

College/School/Department:       The Graduate College      

Academic Plan 2012-2017

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## I. Introduction



State your department/school/college mission statement.

The mission of The Graduate College is to provide vision, leadership, and direction for excellence in graduate education at Texas State University with the aim of providing the appropriate infrastructure and learning environment for the training of innovative and successful scholars, teachers, and professionals. The Graduate College does so by

- a. articulating, promoting, and supporting the highest standards of quality in graduate education in keeping with the University's overall mission of teaching, research, and public service;
- b. constructing and maintaining an environment conducive to successful graduate education in concert with all graduate programs;
- c. supporting programs' efforts to foster a diverse student population who participate in a global society;
- d. promoting and supporting rigor in graduate education;
- e. providing key process and procedure guidance and support to graduate programs from admission to graduation;
- f. aiding in student recruitment, application processing, policy monitoring, and degree auditing;
- g. leading initiatives designed to provide best practices in graduate education leading to timely degree completion;
- h. providing graduate student support for creative and scholarly activities; and
- i. offering professional development opportunities for graduate students at key stages in their graduate career.
- j. engaging in research on graduate education.

**Mission Statement developed under the previous dean:**

The Graduate College provides continued intellectual growth through advanced and specialized education with the ultimate aim of developing leaders in the professions and in research.

The following objectives have been adopted to add both breadth and depth to the academic and professional preparation of graduate students:

- To reinforce and extend students' academic and professional experience as a means of improving professional competence.
- To familiarize students with current and recent research in their fields, to acquaint them with the techniques of research, to enable them to interpret their own and current research, to derive significant implications there from, and to apply pertinent findings.
- To challenge students intellectually to develop their power of independent thought, and to direct them toward the goal of greater effectiveness in both their personal and professional lives.

Outline briefly your "vision" for the 2015-2017 planning cycle.

As Texas State University moves towards National Research University status, it will be imperative to have the proper infrastructure for meeting student and program demands. This need will be addressed by responding to the Strategic Goals of The Graduate College and other academic units which grant graduate degrees. The foundation for our vision is based upon best practices in graduate education.

Using University goals and initiatives as a guide, list and briefly describe your top five priorities for the 2012-2017 planning cycle and indicate the university initiative/goal to which the unit's initiative is linked.

1. **New:** To increase graduate student enrollment via increased domestic/international/diversity recruitment efforts and retention activities as well as program review and program creation (University Goals 1.9, 2.1, 2.7, 3.1, 3., 4.2)
  2. To increase funding for graduate scholarships, student travel, and assistantship programs (University Goals 1.9, 2.1, 2.4, 3.1, 4.3)
  3. **New:** Engage in funded research on graduate education, and support research activities by graduate students & graduate student/faculty teams (University Goals 1.6, 1.8, 1.9, 1.10)
  4. To provide the needed infrastructure for The Graduate College to support graduate students, faculty, and staff (University Goals 1.4, 1.9, 3.1, 3.7, 4.4, 5.3)
  5. To promote best practices in graduate education (University Goals 1.5, 1.9, 2.1, 2.5, 2.6, 2.9, 3.1, 3.2, 3.8, 4.4, 5.7)
- Previously listed goals
6. To evaluate existing programs and create new programs which address critical societal needs (University Goals 1.4, 1.5, 2.4, 2.5, 3.8, 3.9, 4.3) Captured under goal 1
  7. To increase diversity and provide enriching graduate study experiences that enhance scholarship, leadership and career development (University Goal 2.3, 2.5, 4.3, 4.4) Captured under goals 1 and 5
  8. To ensure the continuation of Emerging Research status, while promoting best practices in graduate education (University Goals 1.9, 3.8, 3.9, 4.2, 4.3) Captured under goals 2,3, and 5

Based on unit goals, list the number of new (not replacement) faculty lines you plan to request in the 2012-2013 academic year and in the remaining 2-5 years.

N/A

Based on unit initiatives outlined in your plan, estimate the total amount of new funding that your unit will realistically need in the 2015-2017 academic year. State the facilities (e.g. offices, research and lab space, classrooms) that will be required for anticipated growth and new initiatives.

We do not anticipate the need for new facilities. The Graduate College office space is scheduled to be remodeled during summer 2015, which will result in better workflow and space utilization.

## II. Process



Describe, in a brief paragraph, the process used to develop your plan, including the nature and extent of faculty involvement.

To identify The Graduate College's primary strategic goals, The Graduate College Dean, Associate Dean, and Assistant Dean (the latter two holding faculty appointments) aligned The Graduate College's mission statement with the University's strategic plan and with the College's Outcomes Assessment. In addition, each academic college's strategic plan (which includes extensive faculty involvement) was reviewed for graduate initiatives. As a result of this review, The Graduate College priorities have been designed to support the graduate initiatives identified in each college plan. In addition to this Texas State review, The Graduate College has also reviewed the organizational structures and support services of graduate colleges at other Emerging Research Universities and at Research Universities. The priorities also support best practices in graduate education as identified by the Council of Graduate Schools (CGS). The plan includes those initiatives critical to moving towards National Research University status.

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**III. Program Maintenance**

Maintenance Need	Reason for Need	Cost	Result of Funding
* To maintain the per student allocation of scholarship dollars, as allocated in 2004.	Scholarship funding has not increased in accordance with the significant growth of The Graduate College (i.e., since 2004).	\$150,000 annually	Increased enrollment and needed scholarship support for high-achieving graduate students. Scholarship funds should be increased in line with enrollment growth, in order to be competitive with other Emerging Research Universities / Research Universities.
Student Travel to present scholarly work at professional meetings.	Each year, many qualified students are unable to make presentations at professional meetings due to a lack of funding.	(\$35,000 annually)	By combining these funds with student service fee funding, more students will be given the opportunity to represent Texas State University by making scholarly presentations at professional meetings. <b>Student Service Fee Allocation has been increased significantly</b>
To support the annual Research Conference hosted by the Graduate College.	Each year, the participation by graduate students at Texas State and other universities continues to increase.	(\$7,000 annually)	With this permanent funding together with additional funding from donors, the conference will have the foundation for continuation.  <b>Funding level achieved by college contributions</b>

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**IV. Planning Categories**

Dept.	Initiative	1 yr	2-5 years	New Resources Required	Cost	Source of Resources	Assessment Criteria	University Initiative
<b>University Goal 1: Promote academic quality by building and supporting a distinguished faculty.</b>								
The Graduate College	The Graduate College will assess the infrastructure to support teaching, research, and scholarly activity of the Graduate Faculty, as well as assist in developing new programs and revising existing programs to address societal needs.	X	X	None	None	The Graduate College	Annual assessment of support services provided by The Graduate College. Involvement of The Graduate College in the APR process.	1.4
The Graduate College	<b>New:</b> The Graduate College will provide key process and procedure guidance and support to graduate programs from admission to graduation		X	Administrative Assistant 3 (Budget Scholarships)	\$46,000 (permanent)	Provost	Annual Staff Evaluation; Assess number of Scholarships and Scholarship dollars as part of college's outcome assessment.	1.4
The Graduate College	<b>New:</b> The Graduate College will seek external grants to support research on graduate education.		X	None	None	The Graduate College	Yearly assessment of grant submissions	1.6, 1.8, 1.9, 1.10

The Graduate College	<b>New:</b> The Graduate College will support interdisciplinary research activities by graduate students & graduate student/faculty teams		X	Research grants to graduate student/faculty teams (\$6,000-10,000)	\$30,000 (\$50,000 from Graduate College Budget)	Provost The Graduate College	Yearly assessment of outcome (publications, presentations, grant applications)	1.6, 1.8, 1.9, 1.10
<b>Goal 2: Provide opportunities for a public university education and contribute to economic and cultural development.</b>								
The Graduate College	The Graduate College will work to increase graduate student enrollment via increased domestic/ international/diversity recruitment efforts and retention activities as well as program review and creation		X	Communications Officer (Web content /Publications/ Recruiting/Outreach)	\$50,000	Provost	Early assessment of the effectiveness and outcomes of marketing/recruiting materials; analysis of web traffic	2.1, 2.5, 2.6, 2.7
			X	Collaboration with AVP for International Affairs to recruit international graduate students	None	The Graduate College	Assess application / acceptance /enrollment patterns in relation to recruiting efforts.	
			X	Redesign of promotional materials	None	The Graduate College	Evaluate effectiveness of materials in consultation with Graduate Council	
The Graduate College	<b>(Old, subsumed under items above)</b> The Graduate College will continue to encourage and support program and college initiatives to assist in closing the gaps. The	X	X	promotional materials	None	The Graduate College	Assess the diversity of the student population, by program, with special attention to HSI initiatives.	

	Graduate College will also work with University Marketing to expand promotional materials which encourage student diversity.							
<b>Goal 3: Provide a premier student-centered, educational experience that fosters retention and success.</b>								
The Graduate College	To promote best practices in graduate education, The Graduate College will continue to offer workshops, brown bags, and other professional development workshops for graduate students.  <b>DELETE all following items listed under this goal (Accomplished via restructuring of positions)</b>		X	Workshops and brown bags	None	The Graduate College	Workshops and brown bags are assessed immediately by workshop participants.	3.1, 3.2, 3.7, 3.8
The Graduate College	In reviewing staff positions, enrollment and degree programs from other Emerging Research Universities, the following staff positions will be needed to address enrollment growth and support services required of an Emerging Research	X	X	Admin. Asst. for Professional Dev.  Admin. Asst. for Grad. Asst. Processing	\$32,000 permanent funding  \$32,000 permanent funding	Provost  Provost	A review of professional development activities on an annual basis  Ensure timely processing of all masters and doctoral research,	1.4, 1.9, 3.1, 4.3



	University. (See Attachment II)			Graduate Recruiting Coordinator	\$36,000 permanent funding	Provost	instructional and teaching assistants  Work with departments to achieve appropriate enrollment increases, including international students and students from underrepresented groups	
				Graduate Student Worker	\$15,000 permanent funding	Provost	To increase the response time in processing student applications	
The Graduate College	<b>(Achieved via increase in student service fee allocations and Graduate College internal funds)</b> Funds are needed to support student travel to present at professional meetings. Presently, only \$21,000 is available from student service fees. Each year, the Graduate College receives more funding requests than available funds and only minimal funding can be provided. These scholarly presentations strengthen the graduate student	X	X	Travel funds	\$35,000 annually	Provost or student service fees	Assess the number of students making presentations by program and the conference they attend	2.3, 3.9, 4.3

	experience and help attract high ability students. This initiative also improves retention and a master's student's opportunity to pursue a doctoral degree.							
The Graduate College	<p><b>(Partially accomplished: funding by Colleges. External funding is being sought)</b></p> <p>The Graduate College has hosted a Research Conference for three years. Funds have been donated by the various colleges to support this event. Examples of themes for the conference include HSI status and Internationalization. The number of students presenting continues to increase each year. The majority of students are Texas State students, yet students from other universities in Texas, out of state and international universities also participate. Permanent funding to continue the conference is requested.</p>	X	X	Research Conference	\$7,000 annually	Provost	Monitor the number of students making presentations at the conference and the university they represent. Investigate the likelihood of external funding opportunities and develop proposals when appropriate.	1.6, 3.9
The Graduate	<b>(accomplished through restructuring of Grow</b>							

College	<b>your own fund)</b> To provide funds for dissertation grants. These grants encourage timely completion of Ph.D. and Ed.D. degrees. Funds would not be used for stipends, but to support costs associated with the completion of the dissertation.	X	X	Grants	\$30,000 annually	Provost	Track grant recipient's time to completion of the Ph.D. and Ed.D.	1.4, 2.3, 3.1
The Graduate College	Attachment I is a listing of assistantship requests and new degree programs from each college. The Graduate College is also requesting four (4) emergency graduate assistantship positions to be allocated to the various colleges or appropriate offices, as emergency needs arise. <b>(accomplished)</b>	X	X	Graduate Assistantships	\$60,000	Provost	Distribution of assistantships and the emergency needs addressed	1.4, 2.3, 3.9
<b>Goal 4: Enrich our learning and working environment by attracting and supporting a more diverse faculty, staff, and student body.</b>								
The Graduate College	Increase funding for graduate scholarships, student travel, and assistantship programs: Scholarships are needed to attract and retain a strong and diverse graduate student population. No additional permanent	X	X	Scholarships	\$150,000 annually	Provost	Assess the number of scholarships awarded and measure any resulting increase in graduate student enrollment	4.2, 4.3, 2.4, 3.1,

	scholarship allocations have been made to The Graduate College from institutional funds since 2004, despite significant student growth. (Scholarships funded by endowments have increased)							
<b>Goal 5: Develop and manage human, financial, physical and technological resources effectively, efficiently, and ethically to support the university's mission.</b>								
The Graduate College	<b>New:</b> The Graduate College will provide the needed infrastructure for supporting graduate students, faculty, and staff while promoting best practices in graduate education		X	Regular professional development workshop series for departmental graduate support staff	None	The Graduate College	Each workshop is formally assessed by workshop participants	5.3, 5.7, 4.4
			X	Faculty Workshop Series on best practices in graduate education (Mentoring, research supervision, diversity, etc.)	None	The Graduate College	Each workshop is formally assessed by workshop participants	5.3, 5.7, 4.4