Summary of Sub-Committee Recommendations

Student Goal A

- Develop need-based scholarships for students.
- Establish a regional office in Houston. If possible, find an alum that is willing to “gift” some office space in the NW Houston area.
- Undergraduate Admissions should develop additional recruitment activities in key areas such as the Valley and Houston that involve Texas State faculty, alumni and members of the Texas State Parents Association.
- Undergraduate Admissions should utilize Texas State students to help recruit students from their high school, especially in target areas such as the Valley, Houston and San Antonio.
- Undergraduate Admissions should collaborate with college faculty who are planning recruitment trips to community colleges.
- Develop a plan to add at least two regional admissions staff per year for the next three years.
- Increase out-of-state recruitment efforts focusing on students who qualify for merit scholarships and the nonresident tuition waiver.
- Continue the Emerging STARS Program to help “at risk” freshmen make a successful transition to academic life here.
- Continue to increase faculty and academic facilities for departments with growing enrollments.
- Meet the housing, parking and other student services needs of a growing student body. Evaluate policies, procedures and facilities.
- Through internal marketing, build institutional pride among students, faculty and staff.

Faculty Goal B

- Promote and require diversity in search committee membership
- Continue newly implemented Pre-Doctoral Summer Fellowship Program [6 recipients in Summer 2007]
- Continue Target of Opportunity faculty hires
- Explore ways to improve faculty mentoring, especially to address the issue of faculty retention
- Encourage and promote the use of exit interviews as a means to gain insight about faculty attrition
- The Hispanic Policy Network and Coalition of Black Faculty and Staff should be supported and their value recognized, including their role in helping recruit and retain faculty
- Ensure multicultural perspective is captured in learning outcomes assessment

Staff Goal C

- The focus and direction for reporting on the staff goal related to the EEO measure should be presented in a standardized format by all VPs.
- Each division should develop specific strategies which address what each vice president is doing to create an environment that is both inclusive and diverse.
- When reporting outcomes of the measures a more refined and specific format should be used.
- HUB information should continue to be presented in a year-to-year chart format beginning from FY05 to demonstrate longitudinal progress within specific HUB categories. Also include bulleted information addressing university’s progress toward the specific targets within each category of the program.
- Identify the overall goal of the university’s HUB program so that general mission of the HUB program is clearly stated and the objectives understood (i.e. identifying HUB vendors, increasing usage within specific categories, etc.).