

## **Request for Proposal (RFP)**

Comprehensive Sector Readiness Assessment Partner specializing in conducting in-depth evaluations of various organizational components to determine sector readiness, identify gaps, and provide data-driven insights for strategic improvement at Texas Southern University.

## **Introduction**

Texas Southern University (Texas Southern) is seeking proposals from qualified firms or organizations to serve as a Strategic Partner in facilitating and conducting a Sector Readiness Assessment for every academic unit. This Sector Readiness Assessment is a transformative initiative that will position Texas Southern University as a leader in academic excellence, financial sustainability, and operational efficiency.

We invite proposals from strategic partners who share our vision for building exceptional academic units that meet the demands of the future. The goal is to establish a comprehensive framework that assesses each academic unit of its needs to become an “Exceptional Unit” by optimizing operational efficiency, ensuring academic competitiveness, and aligning with market and workforce demands.

The selected partner will work closely with university leadership, faculty, and stakeholders to assess and enhance sector readiness through data-driven analysis, benchmarking, and strategic recommendations.

## **Project Objectives**

The primary objective of this engagement is to conduct a Sector Readiness Assessment that enables every academic unit at Texas Southern University to:

1. Establish a framework for defining and tracking sector readiness
2. Align units’ missions with Texas Southern’s mission and strategic goals
3. Evaluate enrollment trends and strategic growth opportunities
4. Assess human capital needs and talent acquisition practices
5. Enhance academic delivery models and instructional effectiveness
6. Ensure optimal operational resources (technology, instructional tools, research, equipment, infrastructure, etc.)
7. Conduct a cost analysis and revenue assessment to achieve exceptional status
8. Improve process efficiency, policies, and administrative workflows
9. Optimize space utilization across academic units
10. Identify deficits impairing capabilities and provide recommendations for remediation

## **Scope of Work**

The Comprehensive Sector Readiness Assessment Partner shall provide expertise in academic and operational assessments by conducting a comprehensive Sector Readiness Assessment. The assessment will include:

### **Framework for Defining and Tracking Sector Readiness**

1. Develop a sector readiness framework with Key Performance Indicators (KPIs) for measuring academic and operational excellence.
2. Define metrics for benchmarking against peer institutions and workforce sector demands.
3. Establish a dashboard or reporting mechanism to continuously track progress.

### **Mission Alignment and Strategic Positioning**

1. Evaluate each academic unit's alignment with Texas Southern's overall mission, strategic goals, and market needs.
2. Identify areas of improvement to ensure units are positioned as market leaders.

### **Enrollment Management and Growth Strategies**

1. Analyze enrollment trends, retention, and completion rates by academic unit.
2. Identify barriers to enrollment growth and student retention.
3. Assess the effectiveness of student support services and academic advising.

### **Human Capital and Competitive Salaries**

1. Assess faculty and staff workforce needs based on academic demand and growth.
2. Evaluate faculty workload, research productivity, and student engagement levels.
3. Provide recommendations on faculty hiring, retention, and professional development strategies.

### **Academic Delivery and Instructional Effectiveness**

1. Evaluate current teaching methodologies, course delivery models, and hybrid/online education capabilities.
2. Assess the effectiveness of curriculum design, learning outcomes, and instructional quality.

### **Operational Resources and Technology Needs**

1. Conduct an audit of instructional tools, classroom technology, and academic infrastructure.
2. Evaluate the adequacy of research funding, lab facilities, and faculty resources.
3. Identify gaps in technological integration, including digital learning platforms and AI-driven tools.
4. Provide recommendations for improving academic and operational efficiency through technology investments.

### **Cost Analysis and Revenue Needs to Achieve Exceptional Unit Status**

1. Assess operating budgets and financial resources allocated to each academic unit.
2. Identify revenue gaps and financial constraints limiting academic competitiveness.
3. Conduct a cost-benefit analysis of proposed improvements needed to achieve sector readiness

#### Infrastructure Optimization, Process Efficiency, Policies and Administrative Workflows

1. Conduct a space utilization analysis of classrooms, labs, research facilities, and administrative offices.
2. Analyze operational processes and administrative workflows for inefficiencies.
3. Assess policy effectiveness in supporting academic and financial goals.
4. Recommend process improvements to streamline approvals, reporting, and decision-making.