



Mission Statement

Lamar University engages and empowers students with the skills and knowledge to thrive in their personal lives and chosen fields of endeavor. As a doctoral granting institution, Lamar University is internationally recognized for its high quality academics, innovative curriculum, diverse student population, accessibility, and leading edge scholarly activities dedicated to transforming the communities of Southeast Texas and beyond.

Measures of Success

Lamar University utilizes a wide variety of detailed metrics to track progress toward operational goals, but the broad categories of measures below are the means by which we gauge fulfillment of our mission:

High quality academics - Reputation of our academic programs as measured by student achievement of learning outcomes, student placements after graduation, and appropriate rankings;

Innovative curriculum - Academic programs and curricula recognized throughout Southeast Texas and beyond as innovative in content, mode of delivery and pedagogy;

Diverse student populations - Broad measures of the diversity of our students, as well as faculty and staff, that are reflective of the Southeast Texas community;

Accessibility - Extent of access to, and utilization of, university services including admissions, financial aid, and academic support services for our residential and online students alike, with emphasis on access to faculty and key administrative personnel. We also gauge accessibility through the breadth and reach of our online programs;

Leading edge scholarship - Quality, quantity and impact of our scholarly and creative activities as indicated by appropriate measures such as publications in high quality scholarly presses and journals, citation rates, creative presentations and performances in important venues, and recognition of faculty for their academic and creative contributions to their respective disciplines.

How We Live Our Mission

Lamar University engages and empowers students by providing access to a wide variety of educational resources. Students enjoy state-of-the-art advising and counseling services, first year experiences, study abroad opportunities, retention and completion programs, and service engagement. The leadership roles, research opportunities, work-related internships and part-time employment options available make practical experience a fundamental part of a Lamar University education. Our commitment to students involves providing them with broad practical skills (e.g., problem solving, critical thinking, teamwork, oral and written communication) that allow Lamar University students and alumni to have an immediate impact in the workplace. Our decades-long reputation for work-readiness is consistently reinforced among the employers who hire Lamar University graduates.

Lamar University students thrive in their personal lives and chosen fields because we empower them with the advanced educational capacity to make choices and become leaders within their respective fields of endeavor and in the communities within which they live. Lamar University has a legacy of successfully matriculating first generation, economically disadvantaged and non-traditional college students and providing the educational opportunities they need to launch successful careers. Further, our alumni association provides networking opportunities for graduates as they explore options within their professions and in public service.

Lamar University is a doctoral granting institution committed to creating a scholarly environment in which doctoral candidates collaborate with faculty scholars who are constantly enhancing the intellectual advancement of their respective fields. Our doctoral programs include Education, Engineering (both Doctor in Engineering and Ph.D. in Chemical Engineering), Deaf Studies and Deaf Education, and the Hearing Sciences, and our graduates contribute to their fields by advancing the leading edge of practice, science and discovery.

Lamar University's high quality academics include extensive degree offerings, both residential and online at the undergraduate and graduate levels. We take great pride in our reputation as one of the premier providers of engineers in the Southeast Texas region and beyond. Lamar University is one of the top producers in the United States of master's degrees in engineering with an emphasis in Chemical Engineering. Our graduates in the arts and sciences, education, performing arts, and the professions contribute to the economic and cultural vitality of the region.

Lamar University's innovative curriculum leads the region in course content as well as through the variety of ways students learn. Whether residential or online, Lamar University offers timely, relevant programs. Beginning with our outreach to K-12 students, Lamar University is committed to exposing students to the opportunities in various fields of employment and academic endeavors. The Texas Academy of Leadership in the Humanities provides exceptionally gifted high school juniors and seniors access to challenging curricula that accelerate their academic advancement and promotes their intellectual curiosity. Once students enroll as undergraduates, they benefit from a nationally recognized core curriculum in which faculty strive to actively engage student learning through innovative pedagogy while a variety of advanced courses, many of them cross-disciplinary, prepare students for careers and graduate study in their chosen fields. Furthermore, Lamar University's innovative offerings are enhanced through a tradition of faculty research dedicated to advancing pedagogy.

Lamar University's diverse student population makes us one of the most pluralistic public universities in the U.S., a distinction we cherish. We foster a campus culture and climate that celebrate diversity, and our faculty and staff avidly promote higher education opportunities for students from diverse backgrounds. Our university's commitment to diversity begins early through our sponsorship of summer camps and other outreach initiatives exposing children from all backgrounds to opportunities in the STEM fields, athletics, music, and beyond.

Lamar University is accessible. We deliver high quality educational experiences with demonstrated achievement in the preparation of individuals for successful entry into their chosen fields. Our faculty and staff are known for being approachable and proactively seek to remove barriers to access for students. For instance, financial aid and scholarship opportunities remove financial barriers and hardships. On campus, small classes facilitate interaction among students and faculty. Our university is also committed to offering a robust range of online undergraduate and graduate courses, degrees and certificates, that expand students' access to higher education by providing them opportunities to be educated in place, at all times.

Lamar University's leading edge research and creative activity are hallmarks of our contribution to society. The university provides an environment that promotes and supports multifaceted research and creative activity, including important advances in the sciences and engineering that have contributed to the global community.

Lamar University transforms the communities of Southeast Texas and beyond. In addition to its transformative role in the lives of students and alumni, Lamar University provides assistance to the region's business community through its Small Business Development Center and the Center for Innovation, Commercialization and Entrepreneurship as well as participating in other initiatives in collaboration with both the for-profit and not-for-profit organizations. Lamar University's faculty and students produce research that advances the protection of our environment and our understanding of factors contributing to air and water quality. Our fine and performing arts offerings enrich the community while Education programs prepare the next generation of teachers and school leaders for the State of Texas and beyond.

In all that we do, the people of Lamar University strive to challenge the status quo and envision a brighter future for the those we serve, asking not only what can be, but how things ought to be.

Our Values

Our values direct the compass we follow as we engage with each other and our community. They include:

Diversity – We celebrate differences and ensure equal access and treatment for all.

Quality – Continuous improvement is at the heart of our culture as we attract and retain a diverse group of promising students and immerse them in a demanding, exciting, and relevant educational environment.

Innovation – Throughout students' time at Lamar University and in their careers as alumni, we promote creative activity, social and commercial entrepreneurship, and substantive contributions to professional fields.

Service – We recruit and retain high quality personnel for whom service is a commitment, and we bring this culture of service to our partnerships with stakeholders.

Research and Creative Activity – Our theoretical and application-based research and creative activity are enhanced by the breadth of assets present in the Lamar University community, and which continually inform classroom activity across the university.

Community – Our community is committed to unity and mutual support.

Accessibility – Lamar University is accessible to people from all backgrounds, personal orientations, and physical abilities, including those who seek education in place through distance learning.

Student-Focused – Our primary focus is our students, and we support their intellectual growth and maturation as well-rounded people steeped in high quality educational programs and expansive experiences.

Integrity – Our community lives by a moral code based on honesty, professionalism and transparency.

Data-Supported Decision Making – Lamar University integrates data into its deliberative processes, thereby ensuring that evidence informs judgments about our future.

Strategic Goals

This strategic plan leverages Lamar University's current and future successes and deepens the institution's impact by focusing on five strategic goals. Our goals are to:

- Enhance access to Lamar University's educational programs and student services;
- Leverage our core strengths while elevating the overall quality of our education and scholarship;
- Provide leading-edge environments for our students, faculty, and staff;
- Enhance systems, metrics, and data that inform university decision-making; and
- Tell Lamar University's story to connect the communities we serve with our mission, our accomplishments, and our aspirations.

The following pages articulate the strategies we will utilize to accomplish these goals.

Enhance access to Lamar University's educational programs and student services

Lamar University delivers exceptional access to relevant and innovative educational opportunities that offer personal interactions with a distinguished faculty, preparing learners to succeed in and contribute to a dynamic global society.

To accomplish this strategic goal we will:

Provide access to faculty members and programs that are responsive to the needs of diverse stakeholders by:

- Developing degree programs, certificate programs and other related competency designations, both new and existing, to meet the needs of our constituencies;
- Providing laboratory simulation and other technology-rich learning environments, internships, cooperative placements and work-study opportunities;
- Increasing the number of learning opportunities with flexible schedules; and
- Increasing availability of appropriate high quality support services.

Enhance and broaden student life experiences that contribute to an enriched educational environment by:

- Providing an atmosphere and culture in which our diverse student body can successfully embrace both the richness of our collective differences and can be respectful of individual identities;
- Expanding and communicating opportunities for student life;
- Encouraging and incentivizing employee participation in student life programs so we can more quickly interact with our new students;
- Expanding collaborations between enrollment management and student engagement to further engage students through the first year experience as they enter the university;
- Identifying and designing student life initiatives to create a sophomore year experience;
- Developing effective partnerships between academic affairs and student engagement such that at-risk students are identified and provided advocacy and appropriate interventions early on;
- Providing leadership development, student interest group environments and other personal growth settings that prepare our graduates for both life and their careers;
- Linking students to mentors, advisory board members, and industry leaders, as well as, assisting students in placement and advancement within their careers; and
- Expanding opportunities to participate in extracurricular activities (e.g., Greek life, honorary societies, athletics, student organizations).

Broaden support for and participation in undergraduate research, scholarship, and creative activity by:

- Investigating and implementing methods to reward faculty participation in a broad range of undergraduate research opportunities (credit, recognition, stipend, release time, and presidential fellowships);
- Investigating and implementing methods to reward student participation;
- Implementing “How To” programs and workshops for students unfamiliar with research; and
- Implementing “How To” programs and workshops for faculty in how best to encourage and collaborate in research activities with undergraduate students.

Create new and expand existing global activities that are fundamental components of Lamar University’s educational programs by:

- Administering a market analysis to determine the need for global initiatives and programs in which we have or can develop competitive advantages;

- Increasing the number of participants in global programs such as exchange programs and study abroad;
- Increasing opportunities in collaborative research across international boundaries;
- Increasing international recruiting of students and faculty;
- Establish sustainability plans for existing global programs (such as the Educational Leadership doctoral program); and
- Reducing barriers to enrollment for international prospects and U.S. citizens residing internationally, including internal process reviews for global compatibility of courses and programs.

Leverage Lamar University’s core strengths while elevating the quality of educational programming and scholarship throughout the university

Lamar University’s broad range of strengths provides a foundation on which further excellence will be built. To cultivate and actualize the potential of our community we generate innovative, diverse, and relevant knowledge that addresses regional and global opportunities. Our research, scholarship, and creative activities are essential to the educational opportunities we provide for our students as well as for the cultural and economic vitality of Southeast Texas.

To accomplish this strategic goal we will:

Identify, attract and develop students, faculty and staff with a commitment to Lamar University’s values and mission by:

- Expanding prospective student populations, effectively recruit and collaborate with public and private partners to identify, admit and enroll qualified students;
- Clarifying and communicating Lamar University’s identity, brand and mission; and
- Offering competitive wages, salaries, resources and benefits to existing and prospective employees.

Offer relevant opportunities for study that result in lifelong learners prepared to succeed and contribute to a dynamic global society by:

- Advancing our capabilities in the design and delivery of technology enhanced learning;
- Creating internal processes through which program development and review are guided by industry standards, professional standards, contemporary trends, market place demand, and current educational best practices;
- Providing resources to promote innovative teaching methods and collaborative learning that include increased faculty development opportunities with appropriate funding, reassigned time for grant preparation, research, and publication, and selection/development of appropriate classroom technology;
- Incorporating current discipline-based practice into learning models;
- Encouraging lifelong learning through professional development opportunities;
- Promoting a multifaceted process to improve continuously every Lamar University educational opportunity;
- Reviewing university programs to ensure that all programs with a national accrediting body have begun the process to pursue the accreditation;
- Encouraging faculty and administrators to participate in and lead within accrediting organizations;

- Conducting a targeted survey of entities that employ Lamar University graduates to determine the effectiveness of the Lamar University programs in preparing students for the workplace;
- Fully implementing the Program Improvement Review process to include all university programs;
- Refining and applying the institutional effectiveness process to all university programs;
- Reviewing and revising, as necessary, student course evaluation instruments/methods to ensure accurate assessment of course and/or program outcomes; and
- Utilizing evaluation results for continuous course/program improvement.

Enhance productivity in research, scholarship, and creative activity within existing graduate programs (led by College of Graduate Studies Dean and Graduate Council) by:

- Encouraging departments to promote opportunities and programs for scholarship, research, and creative activity as well as professionalization of graduate students (symposia, colloquia, etc.);
- Creating an award program for outstanding theses and dissertations;
- Offering advisement to graduate program leaders regarding ways to improve and increase graduate student research, scholarship, and creative activity through the Graduate School;
- Instituting a research fair at which graduate students may present their research, scholarship, and creative activity;
- Creating pathways for multi-disciplinary projects by graduate students and rewards for faculty mentorship of such projects;
- Deepening our culture of scholarship and service through the establishment of metrics to track performance; and
- Supporting and rewarding research and creative activity that is recognized in highly regarded outlets and by funding agencies.

Develop new graduate programs in high profile niche research areas, including specialized and multi-disciplinary programs by:

- Identifying high profile niche research areas, including multi-disciplinary areas, appropriate for development of new programs (or conversion of existing programs), that respond to market needs, including doctoral and other terminal degree programs;
- Establishing timelines for developing application documents and submission; and
- Providing support and training to niche research areas to investigate the steps and engage in strategic planning to develop terminal degree programs.

Advance Lamar University's capacity to provide leading-edge environments that are technically contemporary, environmentally friendly, welcoming, safe and aesthetically pleasing

The people of Lamar University form a diverse and global learning community marked by professionalism, trust, integrity, and openness, with a shared commitment to enrich lives through higher education. To support this culture and contribute to fulfillment of our mission, we will enhance the quality, efficiency and effectiveness of our facilities and internal operations.

To accomplish this strategic goal we will:

Develop, promote and embrace a global campus culture of pride and professionalism; characterized by respect, trust and honesty by:

- Providing periodic training in professional service;
- Creating a campus history/pride group to develop and internally market strategies to share campus accomplishments and activities;
- Creating the position of campus student ombudsman to provide openness and trust among groups;
- Expanding and communicating programming to celebrate campus diversity and achievements;
- Reaching out to retirees and expanding efforts to include them in campus life; and
- Ensuring that Lamar University's student resources reach traditional and distance student populations.

Create and sustain a culture of productivity in faculty research, scholarship, and creative activity by:

- Developing a mechanism to provide additional time for research (e.g., extending the 3-4 maximum teaching load to Associate (and potentially Full) Professors who have a viable research agenda and a recent track record of high levels and quality of scholarship and creative activity);
- Offering competitive summer research grants to allow faculty not to spend the summer teaching;
- Creating a program of reassigned time for those with a recent record of high quality scholarship and creative activity;
- Initiating an annual stipend/award program for high quality publications, performances, and exhibitions. (Faculty apply and department chairs nominate a list to the dean.);
- Increasing library resources (ownership and access) to support faculty research, scholarship, and creative activity; and
- Enhancing support for new faculty in establishing and implementing a sustainable research agenda; balancing teaching, scholarship, and service; and navigating procedures and resources in support of scholarship (e.g., formal mentoring program).

Provide and promote innovation, engagement and leadership opportunities for members of the Lamar University community by:

- Reviewing and implementing "best practices" in student leadership development programming;
- Expanding the scale and scope of student faculty and staff participation in leadership development;
- Empowering Human Resources to develop and offer achievement steps/grades in classified positions;
- Recognizing and incentivizing innovative and student engagement activities through evaluation processes; and
- Enhancing the efficiency and effectiveness of internal operations by streamlining work flow processes.

- o For non-academic units, in consultation with constituents and major clients served,
 - prepare a work flow chart showing how current individual processes are handled in the unit;
 - with input from stakeholders and information from the work flow chart, conduct an analysis of work flow processes to identify areas of needed improvement;
 - identify high priority processes that should be streamlined to improve the workload and time involved;
 - identify factors that may impact unit and resource needs that will result from these factors; and
 - redesign identified processes as needed and structure a flowchart for each process.
- o For academic units, in consultation with constituents,
 - define the unit's dynamic within the Lamar University community (value to community, relevance to mission, interdependencies, etc.)
 - identify factors that impact the efficiency and effectiveness of operations in the academic unit;
 - examine data—such as enrollment, retention, graduation rates, personnel and other issues—that impact efficiency and effectiveness; and
 - prepare projections for programmatic and resource needs for the next five years.
- o Identifying and prioritizing technology and supporting infrastructure required to meet immediate and future needs in order to optimize services and support to students , faculty and other stakeholders; and
- o Based on the above steps, preparing a plan to improve operational efficiency and effectiveness of each unit.

Contribute to the efficiency and effectiveness of operations and sustainability efforts by moving to a paperless campus by:

- Ensuring that administrative offices and staff:
 - o Collect information about processes that utilize forms circulated around campus;
 - o Evaluate available work flow products;
 - o Redesign processes and forms, write a flowchart for each process indicating the route forms should take and approvals required;
 - o Evaluate compatibility of redesigned forms with institutional work flow processes;
 - o Rank forms by order of priority of implementation;
 - o Initiate implementation of work flow processes;
 - o Distribute information to the Lamar University community as forms become available; and
- Ensuring that academic offices, staff, and faculty use online delivery systems to:
 - o Develop and maintain the Lamar University website as a resource for faculty and students, providing access to training modules;
 - o Post syllabi and course assignments for all classes;
 - o Require course assignments to be submitted online; and
 - o Administer examinations online.

Provide an aesthetically pleasing, functional, ergonomic campus that is safe and accessible by:

- Inaugurating a comprehensive program for the upgrading and resourcing of an overall Lamar University Safety plan;
- Upgrading the overall aesthetic appeal of the campus and its various venues;
- Surveying faculty, staff and students to solicit ideas for improving the aesthetic and functional value of the campus;
- Preparing a cost-benefit analysis and rank projects based on the results of the analysis;
- Monitoring and addressing issues related to safety and accessibility on campus;
- Preparing a yearly schedule of major projects or efforts to be initiated, funded, and/or completed; and
- Distributing a summary of proposed actions to constituents.

Identify and prioritize the institutional space needs across campus and work to fulfill these needs based on greatest benefit to the Lamar University community by:

- Adding and renovating classroom, laboratory, office and research space;
- Adding and renovating space for student life and general gathering areas;
- Accomplishing facility upgrades and/or additions to student athletic and recreational venues;
- Establishing a method of managing space as a resource;
- Examining current allocation of space and document its utilization;
- Identify, justify and rank projected space needs;
- Submitting a ranked list of space needs to appropriate dean, director, and/or vice-president; and
- Ensuring that, at the executive level, space needs across campus will be addressed to support the mission.

Campus-wide commitment to enhancing data-based systems, metrics, and reporting procedures essential for effectively informing all aspects of university decision making

To manage effectively enrollment growth in both residential and online students—including undergraduate, graduate and non-traditional students—Lamar University must provide best-practice systems for student identification, recruitment, support, and graduation. Our enrollment tracking systems must offer the diagnostics necessary to evaluate trends and opportunities. Our personnel systems must inform decision-making processes while ensuring that the competencies of individuals meet the highest standards of performance and our budgeting procedures must provide up-to-date analysis of fiscal system performance and offer decision-makers the information necessary to support the effective deployment of the university's assets.

Our enhanced decision-making capacities will allow us to:

Identify and prioritize needs for faculty and staff across campus to ensure that resources are distributed based on greatest benefit to students in support of the mission by:

- Examining the level of current staffing based on programmatic/departmental needs;
- Identifying, justifying and ranking projected personnel needs;
- Submitting ranked list of personnel needs to appropriate dean, director, and/or vice-president; and
- Ensuring that, at the executive level, personnel needs across campus are addressed to support the mission.

Improve student and employee quality as indicated by reportable metrics by:

- Launching a major scholarship campaign and investing in out-of-primary-market FTIC recruitment scholarships, transfer scholarships, graduate assistantships and fellowships
- Seeking and securing endowments for 100 Mirabeau's, 100 Cardinals, 100 Texas Educator Scholarships and three additional Beck or "Beck-quality" fellowships; and
- Assessing employee quality and dedicating resources to enhance it, creating excellence where possible.

Sustain annual growth of approximately five percent in student enrollment and institutional support resources by:

- Pursuing and exploring additional online program, course and certificate opportunities, as well as 2+2 online collaborations;
- Expanding and enhancing the Houston recruiting effort with the intent of leveraging this expertise into other high potential prospective student populations;
- Requesting State exceptional item funding for target scholarships; and
- Monitoring growth patterns to align and commit institutional support in needed areas.

Increase the amount and quality of externally sponsored funding to support research, scholarship, and creative activity by:

- Enhancing the ability of the Office of Research and Sponsored Programs to facilitate and direct university research, scholarship and creative activity efforts to support faculty in obtaining external funding, while maintaining compliance with the TSUS, state, and federal policies and laws;
- Developing a process to emphasize hiring tenure track faculty (primarily, but not exclusively, assistant professors) who have a strong desire to pursue research, scholarship, and creative activity and a clear, coherent agenda for such;
- Identifying new sources of institutional level start-up funds, space, administrative support and time, for both faculty who need (relatively) expensive facilities and equipment and those whose needs are important yet their resource needs are more modest;
- Expanding the number of Presidential Faculty Fellowships, Distinguished Faculty Fellowships, and similar awards;
- Incorporating the number of invention disclosures, and the receipt of relevant patents, and licenses into the tenure/promotion process; and
- Supporting and facilitating the development of multi-disciplinary projects by faculty and students.

Identify additional sources of funding for Lamar University and develop processes for securing those funds by:

- Aligning these strategies with the development of a case statement for a campus-wide development campaign to commence shortly after the completion of the strategic planning process; and
- Conducting a feasibility study to assess the emerging Case for Support.

Dedicate ourselves to “telling Lamar University’s story” to key constituents

Lamar University is, and consistently strives to be, characterized by positive, dynamic, and mutually beneficial relationships with all its stakeholders. The quality of these relationships rely, in large part, on our ability to tell Lamar University’s story to alumni, friends of the university, political representatives, system officials, and other stakeholders. We can best fulfill our mission when people within the university and throughout the communities we serve understand the value Lamar University adds to the lives of our students and to society.

To accomplish this strategic goal we will:

Identify and recognize exceptional performance and contributions to Lamar University by:

- Creating an inventory of award and recognition programs and ceremonies for students, faculty and staff, and evaluating them for consistency, ties to achievement metrics and participation rates; and
- Using traditional and social media to share exceptional performances and accomplishments with the Lamar University community and beyond.

Increase awareness of the accomplishments of students, faculty and staff and their relevance to our stakeholders by:

- Leveraging the information secured in the strategic planning process to develop key opportunities for message formation;
- Securing the services of marketing experts to assist in message refinement, formatting and delivery;
- Coordinating across campus constituencies in an effort to maintain clear and consistent branding messages;
- Collecting and tracking baseline data, using traditional measures as well as new methods, about how much scholarly and creative activity is currently produced in order to set realistic yet ambitious goals for improvement;
- Improving processes for reporting and promoting scholarly and creative activities at the university, including specific stories of individual and collaborative research, scholarship, and creative activity that have a positive impact on our stakeholders;
- Utilizing KVLU radio station more effectively for promotion of accomplishments;
- Establishing a faculty experts bureau to assist with identification and promotion of meaningful accomplishments; and
- Developing processes for using data for internal benchmarking and planning within departments, colleges, and university.

Develop and encourage meaningful and interactive relationships between external stakeholders and Lamar University by:

- Establishing partnerships between Colleges, Departments, Programs, and individual faculty members and the relevant professional communities through the Division of University Advancement;
- Establishing interactive and engaging mechanisms for students and alumni to manage professional networking and career activities including the Office of Alumni Affairs, job postings, mentoring and peer career advising;

- Developing best practices for engaging students in online programs with Lamar University and extending that connection as they transition to alumni; and
- Developing a system that allows for centralized dissemination of information about Lamar University programs and offerings to external stakeholders (including the Golden Triangle community). This will enhance stakeholder ability to contact the proper personnel when seeking problem resolution/information.

Develop and encourage meaningful, intelligent, and interactive communications between external stakeholders and Lamar University which allow those stakeholders to connect with faculty, alumni, students, and/or specific programs or offerings, including all presentations, performances, and athletic programs by:

- Implementing an enterprise solution across the campus to gather information about external constituents and use that information to communicate with and involve these constituents. The solution must be intelligent and able to evolve; and
- Building upon the practice through which academic and student-life accomplishments are presented during athletic events and other performance programs on campus or involving Lamar University students. This practice should be extended to the academic and research areas of the university.

Create and foster value added events and programs to engage external stakeholders with Lamar University by:

- Determining the areas in which external engagement would provide the greatest benefit to Lamar University (e.g., energy industry, education) and develop programs to attract and engage stakeholders in those areas; and
- Building upon existing co-op and internships programs to provide more opportunities to more students during their academic careers.

Implementation and Accountability

This strategic plan also includes detailed supporting materials which detail specific operational measures, timelines for implementation, and accountabilities related to the strategies and actions.

Lamar University is committed to monitoring continuously the implementation of this strategic plan and to making appropriate revisions on a timely basis. To ensure continued alignment with Lamar University's opportunities and ambitions, a representative group of faculty, staff, and other stakeholders will gather annually to assess the extent to which implementation has been accomplished and propose any necessary revisions to the strategic plan and the process for implementation.

The new Mission Statement was approved by The Texas State University System
Board of Regents on May 22, 2015.