

West Texas A&M University

**Compact with The Texas A&M University System
FY 2008 – 2009**

MISSION

West Texas A&M University, a member of The Texas A&M University System, is a student-centered, learning community dedicated to educating tomorrow's leaders through innovative academic and co-curricular undergraduate and graduate programs. The University serves as the principal academic and cultural center of a multi-state region and is a significant catalyst for economic development by expanding the frontiers of knowledge through education, research, and consultation. Its faculty and staff prepare students for leadership roles both in their chosen careers and as citizens of the nation and the world. West Texas A&M University is committed to providing a technology-rich education, constantly improving its academically challenging educational experience, and engaging students through effective teaching and practical experiences involving inquiry, discussion, research, creative activities, experiential learning, and service. The University is committed to the intellectual, professional, and social growth of students by providing an education grounded in the liberal arts with opportunities to develop strong critical thinking and problem-solving skills, an understanding of cultural diversity, a commitment to ethical behavior, an appreciation for the fine arts and humanities, and a desire for life-long learning.

VISION

West Texas A&M University is a progressive university that provides a superior academic experience in an engaged, student-centered environment supported by a pioneering spirit that fosters critical thinking and social responsibility.

WTAMU seeks to be a first choice institution – first choice for students, for faculty and staff, and for employers and graduate schools. When prospective students are thinking about pursuing a university education in a field in which WTAMU has a degree program, we want WT to be their first choice. When a prospective faculty or staff member is thinking of a university in which to be employed, we want WT to be their first choice. When an employer is looking for a graduate to hire, we want WT to be their first choice. And when graduate schools come looking for graduate students, we want WT to be their first choice.

CEO STATEMENT

Priorities outlined in this Compact are taken directly from the current version of the West Texas A&M University Strategic Plan. The list of “Budget Impact and/or Resources Required” for each priority likewise are taken directly from the WTAMU Financial Plan in support of its Strategic Plan.

Priorities listed are at the core of what WTAMU is all about: the recruitment, retention, and education of a larger and more diverse student body in a student-centered learning environment; and an increase in the creation and dissemination of new knowledge through basic and applied research.

Development of the Compact involved the President’s Executive Team and the Steering Committee of the University Planning Committee. Additionally, discussions regarding the nature and content of the Compact were held with the Faculty Senate, the President’s Council (VP’s, deans and directors of major departments), the WTAMU University Council (VP’s, deans and department heads of all academic and non academic departments), and with the university community at a general Town Hall Meeting on Assessment and Accountability.

Priority # 1: Increase headcount enrollment to 9,000 and FTE enrollment to 7,000 by Fall 2011.

Link to Strategic Plan: Objective 2.1 of Imperative 2 of WTAMU Strategic Plan: Recruit, retain, and develop increasing numbers of students who will graduate from our programs, assume leadership roles in society, and meet the workforce needs of the region and state.

1st Objective of Priority # 1: Increase number of new first-time freshmen per year to 1,600 by Fall 2009. (Number of new first-time freshmen in Fall 2006 was 948.)

Strategies:

1. Double freshman applications from 1,936 to 4,000 by Fall 2009.
2. Purchase targeted search lists. Increase current senior high school prospect pool from 1,500 to 27,000 by Fall 2009.
3. Develop new marketing materials for distribution to future students during FY 2007-08.
4. Redesign the WTAMU web site to be more attractive and useful to future students commencing FY 2007-08.
5. Increase interaction of admission recruiters with counselors and future students across the State commencing Fall 2007. Visit each high school within a 100 mile radius twice a year once in the fall and once in the spring. (Included in each visit is making contact with the H.S. counselor and asking for a list of their 9th – 12th graders, as well as, setting possible dates to offer a presentation, or offering time to assist students in completing an application.) Visit targeted high schools outside of the 100 mile radius once a year.
6. Each year revise the curricula to develop at least one unique “niche market” academic program in each college that meets workforce needs commencing AY 2007-08.
7. Seek the highest level of accreditation that is deemed appropriate for all programs that have accrediting bodies by 2011. Request for initial accreditation review by AACSB for the College of Business is anticipated in AY 2010-11. Request for initial accreditation review by NCATE for education programs is anticipated in AY 2010-11. Request for initial accreditation review by ACEJMC for the Department of Communications is anticipated in AY 2011-12.
8. Provide an annual budget to provide a technology-rich environment in all campus facilities by adding or upgrading at least five smart classrooms and/or laboratories each year and training for faculty and staff to ensure that the technology is used to the greatest advantage in student engagement commencing FY 2007-08.
9. Provide an annual budget to refurbish teaching facilities and learning spaces on campus (new furniture, wall coverings and floor coverings) commencing FY 2007-08.

Performance Measures:

1. Increase number of new first time freshmen to 1,200 by Fall 2008.
2. Increase number of new first time freshmen to 1,600 by Fall 2009.

Budget Impact and/or Resources Required:

1. \$107,000 per year for two new WT recruiters. (Funding Source: Tuition increases associated with \$15/sch tuition rate increase in FY 2007-08 – Currently budgeted).
2. \$16,350 per year for purchase of targeted search list. (Funding Source: Tuition revenue increases associated with projected 2 percent enrollment increase in FY 2007-08).
3. \$25,000 per year travel funds to increase visits to high schools by WT recruiters. (Funding Source: Tuition revenue increases associated with projected 2 percent enrollment increase in FY 2007-08).
4. \$5,000 per year to increase funding for Campus Service students to recruit new students. (Funding Source: Tuition revenue increases associated with projected 2 percent enrollment increase in FY 2007-08).
5. \$8,000 per year for materials to welcome future students to campus. (Funding Source: Tuition increases associated with \$15/sch tuition rate increase in FY 2007-08 – Currently budgeted).
6. \$18,400 per year for student workers to contact by phone future students. (Funding Source: Tuition revenue increases associated with projected 2 percent enrollment increase in FY 2007-08).
7. \$104,250 for purchase of Recruitment PLUS software in Fall 2007. (Funding Source: HEAF – Currently budgeted)
8. \$300,000 per year will be allocated to the development of smart classrooms. (Funding Source: Technology Fee – Currently budgeted).
9. \$100,000 per year will be allocated to the renovation of classrooms. (Funding Source: HEAF – Currently budgeted).

Challenges to Success:

1. Ability to develop appropriate and resonant marketing messages within a short timeline.
2. Generation of sufficient inquiries to produce the needed number of applications.
3. Short timeline for implementation of inquiry communication system.

Collaboration/Support Needed (Internal and External to A&M System):

1. Share information with other universities in TAMUS regarding state-wide prospects and applicant pool.
2. Coordination other universities in TAMUS our messages regarding System benefits, campus options.
3. Support from high school counselors in both public and private high schools.

2nd Objective of Priority # 1: Improve the first-year student retention rate of new first-time freshmen by four percentage points by Fall 2009.

Strategies:

1. Redesign the student advising process by Fall 2008 to ensure that all students are assigned a competent and engaged academic advisor.
2. Initiate a Student Success Center that provides “one-stop” access to academic and student success services by the end of Fall 2007.
3. By the end of Fall 2007, establish a “First Alert Program” to require undergraduate students who are not meeting academic expectations or who are missing classes to attend personal and/or academic counseling.
4. Accelerate the schedule of construction and renovation of residence halls and begin construction of a new freshman residence hall with learning community facilities by or before Fall 2009.

Performance Measures:

1. Increase the retention rate of new first time freshmen vis-à-vis the five-year average of 64.65 percent (average over period Fall 2001-2006) by two percentage points by Fall 2008.
2. Increase the retention rate of new first time freshmen vis-à-vis the five-year average of 64.65 percent (average over period Fall 2001-2006) by four percentage points by Fall 2009.

Budget Impact and/or Resources Required:

1. \$225,000 per year for stipends (plus benefits) for a corps of 12 faculty members to provide advising to freshmen and sophomores in the Student Success Center. (Funding Source: Advising Fee established Fall 2007 – Currently budgeted).
2. \$7,200 per year for stipends (plus benefits) for faculty members to provide advising during New Student Orientations for new freshmen. (Funding Source: Advising Fee established Fall 2007 – Currently budgeted).
3. \$14,000 per year for graduate assistants to work in the Student Success Center. (Funding Source: Advising Fee established Fall 2007 – Currently budgeted).
4. \$5,000 per year for student workers to work in the Student Success Center. (Funding Source: Advising Fee established Fall 2007 – Currently budgeted).
5. \$19,064 per year to replace funds transferred from CAMP in support of the STARR Center. (Funding Source: Advising Fee established Fall 2007 – Currently budgeted).
6. \$25,000 per year for M&O and travel in support of Student Success Center. (Funding Source: Advising Fee established Fall 2007 – Currently budgeted).

Challenges to Success:

1. Implementation of a completely new approach with advising (use of faculty advisors in the advising center).
2. Limited residential (on-campus) housing for undergraduate students.

Collaboration/Support Needed (Internal and External to A&M System):

1. All programs across campus must be committed to enhancing retention for progress to be made.

3rd Objective of Priority # 1: Increase the number of transfer students entering WTAMU from 698 per year to 1,130 or more students per year by Fall 2009.

Strategies:

1. Commencing AY 2007-08, establish advanced articulation agreements with the area's four major community colleges: Amarillo College, Frank Phillips College, Clarendon College, and South Plains College.
2. Commencing AY 2008-09, create joint degree programs with community colleges.
3. Commencing AY 2009-10, place academic advisors on the campuses of the area's four major community colleges.
4. Each year revise the curricula to develop at least one unique "niche market" academic program in each college that meets workforce needs commencing AY 2007-08.
5. Seek the highest level of accreditation that is deemed appropriate for all programs that have accrediting bodies by 2011. Request for initial accreditation review by AACSB for the College of Business is anticipated in AY 2010-11. Request for initial accreditation review by NCATE for education programs is anticipated in AY 2010-11. Request for initial accreditation review by ACEJMC for the Department of Communications is anticipated in AY 2011-12.
6. Provide an annual budget to provide a technology-rich environment in all campus facilities by adding or upgrading at least five smart classrooms and/or laboratories each year and training for faculty and staff to ensure that the technology is used to the greatest advantage in student engagement commencing FY 2007-08.
7. Provide an annual budget to refurbish teaching facilities and learning spaces on campus (new furniture, wall coverings and floor coverings) commencing FY 2007-08.

Performance Measures:

1. Increase the number of transfer student applications to WTAMU to 1,400 or more students per year by Fall 2008. (Number of transfer student applications as of 08.20.07 was 1,195.)
2. Increase the number of transfer students admitted to WTAMU to 1,200 or more students per year by Fall 2008. (Number of transfer student admitted as of 08.20.07 was 850.)
3. Increase the number of transfer students enrolled at WTAMU to 900 or more students per year by Fall 2008. (Number of transfer student enrolled as of 12th class day Fall 2007 was 822.)
4. Increase the number of transfer students enrolled at WTAMU to 1,130 or more students per year by Fall 2009. (Number of transfer student enrolled as of 12th class day Fall 2007 was 822.)

Budget Impact and/or Resources Required:

1. \$5,000 per year for increased advertising at community colleges. (Funding Source: Tuition revenue increases associated with projected 2 percent enrollment increase in FY 2007-08).
2. \$1,000 per year to purchase names from Phi Theta Kappa. (Funding Source: Tuition revenue increases associated with projected 2 percent enrollment increase in FY 2007-08).

3. \$50,000 per year for salary and benefits for a Transfer Coordinator to work in Student Success Center. (Funding Source: Advising Fee established Fall 2007 – Currently budgeted).
4. \$300,000 per year will be allocated to the development of smart classrooms. (Funding Source: Technology Fee – Currently budgeted).
5. \$100,000 per year will be allocated to the renovation of classrooms. (Funding Source: HEAF – Currently budgeted).

Challenges to Success:

1. Increasing number of similar articulation agreements of other four-year universities (competition).
2. Increasing economic demands for students to enter the workforce after completing a two-year degree or certificate, rather than transfer and complete a four-year degree.

Collaboration/Support Needed (Internal and External to A&M System):

1. Community college partners.
2. Appropriate articulation agreements with community colleges.
3. Cooperation of colleges/departments to work with faculty and administrators at community colleges.

Priority # 2: Increase by 2011 the ethnic diversity of the student body. Increase the diversity of the freshman application pool to 10% African American and 35% Hispanic. Increase the diversity of the admitted freshman class to 8% African American and 30% Hispanic. Increase the diversity of the enrolled freshman and transfer classes to 8% African American and 25% Hispanic.

Link to Strategic Plan: Strategy 2.1.4 of Imperative 2 of WTAMU Strategic Plan: Recruit, retain, and develop increasing numbers of students who will graduate from our programs, assume leadership roles in society, and meet the workforce needs of the region and state.

1st Objective of Priority # 2: Increase the ethnic diversity of the enrolled new freshman and transfer classes to 5% African American and 18% Hispanic by Fall 2009.

Strategies:

1. Commencing FY 2007-08, enhance marketing plan to target diverse student populations by advertising in relevant publications and media outlets (i.e. Univision, culture-relevant newspaper and radio entities). Market areas include all major metropolitan areas of Texas.
2. Purchase search lists that help reach enrollment targets for diversification of freshman class. (i.e. National Hispanic Honors list.), commencing FY 2007-08.
3. Commencing AY 2008-09, establish stronger relationships with regional high school counselors and offer informational sessions geared to reach 1st generation students and ethnically diverse students.
4. Commencing FY 2007-08, coordinate with the CAMP, Talent Search, and Upward Bound programs to make better use of our human resources, and prospective student information.
5. Commencing FY 2007-08, contact larger churches in the region whose congregations are ethnically diverse to offer informational sessions about the opportunities and benefits of post-secondary education.

Performance Measures:

1. Increase the proportion of new first-year students enrolled in Fall 2008 to 6% African American and 20% Hispanic.
2. Increase the proportion of new transfer students enrolled in Fall 2008 to 6% African American and 16% Hispanic.
3. Increase the proportion of new first-year students enrolled in Fall 2009 to 7% African American and 22% Hispanic.
4. Increase the proportion of new transfer students enrolled in Fall 2009 to 7% African American and 18% Hispanic.

Budget Impact and/or Resources Required:

1. \$5,000 per year for increased advertising commencing FY 2007-08. (Funding Source: Tuition increases associated with \$15/sch tuition rate increase in FY 2007-08 – Currently budgeted).

2. \$1,000 per year for purchase of names from NHH of future Hispanic students commencing FY 2007-08. (Funding Source: Tuition revenue increases associated with projected 2 percent enrollment increase in FY 2007-08).
3. \$5,000 per year to target minority and first generation future students at local high schools commencing FY 2007-08. (Funding Source: Tuition revenue increases associated with projected 2 percent enrollment increase in FY 2007-08).

Challenges to Success:

1. Competition among institutions of higher education for students of color.
2. Academic preparation among applicants could hinder ability for WTAMU to make a sufficient number of admission offers.

Collaboration/Support Needed (Internal and External to A&M System):

1. Share information with other universities in TAMUS regarding state-wide prospects and applicant pool.
2. Coordination other universities in TAMUS our messages regarding System benefits, campus options.
3. Community organizations (i.e., churches, NAACP), parents, and partner institutions/counselors (i.e., ACE program, public and private middle schools and high schools).

Priority # 3: Increase faculty research output such that 70 percent of faculty have peer-reviewed scholarly and/or creative output each year, and externally funded research expenditures from all sources to at least \$8 million per year by FY 2009-10.

Link to Strategic Plan: Imperative 4 of WTAMU Strategic Plan: Support individual scholarly and/or creative accomplishment across the university while developing “Centers of Excellence” in select areas of particular strength and importance to the region and increasing cross-college collaboration in these and other emerging areas.

1st Objective of Priority # 3: Increase the percentage of full-time faculty having peer-reviewed scholarly and/or creative output each year to at least 70 percent.

Strategies:

1. By the end of AY 2007-08, ensure faculty policies regarding annual evaluations, promotion, tenure, merit pay, and retention reflect requirement for peer-reviewed scholarly and/or creative output each year.
2. In FY 2007-08, provide additional funds per year to be administered by the Provost in support of faculty research.
3. Provide additional funds each year to support graduate research assistantships.
4. By end of FY 2008-09, establish at least four endowed professorships to support faculty research.
5. By end of FY 2010-11, establish at least ten endowed professorships to support faculty research.
6. By end of FY 2010-11, establish at least three endowed faculty chairs.
7. By FY 2008-09, provide at least \$50,000 each year for faculty summer research stipends.
8. In AY 2008-09, establish an undergraduate student research program through the Office of the Dean of the Graduate School and Research to promote undergraduate participation in research and/or creative activity.

Performance Measures:

1. Sixty-five percent of full-time faculty will have had a peer-reviewed scholarly and/or creative output in CY 2007. (Currently, approximately 60 percent of full-time faculty will have had a peer-reviewed scholarly and/or creative output in a given calendar year.)
2. Sixty-seven percent of full-time faculty will have had a peer-reviewed scholarly and/or creative output in CY 2008. (Currently, approximately 60 percent of full-time faculty will have had a peer-reviewed scholarly and/or creative output in a given calendar year.)

Budget Impact and/or Resources Required:

1. By the beginning FY 2008-09, provide additional funds in the amount of \$50,000 per year to be administered by the Provost in support of faculty research. (Funding Source: Tuition increases associated with proposed tuition rate increase in FY 2008-09 – range of \$5.00 to \$12.50 per sch).
2. Raise from private donors and/or foundations at least \$1,000,000 by the end of FY 2010-11 in support of endowed professorships.

3. Raise from private donors and/or foundations at least \$5,000,000 by the end of FY 2010-11 in support of endowed chairs.
4. By FY 2008-09, provide at least \$50,000 each year for faculty summer research stipends. (Funding Source: Tuition increases associated with proposed tuition rate increase in FY 2008-09 – range of \$5.00 to \$12.50 per sch).
5. During FY 2007-08, provide funds in the amount of \$25,000 per year to be administered by the Office of the Dean of the Graduate School and Research in support of undergraduate student research. (Funding Source: Tuition revenue increases associated with projected 2 percent enrollment increase in FY 2007-08).

Challenges to Success:

1. Reduction of teaching loads for certain faculty involved in research and development may be difficult due to limitations on the number of qualified part-time instructors in the region.
2. Federal and state support for research is being reduced and the number of grant proposals submitted to agencies is increasing.

Collaboration/Support Needed (Internal and External to A&M System):

1. The A&M System can provide letters of support for grant proposals to federal and state agencies.
2. Enhanced processes need to be established to encourage and facilitate joint research with faculty from various campuses in the System.
3. Office of Technology/Commercialization
4. Federal Relations Office

2nd Objective of Priority # 3: Increase the total income from all external research sources to at least \$15 million per year by FY 2009-10.

Strategies:

1. Hire a new Director of Sponsored Research by the end of Calendar Year 2007.
2. By the end of AY 2007-08, ensure faculty policies regarding annual evaluations, promotion, tenure, merit pay, and retention reflect requirement for peer-reviewed scholarly and/or creative output each year.
3. In FY 2007-08, provide additional funds per year to be administered by the Provost in support of faculty research.
4. In FY 2007-08, provide additional funds each year to support graduate research assistantships.
5. By FY 2010-11, establish at least ten endowed professorships to support faculty research.
6. By FY 2010-11, establish at least three endowed faculty chairs.
7. By FY 2008-09, provide at least \$50,000 each year for faculty summer research stipends.
8. In AY 2008-09, establish an undergraduate student research program through the Office of the Dean of the Graduate School and Research to promote undergraduate participation in research and/or creative activity.

Performance Measures:

1. Externally funded research expenditures from all sources will increase to at least \$7 million per year by the end of FY 2007-08.
2. Externally funded research expenditures from all sources will increase to at least \$7.5 million per year by the end of FY 2008-09.

Budget Impact and/or Resources Required:

1. By the beginning FY 2008-09, provide additional funds in the amount of \$50,000 per year to be administered by the Provost in support of faculty research. (Funding Source: Tuition increases associated with proposed tuition rate increase in FY 2008-09 – range of \$5.00 to \$12.50 per sch).
2. Raise from private donors and/or foundations at least \$1,000,000 by the end of FY 2010-11 in support of endowed professorships.
3. Raise from private donors and/or foundations at least \$5,000,000 by the end of FY 2010-11 in support of endowed chairs.
4. By FY 2008-09, provide at least \$50,000 each year for faculty summer research stipends. (Funding Source: Tuition increases associated with proposed tuition rate increase in FY 2008-09 – range of \$5.00 to \$12.50 per sch).
5. During FY 2007-08, provide funds in the amount of \$25,000 per year to be administered by the Office of the Dean of the Graduate School and Research in support of undergraduate student research. (Funding Source: Tuition revenue increases associated with projected 2 percent enrollment increase in FY 2007-08).

Challenges to Success:

1. Research budgets of federal and state agencies may be reduced while the number of grant proposals submitted to agencies is increasing.

Collaboration/Support Needed (Internal and External to A&M System):

1. The A&M System can provide support for grant proposals to federal and state agencies.
2. The A&M System can support “legislative days” during which faculty researchers from universities in the System can visit agencies and representatives in Washington, DC and Austin.
3. Obtain roster of researchers within TAMUS with similar research interests.

Priority # 4: Enhance student learning – enhance critical skills, competencies, and knowledge.

Link to Strategic Plan: Imperative 1 of WTAMU Strategic Plan: Develop and maintain the processes, programs, and facilities necessary to provide our students with a superior, student-centered learning environment consistent with the university's mission and core values.

1st Objective of Priority # 4: Enhance students' ability to think critically as measured by the California Test of Critical Thinking.

Strategies:

1. Implement administration of the California Test of Critical Thinking (CTCT) to freshmen and seniors during AY 2007-08 to establish benchmark data.
 - a. In Fall 2007, all freshmen in IDS courses will take the CTCT.
 - b. In Spring 2008, seniors in a select set of capstone courses will take the CTCT.
 - c. In AY 2008-09, the CTCT will be administered to all freshmen and seniors.
2. Commencing AY 2007-08, revise the core curriculum to provide practical course content in all core courses and synergy between the core courses.
3. Commencing AY 2007-08, provide opportunities for Study Abroad and Semester Exchanges in other countries by developing each year at least two international student exchange agreements with universities having compatible academic programs.
4. In AY 2008-09, establish an undergraduate student research program through the Office of the Dean of the Graduate School and Research to promote undergraduate participation in research and/or creative activity.
5. Commencing AY 2007-08, increase student engagement in student organizations, leadership development, service-learning, and community service volunteer activities by providing quality advising and opportunities for co-curricular involvement.
6. During FY 2007-08, reorganize the Office of the Provost to better coordinate student engagement, leadership development, service-learning, and community service volunteer activities.

Performance Measures:

1. Establish pretest baseline measure of inductive, deductive, analysis, and inference skills from California Test of Critical Thinking in fall 2007 for entering freshmen and graduating seniors.
2. Establish comparative results for the California Test of Critical Thinking with similar institutions
3. Create performance measures for improving student learning and critical thinking skills for AY 2008-09 and AY 2009-10 based on baseline test results for inductive, deductive, analysis, and inference skills and total critical thinking skill level scores.
4. NSSE results to exceed scores of 66 for freshmen and 62 for seniors for "Supportive Campus Environment" in AY 2008-09. (*Freshmen in Spring 2007 rated WTAMU in this category as 65.3; Seniors rated WTAMU in this category as 58.3. Average scores for freshmen and seniors in Texas A&M System were 62.2 and 61.9, respectively. Scores for freshmen and seniors for top 10 percent of all NSSE schools were 68.2 and 66.3, respectively.*)

5. NSSE results to exceed scores of 44 for freshmen and 52 for seniors for “Active and Collaborative Learning” in AY 200-08. (*Freshmen in Spring 2007 rated WTAMU in this category as 42.4; Seniors rated WTAMU in this category as 47.1. Average scores for freshmen and seniors in Texas A&M System were 40.6 and 51.9, respectively. Scores for freshmen and seniors for top 10 percent of all NSSE schools were 48.7 and 57.8, respectively.*)
6. NSSE results to exceed score of 30 for freshmen and 40 for seniors for “Enriching Education Experiences” in AY 2009-10. (*Freshmen in Spring 2007 rated WTAMU in this category as 27.3; Seniors rated WTAMU in this category as 33.1. Average scores for freshmen and seniors in Texas A&M System were 28.4 and 39.4, respectively. Scores for freshmen and seniors for top 10 percent of all NSSE schools were 32.4 and 50.3, respectively.*)

Budget Impact and/or Resources Required:

1. \$14,000 per year for administering the California Test of Critical Thinking. (Funding Source: Tuition increases associated with \$15/sch tuition rate increase in FY 2007-08 – Currently budgeted).
2. \$5,100 every other year for the administration of NSSE. (Funding Source: Currently in budget)
3. \$4,300 per year for administering CIRP in the fall and YFCY in the spring. (Funding Source: Currently in budget).
4. Allocate \$60,000 per year for support (support staff and materials) of the Office of Study Abroad. (Funding Source: Student Services Fee – Currently budgeted).
5. Establish an annual fund of \$5,000 to allow faculty to conduct peer assessments of Study Abroad programs. (Funding Source: Student Services Fee – Currently budgeted).
6. During FY 2007-08, provide funds in the amount of \$25,000 per year to be administered by the Office of the Dean of the Graduate School and Research in support of undergraduate student research. (Funding Source: Tuition revenue increases associated with projected 2 percent enrollment increases in FY 2007-08 – Currently budgeted).

Challenges to Success:

1. Developing a culture for assessment with students, faculty, and staff.
2. Assist faculty with implementing critical thinking skill building activities and assignments into core curriculum.
3. Faculty may not perceived curricular innovation as valuable to career development.

Collaboration/Support Needed (Internal and External to A&M System):

1. TAMUS continued support for the NSSE for all system schools.
2. TAMUS partnership with and support for the Texas Faculty Development Network.
3. Shared resources and best practices for faculty development workshops with TAMUS schools.
4. Greater value placed on curriculum innovation.

2nd Objective of Priority # 4: Enhance students' writing abilities as measured by the CAAP.

Strategies:

1. Implement administration of the CAAP to freshmen and seniors during AY 2007-08 to establish benchmark data.
 - a. In Fall 2007, all freshmen in IDS courses will take the CAAP.
 - b. In Spring 2008, seniors in a select set of capstone courses will take the CAAP.
2. Commencing AY 2007-08, revise the core curriculum to provide practical course content in all core courses and synergy between the core courses.
3. In AY 2008-09, establish an undergraduate student research program through the Office of the Dean of the Graduate School and Research to promote undergraduate participation in research and/or creative activity.
4. Expand operation of WT Writing Center, commencing AY 2007-08.
5. During FY 2007-08, reorganize the Office of the Provost to better coordinate student engagement, leadership development, service-learning, and community service volunteer activities.

Performance Measures:

1. Establish CAAP baseline data in core curriculum for writing skills, mathematics, and science tests during AY 2007-08.
2. Establish CAAP baseline data after completing core curriculum for essay and reading tests during AY 2007-08.
3. Establish comparative results for the CAAP with similar institutions during AY 2008-09.
4. Create performance measures for improving student learning during AY 2008-09 and AY 2009-10 based on baseline test results for writing skills, math, science, reading and essay CAAP scores.
5. Implement a revised core curriculum in Fall 2008.
6. Increase the student use of writing center services by 10% for AY 2008-09.

Budget Impact and/or Resources Required:

1. \$26,160 per year for administering CAAP. (Funding Source: Tuition revenue increases associated with projected 2 percent enrollment increase in FY 2007-08 – Currently budgeted).
2. Increase budget of WT Writing Center \$25,000 per year. (Funding Source: Tuition revenue increases associated with projected 2 percent enrollment increase in FY 2007-08 – Currently budgeted).
3. During FY 2007-08, provide funds in the amount of \$25,000 per year to be administered by the Office of the Dean of the Graduate School and Research in support of undergraduate student research. (Funding Source: Tuition revenue increases associated with projected 2 percent enrollment increase in FY 2007-08 – Currently budgeted).

Challenges to Success:

1. Developing a culture for assessment with students, faculty, and staff.
2. Increase faculty and student support for and awareness of writing center services.
3. Providing a context for core curriculum reform that minimizes territorialism and maximizes dedication to student learning.

Collaboration/Support Needed (Internal and External to A&M System):

1. TAMUS partnership with and support for the Texas Faculty Development Network.
2. Greater value placed on curriculum innovation throughout TAMUS.
3. TAMUS support for faculty enhancement funding for regional institutions.
4. TAMUS support for adequate formula funding.

3rd Objective of Priority # 4: Enhance students' knowledge in their respective majors.

Strategies:

1. Commencing AY 2007-08, revise the curriculum for each program, as appropriate, to ensure all WTAMU students prior to graduation participate in a culminating senior experience (capstone course, senior project or thesis, comprehensive exam, etc.).
2. Seek the highest level of accreditation that is deemed appropriate for all programs that have accrediting bodies by 2011. Request for initial accreditation review by AACSB for the College of Business is anticipated in AY 2010-11. Request for initial accreditation review by NCATE for education programs is anticipated in AY 2010-11. Request for initial accreditation review by ACEJMC for the Department of Communications is anticipated in AY 2011-12.
3. Implement by the end of AY 2008-09 the process for annual student learning outcomes assessments and feedback processes in undergraduate programs.
4. Conduct an intensive assessment review of each undergraduate academic program every five years, commencing AY 2008-09.
5. Commencing AY 2008-09, increase the opportunity for individual faculty attention to student learning by improving the student-faculty ratio.
6. During FY 2007-08, reorganize the Office of the Provost to better coordinate student engagement, leadership development, service-learning, and community service volunteer activities.

Performance Measures:

1. By AY 2009-10, NSSE scores by WTAMU seniors for the construct "Enriching Educational Experiences" will be at least statistically equivalent to the average for the Texas A&M System. (*Seniors in Spring 2007 rated WTAMU in this category as 33.1. Average score for seniors in the Texas A&M System was a 39.4. Average score for seniors for top 10 percent of all NSSE schools was a 50.3.*)
2. By AY 2009-10, scores achieved by WTAMU graduates on certification exams (i.e., CPA, Texas Educator Competency Exam (TExES), Health Education (TExES), NCLEX-RN, Fundamentals of Engineering (FE) exam, etc) will be statistically higher than the average for the Texas A&M System.

Budget Impact and/or Resources Required:

1. Allocate \$100,000 per year in support of accreditation efforts during FY 2008-09. (Funding Source: Tuition revenue increases associated with projected 3.5 percent enrollment increase in FY 2008-09).
2. Allocate \$60,000 per year in support of academic program reviews commencing FY 2008-09. (Funding Source: Tuition revenue increases associated with projected 3.5 percent enrollment increase in FY 2008-09).
3. During FY 2007-08, provide funds in the amount of \$25,000 per year to be administered by the Office of the Dean of the Graduate School and Research in support of undergraduate student research. (Funding Source: Tuition revenue increases associated with projected 2 percent enrollment increase in FY 2007-08 – Currently budgeted).

4. Allocate \$487,500 in support of new faculty positions in FY 2007-08; \$338,000 in support of new faculty positions in FY 2008-09. (Funding Source: Tuition revenue increases associated with projected 2 percent enrollment increase in FY 2007-08, 3.5 percent enrollment increase in FY 2008-09, and 3.5 percent enrollment increase in FY 2009-10).

Challenges to Success:

1. Increased funding for additional faculty.
2. Balancing need for enrollment increases with the need to improve quality of student admission standards.
3. Developing a culture for learning outcome assessment with students, faculty, and staff.

Collaboration/Support Needed (Internal and External to A&M System):

1. TAMUS support for faculty enhancement funding for regional institutions.
2. TAMUS support for adequate formula funding.
3. TAMUS partnership with and support for the TAMU Assessment conference and network.

Compact Review and Approval

Date: November 2, 2007

TAMUS Member: West Texas A&M University

Signature: [ORIGINAL SIGNED BY]

TAMUS Member CEO: J. Patrick O'Brien
President, West Texas A&M University

Signature: [ORIGINAL SIGNED BY]

TAMUS Chancellor: Michael D. McKinney
Chancellor, The Texas A&M University System