The Strategies from the Strategic Implementation Plan 2020-2025

Reinvent Graduate and Professional Education

Since the inception of graduate programs at Texas A&M University, a primary focus was on graduate enrollment growth and program expansion. In the early 2000’s, the university expanded that focus to attracting the highest quality graduate students to advance its research mission and made a major financial commitment by increasing graduate student support. To integrate doctoral education and faculty research, elevate the quality of all of our graduate programs, and support professional advancement, we must make the next level of commitment in funding, quality programming, and structural changes.

Develop a globally-recognized graduate and professional school

- Achieve worldwide acclaim for the excellence of our graduate and professional programs.
- Attract, develop, and graduate the highest quality and most diverse graduate and professional students
- Commit to providing multiyear competitive funding for all full-time doctoral (PhD) students, including increasing number of graduate training and foundation grants
- Improve interdisciplinary graduate and professional education, reducing barriers and fostering collaborations
  - Deepen our engagement with graduate and professional alumni
  - Expand professional master’s programs, including integrative bachelor’s and master’s programs

Create and sustain a culture of inclusive mentoring and professional development

- Be a global leader in graduate student professional development programming for career success
- Equip faculty and staff to better mentor and teach graduate and professional students and promote their professional growth
- Nurture a climate of respect between and among faculty and students
Cultivate academic innovation in graduate and professional programs

- Develop infrastructure and learner support services to ensure high quality digital learning environment
- Establish innovative credentialing opportunities for professional advancement and to meet emerging career opportunities
- Create an educational advancement program and policies to provide opportunities for employees to achieve their dreams through additional education
- Enhance professional and personal development programs for lifelong learners, including in core values such as leadership
- Employ the digital learning environment to foster graduate and professional student community and propagate the “Aggie” experience
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 flourishing 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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