

Mission *The mission of the Native American Center is to recruit, retain, and graduate indigenous students through collaboration with the campus community, tribal entities, and community alliances.*

Vision *The vision of the Native American Center is an academically and socially integrated indigenous NMHU student population that persists and graduates.*

Department/Program: **Native American Center**

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Strategic Goals for 2020 Planning for FY19-FY21	Unit Goals	Unit Actions/Strategies	Measurable Outcome(s)/	Person(s) Responsible	Indicators and Time Frame for Assessment	Date(s) for Review
1. Highlands University will achieve academic excellence, academic integration and student success.	1. By the end of the fall semester 2018, Native American first time freshmen retention will increase to 80-90%	1.a. Increase outreach to all Native American students on campus to attend workshops 1.b. Implementation of retention program at Melody Hall- workshops, peer mentors, student participation, club meetings, study sessions, early alerts	1.a First time NA freshmen retention will increase to 80-90% at the end of fall semester 1.b The majority of students participating in CCI@MH will continue to be involved in spring semester	1.. Native American Center coordinator, student employees, CCI@MH students, HU departments, faculty and staff	1. Every Fall 1.b Every fall and spring monitor mid-term and final grades	1. Every Fall 1.b. End of every semester
	2. The goal of the NAC is to have a financially literate Native American student population at NMHU by the end of each semester, fall and spring	2a. Develop tribal deadline table to share with NA students and financial aid to ensure that FNAs are processed ahead of time. 2b. Remind students of FASFA, FNA and tribal deadlines 2c. Collaborate with FA office on financial aid workshop – Spring 2019	2a. Increase # of students submitting FASFAs on time beginning in October 2018 2b. Increase # students submitting FNAs prior to beginning of school (by at least 1 month) 2c. # of students attending FA workshop	2. Native American Coordinator, tribal education directors, financial aid director and staff	2. December 2018 and July 2019	2. September 2018 and February 2019

Notes: Submit plans to your direct supervisor (Dean/Director/VP) by Friday, Sept 23, 2016 at 5:00 pm. Deans/Directors/VP will coordinate review and return with feedback by Friday, Oct 7. Final unit plans will be submitted with the budget requests on Friday, October 21, 2016. Units are generally defined by budget. Units do not have to address every strategic goal in their unit plans. However, units are encouraged to include plans for Goals 5 and 6.

	<p>3. The goal of the NAC is to have a seamless transition from high school/community college for all Indigenous students at beginning of fall semester</p>	<p>3a. Communicate and collaborate with SFIS and NM tribes to increase campus visits, and developing summer bridge program with support from Johnson O'Malley funds and tribal youth funds</p>	<p>3a. Increase # of campus visits from tribal schools like SFIS, Native American Community Academy 3b. Host summer bridge program for tribes</p>	<p>3. Native American Coordinator, tribal education directors, SFIS and NACA staff</p>	<p>3. Throughout year</p>	<p>3. May 2019 August 2019</p>
<p>2. Highlands University will achieve strategic enrollment management.</p>	<p>1. The goal of the NAC is to increase the Native American student population at NMHU by 2.5% by 2020</p>	<p>1a. Finalize and implement NA student recruitment plan with recruitment and admissions office</p>	<p>1. a. NA student recruitment plan section added to HU recruitment plan, increase in NA student applications and # admitted and enrolled at NMHU</p>	<p>1. Native American Center Coord./ Recruitment and Admissions/Strategic Enrollment Management</p>	<p>1. Ongoing</p>	<p>1. Yearly</p>
		<p>1.b Continue retention program at CCI@MH, offer workshops during lunch hour, invite all students in MH to participate</p>	<p>1.b Increase in CCI@MH Participation, fall to fall, spring retention rates, GPAs</p>	<p>1.b NAC coordinator, student employees, athletic directors, HUE peer mentors, academic support services, faculty & staff</p>	<p>Ongoing</p>	<p>Ongoing- spring 2019, Fall 2019, midterm grades- fall 2018, spring 2019</p>
		<p>1c. Collaborate with SIPI to increase NA transfer students, learn more about STEM program at SIPI</p>	<p>1c. Increase NA transfer students from SIPI, increase # of students in STEM fields</p>	<p>1c. NAC coordinator, recruitment and SIPI recruitment staff</p>	<p>Ongoing</p>	<p>Spring 2019- Fall 2019</p>
		<p>2.</p>				

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	2. The goal of the NAC is to maintain enrollment of Native American students throughout 4-5 year education career	2a. work with faculty to identify retention strategies 2b. Senior day – promote graduate schools and programs, job searches, career counseling	2.a Number of NA students retained each semester, 2b. Number of NA seniors attending graduate school and job placement	2. NAC Coordinator NARC committee HU Faculty Retention committee career services, graduate programs	Ongoing	2. End of fall semester,
	3.The NAC goal is to increase student outreach and support at all centers by the end of fall semester	3. Contact Native American students via phone calls at least twice a semester	3. Center student communication will increase through outreach services provided by the NAC. The number of student interactions and calls will be recorded	3. NAC coordinator, student employees	3. ongoing	3. Review student correspondence every week.
3. Highlands University will achieve a vibrant campus life.	1. The goal of the NAC is to Increase Native American vibrancy on campus	1. a. Tribal Issues Panel discussions 1. b. Encourage student participation in Native American club and campus events. 1. c. Increase advertisement for Native American Club events to community	1. a. # students attending discussions- 2/year 1.b. Number of students participating in the Native American Club 1.c. Number of community individuals attending Native American Club events	1. Native American Center/International Edu/ Housing/ HU CARES/ Dean of Students/ S.E.M./University Relations/Campus Life/ KEDP/	1. a. Fall 2017 1. b. On-Going 1. c. On-Going	1. a. Fall 2017 1. b. On Going 1. c. On-Going

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<p>4. Highlands University will be a community partner.</p>	<p>1. The goal of the NAC is to have a campus community aware of Indigenous cultures</p>	<p>1. a. Indigenous Day October 8, 2018 1. b. Collaborate with Dr. Tamir and other faculty on student projects, increase NON-native student participation on Native Events 1c. Collaborate for future planning with faculty on 2019 curriculum and events</p>	<p>1. a. Number of students attending and participating in Indigenous Day 1. a. Number of students participating in native events 1c. schedule of events and special projects for academic year 2019-2020</p>	<p>1. Native American Center Coord. Dr. Tamir and faculty</p>	<p>1. Ongoing</p>	<p>1. End fall 2018 semester, end of spring 2019 semester</p>
<p>5. Highlands University will achieve technological advancement and innovation.</p>						
<p>6. Highlands University will achieve enhanced communication and efficiency.</p>	<p>1. Goal- improve NA student communication using technology- Instagram, Facebook, snapchat, zoom etc. 2. Develop communication plan for LV students and centers</p>	<p>1. Create accounts for Instagram, Facebook, snapchat, zoom to communicate with NA students. 2. Draft communication plan</p>	<p>Increase # of students notified by apps and zoom participation 2. Increase student communication, record correspondence</p>	<p>1. NAC coordinator and NA student workers 2. NAC coordinator and NA student workers</p>	<p>Ongoing Ongoing</p>	<p>N</p>

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