The Strategies from the Strategic Implementation Plan 2020-2025

Engage Texas & Beyond to Enhance Our Impact

Developing reciprocal community connections and partnerships, locally, regionally and globally, is essential for universities, especially those with a public and land-grant mandate.

Extending knowledge to, for, and with communities is at the center of the teaching, research, and service mission of Texas A&M University. Building on these historical strengths, Texas A&M will enhance engagement across Texas and beyond by structuring strategic coalitions and services to partner with communities in addressing economic, social, environmental, health and educational issues of the day.

To ensure our work is relevant to current and future generations of Texans, the nation and the world, Texas A&M will seek mutually beneficial engagement and meaningful partnerships to advance the human condition, build public trust, and ensure the impact of our scholarship.

Embrace and Refine our Mission as a Land-, Sea-, and Space-Grant University for the 21st Century

- Extending knowledge in all its forms (e.g., leadership training, continuing education, workforce development) to communities and constituencies for which is mutually beneficial

- Maximize local and statewide relationships where there are strategic opportunities for alignment

- Meet the issues where they exist. Engage our knowledge through discovery and innovation to the needs of Texas citizens in rural and urban communities

- Introduce and engage research, discoveries, and innovations through knowledge transfer, commercialization, and partnership opportunities
Become The University For Texas by extending our engagement in rural and urban communities

- Adapt capabilities of the university to align with the needs of the state
- Create an annual “heat map” of issues, challenges, or opportunities facing the state
- Take knowledge gained through scientific discovery and innovation, to develop strategies that respond accordingly to the needs of urban and rural Texas communities
- Review and examine the issues map biennially, reposition and adapt resources to meet new and existing issues
- Promote existing and develop a broader set of university continuing education, professional development, leadership training engagements
- Enhance utilization of existing and targeted presence with economic development and community business organizations in uniquely strategic sites across Texas

Enhance Our Global Engagement

- Advance elements of “A&M Abroad: Global Engagement Plan” (2016) to improve experiential learning, empower faculty, enhance operations, and partnership collaborations
- Develop new and enhance existing signature global partnerships where unique presence or aligned resource opportunities exist around the world
- Promote existing and develop a broader set of university continuing education, professional development, leadership training engagement
Aggies Impact Our Communities and the World

- Our graduates create positive impacts by adding value to communities. Texas A&M should develop a methodology to accurately determine and share former student impacts on their communities.

- Coordinate with The Association of Former Students to develop an annual survey for an inventory of Texas A&M former student impacts.

Accelerate Commercialization and Entrepreneurship

Our land-grant mission requires that we not only lead our scholarly disciplines but that we also improve lives in Texas and beyond. To accomplish this we must empower our faculty, students, and staff to solve problems for individuals, families, and communities by moving their innovations from the library, studio, and laboratory to the world.

- Weave education into the commercialization mission by integrating both internal and external resources into a cohesive educational program.
- Provide support and programs for students interested in careers in commercialization and entrepreneurship.
- Provide training for faculty, staff, and students on start-ups, intellectual property, and business development.
- Drive innovation and entrepreneurship throughout the university that will encourage start-ups, social entrepreneurship, and business development by faculty, staff, and students.

Connect the Texas A&M ecosystem with the statewide network of entrepreneurship support.
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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