



Vision

Provide exceptional experiences that prepare our graduates to positively impact communities.

Mission

Create innovative curricula, high-quality scholarship, and service-learning opportunities to inspire our diverse students to positively impact the future.

Values

Multicultural Competence

- Develop knowledge, awareness, and sensitivity for multicultural relationships and promoting them in the classroom and beyond.
- Provide opportunities for students to interact and function professionally in real-world settings.
- Promote and advocate the dignity and rights of the Lamar University Community in teaching, research, and service.

Innovation

- Commit to innovative, relevant teaching methods that provide access to curricula in Southeast Texas and beyond through multiple platforms.
- Provide collaborative relevant research opportunities at both undergraduate and graduate levels.

Community and Economic Development

- Create sustainable partnerships to develop programs and businesses in Southeast Texas.
- To be the hub for economic, workforce, and human development in Southeast Texas.
- Mentor students for success and contributions/leadership in the learning process and academic discipline.

Quality

- Focus on continuous improvement to develop innovative curricula, scholarship, and service learning.
- Instill a code of ethics and professionalism in our diverse faculty and students.

Measures of Our Success

These key areas of measurement track the fulfillment of our mission:

- *Community of collaboration* – Number and depth of mentorships, external partnerships, and inter-departmental collaborations, and alumni engagement.
- *Innovative curricula* –Depth of student learning, digital literacy, and exposure to professional experiences.

- *Scholarship* – Peer-reviewed publications, collaborative publications, undergraduate and graduate research collaborations and presentations, research collaborations with community stakeholders, and externally funded projects.
- *Service learning* – Number of service/observation hours and diversity of locations.
- *Impact* – Retention and graduation rates, the extent to which the education and experience at the College enhance alumni career attainment and personal fulfillment.

Goal Statements

I. Academic Excellence

Demonstrated ability to perform, achieve, and excel in scholastic activities.

Goal 1: Recruit and retain highly qualified faculty, staff, and students.

Goal 2: Create Multicultural applied learning opportunities to advance creativity, interdisciplinary dialogue, and service learning.

Goal 3: Deepen 21st-Century literacy for our students through our pedagogy as well as throughout the College.

Goal 4: Create infrastructure to initiate and sustain research.

Goal 5: Provide ongoing professional learning for faculty, staff, students, and other stakeholders.

II. Student Success

Empower our students to become exemplary professionals to make a lasting impact on their respective fields and the communities they serve.

Goal 1: Practice open, inclusive, and transparent communication where everyone has a voice.

Goal 2: Promote a culture of collegiality and cohesiveness by embracing the talents of our students, faculty, and staff.

Goal 3: Share and disseminate faculty and student research outcomes with professionals and scholars who can best benefit from our insights.

III. Student, Faculty, and Community Engagement

Develop and sustain partnerships that empower students, faculty, and alumni to impact their communities.

Goal 1: Ensure that students understand the value of collegiate and social involvement professionally through increased student engagement.

Goal 2: Model professional relationships through faculty and student engagement in professional learning activities.

Goal 3: Enhance partnerships through university-sponsored community engagement events.

IV. Effective Outcomes

Engage in enduring partnerships that are mutually beneficial to students, alumni, partner organizations, and diverse educational stakeholders for continuous improvement and positive

impact on the educational community.

Goal 1: Advance professional excellence through deep engagement with partner organizations.

Goal 2: Engage alumni in meaningful, mutually beneficial events and projects that promote the exchange of ideas and enhance connections between alumni, faculty, staff, students, and other members of our community.

Goal 3: Develop the infrastructure for external relations.

Goal 4: Build enduring partnerships with diverse stakeholders who add to and benefit from engagement with the College.

Goal 5: Share and disseminate faculty and student research outcomes with the professionals and scholars who can best benefit from our insights.

Accountability

Successful implementation of this plan requires unity of effort across the College. A leadership group drawn from the strategic planning committee will steward the implementation of the plan and ensure that every student, every faculty member, every staff member, and our partners in the community understand the benefits of accomplishing the plan and how they can contribute to this success. The leadership team will advise the Dean on prioritization of the strategies and specific action steps, update the plan periodically, and utilize the ‘measures of our successes’ to track our progress.