



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	Team Lead	Workgroup / Team Members
2.2.a	Create an annual professional development offering focused on legal issue updates to ensure DSA staff are up to date on the legal landscape impacting Higher Education.	Annual Program Implemented	Complete	Kristen Harrell - OVPSA	No Workgroup
2.2.b	Develop a multi-year plan for the Leadership Academy, scheduling sessions for different staff levels (entry-level, mid-management, senior leadership).	Plan Created and Implemented	In Progress, Target: May 2025	Luke Altendorf- StratCol	No Workgroup
2.2.c	Develop 3-year plan for bringing large national trainings/institutes to train DSA staff.	Plan Created and Implemented	On Hold	ON HOLD - NEW VPSA INPUT	
2.2.d	Create a catalog of training and certification programs for non-management staff	Catalog Created and Distributed	In Progress, Target: July 2025	Carrie Berry - OVPSA	VPSA Departmental Admins
2.3.a	Develop a strategy to enhance recruitment for DSA positions.	Plan Created and Implemented	In Progress, Target: June 2025	Loretta Foster-HR Chuck Glenewinkel - MarCom	No Workgroup