

2022-2027 Strategic Plan

Technology Department

Vision

The Technology Department will be a leader in developing talent which will sustain, grow and diversify the economy in East Texas and beyond.

Mission

The Technology Department pursues excellence in advanced technological education by engaging our learners, faculty, industry, and community members. We cultivate and deliver innovative undergraduate and graduate programs to foster the success of our learners and stimulate impactful faculty research. We prepare the next generation of leaders and professionals to pursue career opportunities in East Texas and beyond.

PRIORITY: Enrich the student experience

GOALS

Increase student mentorship, experiential learning, and professional development opportunities for students

- Acquire more equipment and supplies to offer real-world laboratory experiences in more courses as well as enhancing existing courses (LTOG).
 - Require faculty to develop laboratory experiences for courses that do not currently contain such experiences (STOG).
 - Require faculty to increase the number of office hours that they are available so students will have a greater chance of seeking their guidance and assistance (STOG).

Promote student engagement.

- Offer more departmental student organizations so students become more connected with the university, make more friends, and want to continue with their studies (LTOG).
 - Become the first university in the country to start a Women in Manufacturing student organization (STOG).
 - Offer more meetings and events for current student organizations to get students involved with the department and university (STOG).

Increase research experiences to be broadly available to all graduate and undergraduate students.

- Foster a climate for faculty to seek research grants that will require the aid of research graduate and undergraduate assistants (LTOG).

- Secure release time for faculty writing grants (STOG).
- Provide more merit pay and promotion opportunities for faculty writing and obtaining research grants (STOG).

Support a growing student body by advancing a culture of equal opportunity and success.

- Seek a diverse student population from across the globe for all department programs (LTOG).
 - Obtain more assistantships to attract more international students (STOG).
 - Recruit from all high schools in the region to secure a diverse student population (STOG).

PRIORITY: Elevate economic opportunity & social mobility for our students

GOALS

Increase educational impact to meet the demands of Texas learners through enrollment growth by 2027.

- Develop a marketing strategy for the BS in Industrial Technology program (LTOG).
 - Meet with the university Marketing Department to brainstorm strategies for increasing enrollment in the Industrial Technology program (STOG).
 - Increase the number of high school and community college visits to attract more students in the Industrial Technology program (STOG).
- Develop a marketing strategy for the MS in Industrial Management program (LTOG).
 - Meet with the university Marketing Department to brainstorm strategies for increasing enrollment in the Industrial Management program (STOG).

Enhance the delivery of flexible programs and additional supports for students.

- Develop a connection with the college Academic Partners (AP) accelerated programs so the graduate program can offer courses in a condensed semester as well (LTOG).
 - Offer certificate programs through the 7-week AP accelerated schedule (STOG).
 - Offer the entire MS in Industrial Management program through the 7-week AP accelerated schedule (STOG).

Increase the number of quality academic programs.

- Offer a Supply Chain Management certification for students at the graduate level (LTOG).
 - Develop a course sequence for a certificate in Supply Chain Management (STOG).
- Offer a Lean Six Sigma Green Belt certification for students at the graduate level (LTOG).
 - Develop a course sequence for a LSSGB certificate for graduate students (STOG).
- Offer a doctoral program in Industrial Management (LTOG)
 - Conduct a needs assessment for a doctoral program in Industrial Management (STOG)
 - Develop curricula for a doctoral program in Industrial Management (STOG).

Ensure student success through achieving excellence in outcomes assessment.

- Increase the number of students who pass ATMAE certification exams at the graduate and undergraduate levels (LTOG).
 - Require student to take the ATMAE CMS exam at the undergraduate level (STOG).
 - Provide a review session for students to take prior to taking an ATMAE certification exam (STOG).
 - Require student to take the ATMAE LSS exam at the graduate level (STOG).
 - Provide a review session for students to take prior to taking an ATMAE certification exam (STOG).

PRIORITY: Partner & collaborate in service to our community

GOALS

Establish a workforce pipeline that creates a positive impact on the community and all East Texas.

- Develop more relationships with industries who hire graduates (LTOG).
 - Connect with recruiters at university sponsored career fairs to encourage internships, etc. (STOG).
 - Reach out to local industries to ask for plant tours so students will be noticed when industries are hiring more employees (STOG).

Foster communication and an inclusive culture among all stakeholders.

- Expand the advisory board to include more members from the community that could have an impact on the departmental programs (LTOG).
 - Seek city and other community organizations that are connected to enticing new industries to locate to the region to serve on the advisory board (STOG).
 - Ask more industries in the area to find a representative to serve on the department's advisory board so they can provide input in developing better employees (STOG).

PRIORITY: Ensure sustainability and foster accountability

GOALS

Establish efficiencies to make college education more affordable.

- Ask faculty to review several textbooks and reviewing their cost so students are not burdened with overpriced textbooks (STOG).
- Ask faculty to find a textbook that may serve for multiple courses so students do not have to purchase as many textbooks (STOG).
- Ask faculty to provide as many free online learning activities as possible to reduce student debt (STOG).

Grow philanthropic giving necessary to support the institution's mission.

- Explore ways to obtain external funding to the department's programs (LTOG).
 - Develop a departmental newsletter to send to local industries, graduates, and current students of each program highlighting important events and achievements (STOG).
 - Create a page on the department's website for people to make contributions to the department (STOG).

PRIORITY: Advance excellence in teaching and research

GOALS

Invest in current faculty and staff, creating a campus culture of belonging.

- Foster a team environment for faculty where all faculty work together to provide a meaningful experience for the students (LTOG).
 - Encourage faculty to engage in the various university sponsored faculty development workshops held throughout the year (STOG).
 - Provide lunch and other niceties for departmental meetings and events (STOG).

Double research expenditures by 2027.

- Nourish an environment for research (LTOG).
 - Encourage faculty research by providing research assistants to help them (STOG).
 - Encourage more faculty research by giving it more weight for tenure, promotion, and merit raises (STOG).

Leverage growth trajectory and reputational momentum to attract diverse talent.

- Make our institution a household name that members of the profession are aware of (LTOG).
 - Encourage faculty to present at the annual ATMAE conference (STOG).
 - Encourage faculty to seek officer positions in ATMAE (STOG).

LTOG = Long term operational goal

STOG = Short term operational goal