

WCU MSHR Advisory Board Meeting: Summary Minutes

5/19/2021

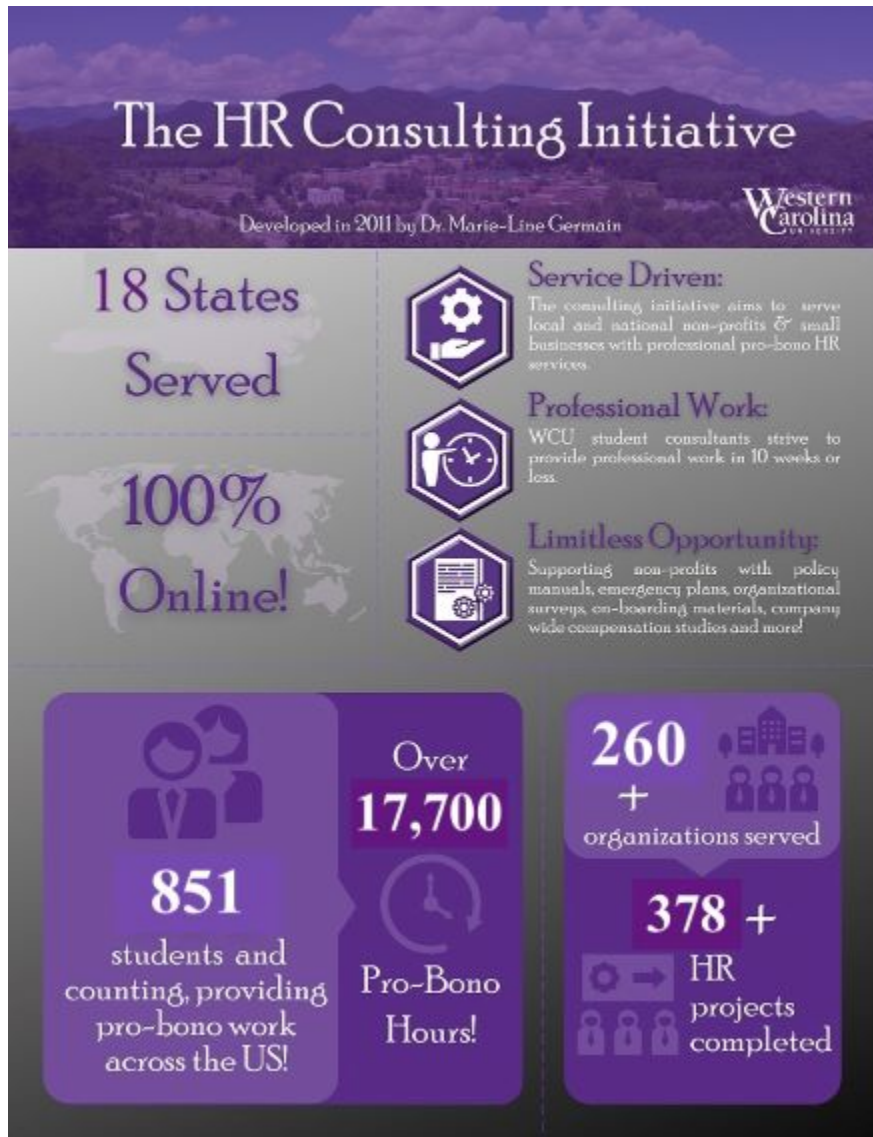
12:00 noon (EDT)

Advisory Board Members attending: Anne McClintic, Nancy Dwyer, Angela Wagner, Holly Waltemyer

Absent: Alex Hall, Rachel Sossoman, Carolyn Laws, Shelly McGrail

Staff attending: John Sherlock, Marie Germain, Siham Lekchiri, Sarah Minnis

- I. Welcome and Introductions
 - a. Welcome remarks from John Sherlock, Program Director
 - i. Summary: MSHR enrollment continues to be strong; approximately 120 students for Fall, 2021, making the MSHR program one of the Graduate School's largest programs; Favorable comments from WCU senior administration on MSHR program's 2020 external program review and strategic action plan developed by staff to respond to recommendations made in program review report. There was also brief discussion surrounding the transition from Blackboard to Canvas online learning platform (which occurs in June).
 - b. Brief introductions and career/life updates
 - i. Summary: Brief introductions/updates from advisory board members and staff; common theme was the challenges, both professional and personal, of Covid-19 over the past year. Also, congratulations were offered to advisory board member (and MSHR alum) Rachel Sossoman on her recent promotion to CEO with her company.
 - c. Reminder of Advisory Board Purpose
 - i. Summary: All WCU academic programs have an advisory board to provide input to faculty/staff on various aspects of a program (curriculum, student recruitment, course administration, etc.). MSHR Advisory Board members are selected for their knowledge of HR and/or the workplace and as a resource for helping the MSHR program prosper. The majority of advisory board members are MSHR alumni but we have also had pro bono consulting clients serve on the advisory board (we currently have 8 members, all MSHR alumni). While meetings are held at minimum annually, advisory board input on any MSHR program—relevant issue is welcome at any time.
- II. Program Updates/Status of old business tasks
 - a. MSHR Program's Pro Bono Consulting Celebrates 10 years of Service:
<https://app.cerkl.com/org/story.php?oid=2825&id=12870207#>



- b. Brief updates on action items 1-7 developed at last Advisory Board meeting (see attachment sent via email)
 - i. Assign new MSHR students to an alumni mentor (Advisory board members and others) for informal support/advice. Faculty contact: Dr. Siham Lekchiri (slekchiri@email.wcu.edu)
 - 1. Summary update: In Progress. Pilot testing with small group of mentors/students began this past academic year and will continue. Will evaluate what does and doesn't work well with the process before expanding.
 - ii. Move forward (via necessary administrative processes) to modify GRE requirement for admission (consider eliminating entirely, or offering waiver opportunities for HR experience, high gpa). Faculty contact: Dr. John Sherlock (sherlock@email.wcu.edu)

1. Summary update: Completed. Long process of submitting changes through WCU curriculum revision process is effectively completed (officially in the WCU Catalog in the Fall). GRE will now only be required for those who do not meet the 3.0 gpa requirement.
- iii. Develop Summer elective course (ideally by 2021) focusing on HR digital literacy/analytics. Faculty contact: Dr. Marie Germain (mgermain@email.wcu.edu)
1. Summary update: Completed. New course designed and approved via WCU curriculum review process. Will be offered for first time this Fall. Learning objectives are below and Advisory Board input welcomed:

COURSE OUTCOMES. At the end of the course, students should:
 - o Be fluent in understanding what the impact of Artificial Intelligence is on HR and how the Future of Work is impacting our lives.
 - o Be fluent in discussing aspects of the digital transformation in the field of HR
 - o Be fluent in understanding how assessments work and how they (students) can use assessments to identify high-performing talent in their organization.
 - o Be able to understand the difference between traditional assessments and new digital assessment tools.
 - o Have learned about the importance of a growth mindset in supporting cultural change in a digital era and how to successfully bring their employees on a change journey.
 - o Have learned about how the expectations for an HR Business Partner have shifted since the origin of the HR Business Partner two decades ago.
 - o Have learned about game-based assessments and how they differ from traditional psychometric assessments.
- iv. Continue MSHR alumni outreach (in particular, leverage LinkedIn, local SHRM chapters). Faculty contact: Dr. Siham Lekchiri (slekchiri@email.wcu.edu)
1. Summary update: In progress. Continue to post information periodically on LinkedIn's WCU-MSHR Group page. 2021 NCSHRM in-person conference in October (Greensboro, NC) will be another good alumni outreach opportunity.

- v. Review/edit course titles/descriptions to ensure they are reflective of current workplace topics/wording; Create online opportunity for advisory board members to comment Faculty contact: Dr. Sarah Minnis (sminnis@email.wcu.edu)

- 1. Summary update: In progress. Course titles/description review is being approached as part of the broader curriculum mapping/assessment process for our program. The goal is to achieve the maximum alignment between each course's learning objectives and the program's strategic learning outcomes for graduates of the program:
https://www.wcu.edu/WebGraphicsNew/CEAP-HS-HR_CompetencyModel.png .

With students only completing 12 courses/36 credit hours in our degree program, it's a considerable challenge to deliver the breadth of HR content reflective of the ever-expanding scope of the HR professional. While we will continue to consider offering new courses (as evidenced by the new course on HR digital literacy/analytics noted in item iii above), we're also looking at opportunities to combine courses (for example, currently evaluating how the content of our talent development course, HR660, might be incorporated into existing course content).

We know that prospective students do review our curriculum, and it is important that our course titles (and descriptions) incorporate the language/terminology most relevant to today's HR professional. To that end, we welcome advisory board suggestions (email Dr. Minnis) at any time.

- vi. Explore how to address career development in curriculum (stand-alone elective or learning modules within current courses, or perhaps a webinar); Faculty contact: Dr. Sarah Minnis (sminnis@email.wcu.edu)
 - 1. Summary update: In progress. This action item is being considered as part of the broader curriculum mapping/assessment process described above.

- III. Proceed with development and Jan., 2021 launch of Dr. Germain's proposal for periodic HR-related podcasts. Faculty contact: Dr. Marie Germain (mgermain@email.wcu.edu)

- a. Summary update: Completed. Launched on schedule in January 2021; 20 podcast episodes have been recorded and 13 have aired. MSHR Advisory Board members Nancy Dwyer and Rachel Sossoman have both been guests on the podcast. The podcasts are available on multiple podcast platforms, for example:

On Apple: <https://podcasts.apple.com/us/podcast/dear-human-resources/id1543080350>

On Spotify: <https://open.spotify.com/show/2D8khueWSZxXTf1X2P1EeD>

On PodBay: <https://podbay.fm/p/dear-human-resources>

IV. Discussion of any New Business Items

- a. Summary update: There was informal discussion regarding some of our MSHR graduates' expression of interest in pursuing doctoral education in HR; Whether WCU would ever consider developing a doctoral HR degree would depend heavily on whether there is sufficient demand in the marketplace. Comments were shared that, while HR professionals in today's workplace do not need a doctoral degree to advance in their careers, many HR professional are intellectually curious, love learning, and might consider a doctoral HR program if offered by WCU. No formal action was recommended on this item at this time.

V. Adjournment – 1:22pm EDT