



## 2015-16 End-of-Year Report Academic Department Success Plan

**Department:** Human Resource Development and Performance Technologies

**Department Chair:** Dr. Cindy Crowder

**Person Primarily Responsible for Preparing this Report:**  
Dr. Cindy Crowder

Please answer the following questions in two or three pages and submit to your Dean by October 3. Your Dean will review and advance to Academic Affairs by October 10<sup>1</sup> and will offer you feedback by Oct. 17. This report will help inform your 2016-2019 Student Success Plan update that will be due to your Dean by Nov. 4.

**1. Specific accomplishments/achievements this past year (*briefly explain using bullet points, noting any changed/adapted*):**

- Addition of new advising plan for undergraduate advising in conjunction with the COT Student Services Office
- Solicited names of HRDPT majors that are placed on academic probation. These students will be required to meet with their advisor. Additional emphasis will be placed on students from at-risk populations (21st Century Scholars, LEAP, low income, etc.)
- Required all new TAM freshmen to attend at least two meetings of the Fashion Merchandising Association student organization to learn more about career paths in textiles, apparel, and merchandising, meet other students in the TAM major that can serve as mentors, and network with working professionals in the field. Date: bi-weekly meetings throughout the fall semester, based on enrollment in TAM 214 and/or 216.
- Continued recruitment and early outreach with students in conjunction with the Office of Admissions
- Utilized HRDPT website and Facebook page to communicate important dates and events, internships, scholarship announcements, etc. to students.
- Began programming in conjunction with residential life on themed housing for HRDPT Students
- Require all new HRDPT freshmen to attend monthly meetings of the Student SHRM Chapter to learn more about career paths in human resources, meet other students in the HRD major that can serve as mentors, and network with working professionals in the field

**2. Objective/Actions Not Achieved (*briefly explain using bullet points*):**

The objectives we set for last academic year did all seem to have some degree of success. We plan to refine many of the items we worked on last year, and find additional areas of focus.

**3. Looking ahead, briefly describe changes, additions, or subtractions that need to be made to your goals and/or action steps, including with respect to their linkage to student learning outcomes.**

The HRDPT Department is investigating ways to serve more students in the classroom without jeopardizing the quality of instruction and the integrity of the overall curriculum. We are doing this

---

<sup>1</sup> Note that the Dean will request a refinement to the report if it is not suitably addressing the questions.

through right-sizing courses based on the following criteria: lab-based, distance, and lecture-based instruction. We are also exploring ways to help faculty integrate their research and service activities into their teaching load.

**4. Do you see opportunity for this project to work more closely with another department, college, or unit such that greater impact might be possible (*briefly explain*)?**

The HRDPT Department has recently submitted requests to begin several new curriculum proposals that will allow the faculty to work with faculty across campus and will bring new students into the College of Technology.

**5. Is there anything else about your initiative you feel important to detail?**

We believe many of the objectives we set in our student success plans that are coordinated by the college and those that are specific to our department were successful last year. We plan to make some changes to some programming that we conducted last academic year.