

Meeting Notes

Strategic Planning Steering Committee (SPSC)
02/12/09

In attendance:

1. Linda La Grange (AVPAA; Committee Chair)
2. Evonne Roybal-Tafoya (EOS; Centers)
3. Eddie Tafoya (College of Humanities and Fine Arts; English)
4. Maureen Romine (Faculty Senate Chair; Biology)
5. Tom Ward (Administration; Dean, College of Arts & Sciences)
6. Camea Gagliardi-Blea (College of Science and Mathematics; Psychology)
7. Sheri Nsamenang (Graduate Student)
8. Cindy Collins (Mainstreet; Las Vegas)
9. Elizabeth Ratzlaff (EOS; Centers)
10. Roland Salas (Student Support Services)
11. Jill Baker (School of Social Work)
12. Margaret Young (School of Business)
13. Jim Mandarino (NMHU Foundation)
14. Germaine Alarcon (Administrative Assistant)

We reviewed the draft of the strategic plan. Relevant objectives and action steps from the 2003-2008 Plan were incorporated into the draft plan. There were suggested modifications, additions, and deletions to the draft that are reflected below.

We decided to proceed to holding the open forums. The schedule is:

02/20/09	10:00 am	Kennedy Lounge
02/27/09	2:00 pm	Sala de Madrid
03/04/09	5:00 pm	Kennedy Lounge (community forum)

More forums will be scheduled as needed.

The Deans Council Meeting (which is the monthly meeting of the Deans and Center Directors), scheduled for 03/05/09, will be devoted to discussion of the Strategic Plan and how it relates to the Centers.

Draft Vision Statement:

New Mexico Highlands University, Northern New Mexico's university, provides a learning environment that promotes empowerment, transformation, and global understanding.

Draft Mission Statement:

New Mexico Highlands University is a diverse comprehensive university that integrates education, research, public service, technology, sustainability, and economic development. We achieve this through a university-wide commitment to advancing knowledge and to student success that builds upon on our distinctive Northern New Mexico cultures, through fostering a multicultural learning environment, and promoting community and individual well being.

Goals and Objectives

Strategic Goal I: To advance knowledge and promote student success

Objective I.A: Through advancing knowledge in the liberal arts, sciences, and professions.

Action Steps:

- I.A.1 Continue regularly scheduled academic outcomes assessment and undergraduate/graduate program review.
- I.A.2 Integrate results of assessment into the learning environment to promote improvement in the curriculum and instructional delivery systems.
- I.A.3 Maintain individual program accreditation.
- I.A.4 Improve academic persistence rates
- I.A.5 Expand current **STEM** initiatives.
- I.A.6 Develop and offer academic programs that support the mission and meet demonstrated demand needs.
- I.A.7 Define and clarify learning goals/and/or competencies that NMHU graduates should possess.
- I.A.8 Encourage and support faculty in their efforts to disseminate and apply the results of research and scholarship in the academic and practice communities

Objective I.B: By maintaining and building rigorous academic programs, effective student and faculty support services, and external support.

Action Steps:

- I.B.1 Document the number and geographic source of enrollment inquiries.
- I.B.2 Conduct regularly scheduled alumni satisfaction surveys.
- I.B.3 Conduct regular assessments of student needs and student satisfaction.

- I.B.4 Document and report student and faculty regional, national, and international presentations and publications.
- I.B.5 Fully integrate people with disabilities into the intellectual and social life of the campus community, including compliance with requirements of the Americans with Disabilities Act.
- I.B.6 Recruit and retain faculty and staff with demonstrated competencies for high productivity and outstanding performance.
- I.B.7 Provide leadership development opportunities for academic and administrative leaders.
- I.B.8 Provide training and professional development opportunities that increase skill levels, competencies and productivity of staff.
- I.B.9 Provide professional development opportunities for faculty.
- I.B.10 Provide accessible mental health services for students.
- I.B.11 Provide student support services needed at off-campus sites.
- I.B.12 Include job-relevant education and advisement in programs as appropriate.
- I.B.13 Provide advisement regarding additional levels and areas of education.
- I.B.14 Provide career placement services for NMHU graduates.
- I.B.15 Develop and fund a Center for Teaching Excellence.

Objective I.C Through research activity in conjunction with educational opportunities.

Actions Steps:

- I.C.1 Increase institutional support for grant writing and research activities.
- I.C.2 Target areas for research that build on existing or potential strengths and represent emerging areas for future funding opportunities.
- I.C.3 Establish an appropriate level of investment of internal funds in research that results in increasing levels of external sponsored research.
- I.C.4 Develop intellectual alliances within the University and with partners outside the institution to expand capacity and productivity.
- I.C.5 Increase internal funding for student research.

Objective I.D By providing the resources and technology to meet program needs and expand enrollment, while providing an accessible education to underserved populations.

Action Steps:

- I.D.1 Expand educational outreach services by providing increased capacity for distance education.
- I.D.2 Provide the resources to **ITS** and **EOS** that will enable them to keep NMHU current in its utilization of educational technology.
- I.D.3 Upgrade all classrooms to accommodate the latest technological advances in instructional delivery.
- I.D.4 Construct a new student center that will be conducive to student participation in campus activities.
- I.D.5 Provide computer access to all students and faculty.
- I.D.6 Provide appropriate training for faculty and students in the use of technology to support high quality instruction and scholarship.
- I.D.7 Provide support services for the use of technology to support high quality instruction and administration with an emphasis on easy access to this resource as appropriate.

Objective I.F: By providing an accessible education to the region's underserved populations.

Action Steps:

- I.F.1 Continue the University's policy of providing an affordable college education.
- I.F.2 Continue to recruit and retain local and regional students.
- I.F.3 Welcome returning military veterans to our academic community.
- I.F.4 Reach out to area high schools and offer a variety of courses for dual credit students.
- I.F.5 Continue to improve the college preparatory courses available to underprepared freshmen.
- I.F.6 Provide the leadership required for a seamless system of education for Northern New Mexico.
- I.F.7 Collaborate with area schools/districts to establish teacher preparation and improvement programs as well as leadership development training for school administrators.
- I.F.8 Nurture working relationships with local school districts, community colleges, business entities, and governmental agencies in Northern New Mexico to maximize the use of

- existing resources to deliver quality education services to the maximum number of residents.
- I.F.8 Develop strategies for personnel at the Centers to facilitate the transfer of students from the Centers or from the communities to the main campus.

Strategic Goal II: To promote a respectful and stimulating living and learning environment

Objective II.A By maintaining an environment at NMHU that fosters integrity, respect, tolerance, and fairness through strong ties with the distinctive Hispanic and Native American traditions of this region and our diverse international student body.

Action Steps:

- II.A.1 Maintain and expand the Heritage Spanish Program, the Social Work Bilingual Program, the Education Bilingual Program, and the Navajo language courses.
- II.A.2 Increase the involvement of the international students across the campus and in the community.
- II.A.3 Establish more service learning opportunities.
- II.A.4 Expand on the HSI funding opportunities.
- II.A.5 Expand EOS operations to include the Dine colleges and the other Native American tribes/agencies.
- II.A.6 Review personnel policies to ensure that they promote equitable treatment to all NMHU employees.
- II.A.7 Review all existing handbooks to determine that they contain language that establishes appropriate procedures to ensure integrity and fairness.
- II.A.8 Explore the availability of resources to provide adequate housing for faculty in Las Vegas.
- II.A.9 Ensure full and timely availability and accessibility of faculty for counseling of students.

Objective II.B By creating a safe and secure work and learning environment.

Action Steps:

- II.B.1 Annually update campus safety procedures.
- II.B.2 Annually review and implement campus climate measures.
- II.B.3 Provide continued campus police officer training.
- II.B.4 Maintain NMHU cyberspace security.
- II.B.5 Establish, maintain, and update all laboratory and studio safety procedures.

II.B.6 Establish a central clearinghouse for all security/safety related procedures.

Strategic Goal III: To promote the well being of the region

Objective III.A Through social and cultural development in collaboration with public and private agencies in Northern New Mexico.

Action Steps:

- III.A.1 Expand NMHU partnerships based on local, regional, and state needs.
- III.A.2 Secure funding from HUD to establish a community learning center in collaboration with our community partners, the United World College, and Luna Community College.
- III.A.3 Establish additional internships at local businesses, social service agencies, and the public schools.
- III.A.4 Establish a procedure for helping local businesses with their financial/marketing planning.
- III.A.5 Increase the number of collaborative initiatives with the United World College, Luna Community College, our community partners, and local and regional educational institutions.
- III.A.6 Create a plan for effective lobbying at the state and federal level.
- III.A.7 Establish avenues for alumni and community leaders to be involved in the university through service on boards, speaking engagements, and mentor programs.

Objective III.B By becoming an intellectual and physical hub of community and regional activity directed toward educational, social, economic, and cultural advancement.

Action Steps:

- III.B.1 Inventory and assess activities between campus units and communities that contribute to regional advancement to determine their current effectiveness.
- III.B.2 Promote the campus as a central place of the community's engagement in social, economic, and cultural development.
- III.B.3 Assign responsibility to an existing unit or create a campus center to advance partnership development and to serve as a clearinghouse for requests for university services.

III.B.4 Promote effective communication between the Las Vegas community and the University community regarding public events.

Objective III.C By providing professional higher education and related support services to students and communities in Northern New Mexico that have limited access to the main campus through the use of strategically located regional centers, continuing education, and technology.

Action Steps:

III.C.1 Continue to develop and deliver academic programs and services, professional development opportunities, and awareness of these programs in the communities being served.

III.C.2 Integrate community-based learning into programmatic goals and objectives.

III.C.4 Continue with the University's strong support of the state-funded **RPSP** programs.