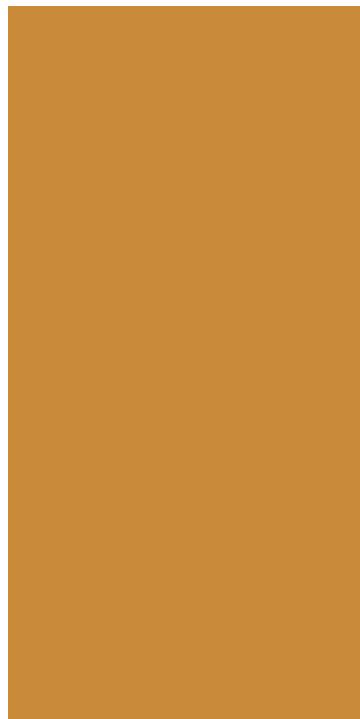




**2019-2020
FACTBOOK**





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Overview for FY 2019-20

The annual New Mexico Highlands University Fact Book is a publication of the Office of Institutional Effectiveness and Research and the Office of the President. The Office of Institutional Effectiveness and Research is the official source of University statistics that are provided to the State of New Mexico—Higher Education Department, IPEDS, faculty, staff, students, and countless other constituencies who require such data.

This statistical information is utilized for, and supports, decision-making processes within all academic and administrative units of the university, Faculty Senate and various committees within the Institution, the Board of Regents, state and federal agencies, and professional and private organizations.

The Office coordinates the collection of data, preparation of reports, and the submission of files. It also publishes research reports that reflect information gathered from current or archived files.

Every effort has been made to ensure that the data contained in this document is accurate. For further information about this and other reports, contact Shawn Flood, Institutional Research & Assessment Analyst at 505-426-2020.

University President: Dr. Sam Minner

Board of Regents Chairman: Mr. Leveo Sanchez

Homepage Address: www.nmhu.edu

Location of Main Campus: Las Vegas, NM

Office of Admissions Phone Number: 1-800-338-6648

University Accreditation: Higher Learning Commission

Strategic Plan Executive Summary

Mission

New Mexico Highlands University is a public comprehensive university serving our local and global communities. Our mission is to provide opportunities for undergraduate and graduate students to attain an exceptional education by fostering creativity, critical thinking and research in the liberal arts, sciences and professions within a diverse community.

Vision

Our vision is to be a premier comprehensive university transforming lives and communities now and for generations to come.

Core Values

Excellence, Diversity, Accessibility, Responsiveness

Strategic Goals for 2020

- Highlands University will achieve academic excellence, academic integration and student success.
- Highlands University will achieve strategic enrollment management.
- Highlands University will achieve a vibrant campus life.
- Highlands University will be a community partner.
- Highlands University will achieve technological advancement and innovation.
- Highlands University will achieve enhanced communication and efficiency.

More information online at www.nmhu.edu/highlands2020/

Core Values

Excellence

Diversity

Accessibility

Responsiveness

Statement from President Minner

New Mexico Highlands University has been an important educational, cultural, social and economic asset in New Mexico and particularly Northern New Mexico since 1893. Our graduates achieve great things for themselves and for the many communities they serve.



We take pride in thinking about Highlands as an institution committed to student access and success. Quite simply, Highlands is an excellent value—a place students receive a great education at a very affordable cost. We strive to focus on student success and one important factor in student success is affordability. But, other outcomes are also important at Highlands. We want our students to experience deep and meaningful learning commonly associated with high-impact educational practices such as undergraduate research, internships, study-abroad experiences, service learning projects directly connected with classes and other community-based activities. We want our students to graduate with the knowledge and tools to achieve a successful first destination—a good job or placement in a good graduate program. We also want our graduates to have a successful long-term career. We seek to engineer a student experience characterized by a vibrant campus life including extracurricular activities, a rich co-curricular environment, and for those students desiring a residential experience, a safe and comfortable living environment. Most critically,

at Highlands we focus on both roots and branches—each student's unique background, cultural heritage and familial values and customs while also focusing on branches—each student's goals, passions and dreams. We honor the past—the roots—but are also honored to be a part of the future—the branches.

I personally feel very fortunate to be even a small part of our noble mission and to play a small role in making the dreams of our students come true.

A handwritten signature in black ink, which appears to read "Sam Minner". The signature is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

Sam Minner, President

Highlands University Board of Regents



Leveo Sanchez is a dynamic leader with decades of domestic and international business success and distinguished public service. He is a New Mexico native and returned to the state in 2006. From 1966 through 2005, Sanchez established several successful businesses in governmental and management consulting, banking, real estate development and investment, property management and export trading.



William Garcia is the former cabinet secretary of economic development for the state of New Mexico and has had a distinguished career in business, taking an active leadership role with numerous New Mexico businesses and civic organizations. García was named a Highlands University distinguished alumnus in 1986. He served on the Highlands Foundation board since 1986, including leading as board president, and was a founding member of the Highlands Alumni Association in the early 1980s.



LouElla Marr-Montoya gained more than 30 years of experience in higher education administration and counseling through various positions at Luna Community College. She earned her M.A. in guidance and counseling from Highlands as well as her B.A. in sociology, psychology and secondary education.



Frank Marchi has had a distinguished career as an insurance executive for Manuel Lujan Insurance, Inc. in Albuquerque, where he is currently a business consultant. Prior to that, he was chief operating officer, president of the board of directors and senior vice president for the insurance agency.



Rebekah People served as student body president at New Mexico Highlands, is now the university's newest student regent. NM Gov. Michelle Lujan Grisham made People's appointment official March 26. People's term extends to the adjournment of the next regular session of the New Mexico State Legislature in 2020. People, a 21-year-old from Mesquite, NV, has earned a 4.0 GPA to date as a double major in political science and psychology. The senior is on track to graduate in December 2019.

**Regents listed above as of 18/19 academic year.

Organizational Structure FY 2019-2020

Board of Regents



Dr. Sam Minner, President

Cuddy & McCarthy, Legal Counsel
Sutin Thayer & Browne, Legal Counsel
Miller Stratvert P.A., Legal Counsel



Mr. Max Baca
VP for Finance &
Administrative Services



Dr. Roxanne Gonzales
Provost & VP for
Academic Affairs



Dr. Kimberly Blea
Dean of Students



Dr. Theresa Law
VP for Advancement



Dr. Edward Martinez
Interim VP for Strategic
Enrollment Management

Program Level Accreditations

- **ACBSP** - Accreditation Council for Business School and Programs
- **ACS** - American Chemical Society
- **CAEP** - Council for the Accreditation of Educator Preparation (Initial Licensure: Teacher Education Programs; Advanced Programs: Education Leadership, Counseling)
- **CCNE** - Commission on Collegiate Nursing Education
- **CSWE** - Council on Social Work Education
- **MPCAC** - Masters in Psychology and Counseling Accreditation Council
- **SAF** - Society of American Foresters



College of Arts & Sciences

Associate Degree Options

- General Engineering (AS)
- Early Childhood Multicultural Education (AA)
- Music (AA)
- Social Behavioral Sciences (AA)

Bachelor's and Minor Degree Options

Department of Biology

Biology (BA, BS or Minor)

Concentration:

Teaching

Department of Chemistry

Chemistry (BA, BS or Minor)

Concentration:

Biochemistry (BA)

Department of Computer & Mathematical Sciences

Computer Science (BA, BS or Minor)

Concentrations:

Individualized Program (BA, BS)

Information Systems (BA)

Software/Hardware Systems (BS)

Mathematics (BA, BS or Minor)

Math/Computer Science for Secondary

School Teachers (BA)

Math/Computer Science for Elementary School

Teachers (Minor)

Physics (Minor)

Undergraduate Programs of Study

Department of English and Philosophy

English (BA or Minor)

English Writing (Minor)

Department of History and Political Science

History (BA or Minor)

Political Science (BA or Minor)

Concentrations:

Law Emphasis

Liberal Arts

Department of Languages & Culture

Spanish (BA or Minor)

Native American/Hispanic Cultural Studies (Minor)

Department of Visual and Performing Arts

Fine Arts (BA, BFA or Minor)

Concentrations:

Pre-Professional (BFA)

Interdisciplinary (BFA)

Liberal Arts (BA)

Music (BA, BFA or Minor)

Concentrations:

Music Technology and Composition (BA)

Music Education (BA)

Music Vocal Performance (BFA)

Music Production (BFA)

Universal Music (BA)

Art (Minor)

Art History (Minor)

Department of Exercise and Sport Sciences

Health (BA or Minor)

Concentrations:

Health Education

Health Promotion and Wellness

Pre-professional Allied Health

Human Performance and Sport (BA or Minor)

Concentrations:

Exercise Science

Physical Education

Recreation & Sport Management

Coaching (Minor)

Recreation (Minor)

Department of Natural Resources Management

Environmental Geology (BS)

Concentrations:

Geology

Water Resources

Environmental Science

Forestry (BS)

Concentrations:

Wildland Fire (Concentration and Minor)

Wildlife Management (Minor)

Forestry Management

Conservation Management (BA)

Geology (Minor)

Environmental Science (Minor)

Undergraduate Programs of Study (continued)

Department of Natural Resources Management (continued)

Geographic Information Systems (GIS) (Minor or Certificate)
Forest Watershed Management (Certificate)

Department of Nursing

Nursing (BSN) (Licensed RNs only)

Department of Sociology, Anthropology and Criminal Justice

Sociology/Anthropology (BA)

Concentrations:

American Indian Studies
Anthropology
Criminology
Sociology

Criminal Justice Studies (BA or Minor)

Sociology (Minor)

Anthropology (Minor)

Department of Psychology

Psychology (BA, BS or Minor)

Interdepartmental

University Studies (BA)

General Science for Secondary Teachers (BA)

Cognitive Science (Minor)

Combined Science (Minor)

General Science for Elementary Teachers (Minor)

Womens Studies (Minor)

School of Business, Media and Technology

Bachelors of Business Administration (BBA)

Concentrations:

Accounting
General Business
Finance
Management
Marketing
Media Marketing

Minors:

Accounting
General Business
Finance
Management
Marketing

Certificates:

Accounting
Finance
Human Resource Management
Marketing

Department of Media Arts and Technology

Software Systems Design (BSSD or Minor)

Media Arts (BA or Minor)

Media Arts (BFA)

Concentrations:

Multimedia and Interactivity
Photographic Imaging
Visual Communication
Video and Audio

School of Education

Department of Teacher Education

Early Childhood Multicultural Education (BA or Minor)

Concentration:

Age 3 to Grade 3

Birth to Age 4 (Non-Licensure Option/NLIC)

Birth to Age 4 (Licensure Option)

Elementary Education (BA)

English as a Second Language (Minor)

Bilingual/TESOL Education (Minor)

Secondary Education (Minor or Certificate)

Department of Special Education

Special Education (BA, Minor or Certificate)

Facundo Valdez School of Social Work

Social Work (BSW)



Graduate Programs of Study

College of Arts & Sciences Department of Biology (MS)

Natural Sciences

Concentration:

Biology (thesis and non-thesis option)

Department of Chemistry (MS)

Applied Chemistry

Department of Computer & Mathematical Sciences

Media Arts and Computer Science (MA/MS)

Concentration:

Computer Science

Department of English (MA)

Concentrations:

Creative Writing

Linguistics, Literacy and Composition

Literature

Department of Exercise and Sports Sciences (MA)

Human Performance and Sport

Optional Concentrations:

Teacher Education

Sports Administration

Department of History and Political Science (MA)

Public Affairs

Concentrations:

Applied Sociology

History

Political and Governmental Processes

Southwest Studies (MA)

Concentrations:

History/Political Science

Department of Natural Resources Management (MS)

Natural Sciences

Concentrations:

Environmental Science and Management

Geology

Certificate in:

Geographical Information Systems (GIS)

Department of Psychology (MS)

Psychology

Concentrations:

General Psychology

Clinical/Psychology

Department of Sociology, Anthropology, and Criminal Justice

Public Affairs (MA)

Concentrations:

Applied Sociology

Southwest Studies (MA)

Concentrations:

Anthropology

Certificate in:

Cultural Resource Management

Department of Visual and Performing Arts Post Baccalaureate Certificate in Fine Arts

School of Business, Media and Technology

Master in Business Administration (MBA)

Concentrations:

Accounting

Entrepreneurship

Finance

International Business

Human Resources Management

Management

Marketing

Certificates:

Accounting

Finance

Human Resources Management

Marketing

Media Arts and Computer Science (MFA)

Concentrations:

Cultural Technology

Software Systems Design (MSSD)

Graduate Programs of Study (continued)

School of Education

Department of Counseling & Guidance (MA)

Counseling

Concentrations:

Clinical Mental Health

Clinical Rehabilitation

School Rehabilitation

Rehabilitation Counseling with Specialization in

Vocational Evaluation

Certificates:

Professional Counseling (Licensed Mental Health Counseling)

Rehabilitation Counseling, (CRC, PED K-12)

School Counseling (PED K-12)

Department of Educational Leadership (MA)

Educational Leadership

Certificate:

Educational Leadership

Department of Special Education (MA)

Special Education

Certificates:

Special Education

Department of Teacher Education (MA)

Certificates:

Advanced Placement

Alternative Licensure

Bilingual Education

Reading

Secondary Education

Teaching English as a Second Language (TESOL)

Department of Curriculum and Instruction (MA)

Emphasis areas:

Bilingual Education

Reading

English as a Second Language

Teaching English as a Second Language (TESOL)

Or a specific content area (e.g. math, English, history, science, etc.)

Facundo Valdez School of Social Work (MSW)

Master of Social Work

Concentrations:

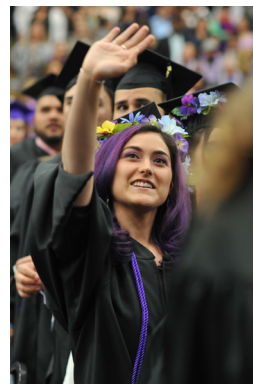
Clinical Practice

Bilingual/Bicultural Clinical Practice
(Albuquerque campus only)

Leadership and Administration
(Albuquerque campus only)

Dual Degree, MSW/MBA (Albuquerque campus only)

Substance Abuse Focus (Albuquerque campus only)



2019 National Survey of Student Engagement Survey Results

- The NSSE is a national survey of academic and co-curricular activities that are associated with increased student engagement.
- 89 percent of seniors and 83 percent of freshmen rated their entire educational experience at Highlands as excellent or good, according to the National Survey of Student Engagement (NSSE).
- 90 percent of freshmen at Highlands said the institution emphasized the use of learning support services.
- 89 percent of freshmen participated in high impact practices (HIPs) and 85 percent of seniors participated in HIPs such as community-based service-learning projects.
- 73 percent of freshmen and 65 percent of seniors said instructors gave prompt and detailed feedback on tests or completed assignments.
- Seniors scored well on connecting their learning to societal problems or issues.
- Seniors also scored well in the level of interaction with other students from different backgrounds such as economic, racial, political and religious.

2020 Alumni Survey Results

- 2016-2017 graduating class alumni participated
- 89% of alumni surveyed stated that they were either satisfied or very satisfied with their current jobs.
- 95% were satisfied or very satisfied with the quality of instruction in their major or certificate.
- 92% were satisfied or very satisfied with the quality of intellectual challenges to their program.
- 91% were satisfied or very satisfied with contact with faculty outside class.
- 93% were satisfied or very satisfied with the value of their education relative to cost.
- 91% were satisfied or very satisfied with the extent that their experience at Highlands enhanced their ability to communicate and explain ideas.
- 91% were satisfied or very satisfied with the extent that their experience at Highlands enhanced their ability to think critically and creatively.
- 89% were satisfied or very satisfied with the extent that their experience with Highlands prepared them to work in a group.

2019 Student Satisfaction Survey Results

The table below highlights where students were either very satisfied or satisfied with the three main areas of curriculum and instruction, support and overall assessment.

	#	% VS or S	Mean
Curriculum and Instruction			
Quality of instruction in your major	279	97.2%	3.58
Quality of instruction outside your major	242	85.5%	3.39
Quality of academic advisement	250	87.7%	3.34
Availability of courses in your major	258	90.2%	3.37
Quality of intellectual challenge of your program	270	94.1%	3.51
Support			
Adequacy of financial assistance (\$)	239	84.2%	3.28
Quality of career counseling and advisement	218	77.3%	3.21
Contact with faculty outside of class	251	88.1%	3.39
Adequacy of laboratory facilities and equipment	200	70.9%	3.37
Adequacy of library facilities	223	78.8%	3.35
Adequacy of computer facilities	228	80.6%	3.36
Overall Assessment			
Value of your education, relative to cost	270	95.4%	3.50
Your sense of community on campus	227	80.8%	3.35
Your preparation for work or graduate school	250	89.0%	3.38
Your satisfaction with your college experience	276	97.5%	3.49

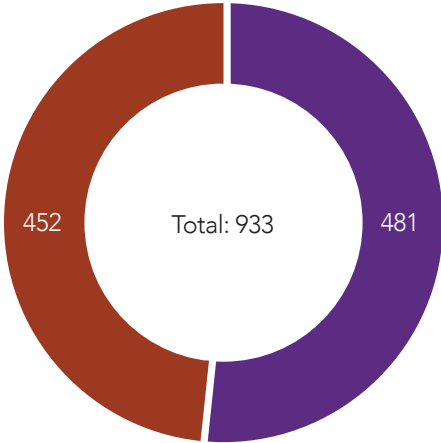
Highlands University Athletic Highlights



- 7 teams earn a cumulative 3.0 GPA or above
- 92 student-athletes earn a cumulative 3.5 GPA or above
- 14 All-RMAC performers
- 55 RMAC Scholar-Athletes
- Jonathan Trujillo (wrestling) named All-American and Scholar All-American

Source: Andrew Ehling, Director of Athletics, New Mexico Highlands University



Bachelor's vs. Master's Degrees: Summer 2018, Fall 2018 & Spring 2019



-  Bachelor's Degree
-  Master's Degree



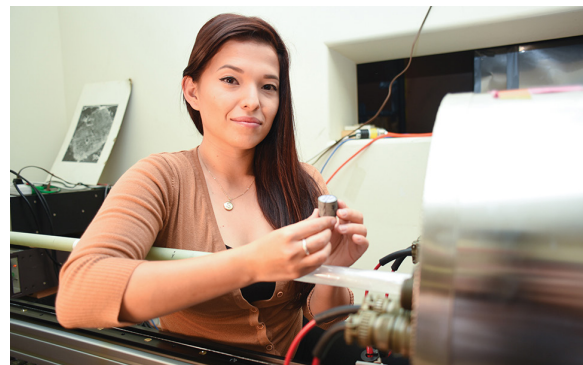
Undergraduate Degrees Conferred By Major

Major	2015 - 16	2016- 17	2017- 18	2018- 19	Four Yr. Total
Art	1	7	1	0	9
Biology	14	16	20	18	68
Business Administration	79	85	76	68	308
Chemistry	8	2	9	4	23
Computer Science	6	9	6	7	28
Conservation Management	5	1	2	4	12
Criminal Justice Studies	23	42	18	21	104
Early Chldhd Multicultural Edu	13	11	31	28	83
Elementary Education	36	24	19	17	96
English	5	5	7	5	22
Environmental Geology	4	6	3	3	16
Fine Art	0	0	2	4	6
Forestry	7	13	3	5	28
General Science Education	0	0	1	1	2
Health	13	7	11	12	43
History	1	7	7	3	18

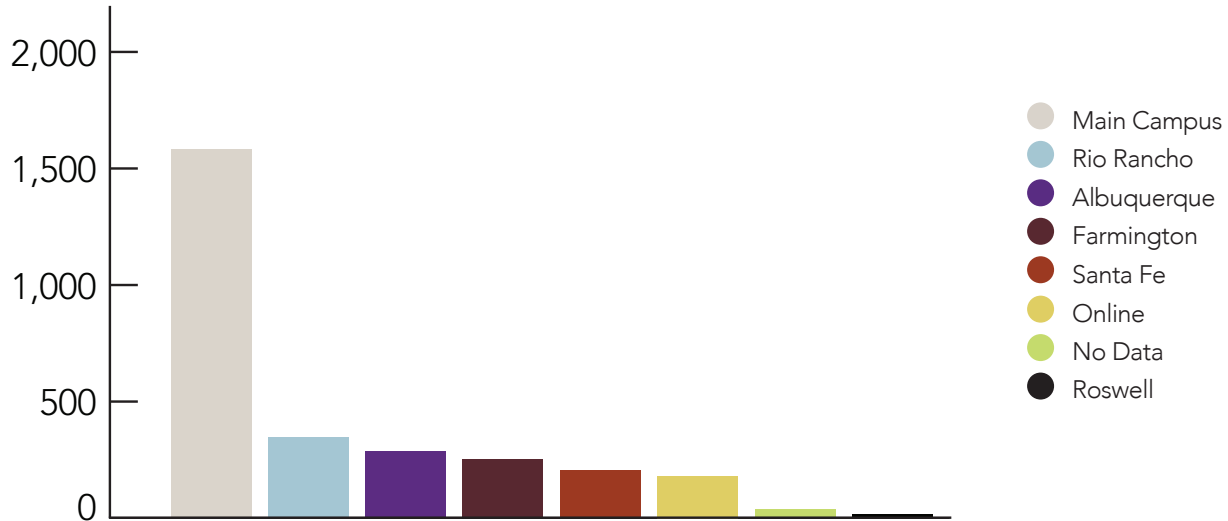
Human Performance & Sport	43	35	29	16	123
Mathematics	4	1	4	1	10
Media Arts	10	10	5	8	33
Music	7	8	5	4	24
Nursing	57	74	48	68	247
Political Science	4	4	3	5	16
Psychology	29	27	38	32	126
Social Work	121	122	133	112	488
Sociology/Anthropology	9	5	8	6	28
Software Systems Design	1	1	4	3	9
Spanish	2	1	2	0	5
Special Education	3	11	7	4	25
University Studies	9	16	18	22	65
Totals	514	550	520	481	2065
*Degrees counted as of Academic Year, Summer, Fall & Spring					

Graduate Degrees Conferred By Major

Major	2015 - 16	2016 - 17	2017-18	2018-19	Four Yr. Total
Business Administration	60	75	84	102	321
Chemistry	2	0	5	4	11
Curriculum and Instruction	18	48	27	32	125
Educational Leadership	27	24	11	18	80
English	9	6	4	7	26
Guidance and Counseling	60	59	54	57	230
Human Performance & Sport	13	16	12	16	57
Life Science	11	5	1	1	18
Media Arts & Computer Science	3	3	3	5	14
Natural Sciences	8	5	7	10	30
Psychology	6	8	16	6	36
Public Affairs	4	6	9	9	28
Social Work	141	140	138	155	574
Software Systems Design	5	1	2	3	11
Southwest Studies	1	1	1	0	3
Special Education	30	34	21	27	112
Totals	398	431	395	452	1676
*Degrees counted as of Academic Year, Summer, Fall, & Spring					



Fall Headcounts By Campus



Fall Semester	Main	Rio Rancho	Albuquerque	Farmington	Santa Fe	Online	No Data	Roswell	Off Campus	ITV
2019	1580	347	287	252	203	181	37	15	0	0
Note: Counts based on student selection when registering, as of census.										

Four-Year Course Enrollment

Undergraduate Student Credit Hour				
Fall Semester	2016	2017	2018	2019
Main Campus	16,425	14,935	13,260	12,079
Albuquerque Center	1,660	1,565	1,213	1,170
Rio Rancho Center	1,388	1,006	546	545
Santa Fe Center	968	707	457	278
Farmington Center	1,182	732	607	948
Online	4,996	4,869	6,309	6,073
Off Campus	148	104	72	65
ITV	NA	NA	75	0

Undergraduate Full-Time Equivalent*				
Fall Semester	2016	2017	2018	2019
Main Campus	1,095	996	884	805
Albuquerque Center	111	104	81	78
Rio Rancho Center	93	67	36	36
Santa Fe Center	65	47	30	19
Farmington Center	79	49	40	63
Online	333	325	421	404
Off Campus	10	7	5	4
ITV	NA	NA	5	0

Graduate Student Credit Hour				
Fall Semester	2016	2017	2018	2019
Main Campus	2,495	2,241	2,254	1,687
Albuquerque Center	2,165	2,342	2,159	1,845
Rio Rancho Center	1,186	1,098	1,021	673
Santa Fe Center	392	431	409	410
Farmington Center	537	401	375	271
Online	3,057	3,489	3,773	4,335
Off Campus	583	163	18	36
Roswell	NA	NA	90	35
ITV	NA	NA	103	0

Graduate Full-Time Equivalent**				
Fall Semester	2016	2017	2018	2019
Main Campus	208	187	188	141
Albuquerque Center	180	195	180	154
Rio Rancho Center	99	92	85	56
Santa Fe Center	33	36	34	34
Farmington Center	45	33	31	23
Online	255	291	314	361
Off Campus	49	14	2	3
Roswell	NA	NA	8	3
ITV	NA	NA	9	0

Note: 2018 data going forward taken as of census
 *Undergraduate FTE = SCH/15
 **Graduate FTE = SCH/12

Total Student Credit Hours & Full-Time Equivalent

Fall Semester	2016	2017	2018	2019
UG Student Credit Hour	26,767	23,918	22,539	21,158
UG Full-Time Equivalent*	1,786	1,595	1,503	1,410
GR Student Credit Hour	10,415	10,165	10,202	9,292
GR Full-Time Equivalent**	869	848	850	775

Total FTE vs. Main Campus FTE

Fall Semester	2016	2017	2018	2019
Undergraduate Total FTE*	1,786	1,595	1,503	1,410
Undergraduate Main Campus FTE*	1,095	996	884	805
Graduate Total FTE**	869	848	850	775
Graduate Main Campus FTE**	208	187	188	141

Note: Data in tables above as of census

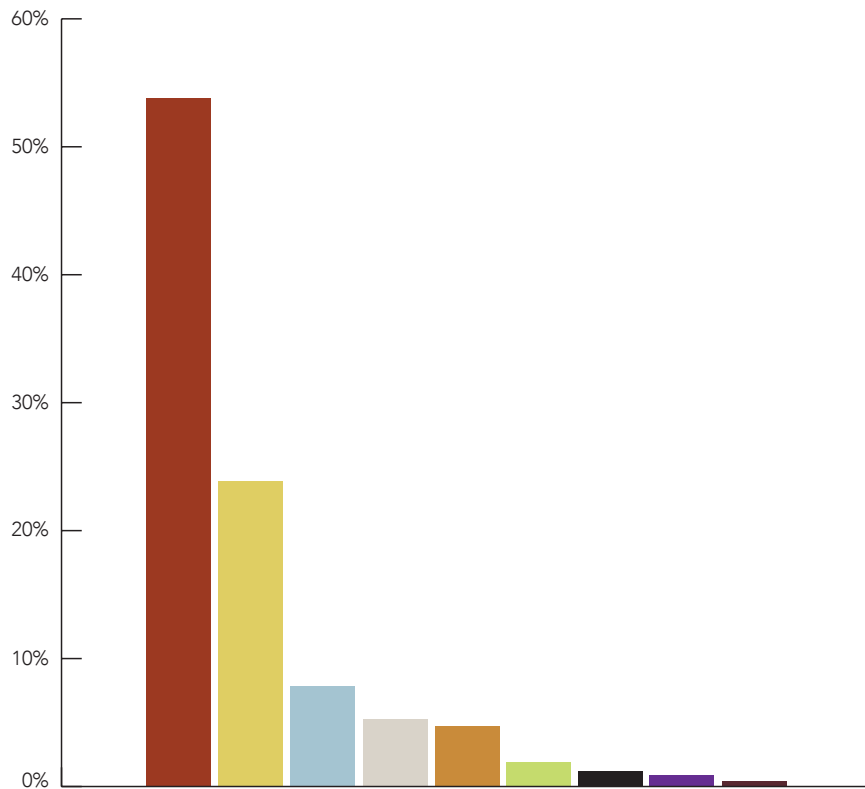
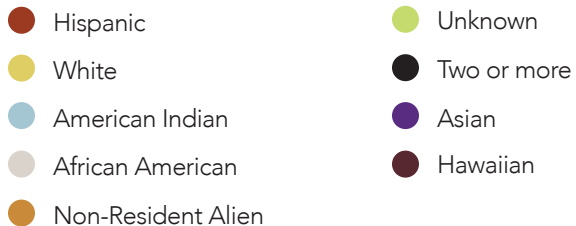
*Undergraduate FTE = SCH/15

**Graduate FTE = SCH/12

Race/Ethnicity Enrollment Trends

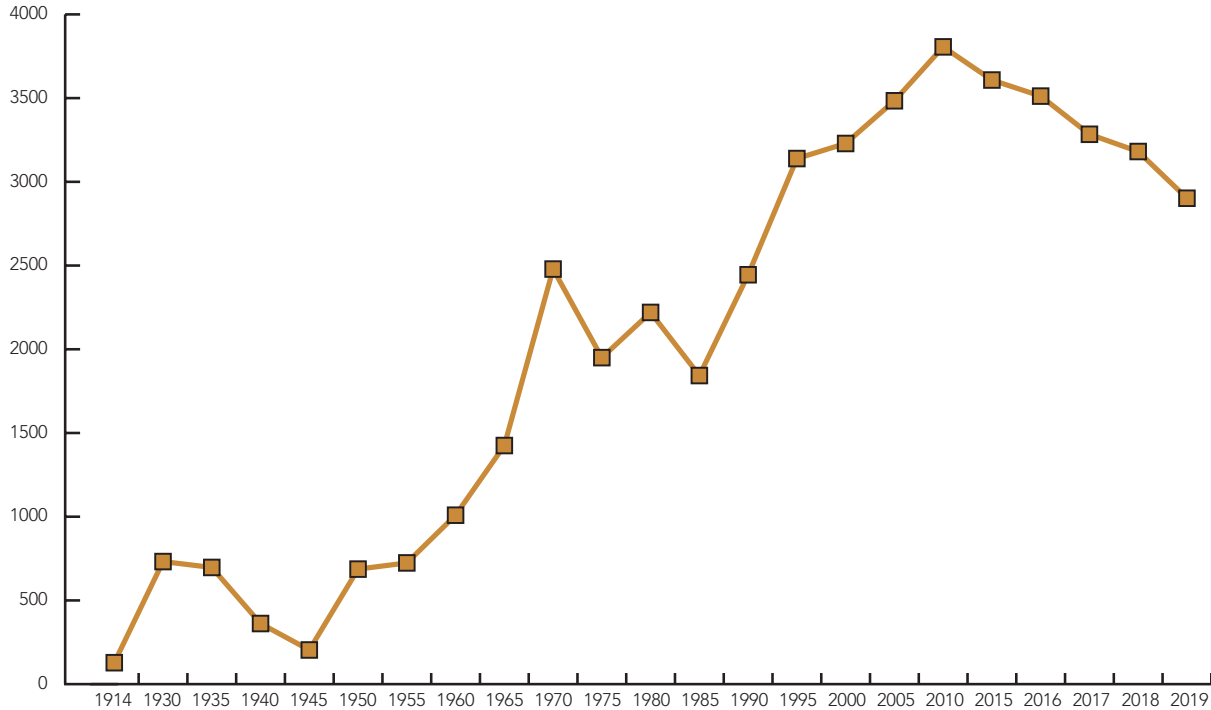
Fall Semester	2016	2017	2018	2019
African American	4.0	4.4	4.2	4.6
American Indian	7.3	8	8.3	8.7
Asian	0.9	1.1	0.9	0.7
Hawaiian	0.5	0.4	0.4	0.2
Hispanic	51.9	53.8	53.8	53.7
Non-Resident Alien	5.2	5.1	4.7	4.4
White	23.2	23.4	23.9	23.3
Two or More	1.6	1.7	1.7	2
Unknown	2.6	2.3	2.1	2.5

Note: Data as of census.



Note: Data as of census.

Total Student Enrollment Trends 1914-2019

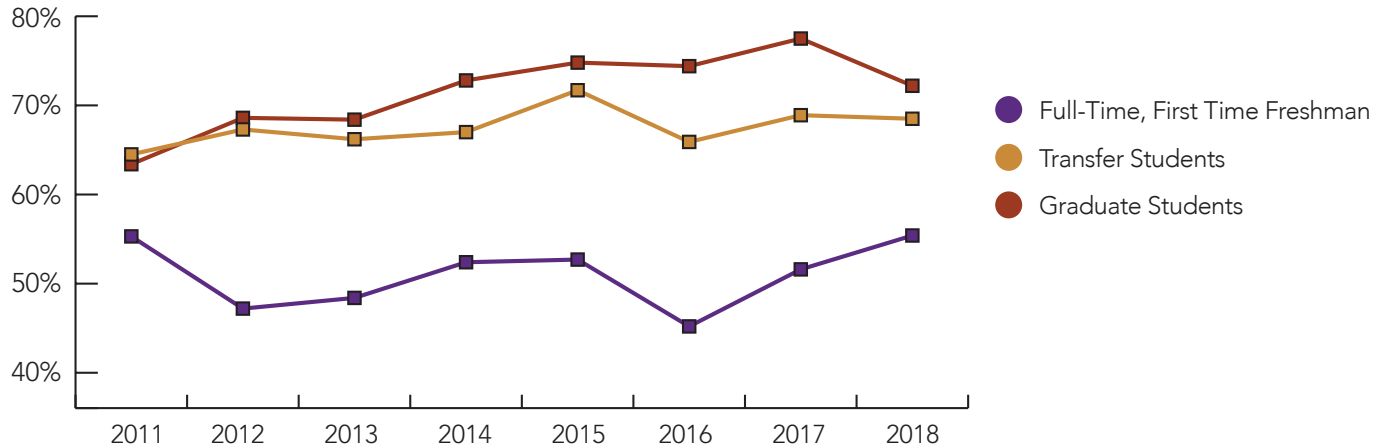


Note: 2017 going forward is enrollment counts as of fall census.

2018 Highlands University Diversity of Full-Time Faculty and Staff

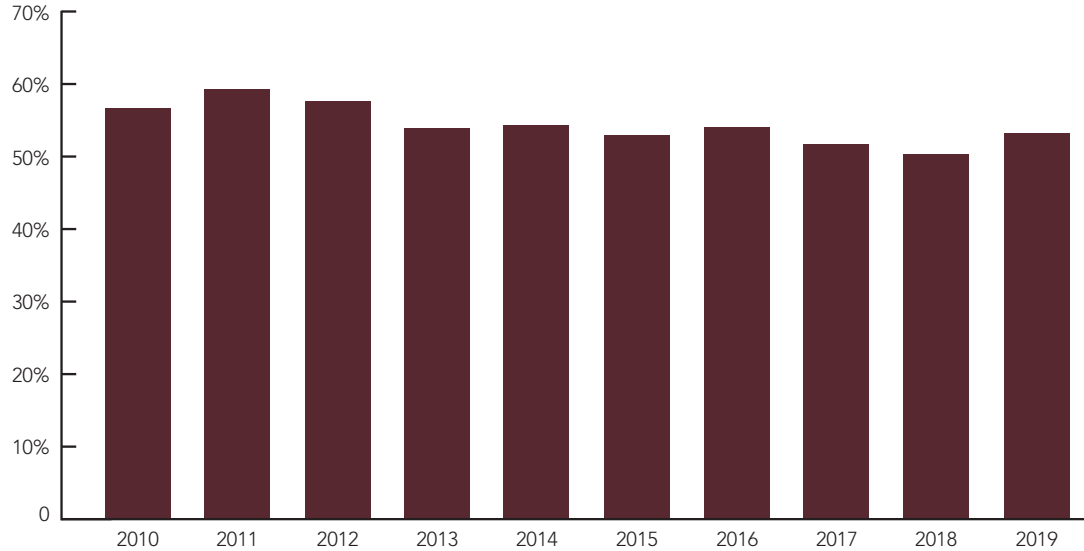
Race/Ethnicity/Gender	Faculty # (N = 133)	Faculty % (N = 133)	Staff # (N = 314)	Staff % (N = 314)
Black or African American	2	1.5%	6	1.9%
American Indian or Alaska Native	1	0.8%	3	1.0%
Asian	5	3.8%	1	0.3%
Hispanic/Latino	39	29.3%	227	72.3%
Native Hawaiian/Pacific Is.	0	0.0%	0	0.0%
White/Other	73	54.9%	58	18.5%
Two or more Races	2	1.5%	3	1.0%
Nonresident Alien	8	6.0%	4	1.3%
Unknown	3	2.3%	12	3.8%
Men	71	53.4%	148	47.1%
Women	62	46.6%	166	52.9%
Source: IPEDS HR 2018-19 Part B1- Full-time Non-Instructional Staff by Occupational Category Source: IPEDS HR 2018-19 Part A3- Full-time Instructional Staff - Totals				

Degree-Seeking Students Fall to Fall Retention



Academic Year First Enrolled	2011	2012	2013	2014	2015	2016	2017	2018
Full-Time, First Time Freshman	55.3%	47.2%	48.4%	52.4%	52.7%	45.2%	51.6%	55.4%
Transfer Students	64.5%	67.3%	66.2%	67.0%	71.70%	65.9%	68.9%	68.5%
Graduate Students	63.4%	68.6%	68.4%	72.8%	74.8%	74.4%	77.5%	72.2%
Note: Retention Cohorts taken as of fall census								

Percentage of Degree-Seeking Undergraduate Students Awarded PELL



2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
57.1%	59.1%	57.5%	54%	54.6%	53.5%	54%	51.7%	50.5%	53.5%

High School GPA for Fall Semester of First-Time, Full-Time Freshman

HS GPA	2015	2016	2017	2018	2019
4.00-4.99	2.98%	2.98%	2.37%	5.60%	5.43%
3.50-3.99	15.18%	16.69%	17.79%	22.30%	25.00%
3.00-3.49	25.60%	25.60%	28.85%	33.10%	29.71%
2.50-2.99	23.81%	22.92%	33.60%	26.00%	23.55%
2.25-2.49	8.93%	12.20%	6.72%	7.80%	10.14%
2.00-2.24	6.55%	6.25%	3.56%	3.30%	2.17%
<1.99	2.98%	3.57%	3.16%	1.90%	0.72%
Total Reporting	289	304	243	269	275
Overall GPA Mean	2.98	2.99	3.03	3.13	3.16

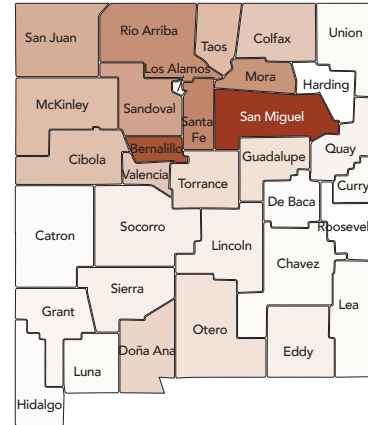
High School Rank for Fall Semester of First-Time, Full-Time Freshman

HS Percentile	2015	2016	2017	2018	2019
>=90	7.58%	6.82%	5.93%	9.30%	9.06%
70-89	20.83%	23.11%	19.76%	24.20%	20.29%
50-69	23.48%	26.52%	24.90%	25.80%	24.28%
30-49	23.48%	17.80%	19.37%	21.20%	17.39%
<30	17.80%	20.45%	13.83%	19.50%	15.58%
Total Reporting	246	250	212	236	239

First-Time, Full-Time Freshman County Enrollment

New Mexico Counties:	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Total
San Miguel	64	70	82	56	272
Bernalillo	32	15	28	29	104
Santa Fe	13	8	18	31	70
Rio Arriba	17	17	8	14	56
Mora	6	11	16	11	44
Sandoval	13	4	9	16	42
San Juan	15	5	8	6	34
McKinley	6	10	10	7	33
Taos	11	8	2	8	29
Cibola	11	4	2	5	22
Guadalupe	5	3	3	9	20
Valencia	5	5	5	4	19
Colfax	4	3	8	2	17
Torrance	4	6	1	4	15
Socorro	1	2	2	5	10
Dona Ana	3	4	2	0	9
Eddy	3	1	0	4	8
Quay	3	0	0	4	7
Otero	1	2	3	0	6
Lincoln	2	1	2	0	5
Grant	1	0	2	2	5
Union	0	1	0	3	4

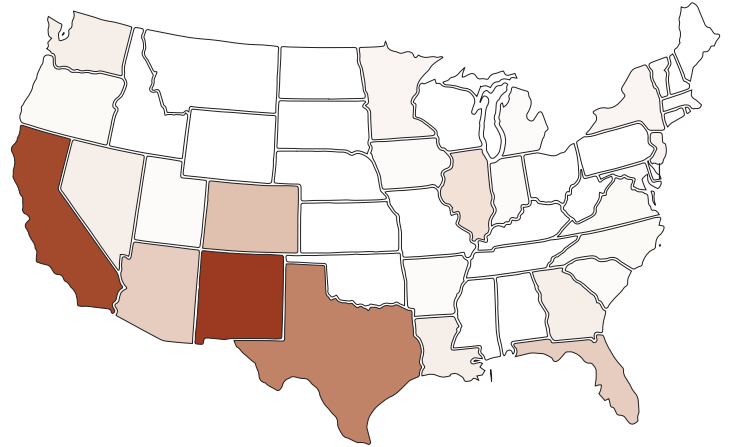
Los Alamos	2	0	0	1	3
Curry	0	1	1	1	3
Sierra	0	1	1	0	2
Chavez	0	1	1	0	2
Lea	0	1	0	0	1
Luna	1	0	0	0	1
Hidalgo	0	0	1	0	1
Catron	1	0	0	0	1
De Baca	0	0	0	0	0
Total	224	184	215	222	845



First-Time, Full-Time Freshman State Enrollment Origin

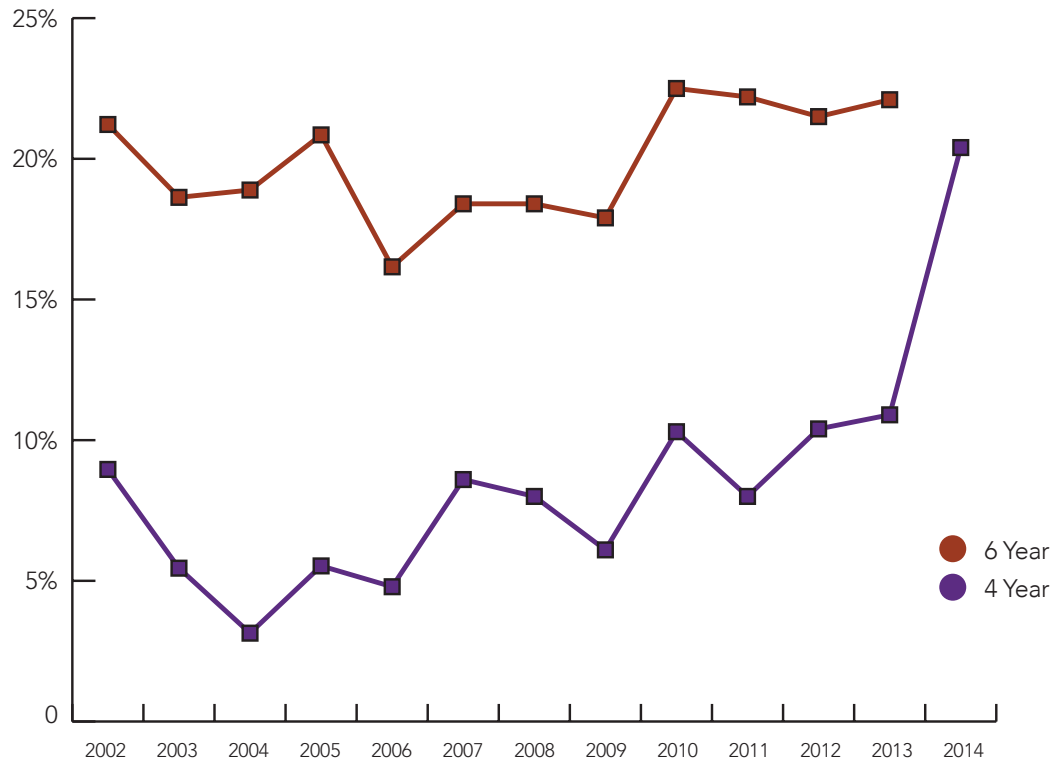
US States:	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Total
New Mexico	224	187	215	222	848
California	35	21	15	7	78
Texas	15	10	11	8	44
Colorado	12	4	2	2	20
Arizona	5	4	5	3	17
Florida	0	1	4	12	17
Illinois	1	7	3	4	15
New Jersey	0	1	3	8	12
Washington	7	0	1	0	8
Nevada	2	3	1	2	8
Georgia	2	1	3	1	7
Louisiana	0	5	1	0	6
North Carolina	1	0	1	1	3
New York	0	1	1	0	2
Oregon	0	2	0	0	2
Virginia	0	0	2	0	2
Minnesota	1	0	0	0	1
Indiana	0	0	1	0	1
Maryland	1	0	0	0	1
Vermont	1	0	0	0	1

Connecticut	0	1	0	0	1
Michigan	0	0	1	0	1
Rhode Island	0	0	1	0	1
South Carolina	0	0	1	0	1
Tennessee	0	0	0	1	1
Total	307	248	272	271	1098

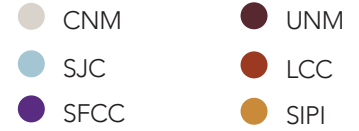
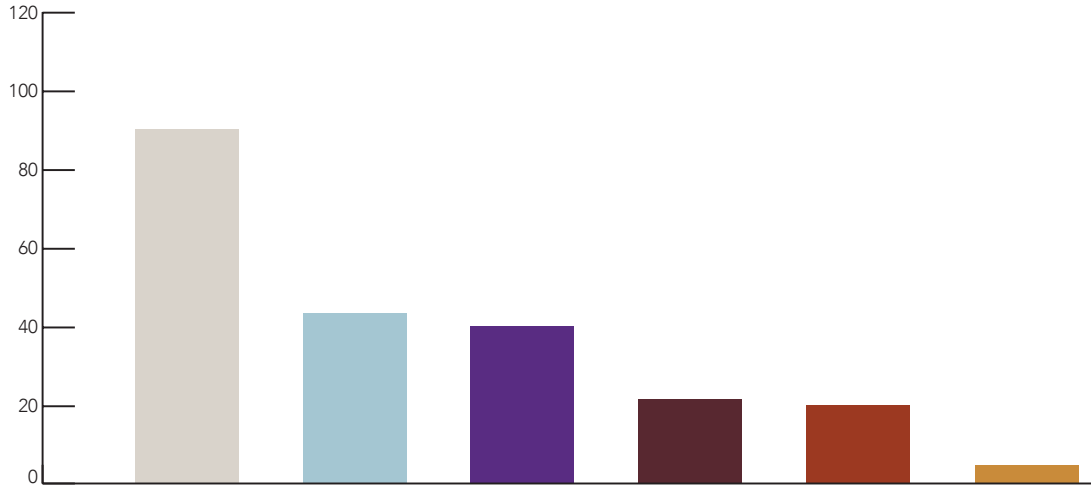


First-Time, Full Time Freshman Graduation Rates

Years to Graduation (Cumulative)			
Fall		Graduation Rate	
Term	Cohort	Year 4	Year 6
2002	212	8.96%	21.22%
2003	220	5.45%	18.63%
2004	254	3.14%	18.89%
2005	235	5.53%	20.85%
2006	396	4.79%	16.16%
2007	347	8.6%	18.4%
2008	437	8.0%	18.4%
2009	379	6.1%	17.9%
2010	320	10.3%	22.5%
2011	414	8.0%	22.2%
2012	424	10.4%	21.5%
2013	349	10.9%	22.1%
2014	275	20.4%	



Top Transfer Institutions for Fall 2019



Transfer Institution	Count
Central New Mexico CC	90
San Juan College	43
Santa Fe Community College	40
University Of New Mexico	22
Luna Community College	20
Southwestern Indian Polytechnic	5

Student Financial Aid 2019-20

<p>Group 1 All undergraduate students Fall 2018</p>	1,868
<p>Group 2 Of those in Group 1, those who are full-time, first-time degree/certificate-seeking</p>	280
<p>Of those in Group 2, those who were awarded any Federal Work Study, loans to students, or grant or scholarship aid from the federal government, state/local government, the institution, or other sources known to the institution</p>	266
<p>Of those in Group 2, those who were awarded any loans to students or grant or scholarship aid from the federal government, state/local government, or the institution</p>	264
<p>Group 3 Of those in Group 2, those paid the in-state or in-district tuition rate and who were awarded grant or scholarship aid from the federal government, state/local government, or the institution</p>	198
<p>Group 4 Of those in Group 2, those paid the in-state or in-district tuition rate and who were awarded any Title IV federal student aid</p>	146
<p>Source: IPEDS Student Financial Aid 2019-20, Section 1, Part A.</p>	

Academic Scholarships at Highlands University – Effective Fall 2019

New Mexico Residents – Freshman

College Incentive Grant

\$500 first semester

- 2.0 – 2.49 HS GPA per high school transcript.
- Student is required to complete Enrollment Success Program during the first semester at Highlands University.
- Upon completion of Enrollment Success Program with at least a 2.5 GPA and 15 credits, students will be awarded a **one-time \$250 book scholarship**.
- Will convert to NM Legislative Lottery scholarship pending the completion of 15 credit hours with a 2.5 GPA.



Freshman Success Scholarship

\$1,000 (\$500 per semester)

- 2.5 – 2.99 HS GPA per high school transcript.
- Student is required to complete Enrollment Success Program during first semester at Highlands University.
- Must complete 15 credit hours per semester with a 2.5 GPA.
- Will convert to NM Legislative Lottery scholarship **plus \$500** for 7 semesters pending the completion of 15 credit hours per semester with a 2.5 GPA.

Dean's Scholarship

\$2,800 (\$2,000 first semester and \$800 second semester)

- 3.0 – 3.49 HS GPA per high school transcript.
- Will convert to NM Legislative Lottery **plus \$800** for 7 semesters pending the completion of 15 credit hours per semester with a 2.5 GPA.
- Otherwise, \$800 second semester and renewable for an additional 6 semesters at \$800 per semester with completion of 15 credits and 2.5 GPA in second and subsequent semesters.

Presidential Silver Scholarship

\$5,000 (\$3,200 first semester and \$1,800 second semester)

- 3.5 – 3.74 HS GPA and 22 ACT per high school transcript
- Will convert to NM Legislative Lottery **plus \$1500** for 7 semesters pending the completion of 15 credit hours per semester with a 2.5 GPA.
- Otherwise, \$1,800 second semester and renewable for an additional 6 semesters at \$1,800 per semester with completion of 15 credits and 2.5 GPA in second and subsequent semesters **OR** \$2,000 per semester with completion of 15 credits and 3.0 GPA in second and subsequent semesters.

Presidential Gold Scholarship

\$6,000 (\$3,700 first semester and \$2,300 second semester)

- 3.75 HS GPA and 25 ACT
- Will convert to NM Legislative Lottery **plus \$2,000** for 7 semesters pending the completion of 15 credit hours per semester with a 2.5 GPA.
- Otherwise, \$2,300 second semester and renewable for an additional 6 semesters at \$2,300 per semester with completion of 15 credits and 2.5 GPA in second and subsequent semesters **OR** \$2,500 per semester with completion of 15 credits and 3.0 GPA in second and subsequent semesters.

Academic Scholarships at Highlands University – Effective Fall 2019 (continued)

NM Regent's Scholars - allocation from state

- Top 5% of graduating class
- Composite ACT score of 25 or total SAT of 1140
- Combined family income of no more than \$60,000
- Renewable for up to 7 semesters
- Must complete 15 hours with 3.0 GPA or higher

Out-of-State Residents – Freshman

NM Opportunity Scholarship

\$2,000 per semester

- 3.0 or higher HS GPA OR 22 or higher ACT score or equivalent SAT.
- Must complete 15 credit hours per semester with a minimum 3.0 GPA.
- Renewable for up to 7 semesters.
- Must live on-campus residence halls.
- Must purchase a meal plan.

NM Competitive Scholarships – in-state tuition and fee rates

- 3.5 or higher HS GPA AND ACT of 20 (SAT equivalent) or higher OR 3.0 or higher HS GPA AND ACT of 23 (SAT equivalent) or higher.
- Must complete 15 credit hours per semester with a minimum 3.0 GPA.
- Renewable for up to 7 semesters.

New Mexico Residents – Transfer Students

Dean's Transfer Scholarship

- 3.0 – 3.49 transfer GPA with no associate degree - \$500 per semester.
- 3.0 – 3.49 transfer GPA with an associate degree- \$750 per semester.
- Must complete 12 hours per semester and maintain a 3.0 GPA.
- Renewable for up to 6 semesters based on credits transferred and subject to the completion of 12 hours with a 3.0 GPA per semester.
- Does not apply to online programs.

Presidential Transfer Scholarship

- 3.5 transfer GPA with no associate degree - \$750 per semester.
- 3.5 transfer GPA with an associate degree - \$1000 per semester.
- Must complete 12 hours per semester and maintain a 3.0 GPA.
- Renewable for up to 6 semesters based on credits transferred and subject to the completion of 12 hours with a 3.0 GPA per semester.
- Does not apply to online programs.

PTK (Phi Theta Kappa) Scholarship

\$500 (\$250 per semester)

- Must be current member of PTK and a transfer GPA of 3.0 or higher.

Out-of-State Residents – Transfer Students

New Mexico Success Transfer Scholarship

\$2,000 per semester

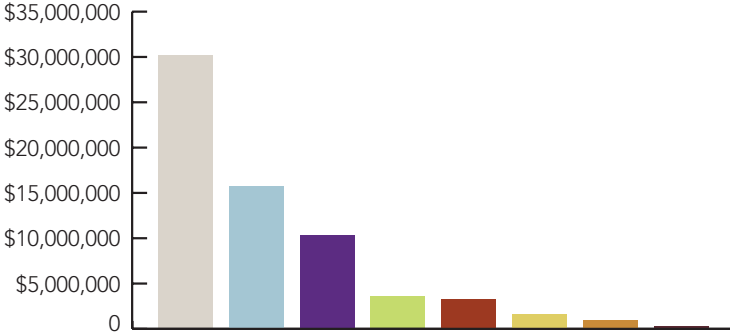
- 3.0 or higher transfer GPA AND an associate degree.
- Renewable for up to 4 semesters.
- Must complete 12 credit hours per semester with a minimum 3.0 GPA.
- Does not apply to online programs.
- Must maintain satisfactory academic progress (pace of progression, must not exceed max time frame).
- Must live on-campus residence halls.
- Must purchase a meal plan.

Summary of Salaries (FY 2019)

Category	Unrestricted		Restricted	
	FTE	Amount	FTE	Amount
Professional Salaries	157.88	8,785,565	53.05	1,175,758
Full-Time Faculty	135.13	7,775,052	15.9	540,298
Part-Time Faculty	15.65	1,307,392	1	270,236
Clerical Salaries	53.07	1,672,423	21.46	236,965
Technical Salaries	81.35	2,257,061	30.65	0
GA/TA Salaries	39.47	662,035	0.6	63,778
Other Salaries	131.52	2,033,790	7.71	453,449
Federal Work Study	0.5	0	11.91	365,182
State Work Study	22.4	46,389	13.35	188,534
Totals	636.97	24,539,707	155.63	3,294,200

Revenues by Source (FY 2019)

Source	Unrestricted	Restricted
Tuition and Fees	15,730,937	0
State Government Appropriations	30,136,300	0
Federal Government Grants/Contracts	0	10,264,215
State Government Grants/Contracts	0	1,650,274
Private Gifts Grants/Contracts	0	3,266,871
Endowment/Land/Permanent Fund	311,183	0
Sales and Services	3,633,402	0
Other Sources	961,340	7,000
Totals	50,773,162	15,188,360

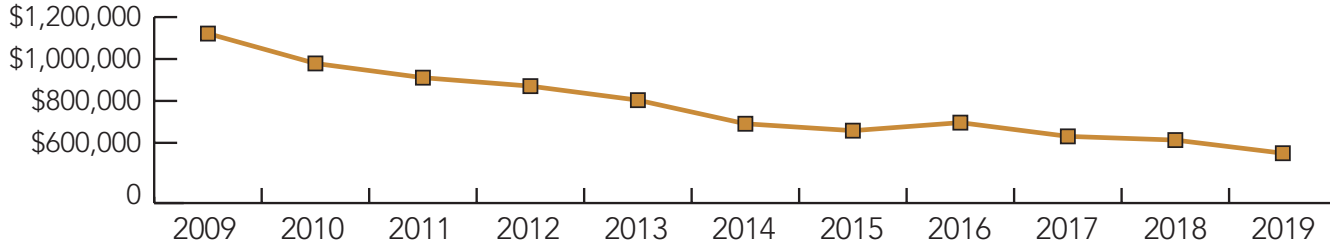


- State Government Appropriations
- Tuition and Fees
- Federal Government Grants/Contracts
- Sales and Services
- Private Gifts Grants/Contracts
- State Government Grants/Contracts
- Other Sources
- Endowment/Land/Permanent Fund

Fiscal Year Budget Analysis

Fiscal Year	Federal Funding	State Funding	Private Funding	Total
2011	\$11,798,187	\$5,257,878	\$2,302,956	\$19,359,021
2012	\$10,828,568	\$3,892,363	\$2,504,554	\$17,225,485
2013	\$9,766,740	\$3,698,387	\$2,714,081	\$16,179,208
2014	\$9,083,100	\$3,846,459	\$2,516,008	\$15,445,567
2015	\$8,372,142	\$4,029,683	\$3,099,381	\$15,501,206
2016	\$8,114,163	\$4,252,373	\$2,928,184	\$15,294,720
2017	\$9,085,493	\$3,965,104	\$1,759,115	\$14,809,712
2018	\$11,358,652	\$1,967,338	\$2,050,096	\$15,376,086
2019	\$10,264,215	\$1,650,274	\$3,273,871	\$15,188,360

Facilities and Administration – Indirect Cost Recovery



Fiscal Year	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Dollar Amount	\$1,121,356	\$978,888	\$910,968	\$870,556	\$803,637	\$691,071	\$658,129	\$696,456	\$630,887	\$613,211	\$550,527

Information Technology

Information Technology Services (ITS) supports and manages New Mexico Highlands University's technology environment. The department collaborates with all members of the campus community to provide support, guidance and expertise related to technology plans and strategies designed to support the mission and goals of the University. The highly integrated campus technology environment provides voice communication services, video conferencing and network connectivity to classrooms, offices and residence halls.

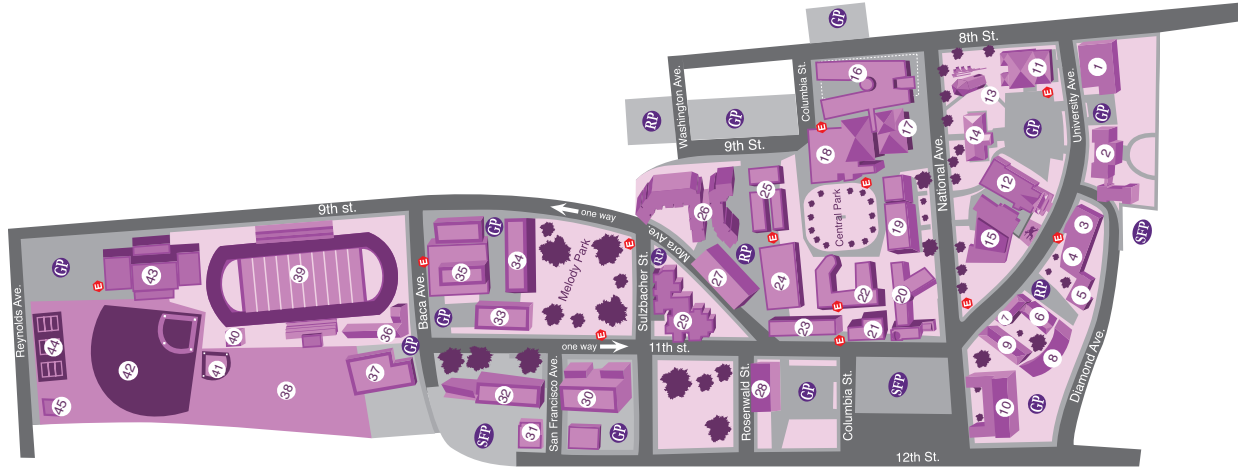
ITS staff strive to keep pace with the rapidly changing applications and technologies to provide faculty, staff and students with the services, tools and technologies needed to compete and succeed in a learning environment. An annual technology survey is conducted to identify areas of improvement in services provided by ITS.

Highlands University continues to expand its web-based public and private cloud services, specifically online learning management systems and associated applications. Enhanced e-mail services, and self-service functionality via the University's administrative software applications are also available to students, faculty, staff and administration.

Overview

- Easily accessible computer labs across campus and remote centers.
- 24 / 7 Help Desk technology support services to the university's technology community.
- Audio visual support is available for classrooms and meeting rooms.
- Complete wireless network coverage is available at all campus and center locations.
- Ethernet ports, wireless access and IP-TV are available in all residence halls.
- ITS supports a number of mobile devices that utilize the University's wireless network..
- Classroom technology including an instructor PC, SMART board and projectors in classrooms on campus and at remote centers.
- ITS supports online learning via cloud-based LMS and video conferencing.

Main Campus



E Emergency Station

GP General Parking

RP Resident Parking

SFP Staff/Faculty Parking

Main Campus – 85 acres

Golf Course – 165 acres

Buildings – 44

Area – 1,789,741 sq.ft.

