



### 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	Metric(s) for Success	Progress	Responsible Party
2.1	Provide a professional development opportunity focused on helping staff create individualized and intentional professional development plans.	Provide one PD experience for entire division.	In Progress Target: 7/1/24	Staff Development Team OVPSA
2.2	Assess interest in staff position exchange program and draft program parameters.	Completed Y/N?	In Progress Target: 7/1/24	OVPSA
2.2	Increase participation in professional development grants.	Increase PD grant usage by 20% compared to previous fiscal year.	In Progress Target: 7/1/24	Staff Development Team OVPSA
2.2	Develop a leadership training program for all DSA supervisors.	Completed Y/N?	In Progress Target: 5/13/24	OVPSA
2.2	Develop and promote a list of opportunities for staff to volunteer in areas outside of their job.	Completed Y/N?	In Progress Target: 7/1/24	Staff Development Team OVPSA
2.3	Develop a DSA benefits guide as a tool for recruitment of new staff.	Completed Y/N?	In Progress Target: 7/1/24	Human Resources OVPSA



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2.2 2.3	Develop and implement an Innovation Grant program to allow staff the ability to try new approaches to student engagement and support.	Program developed and piloted with staff.	In Progress Target: Dec. 2024	OVPSA
2.1 2.2	Create a workshop series focused on professional development planning.	Workshop series developed and implemented.		
2.2	Create a new position dedicated to staff development within the division.	Position description created  Position requested through SFAB process		
2.3	Provide salary adjustments as applicable to reduce compensation discrepancies within the DSA			