meet the non-thesis requirement, you will compile a portfolio that documents your progress through the master’s program. You will include a brief reflective paper introducing your portfolio that highlights topics such as your goals, beliefs, and desires when you began the program; specifically what you have learned and how you developed during the program; your goals, beliefs, and desires as you near completion of the program.

Attachments within your portfolio should include, as a minimum, papers or projects from coursework that represent important milestones in your learning process. This should include some, or even all, of the courses you took during your degree program. You should also feel free to include evidence of other types of learning that occurred as a result of your experiences during the master’s program but that might have not been specifically related to the actual courses in the degree program (e.g., activities in the graduate student association or employment networks through fellow students). Each attachment should be prefaced with a brief explanation of why that particular selection was chosen and how it contributed to your growth as a professional in HRD.

The Master’s Portfolio, complete with all attachments, is submitted through the eLearning system that is being used for the course during the semester the student is registered. The instructor will provide information throughout the semester regarding submitting the portfolio.

Each November and each April, three HRD faculty members will meet for review of the final submission of the professional portfolio for grading purposes. A grade will be assigned as follows:

- **S** – all or at least two members agree that the student has met the criteria, demonstrated knowledge of the field of HRD, and made clear connections to research, theory, and practice as outlined for them through required coursework for the degree.

- **U** – at least two members agree that the student did not meet the criteria as outlined above.

If you are assigned a grade of “U” for the portfolio, you will be contacted immediately. You will be given two weeks from the date of the committee decision to make appropriate corrections and re-submit the portfolio for a final review.