



# Strategic Plan

2022-2024

## GSBS Strategic Goals

In order to effectively accomplish its mission, the Graduate School is committed to the following strategic goals:

1. To recruit highly qualified and diverse students into the GSBS programs;
2. To enhance GSBS academic and training experiences for all students;
3. To develop and enhance academic programs on all campuses that reflect targeted educational needs
4. To provide leadership in the advancement of knowledge through research and scholarship;
5. To promote student development and wellness through training and informational workshops

While the Strategic Goals summarize the ultimate direction of the Graduate School, they are accomplished through the achievement of specific strategies and objectives that are outlined below:

### Strategic Goal 1

To recruit a highly qualified and diverse student body into GSBS programs

Strategy 1.1 Provide competitive financial packages for recruitment of students

*Objective 1.1.1 Continue to expand the Dean's Scholars Program*

*Objective 1.1.2 Ensure regionally competitive salaries*

*Objective 1.1.3 Provide fee waiver incentives*

*Objective 1.1.4 Pay tuition & fees for all doctoral students*

*Objective 1.1.5 Pay health insurance for all doctoral students*

*Objective 1.1.6 Increase the number of student scholarships*

Strategy 1.2 Increase recruitment activities

*Objective 1.2.1 Travel to diverse campuses to recruit students*

*Objective 1.2.2 Increase number of domestic students that interview and tour campus (paid visit for accepted PhD applicants)*

*Objective 1.2.3 Track recruitment activities through Slate software*



*Objective 1.2.4 Continually improve SABR (Summer Accelerated Biomedical Research) and AABRI (Amarillo & Abilene Biomedical Research Internship) experiences*

*Objective 1.2.5 Implement early admissions programs including GEAR (Graduate Early Admittance for Research)*

*Objective 1.2.6 Create recruitment videos for the graduate programs as well as targeted advertisements.*

## Strategic Goal 2

To improve GSBS academic and training outcomes for all students

Strategy 2.1 Increase exposure to diverse biomedical career opportunities

*Objective 2.1.1 Improve and expand the annual Student and Faculty Retreat*

*Objective 2.1.2 Expand the seminar series and journal clubs to expose students to the diversity of biomedical careers*

*Objective 2.1.3 Continue to develop the GSBS student mentoring resources*

*Objective 2.1.4 Support continued exchange of scientific ideas and collaboration between faculty and graduate students through Student Research Week and Annual Research Days.*

*Objective 2.1.5 Workshops with GSBS Alumni that focus on employment in industry (Biotechnology, Pharmaceutical "Homecoming seminar", Biomedical, etc.)*

Strategy 2.2 Conduct systematic assessment of student learning outcomes in all academic degree programs and demonstrate the use of results for program improvements

*Objective 2.2.1 Continually track student learning outcomes and assessment plans for all academic degree programs (WEAVE)*

*Objective 2.2.2 Revise course syllabi with course objectives that are linked to student learning outcomes*

*Objective 2.2.3 Use rubrics as measures for oral presentations, seminars, and research projects*

*Objective 2.2.4 Track presentations and publications*

Strategy 2.3 Improve student access to resources for enhancing their academic performance

*Objective 2.3.1 Continuous improvement and use of the student-based tutoring program*



*Objective 2.3.2 Assess quality of resources through graduation/exit surveys*

*Objective 2.3.3 Evaluate Core Curriculum Coordination (CCC) Committee oversight of:*

- *Curriculum development*
- *Training of faculty for online/TechLink courses*
- *Assessing strategies for monitoring student progress*

Strategy 2.4 Conduct ongoing systematic program reviews to determine that all programs have the appropriate faculty, students and resources to effectively meet their educational objectives

*Objective 2.4.1 Disseminate program review policy to all programs*

*Objective 2.4.2 Conduct program reviews so that all programs are reviewed on a ten-year cycle*

*Objective 2.4.3 Use assessment results to revise and improve program action plan*

*Objective 2.4.4 Ensure that Ph.D. programs are organizationally aligned.*

Strategy 2.5 Conduct ongoing assessment of graduates' employment opportunities and success in the workplace

*Objective 2.5.1 Improve alumni relations through newsletters, homecoming seminars, social media, national meeting receptions, etc.*

*Objective 2.5.2 Distribute exit survey/questionnaire to all graduates*

*Objective 2.5.3 Track and disseminate employment of GSBS graduates to strengthen alumni network*

### Strategic Goal 3

To develop and enhance academic programs that reflect targeted educational needs.

Strategy 3.1 Promote educational opportunities within existing master's programs

*Objective 3.1.1 Maintain excellence in the Masters in Graduate Medical Education Sciences program*

*Objective 3.1.2 Expand the existing Pharmaceutical Sciences MS program.*

*Objective 3.1.3 Grow the Biotechnology MS program by increasing recruitment activities.*

*Objective 3.1.4 Explore opportunities to create new concentrations*



## Strategic Goal 4

To foster the advancement of knowledge through research and scholarship

### Strategy 4.1 Increase research funding and success

*Objective 4.1.1 Assist in the recruitment of additional faculty with active research programs*

*Objective 4.1.2 Maintain faculty expertise aligned with specific program needs*

*Objective 4.1.3 Maintain research opportunity page on Website*

*Objective 4.1.4 Increase collaborative efforts with all HSC faculty*

*Objective 4.1.5 Offer workshops to mentor students*

*Objective 4.1.6 Create opportunities to integrate Post-docs into GSBS activities and continue to strengthen rapport with Office of Research*

### Strategy 4.2 Collaborate with other stakeholders at the TTUHSC to develop GSBS scholarship funds

*Objective 4.2.1 Continue fundraising efforts for GSBS scholarships*

*Objective 4.2.2 Expand fundraising events during Student Research Week*

## Strategic Goal 5

Initiatives to promote student development and wellness

### Strategy 5.1 Promote student development through training workshops

*Objective 5.1.1 Workshops that promote submission of Predoctoral Fellowships*

*Objective 5.1.2 Workshops that help students develop more effective LinkedIn profiles, curricula vitae, and resumes*

*Objective 5.1.3 Workshops that promote developing teaching portfolios and provide opportunities for teaching experiences*

*Objective 5.1.4 In partnership with TTUHSC Office of Research and Investigators (PI's) to establish an Office of Graduate Student Development and Postdoctoral Affairs*



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Strategy 5.2 Promote student wellness through informational sessions and events

*Objective 5.2.1 Mandatory sessions on mental health awareness, crisis assistance and suicide prevention*

*Objective 5.2.2 Annual Graduate Student Appreciation Luncheon*

*Objective 5.2.3 Monthly social gatherings that focus on wellness, inclusion, and diversity*