

**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: **Visual and Performing Art**

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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. Continue to improve shared core fundamentals. 2. Expand Interdisciplinary programs in art and in music technology 3. Develop advanced upper division courses. 4. Continue and improve capstone courses 5. Enhance employability and advance education opportunities.	1. Enroll students in lower division courses. 2. Enlist students for these majors when appropriate 3. Connect lifetime activities to course activities. 4. Conduct Outcomes assessment and exit interviews. 5. Embed career planning into studio offerings.	1. Enrollment 2. Report of major/minors in interdisciplinary fields 3. Outcomes assessment / exit interview	Faculty and administration	Yearly	Fall
			4. Student acceptance to advanced graduate institution 5. Student entering the work force			
Action Status w/Description (Achieved, Ongoing, Stop)	Completion Date(s)	Recommendation(s)	Challenge(s)	Budget Consideration (Yes / No)		
-	1,3,5 Achieved/ 2,4 Ongoing	- Ongoing	- Equipment budget for technology	YES		

Commented [SKM1]: What metric will be used to measure "outcomes assessment/ exit interview materials"?

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
2. <i>Highlands University will achieve strategic enrollment management.</i>	1. Faculty advisement 2. Recruitment from high schools and community colleges 3. Increase majors	1. notify students during registration periods 2. travel and speak to arts groups 3. Work with recruitment office to assure accurate presentation of program materials	1. major/minor enrollment 2. Record and report enrollment numbers	Faculty and Administration	Yearly	Fall
Action Status w/Description (Achieved, Ongoing, Stop)	Completion Date(s)	Recommendation(s)	Challenge(s)	Budget Consideration (Yes / No)		
- Ongoing	1,2 Achieved 3 Ongoing	- Reorient new recruitment employees/ Majors met but not increased	- Recruitment	- Yes		

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
3. <i>Highlands University will achieve a vibrant campus life.</i>	1. Exhibitions, recitals 2. Art and Music events 3. Club activities 4. visiting artist lectures, performances and workshops	1. Plan and stage exhibitions and recitals 2. Record advertisements 3. Implement activities 4. Hold receptions and lectures	1. Posted activities on university web site 2. Advertisement posters and flyers will be archived with the university 3. These activities will be noted and rated in the annual faculty review.	Faculty and administration	Yearly	Fall
<b>Action Status w/Description (Achieved, Ongoing, Stop)</b>	<b>Completion Date(s)</b>	<b>Recommendation(s)</b>		<b>Challenge(s)</b>		<b>Budget Consideration (Yes / No)</b>
- Achieved and Ongoing	Achieved	- Achieved		- Goals met/ will continue		- No

**Commented [SKM2]:** It is not clear how “posted activities” or “recorded” are metrics that matter. Metrics should measure those factors that directly contribute to and assess success in achieving the goal.

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
4. <i>Highlands University will be a community partner.</i>	1. Advisory boards including local and non-local perspectives 2. partner with a variety of nonprofit art organizations, businesses and community organizations 3. Strengthen and expand existing partnerships	1. hold meetings and implement suggestions as appropriate  2. Join with these groups to create art events, lectures and projects	1. Adjust Curriculum 2. Opportunities for career development will be noted in the annual faculty review.  3. Activities noted in the annual faculty review	Faculty and administration	Yearly	Fall
<b>Action Status w/Description (Achieved, Ongoing, Stop)</b>	<b>Completion Date(s)</b>	<b>Recommendation(s)</b>		<b>Challenge(s)</b>		<b>Budget Consideration (Yes / No)</b>
- Achieved/ Ongoing	1 Unmet/2,3 Achieved	- Achieved		- Ongoing		No

**Commented [SKM4]:** It is not clear how these outcomes will be measured. What metric will be used?

**Commented [SKM3]:** Suggestions on curriculum could be supplemented by other opportunities such as fund raising, student scholarship development, internships, etc.

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
5. <i>Highlands University will achieve technological advancement and innovation.</i>	1. Use of university systems by admin staff	1. Use presentation devices, i.e. computer and projection	1. Equipment installed and maintained	Faculty and administration	Yearly	Fall
	2. Use appropriate digital technology in classrooms	2. Request computer driven devices for courses	2. Purchase of equipment			
	3. Develop traditional technology to support a diverse curriculum.	3. Training in both class room teaching and in university staff training sessions.	3. Training sessions attended			
	4. On line music and fine art courses		4. Noted in the annual faculty review 5. Used to augment excellence in			
Action Status w/Description (Achieved, Ongoing, Stop)	Completion Date(s)	Recommendation(s)	Challenge(s)	Budget Consideration (Yes / No)		
- Achieved in Music/ Unmet in Fine Art	1,3 Achieved/ 2 Unmet in Fine Art/ 4 Achieved	- Purchase Computer Network Controlled devices, i.e. 3D Router and Printer	- Equipment request denied	- Yes		

**Commented [SKM6]:** It is not clear how these outcomes will be measured. What metric will be used?

**Commented [SKM5]:** "Use appropriate digital technology in classrooms". To what end? Recruitment, retention or another?

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
6. <i>Highlands University will achieve enhanced communication and efficiency.</i>	1. Use university systems to communicate daily activities through administrative staff 2. Communicate with students through social media 3. Improve department web access	1. Train and employ administrative staff personnel 2. Use administrative personnel and faculty to communicate with students 3. Work with university relations to create a functioning web page for the department.	1. Effective communications between faculty and students noted in student questionnaire forms 2. Communicate with the alumni office noted in the annual review. 3. Results will be noted in the annual faculty evaluations and by administrative analysis.	Faculty and administration	Yearly	Fall
<b>Action Status w/Description (Achieved, Ongoing, Stop)</b>	<b>Completion Date(s)</b>	<b>Recommendation(s)</b>		<b>Challenge(s)</b>		<b>Budget Consideration (Yes / No)</b>
- Achieved	Achieved and Ongoing	- 3 Unmet strategy		Webmaster needed		Yes

**Commented [SKM7]:** It is not clear how these outcomes will be measured nor what metric will be used.

**Commented [SKM8]:** It is not clear how these outcomes will be measured to help effect the goal of "use university systems to communicate..."