

**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, and 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>Ongoing Program outcomes aligned</p>	<p>Ongoing</p>	<p>The Nursing Program continues with the annual review of EBI</p>	<p>None: We continue to monitor the Existing</p>	<p>Yes, cost of exit survey</p>		

<p>with competencies of accreditation body</p> <p>Achieving 5.5 on all benchmarks (all scores greater than 5.0)</p>		<p>benchmark data. Reevaluate benchmark goals in comparison with similar institutions. Discuss with faculty intervention strategies</p>	<p>Review scores to determine areas of improvement.</p>			
<p>Strategic Goals for 2020 Planning for FY18-FY21</p>	<p><u>Unit Goals</u></p>	<p><u>Unit Actions/Strategies</u></p>	<p><u>Measurable Outcome(s)/</u></p>	<p><u>Person(s) Responsible</u></p>	<p><u>Indicators and Time Frame for Assessment</u></p>	<p><u>Date(s) for Review</u></p>
<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%</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>

Action Status w/Description (Achieved, Ongoing, Stop)	Completion date(s)	Recommendations	Challenges	Budget Consideration (Yes/No)		
Ongoing	Ongoing	Work with admissions to facilitate admission of transfer students with different Associate Degrees (ADN, AS, AAS) By fall 2019	Work with the Faculty Senate to approve the admission restrictions and/or implement the summer 2019 Statute from the State that removes the restrictions	NO.		
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3. <i>Highlands University will achieve a vibrant campus life.</i>	1. Work to create a community of online learners for the nursing students.	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	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	1.a-d. Director/Chair Faculty 2. Director Faculty, Recruiter/Advisor or 3. Director Faculty	1. Annually 2. Annually 3. Semi Annually	1. May 2. August 3. August`

		with instructors 3. Work to ensure that faculty will respond within requirements of the syllabus of no longer than 48 hours to respond to an email.				
<b>Action Status w/Description (Achieved, Ongoing, Stop)</b>	<b>Completion date(s)</b>	<b>Recommendations</b>	<b>Challenges</b>	<b>Budget Consideration (Yes/No)</b>		
Ongoing use of technology and faculty participation within the Online Environment.  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	Ongoing	Ongoing Course faculty will continue to work with contingent and adjunct faculty regarding department policies and student responses.	Ongoing: Building teamwork with faculty and working towards student success	NO		
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<i>4.Highlands University will be a community partner.</i>	1.Increase larger community engagement with	1a. Work towards developing an advisory Board that reflects our	1a. Number of Meetings attended. 1b. Members attend who	1a&b. Director/Chair and faculty	1.Annual 2.Annual	1.February 2.November 3.September

	<p>Professional Organizations, Healthcare Facilities and Dept.</p> <p>2. Faculty will attempt to serve on at least one community agency board or group within their location</p>	<p>program population.</p> <p>1b. Monitor types of healthcare agencies and geographic regions students are from to represent the advisory group.</p> <p>1c. Set up meetings through Zoom for accessibility of all members.</p> <p>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</p>	<p>represent the healthcare agencies and geographic regions identified for the program</p> <p>1c. Number who respond by RSVP and attendance at a meeting in Zoom or on another site.</p> <p>2. Faculty evaluation of the activity and report of board involvement.</p>	<p>1c.EOS</p>		
<b>Action Status w/Description (Achieved, Ongoing, Stop)</b>	<b>Completion date(s)</b>	<b>Recommendations</b>	<b>Challenges</b>	<b>Budget Consideration (Yes/No)</b>		
<p>Ongoing;</p> <p>New Goal: Director and Chair met with Eastern University to plan a joint venture for the RN-DNP Program</p> <p>Achieved: Director and Chair facilitated an annual community meeting at NMHU with Luna Community college and NMHU</p> <p>Achieved: Director meets on an ongoing basis with community leaders.</p>	Achieved & Ongoing,	<p>The Advisory Board was formulated and implemented between Luna Community College.</p> <p>The NMHU Nursing Program currently planning for a DNP program and the resources necessary and available.</p>	<p>No Challenges for the Advisory Board with Luna Community College.</p> <p>For the DNP Program: Currently Arranging meeting between Eastern University and a proposed consultant in the summer of 2019 to begin work on the DNP program</p>	<p>Yes, the costs of hosting Luna Community College for meetings. Yes—the costs associated with implementation a new program to meet the needs of the community</p>		
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Planning for FY18-FY21					Assessment	
5. <i>Highlands University will achieve technological advancement and innovation.</i>	<ol style="list-style-type: none"> <li>1. Work to enhance all courses online</li> <li>2. Improve student evaluation of assignments through rubrics.</li> <li>3. Students will evaluate the satisfaction of the use of technology for instruction</li> <li>4. Adapt all nursing courses to an 8 week format by 2019</li> </ol>	<ol style="list-style-type: none"> <li>1. Faculty will document that they attend professional development through CTE.</li> <li>2. Faculty work with instructional designer to develop course rubrics</li> <li>3. Course evaluation will be done and Nursing institution specific question about D2L in Nursing Education Exit Assessment Survey (EBI)</li> </ol>	<ol style="list-style-type: none"> <li>1. Attend at least one training session per year</li> <li>1b. Faculty will document their own attendance.</li> <li>2. Major assignments in all courses will have rubrics developed</li> </ol>	<ol style="list-style-type: none"> <li>1. Director/Chair Faculty and Instructional Designers</li> <li>2. Faculty and Instructional Designers</li> <li>3. Director/Chair</li> </ol>	<ol style="list-style-type: none"> <li>1-2. Annually</li> <li>3. Annually</li> </ol>	<ol style="list-style-type: none"> <li>1.-2. January each year</li> </ol>
Action Status w/Description (Achieved, Ongoing, Stop)	Completion date(s)	Recommendations	Challenges	Budget Consideration (Yes/No)		
<p>Ongoing: Achieved</p> <p>As technology becomes available, faculty and students will benefit from the uses in creative endeavors.</p> <p>Faculty pursuing Quality Matters training opportunities through Connectado</p>	Ongoing	<p>Achieved:</p> <p>Have technical support available and others who promote and present technology for faculty for inclusion</p>	<p>Achieved:</p> <p>Having enough tech support and Bandwidth to use in the online program along with specialists to work with the online faculty and campus faculty</p>	<p>Yes –money for technology and the support staff is a big factor in the success of the Nursing Program.</p>		
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6. <i>Highlands University will achieve enhanced</i>	1. Enhance the website to	1a. Feature more information about our	1a. Track number of students who learned	<ol style="list-style-type: none"> <li>1. Director/Chair</li> <li>2. Administrative</li> </ol>	<ol style="list-style-type: none"> <li>1. Annually</li> <li>2. ongoing</li> </ol>	<ol style="list-style-type: none"> <li>1. 2019</li> <li>2. 2019</li> </ol>

<p><i>communication and efficiency.</i></p>	<p>promote the nursing program                  2.Improve interdepartmental communication                  3. Increase interaction with our alumni and students about scholarships                  4. Features how the BSN has enhanced the nurse’s role.</p>	<p>program on our website.                  1b. Feature some of our graduates and jobs the BSN helped them get.                  2. a. Answer the phone and emails in a timely manner.                  2b. Follow through on requests from a 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>of our program through website-application and tracking by UR                  2. Evaluate feedback those responding to see if contacted within a timely manner.                  3a. Measure the increased activity and giving of our alumni.                  4. Have at least one feature per year on the web about our nursing students (or when possible).</p>	<p>Assistant                  3. Director Recruiter, Administrative Assistant                  4. Faculty, recruiter, Director</p>	<p>3. Annually</p>	<p>3.2018-2020</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/No0</b></p>		
<p>Ongoing &amp; Achieved:                  Nursing Faculty has enhanced the Nursing Program guidelines and expectations                  Nursing faculty continue to work between</p>	<p>Ongoing</p>	<p>Achieved: Faculty has assumed a greater presence and recognition on the NMHU campus and more inter-department and departmental communication is</p>	<p>Ongoing: Attending the various committees, department and other meetings is a challenge in addition to teaching duties.</p>	<p>Yes. Money is needed for advertising and promoting the current RN-BSN program and the costs of developing a</p>		

<p>disciplines for the benefit of the RN-BSN program</p> <p>Faculty participation in NMHU Faculty Senate, General Faculty and Academic Affairs meetings campus wide</p> <p>New Endeavor: Nursing Faculty continue to work with the Provost, Eastern University and faculty to develop an Online DNP Program</p>		<p>apparent.</p>		<p>new program (unless travel is a factor)</p>		
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