



The College of Education and Human Development at Lamar University generates a community of collaboration through innovative curricula, scholarship, and service learning to inspire our diverse student population and to positively impact their lives and others in Southeast Texas and beyond.

We live this mission through all of our activities, and are committed to the following values:

Diversity and 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 diverse settings.

Equity

- Promote and advocate the dignity and rights of the Lamar University Community in teaching, research, and service.

Innovation

- Commit to innovative, relevant teaching methods which provide access to curricula in Southeast Texas and beyond through multiple platforms.
- Provide collaborative 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 fulfillment of our mission:

- *Community of collaboration* – Number and depth of mentorships, external partnerships, and inter-departmental collaborations | 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; and
- *Impact* – Retention and graduations rates | Extent to which the education and experience at the College enhances alumni career attainment and personal fulfillment.

Strategies

Fulfilling our mission is an ongoing pursuit and the strategies that guide our work fall into five key areas: *Collaborate*, *Community*, *Inspire*, *Impact*, and *Innovate*. Each of the strategies below entails numerous specific activities and operational measures to track our achievements. Those details are available in supporting documents, but key elements of our plan are:

Collaborate

We promote a culture of collaboration and advance professional excellence. Both within the College and through our partnerships we engage diverse stakeholders in mutually beneficial activities that are innovative, inclusive, and enduring. To foster deeper collaboration we will:

- Embrace a culture of collaboration with a deep respect for diverse perspectives;
- Advance professional excellence through deep engagement with partner organizations;
- 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; and
- Develop the infrastructure for external relations and alumni engagement.

Community

People come first in our community. We celebrate diverse perspectives and promote cross-cultural awareness while promoting personal and professional growth for every member of our community. To accomplish this we must:

- Recruit and retain highly qualified, diverse faculty, staff, and students;
- Practice open, inclusive, and transparent communication where everyone has a voice;
- Build enduring partnerships with diverse stakeholders who add to and benefit from engagement with the College; and
- Expand the *Educational Research Conference* to involve students and scholars from beyond the College as well as community stakeholders in allied professions.

Inspire

Our programs inspire students through interpersonal relationships, global perspectives, digital literacy, experiential learning, mentorship in research, exposure to transformative professional practices, and by developing students' multicultural competency. To deliver on this promise and inspire our students, faculty and staff the College will:

- Create multicultural applied learning opportunities to advance creativity, interdisciplinary dialogue, and service learning;
- Deepen digital literacy for our students through our pedagogy as well as throughout the College and by providing ongoing professional learning opportunities;
- Increase opportunities for global engagement, student leadership, mentorship, and graduate-undergraduate research partnerships; and

- Establish an environment that fosters integrity while supporting and nurturing personal and professional growth for every member of our community.

Impact

Our research impacts Southeast Texas and beyond. We foster innovation through a purposeful, collaborative community of professional stakeholders, faculty, and students engaged in scholarship that informs and transforms practice. To deepen and extend our impact we will:

- Create infrastructure to initiate and sustain research;
- Formalize a system to engage a community of professional stakeholders, faculty, and students in collaborative scholarship; and
- Share and disseminate faculty and student research outcomes with the professionals and scholars who can best benefit from our insights.

Innovate

Our success requires an effective support system that focuses on human resources, fiscal resources, information technology, and governance processes that prepare faculty, staff, and students to innovate, inspire, and impact the world. To support innovation in the College we will:

- Promote a culture of collegiality and cohesiveness by embracing the talents of our students, faculty, and staff;
- Develop effective policies and procedures that promote unity of efforts across the College;
- Provide ongoing professional learning for faculty, staff, students, and other stakeholders; and
- Coordinate the delivery of information technology services and effective physical infrastructure to support the instructional and research goals of the College.

Accountability

Successful implementation of this plan requires unity of effort across the College. A leadership group drawn from the strategic planning committee will steward 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 actions steps, update the plan periodically, and utilize the ‘measures of our success’ to track our progress.