The Strategies from the Strategic Implementation Plan 2020-2025

Be a Best Place to Live, Work, and Learn

The intent of this section is to create strategies that enable employees to reach their full personal and professional potential; to flourish in all aspects of their lives. Key strategies toward this end include a focus on the physical, emotional, and social well-being of every employee, strengthening leadership capabilities across Texas A&M, and creating an environment conducive to career growth and development.

Prioritize Physical, Emotional, and Social Well-Being

- Create a culture that supports a healthy work-life balance and family-friendly practices, and promotes self-care
- Enhance the physical work environment, including ADA compliance to promote health
- Increase access to mental health resources. Focus on mental wellness
- Develop opportunities for social engagement, networking, service, and community outreach
- Be more inclusive in how we support employees from non-traditional families
- Develop more understanding regarding roles of faculty and staff. How do we support each other?
- Integrate SSC and Chartwells into culture
- Address community onboarding
Strengthen Leadership Capabilities

- Enhance the capacity for staff, faculty, administrators, and students to effectively lead people and manage change
- Ensure the university has personnel with the critical skills, talent, and know-how for institutional success
- Create a specific measure, the leadership quality index, to ensure continual growth in leadership capability
- Implement strong talent succession plans for leaders and employees across the institution
- Develop consistent action plans to address findings of periodic climate surveys
- Standardize evaluation systems
- Address staff ratios to campus growth patterns

Amplify Employee Growth and Development

- Enhance respect and value diversity
- Create a growth and development plan for each employee
- Establish career ladders and develop position competency profiles
- Value, recognize, and celebrate contributions and accomplishments of employees
- Foster positive communication and strengthen work relationships
- Develop approaches to link every employee’s position to the strategy
- Enhance tuition discounts for staff dependents

A priority of Texas A&M will be to achieve and maintain a “Best Place to Work” status with the Chronicle of Higher Education.
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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