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Professional Development Days: 2025 University-Wide Strategic Planning

Presentation to the NMHU Community

August 12, 2020



Development of 2025 NMHU Strategic Plan

- July 22, 2019 we convened our first University-Wide Strategic Planning Committee Meeting
- President Minner charged the committee with developing the university-wide strategic plan. President Minner:
 - Provided perspective based on how other university strategic plans have been developed in his experience.
 - Made recommendations for community membership on the committee.
 - Tasked the committee with building the future NMHU 2025 Strategic plan.



Representative Membership

The committee membership intentionally brings in *multiple faculty, staff and student constituencies for broad representation across campus with broad planning concerns:*

- **Faculty Members:** Eric Romero (co-Chair), Rebecca Moore, Robert Karaba, Angela Meron, Edward Harrington, and Rodney Rock (includes Faculty Senate representatives from the College and 3 Schools)
- **Student Representatives:** Tamlyn Crain (current), Karla Espinoza (former)
- **Staff/Administration:** Ian Williamson (co-Chair), Lee Allard, Edward Martiniez, Inca Crespín, Patrick Wilson, Buddy Rivera



Community Members: Vince Howell, Sara Harris (faculty emeritus)

Summer 2019

The Committee:

- Reviewed and discussed several strategic plans including HLC's own plan and the university strategic plans of New Mexico State University, John Carroll University, and Sul Ross.
- Discussed individual ideas related to goals on the strategic plans.
- Discussed our engagement with the broader campus community.

Fall 2019

- The Committee:

- Determined we would develop the survey in two phases:
 - Decide upon the 3-5 Strategic Goals (Fall 2019)
 - Decide upon the Objectives in the Strategic Plan locate hierarchically under the Goals (Spring and Summer 2020)
- Conducted bi-weekly meetings to develop a campus-wide survey on strategic goals.
- Visited several campus and community constituencies to discuss the university-wide strategic plan and the survey.
- We visited with Faculty and Student Senates, the President's Executive Management Team, Center constituencies, Las Vegas Associates, NE Regional Workforce Board, and K-12 representatives and the President of Luna Community College.
- We received valuable feedback from all of these constituencies



Winter 2019, Survey (N = 330)

- At the end of last semester, the entire campus and invested community members were invited to take the 17-item Strategic Goals Survey, and also provide qualitative feedback as to what they would like to see on the strategic plan.
- The survey was circulated on global email on campus and posted on university social media.
- Students, faculty, staff, administrators or Board Members, and community members participated.
- We analyzed the results of this survey and drafted our strategic goals from which to move forward.



The Five Goals of the Strategic Plan

- ***Goal 1: Teach and mentor students to integrate a broad range of academic skills, a breadth and depth of curricular knowledge, and an interdisciplinary understanding.***
- ***Goal 2: Inspire students to action through environments that foster scholarship and produce graduates equipped to address regional and global issues.***
- ***Goal 3: Engage with and serve our communities for mutually beneficial exchanges of knowledge, services and resources.***
- ***Goal 4: Advance excellence in diversity, equity and inclusion policies and practices.***



• ***Goal 5: Be a comprehensive educational provider for all students***

Spring 2020

- Built out the strategic plan by developing drafts of more specific objectives arranged hierarchically underneath the strategic goals.
- This is an HLC mandate based on feedback from our prior strategic plan.
- The committee continued to meet bi-weekly.
- We drafted items in subcommittees and brought the items together for another survey of the university community
 - To determine the will of these constituencies, and therefore
 - To achieve ownership and buy-in from the people who will be implementing the plan

Spring 2020 Objectives Survey (N=124)

- Again, emailed globally to faculty, staff, and students, and posted on social media.
- Again, we invited all constituencies to participate using global campus email and social media to advertise the survey broadly across the Highlands Community.

Summer 2020

- The committee continue to meet bi-weekly on average.
- We drafted Strategic Plan Objectives based on:
 - The qualitative and quantitative results of the survey, and
 - The committee's ratings of measurability of the items.

Goal 1 Objectives

Goal 1: Teach and mentor students to integrate a broad range of academic skills, a breadth and depth of curricular knowledge, and in interdisciplinary understanding.

1.1 Maintain and build upon a core curriculum to develop a broad liberal arts education and transferable skills.

1.2 Teach students to master competencies in their undergraduate and graduate programs of study with theoretical and applied knowledge in their areas of specialization.

1.3 Provide educational experiences that promote interdisciplinary understanding.

1.4 Recognize and acknowledge efforts of faculty, staff, and students highlighting strong demonstration of pedagogy, skill development, active learning, advising, mentorship, or content knowledge.



Goal 2 Objectives

Goal 2: Inspire students to action through environments that foster scholarship and produce graduates equipped to address regional and global issues.

2.1 Link course content, curriculum, and co-curricular activities to understanding and addressing significant local, regional, and global issues (i.e., infuse big issues and big ideas into discussion in all areas of campus life).

2.2 Develop students into confident graduates with effective communication skills, professionalism, and determination that prepares them to make informed decisions in pursuit of lifelong learning and professional success.

2.3 Encourage and support fieldwork, internships, externships, practica, multi-institutional research projects, grant-related engagements, and other related activities that broaden students' horizons outside of the classroom.



Goal 3 Objectives

Goal 3: Engage with and serve our communities for mutually beneficial exchanges of knowledge, services and resources.

3.1 Establish and sustain a service learning, civic engagement, co-curricular, social justice, and community network in collaboration for, by and with faculty, staff, students and local, regional and global partners.

3.2 Identify and prioritize strategic opportunities and partnerships for aligning university and community needs and resources for mutual benefit.

3.3 Protect and promote rights to higher education for all students in



Goal 4 Objectives

Goal 4: Advance excellence in diversity, equity and inclusion policies and practices.

4.1 Embrace our mission as a Hispanic-Serving Institution (HSI) and emerging Native American-Serving Nontribal Institution (NASNTI) to increase the diversity of NMHU's faculty, staff, and administrators to better reflect the demographics of New Mexico and our students.

4.2 Develop an active, intentional, and ongoing engagement with intellectual, social, cultural and geographical diversity that leads to personal growth through community engagement and curricular and co-curricular programming.

4.3 Advance and promote a welcoming and inclusive university environment that recruits broadly, supports equity, and improves diverse student, faculty, and staff retention and success.

4.4 Employ student engagement and success strategies for students from diverse backgrounds to ensure persistence and completion through active and collaborative learning.

4.5 Cultivate, promote, sustain, assess, and improve multiculturalism and diversity initiatives throughout the campus community in curricular and co-curricular activities, student support services, civic engagement, and professional development.



Goal 5 Objectives

Goal 5: Be a comprehensive educational provider for all students including traditional, non-traditional, online, distance, community, and lifelong learners.

5.1 Develop guiding principles for becoming a more comprehensive educational provider that promotes equitable student outcomes for all students across NMHU.

5.2 Enhance professional development for faculty and staff in effective use of technology to more effectively reach, educate, and support all students across NMHU.

5.3 Develop, adopt, implement a process to research and address the need for new or modified academic degree, professional certificate, and community interest programs.

Conclusion and Future Direction

- We continue to seek to comply with the HLC mandate to develop a strategic plan with high engagement of faculty, staff, students and community members from the full campus.
- Committee is representative of a broad constituency of campus and community leaders who maintain broad strategic concerns.
- We have developed the strategic plan through dialoguing with and surveying the campus community during AY 2019-2020.



Conclusion and Future Direction

- We plan to have campus constituencies review our final committee draft of the strategic plan in the early Fall.
- We will be presenting the Strategic Plan Draft to the Student Senate, Staff Senate, and General Faculty for review, comment, and (hopefully) endorsement.
- We need to submit the final draft of the NMHU Strategic Plan from the university community to President Minner by October 15th, 2020.

