

**New Mexico Highlands University**  
**Strategic Planning Improvement Initiatives for AY2017-18**  
**Academic Units**

<p style="text-align: center;"><b>Biology</b></p>	<p>The outcomes assessment metrics demonstrated success in Biology across a range of learning outcomes met by students. However, SLO 3 which measures the ability to communicate and utilize biological information, did not meet criteria for success by a small margin as measured by performance in senior capstone research project. We are missing data (7/14 students) for SLO 3 and this may have contributed to not meeting criteria for success. These outcomes are in agreement with the need to use a newly approved OA plan for biology that we are ready to use in 2018-2019</p>
	<p>The Biology program identified two areas of improvement in our assessment process: 1) outcome assessment at freshmen and sophomore level (addressed in the new OA Plan for use this coming year), and 2) some outcomes that need to be assessed by Program Review rather than outcomes assessment (e.g. MEAT national test)</p>
	<p>Our analysis of students in our program available by 2016 Dashboard data suggests that we have a good influx of FTFT freshmen in biology, and we will need to continue to improve retention of these freshmen through our program and revisit recruitment of transfer students from community colleges. Our outcomes were overall successful, but our objective is to improve the margin of SLO success in coming years. In alignment with our department strategic plan, we will 1) improve recruiting at community colleges to inform potential students about the degree options and career opportunities for biology majors, 2) pursue budget requests for technological resources necessary to build engaging applied experiences within our courses that improve future employability, 3) build a Biology Club with opportunities to attend local events and create an active biology student cohort, and 4) improve advising practices and set the goal of advising each biology student once a semester.</p>
<p style="text-align: center;"><b>Business Administration</b></p>	<p>Outcomes assessment data were discussed to improve teaching or measurements:</p>
	<p>Faculty actively advised students toward degree completion</p>
	<p>Faculty attended CTE training and share experience in meeting</p>
	<p>Faculty used Brightspace and ZOOM.</p>
	<p>Peer evaluation made faculty learning from each other</p>
	<p>Faculty participated in recruitment effort</p>
	<p>Business Admin provided University Relations in recruitment materials</p>
	<p>Faculty participated in university activities and programs to improve retention</p>
	<p>ALPFA Club revived with various activities. Delta Mu Delta recognized student academic achievement.</p>
	<p>Support students' travel opportunities to participate various academic activities</p>
<p style="text-align: center;"><b>Chemistry</b></p>	<p>Add an experimental laboratory experience in the biochemistry area. Lab course developed, approved, and being offered</p>
	<p>Preventatively maintain for existing equipment and instrumentation; Maintenance Contract for NMR.</p>
<p style="text-align: center;"><b>Computer Science</b></p>	<p>CS Club rechartered under new student leadership</p>
	<p>CS web site near completion</p>
	<p>Dr. Medina and Dr. Gallegos currently recruiting potential members for external advisory board members.</p>
	<p>New CPU's were retrofitted to both CS labs at minimum of the cost of full replacement.</p>
	<p>Subset of graduate and upper division courses are currently being developed for online delivery.</p>

<b>English</b>	Improve success of at-risk students by only offering co-requisite 106 classes. Passing rates improve versus stand-alone classes.
	Create a cutting-edge program that counters the false public narrative that an English degree does not provide many work opportunities. Created Geek Week in Spring 2017; will continue Spring 2018.
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	Provide more technological writing opportunities for co-requisite composition students. Create English Composition Lab; have students do more hands-on writing in lab.
<b>Exercise and Sports Science</b>	Development and implementation of a border health minor and additional graduate track in health promotion/public health
<b>Fine Arts</b>	Club activities increased with visiting lecturers, exhibitions and recitals
	Develop community partnerships: MOU written with gallery
	Promote digital technology in the classroom: Music and Fine Art now have online courses.
<b>History</b>	Improve academic advising; Chair will create and implement a system to track majors
	Outcomes Assessment: new instruments; submit data & reports. New instruments created; History Undergrad is done; PoliSci Undergrad in process. OA "snapshots" will help our discussion of where we are and how to improve things.
	Rethink HIST 100 as a 2-semester course. History professors will be implementing this shift this academic year because it is now an HED requirement.
	Diversify course offerings. Several new courses taught. Student course evaluations uniformly positive
<b>Media Arts</b>	Every faculty member attended at least 1 conference with students. Increased number of professional connections and job opportunities for students.
	Strengthen MA Club & professional endeavors for students: Paid for food on club work nights, faculty development travel paid for travel to conference (mileage), building was used for several club fundraisers. Held annual holiday party, cookout, coffees and pizza night for students.
	SSD added a Business Web Programming minor, also restructured cross listed class with CS in BSSD and SSD minor
	Cultivate relationships with foundations; new foundation funding added are Newman's Own and A.W. Mellon, Continue foundation funding from Seabury
	Cultivate relationships with granting organizations; these ongoing relationships with various state and local entities fund internship opportunities for students. Cultural organizations brought in 90k in internship funding and 10k in indirect costs.
	Purchased new equipment with department funding and grant funding VR equipment, laser cutters Students were able to complete projects with new technology in virtual reality with industry standard tools

Natural Resources Mgmt	NRM's Forestry Program is now receiving clear strategic guidance from its stakeholders within the region that will lead to improved program activities and directions. This is a critical achievement in that it will help us keep our academic Forestry program (the only such program in NM) aligned with stakeholder and employer needs.
	Forestry has now revised its scheduling practices and offers all required courses on a regular basis, improving scheduling predictability for students. This change will likely improve student success and reduce time to degree completion for students going forward.
	NRM's Forestry Program has partnered with United World College, Collins Lake Ranch, and the Cerro Negro Forestry Council, in addition to our previously existing partnerships to help develop and implement natural resource management plans in the area.
Physics	Over the past three years and with guidance from the physics program, three NMHU students were accepted to UNM's medical school program and seven students were accepted to UNM's pharmacy program
	One lab had students visit the NOAA web site to find the direction and strength of the Earth's magnetic field at the location of the lab room
Psychology	Added non-thesis track with comprehensive examination option; graduation rates increased
	Held group advisement sessions; registration problems and questions by students were handled person and immediately
	Many students presented at regional conferences (Rocky Mountain Psych Association; Western Psychological Association)
	Girard fund awarded four Psychology graduate students with funding; allowed students to travel to present their research
	Community involvement: faculty contribute to Student Behavioral Intervention and Support Team - identify and intervene with at-risk students; faculty offers SMART Recovery - addiction recovery; faculty offered Climate Awareness Summit on April 30, 2018; Substance Abuse Prevention grant
Social Work	Partner with outside entities in research, teaching, and service to community. UCSF research collaboration; Native Plant Society; Substance Abuse Prevention grant
	Center faculty serve as liaisons with CNM and San Juan to improve relationships with transfer students
	Recruitment efforts regionally and increased efforts intra-univers
	Increase in number of field practicum sites
	Increased use of Zoom to connect student activity across sites
Social Work	Increased online offerings (online syn and asyn); increased faculty and staff training on use of technology
	Increased use of zoom for meetings and student workshops; more frequent visits by Dean and field staff between locations.

<b>Sociology, Anthropology, &amp; Criminal Justice</b>	Most faculty have worked with CTE over the course of the last 2 years to examine/improve courses. Seems to have improved course evaluation scores for most classes for most faculty.
	Hired faculty to work/teach at Centers. Department continuing to work with Center Directors. Seemed to increase retention and completion at Centers.
	Sociology/CJ does an Exit Survey every Spring. After 2 years of data, it's clear programs need to improve advising efforts. Programs discussing ways to mandate advising session for all students every semester
	Program now offers more hybrid/online courses. Improves retention and degree completion efforts.
	Both graduate programs have had students present during Research Day on campus and at various academic conferences
	Anthropology offers a field school experience every summer. Criminal Justice and Sociology offer internship opportunities every semester. Dr. Tamir has included field experiences in her courses.
Dr. Gadsden plans to work with Office of African American Affairs to explore best ways to implement/disseminate/monitor discussions of African American History in New Mexico's public school curriculum	