



SERVICE LEARNING AND CIVIC ENGAGEMENT THROUGH HIGHER EDUCATION

SARA MORTUS, MADILYNN PHILLIPS, CHRISSY MURPHY, MACKENZIE GLENN & KEVIN LOPEZ | SAM HOUSTON STATE UNIVERSITY

RETENTION OF HIGH-QUALITY EARLY CHILDHOOD EDUCATORS: AN EXPERIENTIAL LEARNING PROJECT

ABSTRACT:

This experiential learning project is designed to assist a local community partner based in the town of Huntsville, TX. The community partner struggled with the recruitment and retention needs of high-quality early childhood educators. We examined this organizational issue using the Human Resources Management (HRM) lens to recommend useful strategies. We start with analyzing the job and its design to better understand its workplace dynamics. We then dive into the local labor market in Huntsville to develop strategies and recommendations on the recruitment, selection, and retention of early childhood educators using multiple HRM functions.

THEMATIC FOCUS: LISTENING CLOSELY | LEARNING THE CHORDS

BIO(S):

SARA MORTUS

MADILYNN PHILLIPS

Madilynn Phillips is a first-generation college student pursuing an undergraduate degree in Human Resource Management. With 3 years of experience in the service industry and an HR internship under her belt, she is passionate about honest, professional work and learning more about the different competencies in HR. Her career goals after graduating are to start out in

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the service, or oil and gas industry, as an HR Coordinator, and later begin graduate school to pursue an MBA.

CHRISSEY MURPHY

Christina Murphy is a student at Sam Houston State University pursuing an undergraduate degree in Human Resource Management. After graduating, she hopes to pursue a career specializing in compensation and benefits administration, with the goal of improving employee welfare.

MACKENZIE GLENN

MacKenzie Glenn is an undergraduate student at Sam Houston University, majoring in General Business Administration with a minor in Entrepreneurship. As a senior set to graduate in the Spring of 2025, she balances her academic responsibilities with leadership roles on campus. Currently serving as the Vice President of the Writers Guild an organization on campus, MacKenzie is deeply involved in both her academics and organizational work. She has developed a strong interest in Human Resources as a result and plans to pursue a career as a Human Resource Specialist after graduation.

KEVIN LOPEZ