

**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:**

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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><b>1. Increase all factors for program effectiveness tool above a mean of 5.5 on the Nursing Education Exit Assessment Survey</b>  <b>2. Align program outcomes to CCNE Standards</b></p>	<p><b>1a. Assessment of all factors and identify the areas that need improvement in the Nursing Education Exit Assessment Survey (EBI) administered to our graduates every year</b>  <b>1b. Create an action plan to address the factors that are between 5.5</b>  <b>1c. Develop intervention strategies to reach the goal.</b>  <b>2a. Review competencies of CCNE Standards for the nursing program and developed four new program outcomes.</b>  <b>2b. Align all syllabi with new program outcomes</b></p>	<p><b>1a. Nursing Education Exit Assessment Survey mean score of 5.5 for all program effectiveness factors.</b>  <b>1b. Implemented the strategies for the factors to increase mean and did increase.</b>  <b>2a. Scores of above 5 mean will be achieved on EBI data on student feedback on what degree did the Nursing Program teach you to-about our new Program outcomes.</b>  <b>2b. Competency map will demonstrate outcomes throughout the curriculum</b></p>	<p><b>1a-c. Director/Chair and nursing faculty</b>  <b>2. Director/Chair and nursing faculty</b></p>	<p><b>1a-c. Assessment and action plan every year.</b>  <b>2. Every five years-follow policy and procedure on Program evaluation</b></p>	<p><b>1. 2018, annually</b>  <b>2. 2018 and then every five years</b></p>
<p><b>Action Status w/Description (Achieved, Ongoing, Stop)</b></p>	<p><b>Completion date(s)</b></p>	<p><b>Recommendations</b></p>	<p><b>Challenges</b></p>	<p><b>Budget Consideration (Yes/No)</b></p>		
<p><b>Achieved</b>  <b>Program outcomes aligned</b></p>	<p><b>June 2017</b></p>	<p><b>Continue annual review of EBI benchmark data.</b></p>		<p><b>Yes, cost of exit survey</b></p>		

<p>with competencies of accreditation body</p> <p>Achieving 5.5 on all benchmarks (all scores greater than 5.0)</p>		<p>Reevaluate benchmark goals in comparison with similar institutions.</p> <p>Discuss with faculty intervention strategies</p>				
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<p>2. <i>Highlands University will achieve strategic enrollment management.</i></p>	<p>1. Students who enter the Nursing Program will graduate within three years.</p> <p>2. Students will develop an individualized plan for degree completion.</p> <p>3. Department will increase the number of accepted applicants by 10% annually.</p>	<p>1b. Advisement to promote timely program completion and explanation of policy of program completion</p> <p>2a. Advisement strengthened to promote to student's timely program completion.</p> <p>2b. Identify on admission those students who will complete as fulltime or part-time students.</p> <p>3. a. Plan for more advertising and promotion of the NMHU Nursing Program to increase enrollment.</p> <p>3. b. Hire more full-time retained term faculty and maintain nursing recruiter position.</p>	<p>1a. Track student admissions into the program and monitor attrition rates or those who do not return for a semester.</p> <p>2a-c. Measure if the graduation rate is within the 3 year period after beginning the program.</p> <p>3a. Measure if the acceptance number is increased.</p> <p>3b. Measure if additional fulltime faculty was hired.</p>	<p>1a- b. Director/Chair Faculty Recruiter/Advisor</p> <p>2a. Fulltime faculty</p> <p>2b. Recruiter</p> <p>3. Director?Chair Fulltime Faculty Human Resources</p>	<p>1. Nursing Policy and Procedure</p> <p>2. Degree works to see if faculty meeting with students</p> <p>3. Number of new faculty hired.</p>	<p>1. 2018-2021</p> <p>2. annually</p> <p>3. 2019</p>
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<p><b>Achieved</b> Graduation rate and admissions for fall 2017 increased by over 10%</p>	<p><b>Fall 2017</b></p>	<p>Remove the pre and co requisites for students. Restructure curriculum to be more student centered. Work with admissions to facilitate admission of transfer students with different Associate Degrees (ADN, AS, AAS)</p>	<p>Working with AAC to change the pre and co requisites for the classes to eliminate the current “cohort” practice which forces a student to miss the sequence due to the current requirements.</p>	<p>Yes, potential costs if additional faculty with increased enrollment.</p>		
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<p><b>3. Highlands University will achieve a vibrant campus life.</b></p>	<p>1. Work to create a community of online learners for the nursing students.</p>	<p>1a. Make sure that faculty have defined availability through zoom (including adjuncts)                      1b. Use a general forum for students to post and ask for help or assistance from each other (do class by class)                      1c. Develop online evaluation tool that lets students give feedback about the learning tools utilized.                      1d. Teach students how to collaborate and seek assistance with other students through Zoom.                       2. Promote mentoring among students and with instructors                       3. Work to ensure that faculty will respond</p>	<p>1a. Number of students that use office hours with faculty on zoom.                      1b. Each class is working towards including a “Question and Answer” forum between faculty and students                      1c. Survey/Evaluation tool is offered at the end of each class.                      1 b. Review input on the course evaluation of this method.                      3. Review student evaluations/messages regarding faculty responses</p>	<p>1.a-d. Director/Chair Faculty                      2. Director Faculty, Recruiter/Advisor or                      3. Director Faculty</p>	<p>1. Annually                      2. Annually                      3. Semi Annually</p>	<p>1. May                      2. August                      3. August`</p>

		within requirements of the syllabus of no longer than 48 hours to respond to an email.				
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Achieved: All faculty have integrated Zoom into their courses  Continue the use of technology in the courses using DQ's and PowerPoint Presentations to build student communication  Students (online and on campus) are also invited to participate in student activities at NMHU via email	Spring 2018	Course faculty continue to work with contingent and adjunct faculty regarding to department policies and student responses.	Building teamwork with faculty and working towards student success	Yes, considerations for new technology tools		
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4. Highlands University will be a community partner.	1.Increase larger community engagement with Professional Organizations, Healthcare Facilities and Dept. 2. Faculty will attempt to serve on at least one community agency board or group within their	1a. Work towards developing an advisory Board that reflects our program population. 1b. Monitor types of healthcare agencies and geographic regions students are from to represent the advisory group. 1c. Set up meetings through Zoom for accessibility of all	1a. Number of Meetings attended. 1b. Members attend who represent the healthcare agencies and geographic regions identified for the program 1c. Number who respond by RSVP and attendance at a meeting in Zoom or on another site.	1a&b. Director/Chair and faculty 1c.EOS .	1.Annual 2.Annual	1.February 2.November 3.September

	location	members. 2. Faculty identify if on a board or discuss with clinical agencies or identify what would be their area of interest and pursue interaction with that agency	2. Faculty evaluation of the activity and report of board involvement.			
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Ongoing; Director met with hospital and other community healthcare organization Director and Chair facilitated a community meeting at NMHU with Luna Community college and NMHU Director, Chair and faculty attended a Nurse Educator Conference in Albu. (A large amount of networking takes place during educational conferences) Director meets on an ongoing basis with community leaders.	Ongoing, 2018	Continue to connect with healthcare agencies to determine the needs of the community. Formation of an Advisory Board became reality in June 2018	New faculty and contingent faculty living outside the LV location. (Thanks to technology, however, meetings can be attended via Zoom).	Yes—the costs associated with meeting in person (such as: snacks and refreshments, paper for handouts, etc.)		
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5. Highlands University will achieve technological advancement and innovation.	1. Work to enhance all courses online 2. Improve student evaluation of assignments	1. Faculty will document that they attend professional development through CTE.	1.Attend at least one training session per year 1b. Faculty will document their own	1.Director/Chair Faculty and Instructional Designers 2. Faculty and	1-2. Annually 3.Annually	1.-2. January each year

	<p>through rubrics.</p> <p>3.Students will evaluate the satisfaction of the use of technology for instruction</p> <p>4. Adapt all nursing courses to an 8 week format by 2019</p>	<p>2.Faculty work with instructional designer to develop course rubrics</p> <p>3. Course evaluation will be done and Nursing institution specific question about Brightspace in Nursing Education Exit Assessment Survey (EBI)</p>	<p>attendance.</p> <p>2.Major assignments in all courses will have rubrics developed</p>	<p>Instructional Designers</p> <p>3.Director/Chair</p>		
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Achieved- as technology becomes available, faculty and students will benefit from the uses in creative endeavors.	Ongoing	Have technical support available and others who promote and present technology for faculty for inclusion	Having enough tech support and Bandwidth to use in the online program along with specialists to work with the online faculty and campus faculty	Yes –money for technology and the support staff is a big factor in the success of the Nursing Program.		
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<i>6. Highlands University will achieve enhanced communication and efficiency.</i>	<p>1.Enhance the website to promote the nursing program</p> <p>2.Improve interdepartmental communication</p> <p>3. Increase interaction with our alumni and students about scholarships</p>	<p>1a. Feature more information about our program on our website.</p> <p>1b. Feature some of our graduates and jobs the BSN helped them get.</p> <p>2. a. Answer the phone and emails in a timely manner.</p> <p>2b. Follow through on requests from a</p>	<p>1a. Tract number of students who learned of our program through website-application and tracking by UR</p> <p>2. Evaluate feedback those responding to see if contacted within a timely manner.</p> <p>3a. Measure the increased activity and</p>	<p>1.Director/Chair</p> <p>2.Administrative Assistant</p> <p>3. Director Recruiter, Administrative Assistant</p> <p>4. Faculty, recruiter, Director</p>	<p>1. Annually</p> <p>2. ongoing</p> <p>3. Annually</p>	<p>1.2019</p> <p>2.2019</p> <p>3.2018-2020</p>

	<p>4. Features how the BSN has enhanced the nurse’s role.</p>	<p>department within required timeframe.                  3a. Enhance communication about scholarships available through emails and scholarship packet to program students                  3b. Work with the foundation to increase giving of our alumni.                  4. Continue utilize available resources and publish the accomplishments of our students, alumni, and faculty in News on the website and press.</p>	<p>giving of our alumni.                  4. Have at least one feature per year on the web about our nursing students (or when possible).</p>			
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<p><b>Achieved:</b>                  Monthly departmental meetings held with all Nursing faculty                  Formed a Curriculum Committee to work between disciplines                  Faculty participation in NMHU Faculty Senate, General Faculty and Academic Affairs meetings campus wide</p>	<p>2018 and Ongoing</p>	<p>Faculty has assumed a greater presence and recognition on the NMHU campus and more inter-department and departmental communication is apparent.</p>	<p>Attending the various committees, department and other meetings is a challenge in addition to teaching duties.</p>	<p>No (unless travel is a factor)</p>		