

STATEMENT OF PURPOSE
Application to Ph.D. Program in Human Resource Development
University of Texas at Tyler

I am applying for entrance to the Human Resource Development Ph.D. program for the Fall 2010 semester with part time status. My purpose for applying to this program is to strengthen my skills in my profession as a strategic leader in my company. I would also like to complete this degree to prepare for a leadership position in higher education in the future. I believe that I will be an excellent candidate due to my experience with human resource development.

My career is in Information Technology, and I am currently a Lead Project Manager at _____ Company in _____. I work with other managers and company leaders to determine the best technology and supply chain solutions available to help keep the business running smoothly. I have been a project manager for internal and global teams comprised of technology, office, and retail workers. Although learning and implementing new technology is rewarding, it presents very great challenges to technicians and workers. Once I became a manager and leader, I also became a human resources practitioner addressing many of those challenges. I am actively and daily involved in recruiting new talent, mentoring associates that I supervise, and encouraging employees to learn new skills. As change occurs in the workplace, my skills in recruiting, mentoring, and leading also change. My interest in the human resources development field stems from these challenges and the desire for new and more current knowledge and research to help find solutions.

I am particularly interested in the PhD at the University of Texas at Tyler for several reasons. First, it is a new program and will be a great benefit to the Tyler community and surrounding area. Also, it is intended to be a program that focuses on Human Resource Development in the context of business with a strategic management perspective. Second, the program of study allows specialization courses in the broad areas of Organization Strategy, Human Resources Management, and Organization Theory. My particular interest in Human Resource Development is related to management of projects as companies continue to manage global sourcing strategies, improve workforce analysis and planning capabilities, and strengthen the alignment between project teams and business priorities. The core courses will give me the basic foundation of knowledge in human resources development and help me learn the high-level skills necessary for research. Last, inaugural students in this program will be pioneers in this field of study at the University of Texas at Tyler and have the opportunity to help the program grow into one of the best in the state and in the nation.

The PhD in Human Resource Development is the next step in achieving my goal to prepare for an academic career in the future. My academic record reflects my ability to become a PhD student. I have a seriousness of purpose to pursue graduate education and have proven this by earning an MBA from the University of Texas at Tyler while simultaneously continuing my professional career. I also acquired the PMP (Project Management Professional) designation from the Project Management Institute to enhance project leadership skills.

The University of Texas at Tyler offers a very exciting and challenging opportunity to study and contribute to the field of human resource development, and I would consider it an honor to be accepted to the PhD program.