

**WCU MSHR Advisory Board Meeting: Summary Minutes****2/28/2023****12:00 noon (EDT)**

**Advisory Board Members attending:** Alex Hall, Rachel Sossoman, Dana Stockton, Angela Wagner, Holly Waltemyer

**Absent:** Nancy Dwyer, Anne McClintic, Shelley McGrail

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

**I. Welcome and Introductions – 12:05pm****a. Welcome remarks from John Sherlock, Program Director****i. Key remarks:**

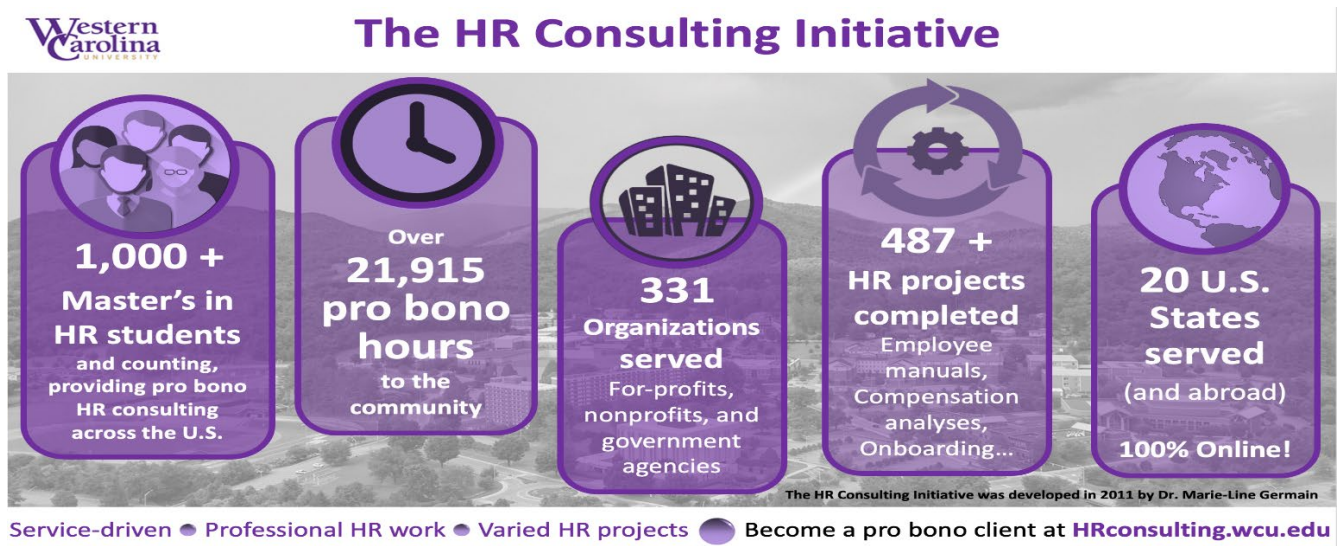
1. Continued strong enrollment at 115+ students (very good considering enrollment in several other WCU grad programs has gone down)
2. Pleased to report that MSHR faculty members Dr. Lekchiri and Dr. Minnis will be promoted from assistant to associate professor faculty rank and be awarded tenure (effective July 1)—the program is very fortunate to have them!
3. A couple of changes to the MSHR Advisory Board: Carolyn Laws needed to step down from the advisory board because she's taking on more responsibilities with her grandchildren (we're grateful for her service); Dana Stockton, recent MSHR alum, has joined the advisory board—welcome!
4. Reminder that the purpose of the MSHR Advisory Board is to provide input/advice at any time for the improvement of our program. The College of Education & Allied Professions (CEAP) requires that each program have an advisory board and that they meet at least once a year; beyond that, each advisory board is free to determine how they operate. Our advisory board currently operates informally, without any specific restrictions on who can be a member, length of appointment, etc. We have tended to invite

MSHR alumni who are active in the HR field. We hope you find value (will continue to find value) in serving on the advisory board—because we greatly appreciate your service.

5. Being program director since 2005 has been an honor and very fulfilling; I know Dr. Siham Lekchiri will do a great job as the new program director!
- b. Welcome remarks from Siham Lekchiri, Incoming Program Director (effective this summer)
    - i. Very much looking forward to new role in program
    - ii. Grateful to Dr. Sherlock for his program leadership
    - iii. An exciting time to be taking over as program director—as so many positive things are going on (as agenda items to follow will highlight)
  - c. Brief introductions and career/life updates were shared by committee members and guest attendee, Toni Nelson, Associate Director of Development for the College of Education & Allied Professions (CEAP).

## II. Program Updates

- a. MSHR Pro Bono Consulting
  - i. See infographic below that Dr. Germain shared to highlight the continued growth and success of this service-learning initiative (a hallmark of the program and branding “differentiator”!):



b. Curriculum Updates

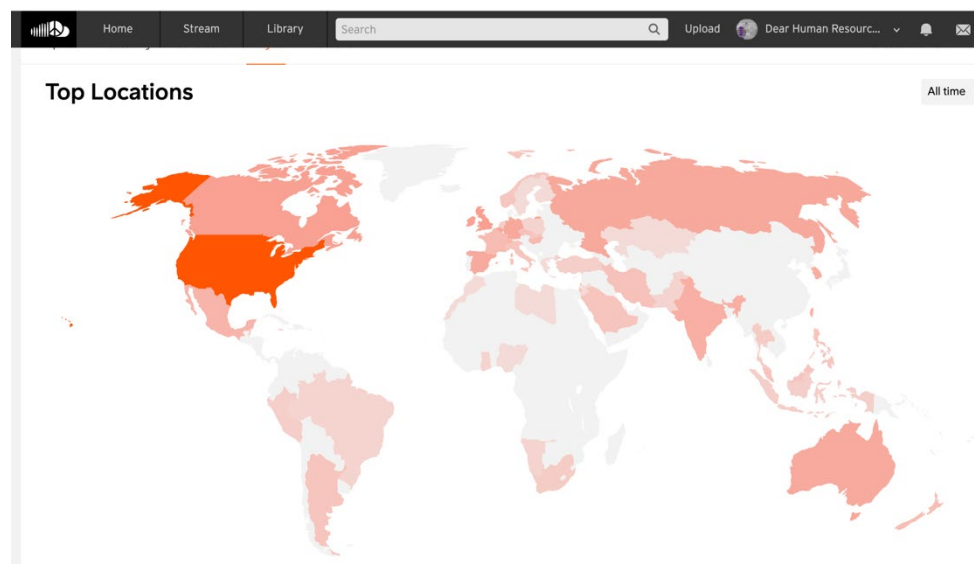
- i. New course elective, HR Consulting Theory & Practice, is now available to students seeking a foundational understanding of consulting (both internal and external) prior to taking the two required consulting courses (HR670 & HR671).
- ii. HR 670 and HR 671 course numbers are changing respectively to HR 687 and HR 688. We changed the course numbers so they're consistent with special applied field project course numbers on the graduate catalog.

c. Admission Updates

- i. Dropping of GRE requirement for those with over a 3.0 and adding the essay about why applicants want to pursue masters in HR is going well. We continue to have a strong interest in the program.

d. "Dear Human Resources" podcast

- i. Follow this link provided by Dr. Germain to see the extensive and impressive list of completed podcasts: <https://on.soundcloud.com/CoCRU>
- ii. Follow this link to OnPodium, the website that we're planning to use to host our podcasts' info: <https://dear-human-resources.onpodium.co/>  
**UPDATE:** OnPodium has been approved for purchase by the university IT department.
- iii. Follow this link to our 8<sup>th</sup> position in the 121 Best Podcasts for HR professionals!: <https://www.speakersassociates.com/top-podcasts-for-hr-professionals/>
- iv. See map below highlighting where our podcast listeners are located:



**III. Discussion: Program Fund-raising/Development** (Guest attendee – Toni Nelson, Associate Director of Development, WCU College of Education & Allied Professions)

- a. The advisory board strongly recommended an alumni fund-raising be launched as soon as possible to support program funding needs, including faculty recommendations of:
  - i. Dedicated website for our MSHR podcast show, Dear Human Resources;
  - ii. Improved mixing equipment and sound files for Dear Human Resources
  - iii. Travel support for MSHR students attending research conferences to present papers;
  - iv. Creation and Development of Alumni pro bono consulting “alliance”;
  - v. Creation of Pro bono consulting video with clients

**Action item:** It was agreed that faculty would coordinate with Toni Nelson, Denise Royer (department Student Support Specialist who maintains an alumni email database), and other interested advisory board members to launch an email fund-raising initiative by May 1<sup>st</sup> 2023 (and progress has already been made toward that objective).

**IV. Adjournment -1:30pm**