

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.*

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Strategic Goals for 2020 Planning for FY19-FY20	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.	Add advance course in biochemistry	Hire new biochemist	New biochemist will begin fall 2020	Dept.	Search will begin Fall 2019. Offer tendered to top candidate by Jan 2020	Spring 2020
Action Status w/Description (Achieved, Ongoing, Stop)	Completion Date(s)	Recommendation(s)		Challenge(s)		Budget Consideration (Yes / No)
- Ongoing						Yes

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2. Highlands University will achieve academic excellence, academic integration and student success.	Increase student awareness of internships, offering in the chemistry program and pre-professional opportunities	-Update information available to students -purchase display furnishings	New materials will be in new display rack	Dept.	Fall 2019	Spring 2020
Action Status w/Description (Achieved, Ongoing, Stop)	Completion Date(s)	Recommendation(s)		Challenge(s)		Budget Consideration (Yes / No)
- Achieved	Fall 2019					No

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3.Highlands University will achieve academic excellence, academic integration and student success.	Replacement of Nuclear Magnetic Resonance spectrometer	-Request in budget -write NSF: Major Instrumentation Grant	New NMR	Prof. Gupta		Fall 2021
Action Status w/Description (Achieved, Ongoing, Stop)	Completion Date(s)	Recommendation(s)		Challenge(s)		Budget Consideration (Yes / No)
- Ongoing				- Very expensive instrument c.a. 500k		Yes

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4.Highlands University will achieve academic excellence, academic integration and student success.	Develop and implement an advisory board for pre-professional health students	Work across disciplines to develop and implement	Coordination with other programs on campus	Prof. Shepherd		Fall 2021
Action Status w/Description (Achieved, Ongoing, Stop)	Completion Date(s)	Recommendation(s)		Challenge(s)		Budget Consideration (Yes / No)
- Initial Success & Ongoing						

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2.Highlands University will achieve strategic enrollment management.	Add a Bachelor of Science (BS) with emphasis in biochemistry	Request new faculty line	-Increased enrollment -Degree approved by Faculty Senate	Dept.		Fall 2021
Action Status w/Description (Achieved, Ongoing, Stop)	Completion Date(s)	Recommendation(s)		Challenge(s)		Budget Consideration (Yes / No)
- Ongoing				- Cost of additional fte		- Yes

Strategic Goals for 2020 Planning for FY19-FY20	Unit Goals	Unit Actions/Strategies	Measurable Outcome(s)	Person(s) Responsible	Indicators and Time Frame for Assessment	Date(s) for Review
3.Highlands University will achieve strategic enrollment management.	Further develop and maintain departmental webpage	Assign to faculty member	Webpage improved	Prof Singh	New web page due to be put-up by NMHU June 2019	Fall 2021
Action Status w/Description (Achieved, Ongoing, Stop)	Completion Date(s)	Recommendation(s)		Challenge(s)		Budget Consideration (Yes / No)
- Ongoing		-		- Adapting to new web page design		-

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4.Highlands University will achieve strategic enrollment management.	Increase student research opportunities	Support faculty efforts Hire more faculty	More students involved	Dept.		Fall 2021
Action Status w/Description (Achieved, Ongoing, Stop)	Completion Date(s)	Recommendation(s)		Challenge(s)		Budget Consideration (Yes / No)
- Ongoing		- Work with VPFA		- Ability to pay students		-

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4. Highlands University will be a community partner.	Enhance outreach both locally and regionally	1. ACS student club visit High schools	1. Visits to high schools	Prof. Gupta	Visits to high schools	Spring 2021
Action Status w/Description (Achieved, Ongoing, Stop)	Completion Date(s)	Recommendation(s)		Challenge(s)		Budget Consideration (Yes / No)
- Ongoing		- Dr. Gupta needs release time		- Time		Yes

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<p>5. Highlands University will achieve technological advancement and innovation.</p>	<p>-As necessary replace, on a scheduled basis, obsolete equipment and instrumentation - Preventatively maintain existing equipment and instrumentation</p>	<p>Inventory taken and have develop schedule of priorities.</p>	<p>1. New instrumentation</p>	<p>1. Dr. Kirvoshein</p>		<p>Spring 2021</p>
Action Status w/Description (Achieved, Ongoing, Stop)	Completion Date(s)	Recommendation(s)	Challenge(s)	Budget Consideration (Yes / No)		
<p>- Ongoing</p>		<p>-</p>	<p>-</p>	<p>-</p>		