

Human Resource Development Research Center
of the
School of Human Resource Development and Technology
College of Business and Technology
The University of Texas at Tyler
3900 University Boulevard
Tyler, Texas 75799

Vision Statement

The vision of the Human Resource Development Research Center (Research Center) at University of Texas at Tyler (UTT) is to be recognized globally as a premier agency for encouraging, conducting, and disseminating research related to Human Resource Development (HRD).

Mission and Goals

The mission of the Human Resource Development Research Center is to advance the theory-research-practice connection within the HRD profession and the organizations and systems it serves. The culture of the Research Center is to be collegial, partnering, open, and efficient along with a clear commitment to the pursuit of excellence.

Specific Research Center goals focus on the three dimensions of the vision:

1. *Encouraging* research
2. *Conducting* research
3. *Disseminating* research

Encouraging research: The Research Center will search out research partners from the UTT faculty, UTT graduate students, and East Texas business, industry, and government leaders as well as organizations throughout Texas, the United States, and the world. A major vehicle for this effort will be the *Business Academy for Performance, Learning, and Integrity* (described elsewhere).

Conducting research: The Research Center will conduct research on a wide range of problem areas in and related to HRD. The Research Center will also embrace a wide range of research methods to carry out its work.

Disseminating research: The Research Center will disseminate formal documented research findings through four main channels. First is to share information with all Research Center members and partners in a timely manner. Second, to produce interim research reports made

available through the Research Center website. Third, to assist in modifying research reports to meet research conference paper presentation standards. Fourth, to assist in modifying research reports into meet refereed research journal and practitioner journal standards.

Rationale

The rationale behind the Research Center is rooted in the proposition that HRD is a means improving organizations, work processes, teams, and individuals.

As the unprecedented proliferation of societal and organizational changes take place, developing and unleashing human expertise remains a continuing and evolving challenge. The Research Center seeks to increase the theoretical and practical understanding required to meet these challenges.

The Research Center will be instrumental in sustaining the "research at the core" mission of the new PhD in Human Resource Development program at UTT.

Human Resource Development Center Requirements

Current Space Requirements: The Research Center's headquarters is located in room HPR 226. The interim Director's office is located in the same area, which is the assigned faculty office. The Research Center utilizes HPR 230 as a meeting and planning space for clients, faculty, graduate-student researchers. The Research Center requires storage space for its research project documentation, reports, and in-process projects artifacts.

Future Space Requirements: The Research Center requires a multipurpose space that will serve to office 6-8 doctoral student researchers and a generous size conference/work table to meeting and project layout work. Best circumstances would have this as two adjoining rooms.

Equipment and Resources: The Research Center will require standard office elements-- desks, chairs, file cabinets, telephone, computers, and peripheral equipment. Any additional specialized resources will be purchased with funds from research grants. Additional equipment is expected to be purchased each year.

Operating Budget

Support for the Research Center will come from a variety of sources. These include University support, grants, contracts, seminars, and in-kind support from research partners. The Research Center will have a Director. The University will support the Director's role by designating a faculty leader and providing office space. All Research Center project expenses will come from external funds.

Selected References

The following publications will be helpful to the Research Center staff and partners. Copies are available in the UTT main library and in HPR 226.

- Boyer, E. L. (1990). Scholarship reconsidered: Priorities of the professoriate. New York: The Carnegie Foundation.
- Jacobs, R. L. (1997). HRD partnerships for integrating research and practice. In R. A. Swanson & E. F. Holton (Eds.), Human Resource Development Research Handbook. San Francisco: Berrett-Koehler, 47-61.
- Lynham, S. A. (2002). Theory building in applied disciplines: Advances in developing human resources. 4(3).
- Swanson, R. A. (1988). Research and development (and other life and death matters). Performance Improvement Quarterly. 1(1), 69-82.
- Swanson, R. A. (2007). Analysis for improving performance: Tools for diagnosing organizations and documenting workplace expertise. San Francisco: Berrett-Koehler.
- Swanson, R. A. & Holton, E. F. (Eds.) (1997), Human Resource Development Research Handbook. San Francisco: Berrett-Koehler.
- Swanson, R. A. & Holton, E. F. (Eds.) (2005) , Research in Organizations: Foundations and Methods of Inquiry. San Francisco: Berrett-Koehler.
- Van de Ven, A. (2007). Engaged Scholarship: Creating Knowledge for Science and Practice. Cambridge: Oxford University Press.

Human Resource Development Research Center At The University of Texas at Tyler

BYLAWS

Article I Mission

The mission of the Human Resource Development Research Center (Research Center) is to be recognized as a premier agent for encouraging, conducting, and disseminating research related to the discipline and practice of Human Resource Development (HRD).

The mission is pursued within the meaning of Section 501(c)(3) of the Internal Revenue Code of 1986 or such provisions of state or federal law as may from time to time be applicable. The Research Center will serve as a vehicle for the encouraging, generating, and disseminating new HRD knowledge with a particular focus on business performance, learning, and integrity. The Center will undertake to:

1. Partner with external agencies and organizations to investigate and encourage HRD research.
2. Provide support for faculty and graduate student engagement in HRD research.
3. Be a productive research center for investigating the human resource needs and demands of productive organizations and societies.
4. Develop and disseminate research-based methods that foster the sound development of human resources.
5. Work with business, industry, and government organizations to sponsor partnerships through a *Business Academy for Performance, Learning, and Integrity*.
6. Actively pursue external grants from business, industry, and government organizations for research and development activities.

The registered office shall be located at:

The University of Texas at Tyler
School of Human Resource Development and Technology
College of Business and Technology
3900 University Boulevard
Tyler, TX 75799

Article II Governance

Operational and technical responsibility lies with the Research Center Director, who reports to the Associate Dean of the School of Human Resource Development and Technology.

Article III Organizational Structure

The Director oversees executive, research, financial, and educational operations of the Human Resource Development Research Center and has responsibility for implementing its goals. The Director and the Advisory Committee will meet no less than one (1) time per year. Meetings may be conducted electronically.

The purpose of the Advisory Committee is to advise the Director on the activities of the Research Center. To this end, the Advisory Committee advises and proposes policies and activities needed to implement the Research Center objectives. The Advisory Committee will assist the Director in allocating resources, recruiting faculty, researchers, and students, and in the evaluation of the Research Center's activities.

The Advisory Committee shall be comprised of not fewer than three persons. At all times, *ex officio* members of the Executive Committee shall include the Executive Director, Associate Dean of Human Resource Development and Technology, and the Dean of the College of Business and Technology.

Advisory Committee members may be reimbursed for expenses incurred on behalf of the Research Center.

Article IV Membership and Meetings

Participation in the Research Center is open to all employees of the University of Texas at Tyler who are active in promoting human resource development research. Membership benefits may include financial support of research and travel stipends. Individuals who wish information affiliation with the Research Center may make application to the Director.

The Research Center also engages Scholars in Residence to carry out special projects sponsored by the Research Center. Scholar in Residence contractual appointments will be made at the discretion of the Research Center director and the Associate Dean of the School of Human Resource Development and Technology.

The Research Center will have open meetings as often as deemed necessary by the Director to carry out the objectives of the Research Center. In any event, no less than two (2) meetings will be held each calendar year. Members will receive notice of the meetings at least thirty (30) days in advance of the meeting.

Article V
Selection of Director and Advisory Committee

The Research Center Director will serve for a four (4) year term. A new Director is selected by the Associate Dean of the School of Human Resource Development and Technology in consultation with the Advisory Committee. The Director appoints the Advisory Committee members. Two members of the Advisory Committee shall be selected from the membership. The remaining Advisory Committee member shall be selected from the business and industry community. The Director will review Advisory Committee membership at three (3) year intervals.

Article VI
Financial Accountability

Financial sustainability and accountability rests with the Research Center Director and financial officer of the School of Human Resource Development and Technology, with assistance from The University of Texas at Tyler Office of Sponsored Research.

Neither The University of Texas at Tyler nor The University of Texas System is obligated to provide direct funding to the Research Center.

Article VII
Resolving Conflicts between the Human Resource Development Research Center and the School of Human Resource Development and Technology

Any policy conflicts will be resolved by holding a joint meeting of the Executive Committee and the Associate Dean of the School of Human Resource Development and Technology and the Dean of the College of Business and Technology. If consensus cannot be reached after a reasonable amount of consideration and discussion, The University of Texas at Tyler Office of Sponsored Research will resolve the conflict after presentation by both parties.

Article VIII
Patents, Intellectual Property and Copyrights

All personnel associated with the Research Center with access to knowledge and information generated by research and other activities of the Research Center must comply with disclosure requirements as defined in the current Handbook of Operating Procedures of The University of Texas at Tyler and The University of Texas System. Disclosure of products developed as a result of Research Center activities sponsored in part or in full by the Research Center must also be reported in writing to the Executive Committee prior to submission to The University of Texas at Tyler Office of Sponsored Research.