



## Strategic Priority 2: Investing in our Staff

**Staff are vital to our mission. We invest in our people by providing appropriate resources and benefits, opportunities for mentorship and development, as well as environments allowing for innovation, creativity, authenticity, and balance. Fostering capacity and adaptability assists in developing highly qualified, productive, and responsive professionals.**

2.1 Promote both autonomy and shared ownership of professional and personal growth.

2.2 Expand opportunities for staff to gain skills and competencies necessary for career advancement inside and outside of Texas A&M.

2.3 Implement creative approaches to recruit, reward, resource, and retain staff.

Obj.	Action/Strategy	Checkpoint	Metric(s) for Success	Responsible Party
2.1	Provide a professional development opportunity focused on helping staff create individualized and intentional professional development plans.	7/1/24	Provide one PD experience for entire division	Staff Development Team OVPSA
2.2	Assess interest in staff position exchange program and draft program parameters.	7/1/24	Completed Y/N?	OVPSA
2.2	Increase participation in professional development grants.	7/1/24	Increase PD grant usage by 20% compared to previous fiscal year	Staff Development Team OVPSA
2.2	Develop a leadership training program for all DSA supervisors.	7/1/24	Completed Y/N?	OVPSA
2.2	Develop and promote a list of opportunities for staff to volunteer in areas outside of their job.	1/1/24	Completed Y/N?	Staff Development Team OVPSA
2.3	Develop a DSA benefits guide as a tool for recruitment of new staff.	1/1/24	Completed Y/N?	Human Resources OVPSA