

**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:** **NMHU Native American Center**

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Strategic Goals for 2020 Planning for FY18-FY21	Unit Goals	Unit Actions/Strategies	Measurable Outcome(s)	Person(s) Responsible	Indicators and Time Frame for Assessment	Date(s) for Review
<p><b>1. Highlands University will achieve academic excellence, academic integration and student success.</b></p>	<p>1. 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</p>	<p><b>1. a.</b> Host Financial Aid Workshops for all Native students on campus.  <b>1. b.</b> Collaborate with center directors to provide financial services  <b>1. c.</b> Create and administer financial aid workshop surveys</p>	<p><b>1. a-b.</b> Number of workshops and student attendance of main campus and Center students  <b>1. c.</b> Number of Native American Students completing FAFSA  <b>1.d.</b> Number of attendees from each workshops  <b>1.e.</b> Number of completed Surveys</p>	<p><b>1.</b> Native American Center Coordinator/Center Directors/ Financial Aid office</p>	<p><b>1.</b> Every Fall and Spring</p>	<p><b>1.</b> Every Fall and Spring</p>
	<p>2. 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><b>2. a.</b> Outreach and increased communication with all prospective Native American students  <b>2. b.</b> Enhance relationships with offices that have similar student issues.</p>	<p><b>2.a.</b> Communication plan  <b>2.b.</b> Number of phone calls placed to students  <b>2.b.</b> Number of emails sent and received  <b>2.c.</b> Number visits to Native American Center office  <b>2. b. &amp; c.</b> Number of surveys completed</p>	<p><b>2.</b> Native American Center Coordinator/ Academic Support office</p>	<p><b>2.</b> Every Fall and Spring</p>	<p><b>2.</b> Beginning of every Semester</p>
	<p><b>3.</b> The goal of the NAC is to have a caring, helpful &amp; student centered atmosphere in the NAC for fall, spring and summer semesters</p>	<p><b>3. a.</b> Provide customer service training to office aides  <b>3. b.</b> Provide excellent customer service to all students visiting the NAC  <b>3. c.</b> Administer customer service survey</p>	<p><b>3.</b> Number of aides trained</p>	<p><b>3.</b> Native American Center Coordinator</p>		<p><b>3.</b> Beginning of every Semester</p>

Action Status w/Description (Achieved, Ongoing, Stop)	Completion Date(s)	Recommendation(s)	Challenge(s)	Budget Consideration (Yes / No)
<p><i>On going</i>                      1. Communication with students to apply for tuition waivers, HU foundation scholarships, tuition waivers are increasing fall 2018</p>	<p>Ongoing</p>	<p>1. Will have tribal financial aid workshop in February (<i>financially literate NA students</i>), invite tribal directors to talk with current students and to advise on available tribal support (<i>community partnerships/retention</i>)</p>	<p>1. Providing more scholarship information for students especially graduate students. Students are not meeting deadlines, and know little about the process.</p>	<p>Y</p>
<p>2. Ongoing - Pilot project- Community Center for Indigeneity at Melody Hall</p> <p>2. Ongoing- attended tribal events to promote and provide outreach to NA students</p>	<p>Ongoing</p>	<p>2. More staff and partnership to help with CCI@MH Will limit the amount of activities, focus on one major event per month (<i>retention</i>)</p> <p>2. Provide education and supply materials to Recruitment department so they can answer questions and promote the Native American Center at college fairs and recruitment events (<i>recruitment/ outreach</i>)</p>	<p>2. Too many events last fall semester, student participation could have been better</p> <p>2. Limited staff (1 person)- new pilot project – idea was introduced in June- short time frame to coordinate activities, create partnerships and promote project, seeking</p>	
<p>3. Ongoing- work and collaborate with other departments to bringing academic and personal enrichment activities to Melody Hall</p> <p>3. Ongoing- draft plan for CCI@MH developed, work plan for NAC developed</p> <p>3. Create powerpoint presentations for time management, collaborate with other departments to provide personal enrichment trainings for students</p>	<p>Ongoing</p> <p>Ongoing</p> <p>Completed</p>	<p>3. Created the Native American Retention Committee (NARC) composed of faculty, staff and students (<i>retention</i>). SEM departments collaborated to create calendar of events, this helps with duplicating events and scheduling.</p> <p>3. Will have NARC help in developing plan (<i>retention, co-curricular assessment &amp; implementation, strategic planning</i>)</p> <p>3. Host workshops for spring- Jan. 24, 2018 “Building Social Skills”, February-“Time Management”, March- “Personal Budget” April-Resume Writing (<i>Teaching &amp; Learning: Quality, Resources &amp; Support</i>)</p> <p>-</p>	<p>3. Identifying retention methods and documenting success of activities</p> <p>3. Need to revise work plan and update CCI@MH plan, collaboration with other departments must be improved</p> <p>3. The NAC and Housing programs are collaborating to house Native American freshmen in Melody Hall. NAC, and Housing will collaborate with other programs like HU Cares, writing center and ARMAS to provide academic and personal enrichment support for all students in Melody Hall</p>	

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<p><b>2. Highlands University will achieve strategic enrollment management.</b></p>	<p>1. The goal of the NAC is to increase current relationships every year and establish relationships with new tribal entities to participate in MOUs</p> <p>2. The goal of the NAC is to increase the Native American student population at NMHU by 2.5%. by 2020 <b>(recruitment)</b></p>	<p>1. a. Host a college day event for tribes and their education departments on the NMHU campus</p> <p>1. b. Provide Educational programming for students at tribal communities</p> <p>1. c. Host College Day for Indigenous Students</p> <p>2. Develop NA student recruitment plan with recruitment and admissions office</p>	<p>1. a. Number of tribes attending college day</p> <p>1. b. Number of communities Native American Center provided educational programs</p> <p>1. c. Number of students attending College Day</p> <p>2. a. NA student recruitment plan</p> <p>2. b. Number of received contact cards, applications.</p> <p>2. c. Number of NA students admitted and enrolled at NMHU</p>	<p>1. Native American Center Coord./S.E.M./Dean of Students/Provost, VP of Academic Affairs/Business Office/Campus Life/Recruitments and Admissions/Academic Support/ Career Services/Financial Aid</p>	<p>1. a. September 2017</p> <p>1. b. September 2017-April 2018</p> <p>1. c. Every fall semester</p>	<p>1. Yearly</p>
<p><b>Action Status w/Description (Achieved, Ongoing, Stop)</b></p>	<p><b>Completion Date(s)</b></p>	<p><b>Recommendation(s)</b></p>	<p><b>Challenge(s)</b></p>	<p><b>Budget Consideration (Yes / No)</b></p>		
<p>1. <i>Ongoing- Providing outreach to MOU tribes- communicating with Choctaw to develop MOU</i></p>	<p>Ongoing</p>	<p>Met with Choctaw Tribal Education director, provided copy of MOU, waiting for tribal council to review. Remaining in communication with tribe</p>	<p><b>Creating a new MOU with a tribe takes a long time. Need tribal education director to visit NMHU to see if school and programs would benefit tribal members</b></p>	<p>- N</p>		

<p>2. <i>Stopped- provided tribal education director contact information to Recruitment office for future reference, provide list of tribal events (i.e. college fairs, health fairs etc.)to recruitment so they can participate</i></p>		<p>NAC coordinator will attend events only if recruitment staff cannot. NAC will provide recruitment department with informational brochures and displays to take to recruitment events</p>	<p>More students have been inquiring about MOUs. The majority of students are Navajo, NAC provides a list of tribes not currently using waivers to Navajo so they can request transfers.</p> <p>NAC coordinator was told that recruitment was not part of job description. However, will create draft recruitment plan in collaboration with recruitment and admissions.</p>	<p>Y</p> <p>Y</p>
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<p><b>3. Highlands University will achieve a vibrant campus life.</b></p>	<p>1. The goal of the NAC is to increase Native American vibrancy on campus</p>	<p>1. a. Continue participation in Cultural Feast to educate community on NA                      1. b. Encourage student participation in Native American club and campus events.                       1. c. Increase advertisement for Native American Club events to community</p>	<p>1. a. Attendance of community individuals attending Cultural Fest                      1.b. Number of students participating in the Native American Club                      1.c. Number of community individuals attending Native American Club events                       1.</p>	<p>1. Native American Center/International Edu/ Housing/ HU CARES/ Dean of Students/ S.E.M./University Relations/Campus Life/ KEDP/</p>	<p>1. a. Fall 2017                       1. b. On-Going                       1. c. On-Going                      1.</p>	<p>1. a. Fall 2017                       1. b. On Going                       1. c. On-Going</p>
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<p>1. Ongoing-Create and distribute Native American Center newsletter- includes dept. Updates, job postings, NA Club updates, campus announcements, list of HU resources, financial aid resources                      - Ongoing/ Achieved- Provide outreach to students to participate in Native American Club- flyers, emails, mtg. announcements.</p>	<p>monthly                       Monthly</p>	<p>Send out newsletter as global email to all students (<i>community partnerships</i>)                       Work with resident directors and resident assistants to promote events within residential halls to increase student participation.                      - Last semester we had 10-15 students participate, when collaborating with RD we had 40-50 students participate. (<i>retention, customer support</i>)</p>		<p>Identifying Native American Students- NMHU does not collect tribal affiliation data. Not having this information makes it difficult to “target” Native American students                       - Native American student participation has been limited. NAC will work on providing more outreach and directly communicating with Native American students</p>	<p>Y                       - Y</p>	

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<p><b>4. Highlands University will be a community partner.</b></p>	<p>1. The goal of the NAC is to have a campus community aware of Indigenous cultures</p>	<p>1. a. Provide training about various indigenous cultures and how each are similar/differ and how to correctly handle indigenous cultural issues                      1. b. Design and administer survey for trainings                      1. c. Design and implement a Cultural Immersion Program on the NMHU campus                      1. d. Design and administer survey for Immersion Program                      1.</p>	<p>1. a. Number of workshops                      1. a. Number of participants in workshops                        1. b. Number of surveys completed                        1. c. Number of participants in Immersion Program                      1. d. Number of surveys completed                      1.</p>	<p>1. Native American Center Coord.</p>	<p>1. Summer 2018                      1.</p>	<p>1. Yearly</p>
Action Status w/Description (Achieved, Ongoing, Stop)	Completion Date(s)	Recommendation(s)	Challenge(s)	Budget Consideration (Yes / No)		
<p>1. <i>Ongoing-collaborate with Dr. Moore to create presentation for faculty orientation –Advising &amp; mentoring of Indigenous students</i></p>	<p>Ongoing-</p>	<p>- Need additional training for creating cultural immersion program. NAC coordinator to participate in diversity council (<i>vibrant Campus</i>)</p>	<p>Native American Center will work on creating a cultural immersion program during the summer of 2018.</p>	<p><b>N</b></p>		

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5. <i>Highlands University will achieve technological advancement and innovation.</i>			1.	1.	1.	
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6. <i>Highlands University will achieve enhanced communication and efficiency.</i>		1.			1.	
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