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| Engage students in learning activities that will enhance their future careers | **ENGAGE STUDENTS IN LEARNING ACTIVITIES THAT WILL ENHANCE THEIR FUTURE CAREERS** | Optimize pathway from Community college Associate Degree to BS in HRD | • 2+2 plans for Community/Junior/Technical Colleges including Tyler, Kilgore, Panola, Trinity Valley, North East Texas, Texas Technical, Navarro, and Lone Star | • Student worker  
• Marketing material |
| | | Increase BSHRD enrollments via matriculation agreements | • Matriculation agreements for Community/Junior/Technical Colleges including Tyler, Kilgore, Panola, Trinity Valley, North East Texas, Texas Technical, Navarro, and Lone Star | • Student worker  
• Marketing material |
| | | Develop HRD internship marketing strategy | • Internship marketing strategy and materials  
• 10% increase in internships | • Student worker  
• Marketing material  
• Department chair |
| | | Increase BS to MS harvest | • Fall 2022 - Module created and offered in capstone BS course  
• Fall 2023 – Increase enrollment by 5 students | None |
| | | Align MSHRD program to Association for Talent Development (ATD) Model | • Fall 2021 - New degree plan available  
• Fall 2022 - New program video available  
• Fall 2023 - Increase enrollment by 5 students  
• AY 22 – At least one HRD faculty receives ATD certificate  
• AY 23 - Offer ATD certificate preparation class and other professional development classes | • Marketing material  
• Graduate student recruitment support  
• Resources to attend and market at ATD conference |
| | | Offer Training graduate certificate | • AY 22 – Certificate pending Graduate approval  
• AY 23 – Update website; enroll 5 students. | • Marketing material  
• Graduate student recruitment support  
• Resources to attend and market at ATD conference |
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| Offer People Analytics graduate certificate | • AY 22 – Submit paperwork to graduate council  
• AY 23 – Market certificate  
• AY 24 – Offer certificate and enroll 5 students | • Marketing material  
• Graduate student recruitment support  
• Faculty workload to develop course  
• Faculty to teach course | |
| Increase PHD program efficiency by implementing 3-essay dissertation requirement | • Spring 2020, plan approved  
• Fall 2022, multi-paper dissertation parameters documented in HRD PhD handbook  
• Fall 2020, first multi-paper dissertation successfully defended | • Research awards to support student research and open access publication fees | |
| Provide opportunities for PHD students to provide educational services using GTA stipends | • Beginning Fall 2019, GTA stipends offered to select HRD PhD students and candidates  
• Beginning Spring 2020, AA GTA stipends offered to select HRD PhD candidates | • ISF funds  
• AA GTA funds | |
| 4+1 plan for HRD UG and MS | • AY 22 - Submit plan for approval  
• AY 23 - Implement and market plan including tracking # of applicants and graduates | • Marketing material  
• Graduate student recruitment support  
• Resources to attend and market at ATD conference | |
| Align BSHRD program to Association for Talent Development (ATD) Model | • AY 21 - New degree plan available  
• AY 22- New program video available  
• AY 23 - Increase BSHRD enrollment by 5 | • Marketing material  
• Undergraduate student recruitment support  
• Resources to attend and market at ATD conference | |
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|      | Increase PHD applicant pool through information sessions and updated admission requirements | • Spring 2020 – First virtual information session  
• Fall 2022 – Face to face information session held in concert with Career Success Conference  
• Fall 2024 – Implement updated admission requirements (2-year cycle)  
• Increase Fall 2024 applicant pool by 5% | • Marketing material  
• Graduate student recruitment support  
• Resources to attend and market at ATD conference | |
|      | Seek aacsb inclusion | • PhD program is certified by AACSB | | • Support from college  
• Training for HRD faculty |
|      | Offer PHD program in metropolitan area | • PhD program is offered in metropolitan area | | • Meeting space  
• Resources for faculty travel  
• Additional faculty  
• Department chair |
|      | Explore international partnership for PHD program | • PhD program is offered in collaboration with a university abroad | | • Support from OIP  
• Department chair |
| CONNECT STUDENTS ACROSS DEGREE PROGRAMS EACH OTHER, FACULTY, STAFF, ALUMNI, EMPLOYERS, BUSINESS PROFESSIONALS, AND ACADEMICIANS IN EAST TEXAS AND SURROUNDING AREAS. | CONNECT STUDENTS ACROSS DEGREE PROGRAMS EACH OTHER, FACULTY, STAFF, ALUMNI, EMPLOYERS, BUSINESS PROFESSIONALS, AND ACADEMICIANS IN EAST TEXAS AND SURROUNDING AREAS. | Develop HRD Student organization | • Inaugural officers elected Spring 2021  
• 30 members in AY 21/22 | • Student worker |
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| **MAINTAIN AND EXPAND OPPORTUNITIES FOR STUDENTS AND FACULTY TO ENGAGE THE COMMUNITY.** | **ENHANCE COMMUNITY INVOLVEMENT OPPORTUNITIES FOR STUDENTS AND FACULTY** | Develop HRD advisory committee | • AY 21 – bylaws developed  
• AY 23 – first meeting held | Department chair |
| | | Deploy annual ETX Employee Engagement survey | • AY 20 – Pilot survey with JSF  
• AY 21 – Create dashboard for JSF and conduct follow up qualitative interviews  
• AY 22 – Generalize process to ETX companies based on AY 20Fall 2020-ongoing-Presentation/reports to participating companies | Student worker |