

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.*

Department/Program: **CMS/Comp Sci**

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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
<p>1. Highlands University will achieve academic excellence, academic integration and student success.</p>	<ol style="list-style-type: none"> 1. Monitor and track first and second year student progress. 2. Provide leadership roles for upper divisions students 3. Monitor and track upper division student progress. 4. Restructure the CS101 Living with Computers class to encourage students to consider CS as a major 5. Invest in dept. reputation through professional development opportunities (including opportunities for adjunct faculty) 6. Determine employability profile for CS graduates in graduate and undergraduate programs 	<ol style="list-style-type: none"> 1. Administer series of milestone challenges during first and second years in program 2. Establish student mentoring and tutoring schedule. 3. Require students to develop portfolio of activity (e.g., sample code, project reports, etc.). Guidelines for portfolio will also be developed. 4. Encourage CS101 to be taken as early as possible in the college career (freshman or sophomore), so that undecided, undeclared students may consider pursuing a career in technology 5. Increase levels of scholarly engagement (conferences, networking and establishing contacts in Industry) 6. Conduct survey of former graduates within last 5 years. Survey instrument to be determined. 	<ol style="list-style-type: none"> 1. Progressive improvement from first year to end of second year (e.g., after exiting cs350) 2. Logged tutoring hours 3. Portfolio assessments 4. No. of students changing major from undeclared to CS, CS undergrad enrollment in general 5. Composite reputation metric; No. of posters & papers presented and published; Contacts made 6. collect ratings on field of employment, job satisfaction, salary range, fit between exp in program to job duties, geo location of employment. 	<ol style="list-style-type: none"> 1. Dept. Chair, CS Faculty 2. CS Faculty 3. LANL Coord. 4. Dept. Chair, CS Faculty 5. Dept. Chair, CS Faculty 6. LANL Coord. 	<ol style="list-style-type: none"> 1. >60% Challenge Pass Rate, 4x/semester 2. ARMAS CS student data collection/trends, 1x/semester 3. External Advisory Committee Critique, 1x/year 4. Every Academic Term 5. Fall 2017 6. overall high satisfaction rating updated and assessed annually 	<ol style="list-style-type: none"> 1. Annual 2. Annual 3. Annual 4. Annual 5. Annual 6. Annual beginning at end of Spring 2017.
<p>Action Status w/Description (Achieved, Ongoing, Stop)</p>	<p>Completion Date(s)</p>	<p>Recommendation(s)</p>	<p>Challenge(s)</p>	<p>Budget Consideration (Yes / No)</p>		

- Ongoing		- Enrollment data is 2016-2018 currently being collected. Ms. Johnsen and Dr. Gallegos were both active at conferences and workshops.	-	
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<p><i>2.Highlands University will achieve strategic enrollment management.</i></p>	<p>1.Target a 10% increase in declared CS majors and >60% retention rate. 2. Enhance public profile of CS department to increase visibility 3. Direct recruitment of graduate students into Masters program.</p>	<p>1. Refactor and simplify undergraduate degree program and do active recruitment at local high schools and comm. college. 2. Reestablish/refactor CS website to showcase our capacity for student success (provide case studies from former graduates – “Where are they now...?” stories) and attract interest in program. Website should be a campus exemplar. 3. Development of two focus areas for graduate study: data science and cyber security</p>	<p>1.Measure size of Fr, Soph., Junior and Sr. Cohorts 2. Measure activity of CS websites (hits/inquiries) 3. Measure class enrollment numbers for new CS focus classes</p>	<p>1. CS Faculty 2. CS Faculty 3. CS Grad. Coord</p>	<p>1. Was 10% growth reached for Fr. Cohorts AY 2016-17? Was 60% retention achieved for Soph, Jun, Sr Cohorts AY 2016-17 2. Analysis of CS website activity data by Ext. Adv. Committee, CS Faculty/ Staff/Students Fall 2016/Spring 2017 3. >10% Growth Class Enrollment Fall 2016-Spring 2017</p>	<p>1. 1x/yr. 2. 2x/yr. 3. 1x/yr.</p>
<p>Action Status w/Description (Achieved, Ongoing, Stop)</p>	<p>Completion Date(s)</p>	<p>Recommendation(s)</p>		<p>Challenge(s)</p>	<p>Budget Consideration (Yes / No)</p>	
<p>- Ongoing</p>		<p>- Program / curriculum will be refactored and made part of CS program review fall 2018. - Website for Cs will be complete Fall 2018</p>		<p>-</p>	<p>- yes</p>	

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<p>3. <i>Highlands University will achieve a vibrant campus life.</i></p>	<p>1. Facilitate CS students social support system by recharging the CS club. 2. Increase visibility and service to campus community.</p>	<p>1. Advise, participate in, and encourage CS club activities and agendas (e.g., sponsor local hackathons, support participation in ext. hackathons). 2. Co-plan and support informational presentations open to campus in STEM related work (CS, ENG, MATH, PHYSICS).</p>	<p>1. No. of student members in CS Club, No., description, and attendance of sponsored events. 2. No. of STEM talks held, description, attendance, and short evaluation survey data from participants.</p>	<p>1. CS faculty sponsor 2. Chair, CS Faculty 3.</p>	<p>1. End of Fall 2016/Spring 2017 including Spring 2017 membership growth and event participation. 2. 2 presentations per semester beginning in Spring 2017. Attendance, and survey data collected at end of Spring 2017 1.3.</p>	<p>1. 1x/yr. 2. 1x/yr. 3.</p>
<p>Action Status w/Description (Achieved, Ongoing, Stop)</p>	<p>Completion Date(s)</p>	<p>Recommendation(s)</p>		<p>Challenge(s)</p>		<p>Budget Consideration (Yes / No)</p>
<p>- Ongoing</p>		<p>- CS club will be re-chartered after limited activity during fy 17-18. New student leadership should drive more activity.</p>		<p>-</p>		<p>-</p>

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<p>4. <i>Highlands University will be a community partner.</i></p>	<p>1. Provide information services to community 2. Offer a basic computing skills class for the community</p>	<p>1. Develop and share technology related information with community organizations through CS website. 2. Develop offering, (potential evening course) 1.</p>	<p>1. # of published information on the CS website. 2. Community student satisfaction scores 1. 3.</p>	<p>1. CS Faculty, LANL coord. 2. Adjunct Faculty & Chair 3.</p>	<p>1. 2-3 published articles per semester. Assessed 1x/yr. 2. Summer 2017 1. 3.</p>	<p>1. 1x/yr. 2. AY2019 3.</p>
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<p>- Ongoing/stop</p>		<p>- Resources for facilitating community level courses are limited and may not be practical. Community level courses may not be possible under current conditions.</p>		<p>-</p>		

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<p>5. <i>Highlands University will achieve technological advancement and innovation.</i></p>	<p>1. Increase public partnerships with leaders in industry and research 2. Increase funded research 3. CS Dept. will gain new computers for the CS Labs, and faculty will have administrative privileges on all machines. 4. Increase no. of online offerings</p>	<p>1. Employ external advisory committee to establish internships/activities for faculty and students. 2. Grant proposal writing 3. Find the necessary funds required to allow the dept. to keep up with the latest technology that our students require in order to assure an even higher level of quality education. 4. Develop offerings</p>	<p>1. # of internships, # of faculty collaborators 2. # of grant proposals submitted a) rejected, b) funded, c) current 3. Computers that are in good working condition in our labs result in higher confidence in the abilities of our dept. and of NMHU's commitment to a high level of technological advancement. 1. 4. No. Students enrolled</p>	<p>1. LANL coord. 2. CS Faculty 3. Dept. Chair 4. Faculty & Chair 1.</p>	<p>1. increase no. of internships and collaborative activity to baseline of ???, assessed annually. 2. 1-2 proposals submitted every two years, assessed bi-annually 3. Critique by CS Students 1. 4. Fall 2017</p>	<p>1. 1x/yr. 2. Spring 2018. 3. 2x/year 4. AY2019</p>
Action Status w/Description (Achieved, Ongoing, Stop)	Completion Date(s)	Recommendation(s)		Challenge(s)		Budget Consideration (Yes / No)
<p>- Achieved/Ongoing</p>	<p>New computers: summer 2018</p>	<p>- Dr. Gallegos and Dr. Medina will be actively recruiting members from outside industry for advisory board membership as well as establishing communication channels for internship / employment opportunities. - Dr. Medina, Dr. Gallegos worked with Cathryn Brooks-Williams at UNIDOS beginning in summer 2018 specifically for consultation on online course design, assessment, and build processes for deploying online courses in the program. These weekly consultations will continue through to the next FY 2018-19</p>		<p>- Time!</p>		<p>- yes</p>

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<p>6. <i>Highlands University will achieve enhanced communication and efficiency.</i></p>	<p>1. establish more direct faculty advising for cs majors</p>	<p>1. Discuss current advising model and adjust as needed to fit both grad/undergrad programs. 2.</p>	<p>1. No. of students being advised by CS faculty in Banner and frequency of student/faculty advisement 2. 3.</p>	<p>1. CS Faculty 2. 3.</p>	<p>1. 90-100% cs majors are regularly advised by CS faculty. Assessed annually 2. 3.</p>	<p>1. 1x/yr. 2. 3.</p>
Action Status w/Description (Achieved, Ongoing, Stop)	Completion Date(s)	Recommendation(s)		Challenge(s)		Budget Consideration (Yes / No)
<p>- Ongoing</p>		<p>- Some improved communication has occurred between advising/recruitment depts. and cs faculty and cs majors. More students are aware of the program requirements and tend to maintain clear communication with faculty on needed course reqs and interests.</p>				