

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: *Biology*

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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>1. Highlands University will achieve academic excellence, academic integration and student success.</p>	<p>1. Advance critical thinking skills, mastery of content areas, effective communication and effective use of technology (tie to Goal 5)</p> <p>2. Advance knowledge in the sciences and professions via research and scholarly activity in conjunction with educational opportunities</p> <p>3. Curriculum development linked to current professional schooling, STEM environment at NMHU</p> <p>4. Support success for underrepresented students in STEM</p>	<p>1.1 Continue regularly scheduled academic outcomes assessment and undergraduate graduate program review while integrating the results to promote improvement of the curriculum and instructional delivery systems</p> <p>1.2 Integrate student research as a HIP as part of curriculum (courses, independent research).</p> <p>1.3 Continuing to include CUREs in lower level courses and the Senior research capstone project taking advantage of Sherman Fairchild funding</p> <p>1.4 Working on curriculum mapping to determine which courses include development of skills needed for research and course work</p> <p>2.1 Develop a plan for procedures/criteria for reassigning time (25%) for faculty</p>	<p>1.1 See outcomes assessment plan. Report results. Meets criteria set in outcome assessments</p> <p>1.2 Research is integrated into the curriculum map (introduced, reinforced, mastered). Students communicate results professionally and to the community. These outcomes will be evaluated along with the deliverables of Sherman Fairchild.</p> <p>2.1A plan is developed to give reassigned time for research</p> <p>2.2 Coordinate with the ORSP and other STEM departments to develop a STEM grant professional development program.</p> <p>2.3 Success in student graduation</p>	<p>1.1 Department outcomes assessment coordinator</p> <p>1.2 Department faculty</p> <p>2. Department Faculty</p> <p>3. Department Faculty</p> <p>4. Department Faculty</p>	<p>1 Outcome Assessments</p> <p>2 On-Going</p> <p>3 On-Going</p> <p>4 On Going</p> <p>5 Spring 2021</p>	<p>Annually</p>

		<p>2.2 Support professional development for grant writing, maintaining grants</p> <p>2.3. provide professional development for student research mentorship. This will be done in the context of SomoSTEM grant.</p> <p>2.4 . Support Animal Facilities.</p> <p>3.1 Yearly department meeting to revise curriculum in cooperation with ARMAS and CTE</p> <p>3.2 Compare student performance against national standards to identify need for improved</p> <p>3.3 Develop a database of Biology majors to track job/school placement after graduate (tie to Goal 5) with the goal of improving employability (social media will be used to track graduates).</p> <p>3.4 Include field trips and extra mural activities in courses as appropriate as High Impact Practices</p> <p>4.1 Provide high impact learning activities for students, including internships and professional development opportunities for underrepresented students in STEM</p>	<p>2.4 Report created on all the costs and requirements associated with the facility.</p> <p>3.1 Evaluate student success in acceptance to graduate or professional programs</p> <p>3.2 Compare performance of our students with previous years and with National Averages</p> <p>3.3 _Database with 50% of graduated majors from the last 2 years accounted for.</p> <p>3.4 Increase of courses with a field component</p> <p>4.1 Assessed among the deliverables of SomoSTEM grant</p>			
<p>Action Status w/Description (Achieved, Ongoing, Stop)</p>	<p>Completion Date(s)</p>	<p>Recommendation(s)</p>	<p>Challenge(s)</p>			<p>Budget Consideration (Yes / No)</p>

<p>1.1-1.4 Achieved/ On-going 2 On Going 3.1-3.4 Achieved 3 On-Going 4 Achieved</p>	<p>1 On Going 2.4 Facility has been paused due to Covid. Will resume when things normalize 3.1-3.4 Ongoing</p>	<p>1. Working well. Enrollments has been steady. Graduate enrollment has more than double! 2.4 Currently the animal facility is inactive. Will resume when Covid ends as a pandemic 3.2 Students performed a lot better compared with 2017 data. They performed on par with national averages 3.3 Database has been made with more than 50% of recent graduates. 3.4-3.5 Numerous courses have some high impact practice in them. We are developing CUREs in the ones that don't have them. 4 Currently have more than 10 students involved in State and Federal internships including those associated with USGS, NIH and NSF. Support from SomoSTEM is expected to increase this substantially</p>	<p>1 Funding for research courses in the classroom is needed to expand these practices 2 TO really grant release for faculty we need buy-in from the administration 3 The increase in enrollment in our graduate program, while a good results from our efforts, imposes a much higher teaching demand that we are having problems trying to solve with our existing teaching force 4 We at the university have been very successful getting grants. Right now there are more internship opportunities that we have interested students</p>	<p>1 Yes 5 Yes 6 yes</p>
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<p>2. Highlands University will achieve strategic enrollment management.</p>	<p>1. Integrate high impact practices in biology courses to improve retention and increase enrollment 2. Increase recruitment of students to biology program</p>	<p>1.1 Include field courses, actual research project and service learning activities in undergraduate courses 2.1 Improve recruitment for local community including high schools; improve retention of dual enrollment students 2.2 Identify new recruitment partnerships with schools/colleges 2.3 Participated in Rio Mora STEM recruitment event. 2.4 Participated in UNM - Taos recruitment event.</p>	<p>Improve or maintain course enrollment and number of declared majors Growth of students in our graduate program. Growth of students in new major</p>	<p>Department Faculty</p>	<p>On going</p>	<p>Annually</p>

		2.5 Promote both our programs (graduate and undergraduate) on line using social media 2.6 Create BS in wildlife biology and Conservation to attract new students			
Action Status w/Description (Achieved, Ongoing, Stop)	Completion Date(s)	Recommendation(s)	Challenge(s)	Budget Consideration (Yes / No)	
- 1 and 2 Achieved and Ongoing	On Going	- We experienced	- Including trips and high impact practices needs funding	YES	

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Highlands University will achieve a vibrant campus life.	Support linked clubs including Sigma Xi, Conservation Club, and International Service Group	Support visiting guest lectures including Science Cafes for the public Promote community projects among Biology students and faculty using social media.	Guest scientists and professionals visit and give lectures, honorarium funded in part by Biology Dept Increase in student participation in club activity	All faculty		Annually
Action Status w/Description (Achieved, Ongoing, Stop)	Completion Date(s)	Recommendation(s)	Challenge(s)	Budget Consideration (Yes / No)		
Ongoing	Ongoing	Funding lectures was not possible but student involvement in clubs was high Conservation Club was very active through the year	Did not have funds for invited speakers	YES		

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Highlands University will be a community partner.	Identify and strengthen partnerships in the community	Inventory current partnerships; Students and faculty participate in community science events	Summarized calendar of community events per semester; communicate events to students and public	All Faculty		May 2022

Action Status w/Description (Achieved, Ongoing, Stop)	Completion Date(s)	Recommendation(s)	Challenge(s)	Budget Consideration (Yes / No)
Achieved	Ongoing	Faculty and students participated in the regional science fair and the New Mexico Academy of Science Paper Competition 2. Faculty involved in hands-on learning activities with Girl Scouts from troops in northern New Mexico 3. Faculty member involved in a high altitude balloon project with West Las Vegas High School 4. Talks to students from West Las Vegas with the Watershed Alliance	Time to devote to all these activities	NO

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Highlands University will achieve technological advancement and innovation.	1. Utilize existing technology and communication infrastructure (Banner, D2L, DegreeWorks) to track enrolled student progress and provide iterative feedback with students 2. Students are trained in state-of-the-art Biology technology critical to career success	1 All faculty in biology are trained in cooperation with CTE in NMHU technology infrastructure (D2L, Banner, DegreeWorks, Zoom) 2.1 Develop technological resources including a mobile computer lab for biology majors for data collection, simulation, analysis 2.2 Develop a Biology outcomes assessment item to measure our technology training and student proficiency 2.3 Reassess technology training in the Biology curriculum during curriculum development and mapping during yearly sessions that comply with AAAS Vision and Change guidelines (Goal 1)	1. Percentage of faculty actively using technology platforms 2.1 Create proposal, plan, and identify resources to procure computer lab 2.2 New outcomes are added to our regular assessments 2.3 Evaluate compliance with PULSE recommendations 2.4 Deliverables of Sherman Fairchild and SomoSTEM.	All faculty	A year timeframe	May 2023

		2.4 Obtain grants to purchase laptops for the classes 2.5 Obtain grants to purchase equipment to bring research activities to the classrooms.			
Action Status w/Description (Achieved, Ongoing, Stop)	Completion Date(s)	Recommendation(s)	Challenge(s)	Budget Consideration (Yes / No)	
1 Achieved 2 Ongoing	1 May 2019	Acquisition of the computers is critical for attaining our goal Installation of the software needed and develop CUREs involving the use of this equipment	Just received the funding to purchase the equipment. Covid has made it difficult to gather the faculty to develop CUREs.	Yes	

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Highlands University will achieve enhanced communication and efficiency.	1. Fully utilize technology infrastructure on campus to communicate student progress, outcomes, grades, etc 2. Maintain web presence for Biology Dept. 3. Revamp the course description of our catalog so students can get a better picture of our course offering.	1.1 Improve record keeping procedures in Degree Audit 1.2 Provide access to a biology faculty member to reassign biology majors advisors and maintain an active list of biology majors 2. Evaluate current website and improve online information for biology students and faculty 3. Revise the course description of courses that are dated using a current pedagogical approach	1.1 All biology majors meet every semester with advisor, tracked in Degree Audit 1.2 Advisor assigned to each biology major is accurate in Degree Audit and every student has an advisor. 2. Current website contains up to date information each semester 3. Revision of the courses in AAC.	1 Dept Chair 2 Dept Webmasters 3 All faculty	1.	May 2022 May 2021
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Achieved/Ongoing	Ongoing	All faculty have assigned undergraduate students Our faculty assigned to the webpage has worked regularly with the staff managing the website.	The design of the webpages was not very good.	NO
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