

**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:** *Center for Teaching Excellence*

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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
1. Highlands University will achieve academic excellence, academic integration and student success.	1. Improve student success 2. Improve academic excellence 3. Increase HIPs activities 4. Increase online course development 5. Reach all instructors with Professional Development opportunities	1. Provide weekly professional development for campus and centers on pedagogical matters 2. Provide a workshop series for new faculty and GTAs 3. Provide internal and external events related to increasing HIPs 4. Work with staff in providing training – live and recorded resources – on using the LMS and building/teaching online courses 5. Provide all professional development via zoom and visits to centers	1. Increase number of instructors receiving professional development 2. New faculty and GTAs participate in workshops 3. Increase awareness and understanding of HIPs across campus and increase implementation in courses 4. More faculty using LMS and more faculty reporting confidence and satisfaction teaching via distance 5. Increase center participation in professional development events	Veronica Black, CTE Interim Program Coordinator	1. End of each semester head count plus documentation of numbers participating in Brightspace online course 2. Headcount of participation and post event surveys 3. Documentation of events, number of participants, reports from committees, end of year survey of faculty 4. Increased resources available online 5. Head count of participation and post-event surveys	1. End of Fall 2. End of Spring
<b>Action Status w/Description (Achieved, Ongoing, Stop)</b>	<b>Completion Date(s)</b>	<b>Recommendation(s)</b>	<b>Challenge(s)</b>	<b>Budget Consideration (Yes / No)</b>		

NMHU Strategic Planning Annual Report

FY 2019-2020

<p>Hosted the first virtual Professional Development with the theme for the Academic Year being: Critical Conversation on Diversity in a Digital Age</p>	<p>Fall 2020 – Spring 2021</p>	<ul style="list-style-type: none"> <li>Do more follow up on any implementations to document impact of trainings.</li> <li>Work with the President’s Council for DEI.</li> </ul>	<p>Because of COVID19 and hosting the virtual 3-day event the programs was more streamlined the PD programming to reflect more focus driven sessions, keynote speaker is an active scholar in DEI, keynote also teaches at HSI, concurrent presented topic focused on diversity in classrooms, keynote and NMHU faculty organized a workshop session for all NMHU faculty and instructors.</p>	<p>Yes (food, printing, books, guest speakers , travel, stipends, staffing)</p>
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<p>2. Highlands University will achieve strategic enrollment management.</p>	<p>CTE is part of enrollment management and retention through its efforts outlined in Strategic Goal 1 – by providing Professional Development that leads to academic excellence, increase implementation of HIPs strategies and other key pedagogical topics leading to increased student success and retention</p>			<p>Veronica Black, CTE Interim Program Coordinator</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>
<ul style="list-style-type: none"> <li>CTE hosted a 2-day spring and a 3-day virtual PD for faculty</li> <li>Throughout the Fall, Spring, Summer 2019-20 CTE hosted Open Labs, Reading Groups, Service Learning, and ESCALA.</li> </ul>	<p>Fall PD: Aug 14-16, 2020                      Spring PD: Jan 13-14, 2020                      Open Labs: Sept – Nov 2020                      Reading Groups: Feb – Mar 2020                      Service Learning: Nov 22, 2019                      Fall PD: Aug 12-14, 2020                      ESCALA: May 11-13, 2020</p>	<p>-</p>		<ul style="list-style-type: none"> <li>In the Fall 2019 we had the cyber-attack which slowed or cancelled programming all together</li> <li>Spring 2020 had us transitioning to online due to COVID19</li> <li>Summer 2020 was spent prepping for a hybrid teaching and planning a virtual PD</li> </ul>		<ul style="list-style-type: none"> <li>Service Learning and ESCALA came out the HIPS grant.</li> </ul>

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3. Highlands University will achieve a vibrant campus life.						
<b>Action Status w/Description (Achieved, Ongoing, Stop)</b>	<b>Completion Date(s)</b>	<b>Recommendation(s)</b>		<b>Challenge(s)</b>		<b>Budget Consideration (Yes / No)</b>
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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
4. Highlands University will be a community partner.	Increase service learning courses	<ol style="list-style-type: none"> <li>1. Service Learning training and support provided through to implementation.</li> <li>2. Maintain resources to implement Service Learning</li> </ol>	<ol style="list-style-type: none"> <li>1. Increase Service Learning courses partnered with community</li> <li>2. CTE website resources increased</li> </ol>	Veronica Black, CTE Interim Program Coordinator	Post course evaluations, community partner evaluation. Course count	Annual
<b>Action Status w/Description (Achieved, Ongoing, Stop)</b>	<b>Completion Date(s)</b>	<b>Recommendation(s)</b>		<b>Challenge(s)</b>		<b>Budget Consideration (Yes / No)</b>
- Service-Learning kick-off event and ESCALA.	Service Learning: Nov 22, 2019 ESCALA: May 11-13, 2020	<ul style="list-style-type: none"> <li>- Even though the Service Learning kick-off was not well attended it did stir up interest.</li> <li>- The ESCALA mini course was well received. We offered a small stipend and gave all participants a book on culturally responsive teaching.</li> </ul>		<ul style="list-style-type: none"> <li>- In the Fall 2019 we had the cyber-attack which slowed or cancelled programming all together</li> <li>- Spring 2020 had us transitioning to online due to COVID19</li> </ul>		HIPS grant.

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5. Highlands University will achieve technological advancement and innovation.	<ol style="list-style-type: none"> <li>1. Increase use and comfort in using educational technology tools</li> <li>2. Increase number online courses</li> </ol>	<ol style="list-style-type: none"> <li>1. Provide both technical and pedagogical training in Brightspace, zoom, Outlook, and other related tools.</li> </ol>	<ol style="list-style-type: none"> <li>1. Increase use of LMS features for any class, use of any educational tech tools</li> <li>2. Increase number of online courses</li> </ol>	Veronica Black, CTE Interim Program Coordinator	<ol style="list-style-type: none"> <li>1. End of semester – survey results and headcount of participation</li> <li>2. Increase in online courses</li> </ol>	Annual

	<ul style="list-style-type: none"> <li>3. Increase in online resources</li> <li>4. Increase knowledge base in edtech</li> </ul>	<ul style="list-style-type: none"> <li>2. Offer workshops on teaching via asynchronous distance</li> <li>3. Attend conferences to learn new professional development strategies and share knowledge and implement new strategies at NMHU</li> </ul>	<ul style="list-style-type: none"> <li>developed and taught</li> <li>3. Increase number of online resources</li> <li>4. Gain new information, shared out through professional development</li> </ul>		<ul style="list-style-type: none"> <li>3. Events planned and offered based on new knowledge gained</li> </ul>	
Action Status w/Description (Achieved, Ongoing, Stop)	Completion Date(s)	Recommendation(s)	Challenge(s)	Budget Consideration (Yes / No)		
-	March – Present 2020	The CTE along with ITS and the Instructional Designer continues to offer support and training online tools (Brightspace, Office 365, Zoom, etc) for faculty and instructors throughout the transition to online teaching at the start of COVID19	- COVID 19	-		

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6. Highlands University will achieve enhanced communication and efficiency.	<ul style="list-style-type: none"> <li>1. CTE events and resources are promoted throughout campus, NMHU centers, and available to all</li> <li>2. CTE strategic plan is based on needs analysis of instructors and advisory board</li> </ul>	<ul style="list-style-type: none"> <li>1. Maintain and grow CTE resources</li> <li>2. Inform faculty of grant and stipend opportunities and special events</li> <li>3. Send weekly CTE event communications</li> <li>4. Maintain CTE online presence</li> <li>5. Meet with advisory board each semester for direction and to spread communications</li> </ul>	<ul style="list-style-type: none"> <li>1. CTE website is up to date and grows with new information</li> <li>2. Emails invites</li> <li>3. Advisory council provides direction and helps communicate events to their various departments</li> </ul>	<ul style="list-style-type: none"> <li>1. Veronica Black, CTE Interim Program Coordinator</li> <li>2. CTE advisory board</li> </ul>	<ul style="list-style-type: none"> <li>1. Web analytics if possible</li> <li>2. Documented events</li> <li>3. Documented meeting notes and outcomes</li> </ul>	Annual report

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