

2009 Academic Master Plan

Academic Master Goal #1

Recruit, retain, and recognize diverse, high-quality faculty and staff.

Goal 1.1 – To address the University’s goal of recruiting diverse, high-quality faculty and staff, the Office of the Provost, in collaboration with the Faculty and Staff Senates, will develop action plans that include, but are not limited to, the following:

- Review salary structures with the goal of providing competitive salaries.
- Address the status of non-tenure-track faculty.
- Establish a fund pool within Academic Affairs to assist departments in recruiting.
- Develop a Grow-Your-Own program with Texas Tech University System components to encourage promising instructors to earn doctoral qualifications and continue teaching at ASU.
- Develop an internal Grow-Your-Own program to encourage exceptional students to fill staff positions.
- Develop a policy to address specialized needs of international faculty and staff.

Goal 1.2 – To increase efforts to retain both faculty and staff, the University should:

- Continue to support the Center for Innovation in Teaching and Research in providing faculty with mentoring through the tenure process and beyond by facilitating excellence in teaching and research.
- Create a model and mechanism for supporting staff development to improve technology skills and service related to student activities.

Goal 1.3 – Recognize both faculty and staff through a University-wide “culture of recognition.”

Academic Master Goal #2

Provide and maintain facilities appropriate for the University’s academic and co-curricular programs.

Goal 2.1 – Better accommodate the basic functional aspects of campus life by enhancing space utilization and providing facilities of high quality and sufficient quantity to support all strategic programs and services of Angelo State University.

Objective 2.1.1 – Complete the one-stop shop for student services that will house the Registrar, Admissions, Residence life, Financial Aid, One Card Center, Bursar’s office, the Graduate School, a Center for Multicultural Studies, Center for International Studies, and a Center for Security Studies.

Objective 2.1.2 – Provide a new building to support students, faculty, and staff in the College of Nursing and Allied Health in order to meet the special needs of health professions education.

Objective 2.1.3 – Begin active planning for space utilization and other facilities supporting programs in high demand areas and programs of distinction.

Objective 2.1.4 – continue to address facility needs addressed in the Centennial Master Plan.

Goal 2.2 – Provide modern, well-equipped facilities sufficient to meet the requirements of state-of-the-art learning environments in all programs and to include all levels of information technology.

Objective 2.2.1 – Complete the Learning Commons in the Porter Henderson Library.

Objective 2.224 – Provide for consistence maintenance and repair of all capital equipment utilized in academic programs.

Goal 2.3 – Provide modern, well-equipped facilities sufficient to meet the requirements of co-curricular environments.

Objective 2.3.1 – Establish a recreation center with modern amenities for student usage.

Objective 2.3.2 – Establish a Center for Student Involvement with multiple use rooms that are in a high profile area within the University Center.

Academic Master Goal #3

Recruit, retain and graduate, in numbers consistent with increased goals for enrollment and retention, an academically qualified student body reflecting the diversity of the region, the state, and the nation.

Goal 3.1 – Structure and Support

Objective 3.1.1 – Create a Vice President for Student Affairs to lead a new Division of Student Affairs comprised of the following units:

- Residence Life
- Registrar
- Admissions
- Financial Aid
- Center for Academic Excellence

- First Year Experience Program
- Advising Center
- Career Services
- Student Life (Student Services and Student Involvement)
- Counseling Center/Health Clinic
- Campus Recreation
- Multi-Cultural Program

Objective 3.1.2 – Increase staff support in Student Services. In particular consider dedicated staff to cover ADA/ student disability and the student discipline/judicial process.

Objective 3.1.3 – Expand membership of the Student Support and Retention Council to include students, parents, and a representative from institutional research under the leadership of the Vice President for Student Affairs.

Goal 3.2 – Student Success and Retention Initiatives

Objective 3.2.1 – Create a comprehensive program of student success and retention programs and initiatives that provide service to a broad range of students. Programs must have clear, measurable objectives, specific goals, and regular review and revision.

Objective 3.2.2 – Prior to arrival on campus, administer to all new students an instrument such as the Student Strengths Inventory or the Student Readiness Inventory in order to identify needs and provide broad-based, early and intrusive support and retention programs.

Objective 3.2.3 – Participate in current studies that allow admissions and financial aid to focus on post admissions students at moderate risk of not attending ASU.

Objective 3.2.4 – Utilize both national and state student data bases to track students who leave ASU before they graduate and use the information to create better retention and intervention initiatives.

Objective 3.2.5 – Increase the role of parents, students, and faculty in student success and retention programs.

Objective 3.2.6 – Provide training for faculty to improve academic student advising at the departmental level.

Objective 3.2.7 – Establish specific goals for rates of retention and perseverance to graduation.

Objective 3.2.8 – Seek external grants that focus on student support.

Objective 3.2.9 – Study the feasibility of child care to enable students and staff with children to attend or work at Angelo State University.

Goal 3.3 – Admission Standards

Objective 3.3.1 – Study the impact of admission standards on rates of retention and perseverance to graduation.

Academic Master Goal #4

Develop and expand both undergraduate and graduate curricula and co-curricula to support students' intellectual and personal growth, to address issues relevant to society, and to meet the demands of State of Texas initiatives and the marketplace.

Goal 4.1 – Develop new and enhance existing undergraduate and graduate programs relevant to society that address Closing the Gaps 2015, Texas Workforce Cluster Initiatives, and market demand.

Strategy 4.1.1 – Focus on developing and implementing new programs in high demand areas and programs of distinction within each College.

Strategy 4.1.2 – Explore the opportunity of delivering new or existing programs through Hill Country Initiative sites as well as distance education and other non-traditional delivery methods.

Goal 4.2 – Support student intellectual and personal growth.

Strategy 4.2.1 – Focus on the enhancement of student intellectual and personal growth opportunities.

Academic Master Goal #5

Academic and academic support units will maintain a supportive, helpful environment for students, faculty, staff, community and alumni.

Goal 5.1 – Improve communication between academic and academic support units.

Strategy 5.1.1 – Establish a central point of contact to disseminate information, maintain a “Who to Contact” directory, and maintain University Frequently Asked Questions.

Goal 5.2 – Encourage a campus culture of courtesy and civility.

Academic Master Goal #6

Develop and enhance external partnerships, collaborations, and funding opportunities.

Goal 6.1 – Develop and enhance partnerships and collaborations.

Objective 6.1.1 – Develop collaborations with ASU vendors, local businesses, schools, political organizations, and medical facilities that benefit from the success of ASU.

Objective 6.1.2 – Form a Hispanic leadership/recruiting group to increase the number of Hispanic students on campus and to address concerns of the Hispanic business community.

Objective 6.1.3 – Develop and implement a comprehensive “faculty practice plan” for faculty wanting to participate in patient care.

Objective 6.1.4 – Explore future opportunities with TTUHSC for the rotation of medical students/residents (e.g. family practice, obstetrics, pediatrics) in San Angelo Health facilities including the school-based clinic.

Objective 6.1.5 – Promote collaborations with all regional educational entities.

Objective 6.1.6 – Develop a Center for Rural Health, Wellness, and Rehabilitation.

Objective 6.1.7 – Promote and pursue collaborations with Goodfellow Air Force Base and other military institutions.

Objective 6.1.8 – Promote collaborations with the Texas Tech University Museum for the Natural Histories Collection and its curators.

Objective 6.1.10 – System-wide career network, which includes job postings, career services, and alumni relations.

Objective 6.1.11 – Promote additional inter-institutional agreements.

Objective 6.1.12 – Continued support of Community Development Initiatives, School-based Health Clinics, other health and wellness initiatives, and other community initiatives.

Objective 6.1.13 – Increase departmental involvement in the Hill Country Initiative.

Goal 6.2 – Increase and Enhance Funding Opportunities.

Objective 6.2.1 – Improve communication among faculty, administration, Office of Sponsored Projects, Alumni Relations, and the Development Office.

Objective 6.2.2 – Increase interdepartmental and institutional collaborations when seeking external funding for new degree programs.

Objective 6.2.3 – Develop a plan for release time for grant-writing, proposal development, and grant management.

Objective 6.2.4 – Collective university-wide effort to pursue public and private funds.

Objective 6.2.5 – Continue to explore future legislative funding for projects that benefit the citizens of Texas, particularly in health care, education, and economic development.

Academic Master Goal #7

Regularly assess and evaluate all institutional functions and programs to assure continuous improvement and to maximize efficiencies.

Goal 7.1 – All units will develop and implement assessment plans, the results of which will influence the University's budget allocations.

Goal 7.2 – To support institutional units, the University will deliver appropriate information technology and data analysis.