

ONE TRUETT

Striving Together Toward the Upward Call

As Baylor University engages in another phase of strategic planning, Baylor's George W. Truett Theological Seminary thought it both important and opportune to do likewise. By setting forth a new strategic plan, Truett Seminary desires to articulate afresh its own priorities in concert with the University's aims and with a view toward the Seminary's ongoing work and witness.

The Five Key Pillars that follow capture the focus of the plan (OneTruett) in harmony with the Seminary's identity, mission, and vision. Meanwhile, the Five Strategic Priorities set forth below outline the objectives that will guide our discernment, decisions, and use of resources over the course of the next five years.

FIVE KEY PILLARS



1

RELATIONSHIPS

Relationships are central to all that Baylor's Truett Seminary is and does, including, but not limited to, recruitment, instruction, formation, placement, development, enrichment, and engagement.

2

RELEVANCE

While grounded in and grateful for our (Baptist) Christian heritage, we also aspire to be aware of both the opportunities and challenges that come with being a confessional seminary embedded into a Christian research university in the twenty-first century.

3

R1 SEMINARY

As an embedded seminary in a Carnegie R1 doctoral university, Truett is deeply and simultaneously committed to both transformational teaching and impactful research in service to both the Church and the academy.

4

RESILIENCE

Amid churn and change in higher (theological) education, Truett will persist and persevere by striving toward excellence, by remaining true to our identity, mission, and vision, and by seeking to be thoughtful and faithful, nimble and agile.

5

REINFORCEMENT

Given the number of new programs and initiatives that Truett has undertaken in recent years, OneTruett aims to buttress and undergird existing commitments while remaining open to strategic opportunities for "enlargement and development to meet the needs of all the ages to come."

ONE TRUETT

FIVE STRATEGIC PRIORITIES

1 EMBRACE MORE FULLY OUR AGREED-UPON IDENTITY, MISSION, AND VISION

As a seminary, we are dedicated to being even more intentional regarding our identity, mission, and vision. To that good end, during OneTruett, we will clearly and consistently communicate that Baylor's Truett Seminary is:

- Historically Baptist both in principle and practice;
- "Orthodox" and "evangelical";
- Multi-denominational in both scope and support;
- Committed to biblical authority, women in ministry, and racial diversity; and
- Constructive in mindset, centrist in practice, and gracious in disagreement.

- Increase staffing for and seek to continue to grow the Doctor of Ministry and continuing education programs; and
- Give high-quality, relationally-based education beyond Waco—not least at the additional instructional sites in Houston and San Antonio—the best possible chance to succeed through excellent instruction, quality facilities, innovative programming, and successful fundraising.

2 FOCUS EFFORTS AND STREAMLINE SYSTEMS

Given that our Seminary has experienced significant growth in recent years and will continue to expand in the coming years, we will make a concerted effort to maximize our time and resources. To that good end, during OneTruett, we will:

- Assess all programs, initiatives, systems, processes, and staff roles;
- Simplify where there is unnecessary complexity;
- Reduce drag by eliminating efforts and initiatives that are not well-aligned with the Seminary's stated identity, mission, and vision; and
- Implement new processes and technologies to increase efficiency and performance.

4 INCREASE STUDENT SUPPORT AND RETENTION

While it is pivotal for Truett to recruit new students in increasing numbers, it is equally important for us to retain students already enrolled and to do all we can to ensure that they flourish both during and after their time with us. To that good end, during OneTruett, we will:

- Begin to track student retention rates more intentionally;
- Increase and implement programming to provide student support leading to student success;
- Continue to prioritize gender and racial diversity among our student body; and
- Connect more frequently and intentionally with alumni and friends.

3 RAISE ADDITIONAL STUDENT SCHOLARSHIPS AND FURTHER UNDERGIRD FLEDGLING PROGRAMS

Following a period of expansion and innovation, it is necessary to ensure existing programs have the support that they need to thrive and to leverage the resources that we currently have to the fullest extent possible. To that good end, during OneTruett, we will:

- Aim to secure an endowed scholarship for every degree-seeking student at Truett regardless of the program or place of study;

5 HIRE AND EQUIP FOR THE FUTURE

Truett Seminary is currently well served by a devoted faculty and staff. In hiring capable and committed new colleagues, we must support and mentor them as they come to serve alongside us. To that good end, during OneTruett, we will:

- Hire and support highly skilled and deeply dedicated faculty and staff;
- Hire faculty and staff who embrace and espouse Truett's Statement of Common Faith and Vision for Life Together;
- Hire faculty and staff who reflect the beauty and diversity of Christ's Church;
- Incentivize and reward faculty and staff for superlative performance; and
- Strengthen digital communication skills among faculty and staff and hire additional digital experts.

FIVE CORE COMMITMENTS

Truett Seminary has pursued and will continue to pursue with loyal intentionality and with an eye toward excellence:

1 RIGOROUS ACADEMIC INSTRUCTION

2 INTENTIONAL SPIRITUAL FORMATION

3 CARING COMMUNITY

4 INTELLECTUAL CURIOSITY

5 CHRISTIAN LEADERSHIP AND SERVICE