The Strategies from the Strategic Implementation Plan 2020-2025

Strengthen and Harness our Research Enterprise

In order to elevate the trajectory of Texas A&M as a world-leading research university that exemplifies commitment to the land-, sea-, and space-grant mission, we must attract outstanding talent – faculty, students, and staff – to join us. We must build a strong portfolio of funders, collaborators, partners and solution seekers who will invest their resources, both time and treasure, in our shared vision. We must improve and expand the institutional infrastructure, both physical and organizational, that is fundamental to our success as a beacon for the creation and application of new knowledge.

Increase the Breadth and Scope of Our Research

- Seed and support research that transcends disciplinary boundaries
- Invest in the infrastructure and tools needed for forefront research, including core facilities and advanced computing
- Value, support, and grow research in the arts, humanities, and social sciences
- Strengthen translational and clinical research and integrate them into our broad research enterprise
- Increase access to knowledge and to the tools for data-driven decision making
- Increase the visibility of our research and our researchers, internally and externally
- Engage students at all levels in research and creative scholarship to prepare them as thinkers and leaders
- Endeavor to further cultivate faculty to be leaders who are bold in undertaking research opportunities
While traditional metrics such as external support of our research portfolio, research facilities and capabilities, scholarly productivity and impact, partnerships with industry and national labs, etc., will provide useful benchmarks of our progress, it will be important to develop new approaches to assess and to cultivate our progress in multidisciplinary research and its synergistic impacts. The investments in promoting collaborations through the President’s Excellence Fund and the Research Development Fund, as well as the ongoing assessment of their impacts, both qualitative and quantitative, provide an outstanding opportunity to do just that. Establishment of cross-college collaboratories and resource centers can create new nodes for encounters between scholars in different disciplines and new nuclei for spontaneous collaborations.

Expand the importance and impact of our research on Texas, the nation, and the planet

Opportunities abound to bring together the extraordinary talents of the Texas A&M community of researchers and scholars to tackle scientific and societal challenges by developing new knowledge, new tools, and new approaches drawn from all fields of creativity and scholarship. The priorities described here are meant to exemplify rather than to exclude. They recognize the unparalleled opportunity for Texas to become a living laboratory for addressing global challenges to improve social, economic, and political sustainability. They represent opportunities and needs on the visible horizon, but their pursuit will develop and hone our capability for greater discoveries and impacts beyond.

- Strengthen our ability to respond to the needs and opportunities of today and tomorrow in critical areas such as human health, cybersecurity, and resilience
- Lead the creation of knowledge to meet future challenges in areas such as artificial intelligence, digital humanities, food, and energy
- Incentivize and promote a resilient physical environment through research and partnerships to improve and protect air quality, water, and stewardship of natural resources
- Advance human health and the delivery of health care to underserved populations
- Increase opportunity and social justice for all members of our society
The large scale and rich diversity of Texas provide an exceptional opportunity to create and to observe in depth the impacts of our research. The well-developed extension activities that are integral to our land-, sea-, and space-grant missions provide examples and advantages for translation of our research into practice. But we can do more. Throughout the state there are populations and communities where the mutually beneficial engagement of our expertise and research can be life-changing. While we have had a longstanding focus on rural populations, the research, engagement, and partnerships with underserved urban populations can enhance the impact and diversity of our scholarship and enrich the experience of our students. Communities of all sizes can benefit by helping us to translate our work on global challenges to the local scale. Such partnerships have the potential to enhance our competitiveness, impact, and stature nationally and internationally.
Measuring Our Progress

Enhance our Impact Indicators

1. Community stakeholder survey shows partnerships and collaborations are seen as effective, coordinated, and data oriented to ensure impact

2. Create “heat map” of issues across the state, and develop dashboard of university-wide impacts and efforts in addressing these issues
   a. Survey and assessment of metropolitan partnership efforts, in particular Brazos Valley, Houston, Dallas, Fort Worth, and McAllen

3. Expand leadership development programs serving rural communities and business development organizations

4. Enhance continuing education and leadership development opportunities with military or national defense

5. Collect annual data on our knowledge transfer and its impacts to include commercialization, engaged scholarship, and partnership development

6. Gather qualitative and quantitative evidence toward strategies of Texas A&M Abroad: Global Engagement Plan, increased study, internship, and partnership abroad

7. Create annual alumni survey and measure results longitudinally on former students and their impacts on community across a broad set of parameters

8. Develop a Former Student Impact Award, or enhance existing former student recognitions to include elements of measured impact

Best Place to Work Indicators

1. Percent of students and employees participating in flourish activities
2. Increase staff-to-student ratios
3. Increase leadership quality index (i.e. improve engagement scores and leadership succession)
4. Assess number of employees with growth and development plans
5. Increase job categories with defined career ladders
6. Achieve “Best Place to Work” with Chronicle of Higher Education
Undergraduate Success Indicators

1. Increase URM undergraduate enrollment to 30%
2. Increase first-year retention to 95% with a stretch goal of 97%
3. Increase four-year graduation to 65% with a stretch goal of 70%
4. Increase six-year graduation to 85% with a stretch goal of 88%
5. Ensure all graduates have three high-impact academic experiences

Graduate and Professional Success Indicators

1. Improved time to degree and completion rates
2. Increase in institutional training grants and external fellowships
3. Career outcome
4. Increase in diversity enrollment and success

Faculty Success Indicators

1. Increase faculty diversity to better reflect the diversity of our student body
2. Increase retention rates of faculty
3. Develop a clear career ladder for APT faculty (measured by number of APT faculty who are promoted and have multi-year appointments)
4. Increase number of faculty with prestigious and highly prestigious awards
5. Increase national and international recognition of our faculty as educators

Research Success Indicators

1. Visibility and number of national/international recognized scholars
2. Growth in multidisciplinary collaborations and partnerships
3. Increase in publications in the highest-tier journals
4. Increase in citations and recognition of scholarly work
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