

## HRD Department Strategic Plan 2020-2023

Goal	Objective	Tactics	Measure of Success	Resources Needed
Engage students in learning activities that will enhance their future careers	<b>ENGAGE STUDENTS IN LEARNING ACTIVITIES THAT WILL ENHANCE THEIR FUTURE CAREERS</b>	Optimize pathway from Community college Associate Degree to BS in HRD	<ul style="list-style-type: none"> <li>2+2 plans for Community/Junior/Technical Colleges including Tyler, Kilgore, Panola, Trinity Valley, North East Texas, Texas Technical, Navarro, and Lone Star)</li> <li>As of Spring 2022, 2+2 plan developed for Tyler Junior College</li> </ul>	<ul style="list-style-type: none"> <li>Student worker</li> <li>Marketing material</li> </ul>
		Increase BSHRD enrollments via matriculation agreements	<ul style="list-style-type: none"> <li>Matriculation agreements for Community/Junior/Technical Colleges including Tyler, Kilgore, Panola, Trinity Valley, North East Texas, Texas Technical, Navarro, and Lone Star)</li> </ul>	<ul style="list-style-type: none"> <li>Student worker</li> <li>Marketing material</li> </ul>
		Develop HRD internship marketing strategy	<ul style="list-style-type: none"> <li>Internship marketing strategy and materials</li> <li>10% increase in internships</li> </ul>	<ul style="list-style-type: none"> <li>Student worker</li> <li>Marketing material</li> <li>Department chair</li> </ul>
		Increase BS to MS harvest	<ul style="list-style-type: none"> <li>Fall 2022 - Module created and offered in capstone BS course</li> <li>Fall 2023 – Increase enrollment by 5 students</li> </ul>	None
		Align MSHRD program to Association for Talent Development (ATD) Model	<ul style="list-style-type: none"> <li>Fall 2021 - New degree plan available</li> <li>Fall 2022 - New program video available</li> <li>Fall 2023 - Increase enrollment by 5 students</li> <li>AY 22 – At least one HRD faculty receives ATD certificate</li> <li>AY 23 - Offer ATD certificate preparation class and other professional development classes</li> </ul>	<ul style="list-style-type: none"> <li>Marketing material</li> <li>Graduate student recruitment support</li> <li>Resources to attend and market at ATD conference</li> </ul>
		Offer Training graduate certificate	<ul style="list-style-type: none"> <li>AY 22 – Certificate pending Graduate approval</li> <li>AY 23 – Update website; enroll 5 students.</li> </ul>	<ul style="list-style-type: none"> <li>Marketing material</li> <li>Graduate student recruitment support</li> <li>Resources to attend and market at ATD conference</li> </ul>

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		Offer People Analytics graduate certificate	<ul style="list-style-type: none"> <li>AY 22 – Submit paperwork to graduate council</li> <li>AY 23– Market certificate</li> <li>AY 24 – Offer certificate and enroll 5 students</li> </ul>	<ul style="list-style-type: none"> <li>Marketing material</li> <li>Graduate student recruitment support</li> <li>Faculty workload to develop course</li> <li>Faculty to teach course</li> </ul>
		Increase PHD program efficiency by implementing 3-essay dissertation requirement	<ul style="list-style-type: none"> <li>Spring 2020, plan approved</li> <li>Fall 2022, multi-paper dissertation parameters documented in HRD PhD handbook</li> <li>Fall 2020, first multi-paper dissertation successfully defended</li> </ul>	<ul style="list-style-type: none"> <li>Research awards to support student research and open access publication fees</li> </ul>
		Provide opportunities for PHD students to provide educational services using GTA stipends	<ul style="list-style-type: none"> <li>Beginning Fall 2019, GTA stipends offered to select HRD PhD students and candidates</li> <li>Beginning Spring 2020, AA GTA stipends offered to select HRD PhD candidates</li> </ul>	<ul style="list-style-type: none"> <li>ISF funds</li> <li>AA GTA funds</li> </ul>
		4+1 plan for HRD UG and MS	<ul style="list-style-type: none"> <li>AY 22 - Submit plan for approval</li> <li>AY 23 - Implement and market plan including tracking # of applicants and graduates</li> </ul>	<ul style="list-style-type: none"> <li>Marketing material</li> <li>Graduate student recruitment support</li> <li>Resources to attend and market at ATD conference</li> </ul>
		Align BSHRD program to Association for Talent Development (ATD) Model	<ul style="list-style-type: none"> <li>AY 21 - New degree plan available</li> <li>AY 22- New program video available</li> <li>AY 23 - Increase BSHRD enrollment by 5</li> </ul>	<ul style="list-style-type: none"> <li>Marketing material</li> <li>Undergraduate student recruitment support</li> <li>Resources to attend and market at ATD conference</li> </ul>

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		Increase PHD applicant pool through information sessions and updated admission requirements	<ul style="list-style-type: none"> <li>Spring 2020 – First virtual information session</li> <li>Fall 2022 – Face to face information session held in concert with Career Success Conference</li> <li>Fall 2024 – Implement updated admission requirements (2-year cycle)</li> <li>Increase Fall 2024 applicant pool by 5%</li> </ul>	<ul style="list-style-type: none"> <li>Marketing material</li> <li>Graduate student recruitment support</li> <li>Resources to attend and market at ATD conference</li> </ul>
		Seek aacsb inclusion	<ul style="list-style-type: none"> <li>PhD program is certified by AACSB</li> </ul>	<ul style="list-style-type: none"> <li>Support from college</li> <li>Training for HRD faculty</li> </ul>
		Offer PHD program in metropolitan area	<ul style="list-style-type: none"> <li>PhD program is offered in metropolitan area</li> </ul>	<ul style="list-style-type: none"> <li>Meeting space</li> <li>Resources for faculty travel</li> <li>Additional faculty</li> <li>Department chair</li> </ul>
		Explore international partnership for PHD program	<ul style="list-style-type: none"> <li>PhD program is offered in collaboration with a university abroad</li> </ul>	<ul style="list-style-type: none"> <li>Support from OIP</li> <li>Department chair</li> </ul>
<b>CONNECT STUDENTS ACROSS DEGREE PROGRAMS EACH OTHER, FACULTY, STAFF, ALUMNI, EMPLOYERS, BUSINESS PROFESSIONALS, AND ACADEMICIANS IN EAST TEXAS AND SURROUNDING AREAS.</b>	<b>CONNECT STUDENTS ACROSS DEGREE PROGRAMS EACH OTHER, FACULTY, STAFF, ALUMNI, EMPLOYERS, BUSINESS PROFESSIONALS, AND ACADEMICIANS IN EAST TEXAS AND SURROUNDING AREAS.</b>	Develop HRD Student organization	<ul style="list-style-type: none"> <li>Inaugural officers elected Spring 2021</li> <li>30 members in AY 21/22</li> </ul>	<ul style="list-style-type: none"> <li>Student worker</li> </ul>

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FOSTER AN ENVIRONMENT OF CONTINUOUS IMPROVEMENT BY COMMITTING TO BASIC, APPLIED AND PEDAGOGICAL RESEARCH, SERVICE AND PROFESSIONAL DEVELOPMENT OF FACULTY AND STAFF.	FOSTER AN ENVIRONMENT OF CONTINUOUS IMPROVEMENT BY COMMITTING TO BASIC, APPLIED AND PEDAGOGICAL RESEARCH, SERVICE AND PROFESSIONAL DEVELOPMENT OF FACULTY AND STAFF.	?	?	?
MAINTAIN AND EXPAND OPPORTUNITIES FOR STUDENTS AND FACULTY TO ENGAGE THE COMMUNITY.	ENHANCE COMMUNITY INVOLVEMENT OPPORTUNITIES FOR STUDENTS AND FACULTY	Develop HRD advisory committee	<ul style="list-style-type: none"> <li>• AY 21 – bylaws developed</li> <li>• AY 23 – first meeting held</li> </ul>	<ul style="list-style-type: none"> <li>• Department chair</li> </ul>
		Deploy annual ETX Employee Engagement survey	<ul style="list-style-type: none"> <li>• AY 20 – Pilot survey with JSF</li> <li>• AY 21 – Create dashboard for JSF and conduct follow up qualitative interviews</li> <li>• AY 22 – Generalize process to ETX companies based on AY 20Fall 2020-ongoing- Presentation/reports to participating companies</li> </ul>	<ul style="list-style-type: none"> <li>• Student worker</li> </ul>