# TEXAS A&M COLLEGE OF EDUCATION AND HUMAN DEVELOPMENT: REFLECTIONS ON STRENGTHS, OPPORTUNITIES, AND CHALLENGES

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#### A UNIQUE COLLEGE OF EDUCATION AND HUMAN DEVELOPMENT

#### Our mission:

The College of Education and Human Development's mission is to enhance equity in educational achievement and health outcomes, to foster innovation and development, and to influence policy and practice

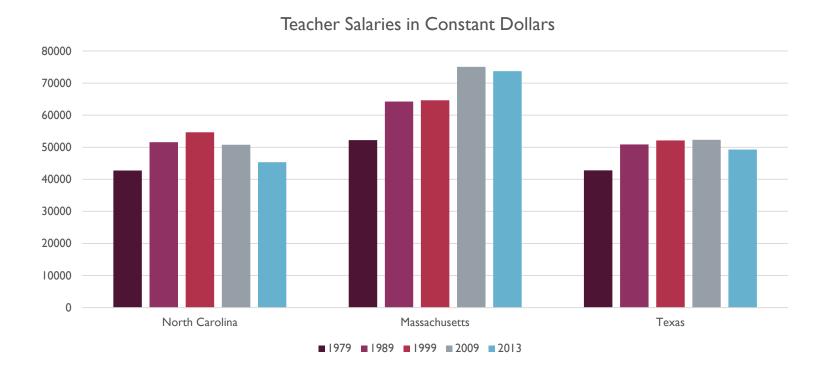
- Our undergraduate programs include:
  - Education (all fields including bilingual and special education)
  - Human resource development
  - Technology management
  - Health
  - Kinesiology
  - Sport management

# RECENT CONTEXTUAL ISSUES FOR THE FIELD OF EDUCATION AND HUMAN DEVELOPMENT

#### BAD PRESS FOR TEACHING

- Parents consistently give their local schools a resounding vote of confidence
  - They have less faith in the education system at large
- Grading schools may have significant long-term consequences
  - Neighborhoods become unattractive to new companies and home buyers
- Ingersoll & Perda (in press) found that 40-50% of new teachers leave the field within the first five years
  - Reasons include lack of respect
  - "Teachers in schools do not call the shots. They have very little say. They're told what to do; it's a very disempowered line of work."

### **SALARY BLUES**



### JOB PROSPECTS FOR TEACHER EDUCATION

- Teacher Shortages in Texas
  - Bilingual
  - Computer science
  - Math
  - Science
  - Special education
- Average starting salary in the U.S. is \$35,672.
- Fourteen Districts in Southeast Texas have a starting pay of => \$50,000
  - Bilingual and science/math teachers typically get additional \$4000-\$5000 stipends
- Just as context: The state of Arizona started the school year with 4000 fewer teachers than needed

### GOOD NEWS FOR OTHER CEHD MAJORS

- Job prospects for health, kinesiology, and sports management majors are all very healthy and expected to grow as high need areas in the next decade
- Technology-related jobs are among the best paying and highest growing in the country
- Human Resource Development/Management is listed as #50 on US News and World Report's 100 best jobs for the next decade

# ONE EXAMPLE: JOB PROSPECTS FOR KINESIOLOGY/HEALTH MAJORS

#### Health majors

- health education and community Workers (+21% growth outlook), health teachers (+6% 12% growth),
- or go to nursing or OT professional schools which have a +19% -29% job growth outlook.

#### Kinesiology majors

- dancers (+13% growth),
- fitness trainers/instructors (+13%), exercise physiologists (+19%),
- coaches (+15%), teachers (+6 to +12%)
- athletic trainers (+19%), medical/CV tech's (+39%),
- or go to professional schools in PT (+36%), PA (+38%), or medical school (+18%).

#### Sports Management majors

- recreation workers (14%), coaches (+15%), sport event planners (+33%),
- advertising, promotion, & marketing managers (+12%), sales (+8%)

10-year job outlook







## SOME PEER COMPARISONS TO SITUATE CEHD UNIQUELY

	Under- graduate Students	Graduate Students	Research Expenditures	TT Faculty	Profess- ional Track Faculty
Texas A&M	5298	1424	18 Million	105	100
UT Austin	2188	1276	61 Million	135	75
Michigan State	2147	2070	>20 million	145	6
University of Washington	423	927	24 Million with 3 national centers	57	16

### AAU PEER COMPARISONS (2013 DATA)

Academic Analytics Comparisons – Rough Overall Look at CEHD by comparing departments across AAU Institutions

	TLAC	EPSY	HLKN	EAHR	Full College Comparison
					Against 48 AAU
					institutions
Journal pubs per faculty	4.86	7.46	11.11	3.44	19
% of faculty with journal pub	.9	.94	1	.94	7
Book pubs per faculty	.95	.71	.96	1.78	34
% of faculty with book	.48	.31	.25	.72	28
Citations per faculty	16.71	46.97	69.36	10.72	38
% of faculty with citations	.86	.94	.93	.83	18
Grant dollars per faculty	24089	334829	65744	134518	36
% of faculty with grants	.1	.40	.21	.17	40
Total grant dollars	505882	11719039	1840828	2421339	17
Awards per faculty	.14	.20	.25	.22	42
% of faculty with awards	.10	.14	.25	.11	46

Green – top 1/3; Brown – bottom 1/3; Blank – Middle in AAU

Last column compares the rank of Texas A&M with 48 other AAU institutions whose data is available in academic analytics. This list excludes 11 private, 2 Canadian universities, and Georgia Institute of Technology.

# LEADERSHIP THEMES FOR COLLEGES OF EDUCATION AND HUMAN DEVELOPMENT IN THIS CONTEXT

I. LEADERSHIP FOR INNOVATION
II. LEADERSHIP FOR IMPACT
III. LEADERSHIP FOR INFLUENCE

# I. LEADERSHIP FOR INNOVATION

#### LEADERSHIP THROUGH INNOVATION

#### Right mixture of faculty

- Professors, Associate Professors, and Assistant Professor mix
- Balance of Tenure-Track/Eligible with Professional Track to meet our teaching responsibilities and build our national reputation

#### Online Expansion

- MS degrees in Counseling Psychology, Human Resource Development, Health Education Sports Management
- EdD in Teacher Education

#### Research Infrastructure

- Supplant or supplement SRS
- Internal infrastructure/capacity to provide adequate support for
  - Pre-award, Post-award
  - Human subjects

# I. LEADERSHIP FOR IMPACT: REAL CHANGES IN POLICY AND PRACTICE

#### **IMPACT**

# Scale-up research impact: What supports would we need?

- Core research areas of expertise for the college
- Resources to build multi-university collaborative teams
- Fundraising and grant writing expertise
- Moving products to commercial outlets if appropriate
- Communication strategies and staff

#### Potential Scale-up Opportunities

Transdisciplinary Center for Health Equity Research

**Center on Disability and Development** 

Center for Research & Development in Dual Language & Literacy Acquisition

Center for Translational Research In Aging and Longevity



#### BOLD AVENUES TO CONSIDER

#### Turnaround Schools Project

- Identify schools where teachers are committed to change and have not lost hope
- Help schools find their weaknesses
- Empower leadership team including community and parent partners with the principles of effective turnaround plans
- Support team as they take ownership of the turnaround plan
- Support and monitor implementation over the next year
- Research the effectiveness of the project and disseminate

#### Focus on Translational Research

- Role of exercise and nutrition on health, disease, rehabilitation, and performance
- Telehealth (virtual one-on-one counseling) for individuals in communities without mental health professionals
- Work with Center for Remote Health Technology on wearable sensing devices for rural health assessments
- Role of professionals in supporting students with disabilities to the work force
- Best practices in STEM outreach and teaching

#### **EXAMPLES OF POTENTIAL IMPACT MEASURES**

- Number of K-12 students taught by our teacher trainees or our alumni
- Number of community organizations run by our community health professionals
- Indications of growth by schools when lead by principals or superintendents trained by our programs
- Engagement of students attending outreach camps at Texas A&M during the summer
  - The number of these students who end up enrolling on campus later
  - The number who stay in the fields to which they were introduced (STEM, law, etc)
- The quality of life of those ill with chronic diseases (diabetes, heart disease, COPD, etc.) and aging populations who may benefit from the nutrition and exercise research our faculty complete
- The increase in quality of life for obese individuals through health, physical activity, and sport
- The frequency with which policy makers turn to our research centers to get answers to questions about national
  or state policy issues

# III. LEADERSHIP AS INFLUENCE

#### **INFLUENCE**

- For Colleges of Education and Human Development, our goal is to be an indispensable part of the fabric of the university, community, and state
  - Multidisciplinary collaborative research projects
  - Collaborative degrees
  - Partners on STEM grants
  - Outreach to K-I2 schools and teachers
  - Outreach to K-12 students through summer camps and community partnerships
  - Training, support, and ongoing development of principals and superintendents throughout the state
  - Partnership with community health initiatives
  - Leaders in research that enhance health and educational equity

#### A NEW PROFILE OF AGGIES

- Aggie values
  - Excellence
  - Integrity
  - Leadership
  - Loyalty
  - Respect
  - Selfless service
- Our majors embody these values everyday whether in the classroom, on the field, or in a laboratory
- They may be first generation college students, students of color, or legacies
  - But they are the next generation of Aggies
  - They are committed to their fields and passionate about their professions

#### A PASSION FOR TRANSFORMING LIVES

- We need to convince ourselves, our supporters, our students, and potential pundits
  - Our majors should never be considered a fall back option
  - Our students improve quality of life through education and health
  - Our students transform lives every day in little ways many do not notice
  - But...we should notice and draw positive attention to the great work of our alumni, students, and faculty