2017-2023 Texas State University Plan

Our Mission:

Texas State University is a doctoral-granting, student-centered institution dedicated to excellence and innovation in teaching, research, including creative expression, and service. The university strives to create new knowledge, to embrace a diversity of people and ideas, to foster cultural and economic development, and to prepare its graduates to participate fully and freely as citizens of Texas, the nation, and the world.

Our Shared Values:

In pursuing our mission, we, the faculty, staff, and students of Texas State University, are guided by a shared collection of values:

- Teaching and learning based on research, student involvement, and the free exchange of ideas in a supportive environment;
- Research and creative activities that encompass the full range of academic disciplines—research with relevance, from the sciences to the arts, from the theoretical to the applied;
- The cultivation of character, integrity, honesty, civility, compassion, fairness, respect, and ethical behavior in all members of our university community;
- A diversity of people and ideas, a spirit of inclusiveness, a global perspective, and a sense of community as essential conditions for campus life*;*
- A commitment to service and leadership for the public good;
- Responsible stewardship of our resources and environment; and
- Continued reflection and evaluation to ensure that our strengths as a community always benefit those we serve.

1. Promote the success of all students.

1.1 Plan and implement activities aimed at improving the overall student experience and satisfaction.

1.2 Manage student enrollment, both at the graduate and undergraduate level.

1.3 Increase student retention and graduation rates.

1.4 Increase scholarship and grant resources to enhance recruitment, retention and graduation of students.

1.5 Enhance advising, academic support programs and services to ensure student success.

1.6 Ensure marketable skills are incorporated into curricular and co-curricular experiences.

1.7 Prepare all students to achieve their career goals and make positive and meaningful contributions as they interact in a diverse and increasingly global society through an inclusive program of learning and engagement, rich with diverse perspectives.

1.8 Provide educational programs and co-curricular activities that foster community, service learning, leadership, career exploration, and personal development.

1.9 Leverage data and analytics to support growth in student success and institutional processes.

1.10 Establish the appropriate processes, procedures, and tools to support the necessary accommodations for constituents with disabilities.

1.11 Support the success of students by continuously improving the function, condition, reliability, and aesthetics of the facilities and grounds of the university.

1.12 Provide a supportive environment for students, including student athletes, that encourages academic excellence, character development, and respectful interaction with others.

1.13 Provide all students with quality engagement opportunities that model the values associated with equitable competition, engender university pride, positive community relations, institutional prestige, and promote student well-being and development.

2. Offer high quality academic and educational programming.

2.1   Introduce new academic programs that meet the economic and cultural needs of the region and the state.

2.2   Provide quality educational programming that leverages diverse perspectives embedded in an inclusive learning environment.

2.3   Enhance and expand the Honors College experience to attract high-achieving students.

2.4   Improve the capabilities in our learning spaces and learning environments to better foster creativity, enable collaboration, and encourage discovery.

2.5   Transition Texas State's Learning Management System environment to a more integrated, robust, and modern integrated learning system.

2.6   Support the growing academic requirements of the university by improving the condition and reliability of academic facilities and technology, creatively assisting departments in optimizing their use of space, and collaboratively planning and constructing new facilities.

2.7   Increase national and international visibility and presence by supporting curricular and co-curricular initiatives that prepare students to be responsible citizens.

3. Achieve significant progress in research and creative activity as measured by national standards.

3.1   Achieve National Research University Fund (NRUF) Eligibility:
- $45 million in restricted research expenditures
- $400 million in endowments
- Number of Ph.D. degrees awarded (200 per year)
- Freshman class of high academic achievement (at least 50 percent of first-time entering freshmen in top 25 percent of high school class)
- Recognition of research capabilities and scholarly attainment (Association of Research Library membership, Phi Beta Kappa Chapter, or Phi Kappa Phi Chapter)
- High-quality faculty (reflected in the number of faculty with various international and nationally recognized awards)
- High-quality graduate education (reflected in the number of programs and graduation rates)

3.2   Develop new graduate programs to advance the university's research goals.

3.3   Encourage and promote student research opportunities.

3.4   Expand support to the research community by enhancing resources to support the evolving requirements while developing a staff of research professionals to support and assist researchers.

3.5   Foster a university-wide culture that promotes, rewards, and celebrates interdisciplinary research, scholarship, creative activity, innovation, and community engagement.

4. Provide the necessary services, resources, and infrastructure to support the university's strategic direction.

4.1   Offer competitive salaries to attract and retain highly qualified faculty and staff.

4.2   Plan and implement programs to help improve faculty and staff recruitment, hiring, and retention in order to support a highly qualified, diverse, motivated, and satisfied workforce.

4.3   Promote excellence through effective planning, policy development, assessment, and reporting to ensure the continuous improvement of programs and services.

4.4   Implement fundraising initiatives in support of the university's strategic direction.

4.5   Provide training and educational resources to enhance personal and community safety.

4.6   Enhance information security practices to better predict, prevent, detect, and respond to threats to Texas State's information systems and data.

4.7   Continue to improve strategies and models for governance and planning that are transparent and inclusive.

4.8   Expand Round Rock Campus resources and space to support the move of the College of Health Professions and growth of other academic offerings at this location.

4.9   Increase the utilization and effectiveness of available technologies through more impactful implementations, education, training, marketing, and communications.

4.10   Enhance the experience of the university community by continuously improving processes and interfaces.

4.11   Provide a diverse and inclusive environment of support to achieve the highest level of performance for all members of the campus community.

4.12 Effectively engage alumni and external constituents to influence and generate human and financial capital opportunities.

4.13 Provide programs and services that support and enhance the health and wellness of the university community.

4.14 Provide a competitive, high-profile, diverse, equitable athletics program, in compliance with applicable rules and regulations, which increases university prestige and creates exciting engagement opportunities.

4.15 Support the growing requirements of the university by enhancing the condition and reliability of the university infrastructure, creating redundancy to support essential building operating systems, and collaboratively planning and constructing new facilities.