

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: **NMHU Farmington Center**

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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>1.1 Provide best practices in STEM student support.</p>	<p>1.1a Immerse supplemental instruction leaders in key gateway courses. We continue to see profound improvements in passing rates for participating students in many SI courses.</p>	<p>Track ABC/DFW rates and compare to SI participation data (TutorTrac)</p> <p>Track graduation and retention of participating students</p>	<p>Director SI Coordinator</p>	<p>Yearly reports will be produced for the OIER demonstrating the efficacy of programs in improving grades, retention, and graduation rates.</p>	<p>Yearly, Fall</p>
		<p>1.1b Provide math tutoring</p> <p>1.1c Provide facilities and equipment necessary for student success (printing/copying, computers, study space, textbooks, calculators)</p>		<p>SI Coordinator</p>	<p>ARMAS use data will be analyzed for program participation. Tutortrac collects individual student data, and the frequency/purpose of ARMAS visits is being recorded. In the first month of the 2019-2020 school year, there have been over 2000 visits to ARMAS, and we are serving a significant portion of the NMHU student body.</p>	<p>Yearly, end of Spring Semester</p>
		<p>1.1d Assist in the redevelopment of remedial math courses, including the implementation of PLATO assisted learning software</p>	<p>Collaborating with the Math Department to run PLATO-based remedial math courses through ARMAS and supported by STEMfast grant.</p>	<p>Math lab coordinator (STEMfast)</p>	<p>Updates on course redevelopment and student success occur continually, but data will be carefully examined each year.</p>	<p>Yearly, end of Spring Semester</p>
		<p>1.1e Provide academic counseling to STEM majors. The Transfer</p>				

		<p>Coach will mentor students and provide credit articulation advice.</p> <p>1.1f Continue summer bridge program to support incoming freshmen whose SAT math scores indicate deficiencies. We offer two one-week courses designed to elevate students to credit earning math courses and aid in their adjustment to college life.</p> <p>1.1g Monitor student athlete study requirements</p>	<p>The STEMfast Transfer coach will maintain records of student interactions and outcomes to be included in the annual grant report.</p> <p>Summer Bridge Program participants are surveyed for satisfaction and feeling of preparedness for college math courses.</p> <p>Tutortrak is used to monitor how much time student athletes spend at ARMAS. This service is available to any coach, per request. Currently, we report to the women's soccer coach weekly. These efforts are to promote student athletes' academic success.</p>	<p>Transfer Coach</p> <p>Director</p> <p>Math Lab Coordinator</p> <p>Interim Faculty</p> <p>Director and STEMfast administrative assistant</p>	<p>These data will be reported to granting agencies.</p> <p>Updates on transfer students will be provided to the Director at the end of the Spring semester to be included in yearly reports to the university and granting agencies.</p> <p>This report is shared with the Dean of A&S and will be a part of the STEMfast annual report</p> <p>Weekly reports are generated and emailed to coaches.</p>	<p>Yearly, end of the Spring Semester</p> <p>Weekly</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>- Completed and Ongoing</p>	<p>Continuous</p>	<p>- Develop new and innovative ways to increase participation in online academic support</p>	<p>- Between the cyberattack of 2019 and the COVID outbreak of 2020, we had to be more reactive than proactive with student support. Our participation numbers are down significantly due to ZOOM fatigue and difficulty in communicating with students. Also, we lack the ability to hold social events to encourage use of ARMAS programs.</p>	<p>No</p>
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<p><i>2.Highlands University will achieve strategic enrollment management.</i></p>	<p>2.1 Target STEM transfer students for admission to NMHU</p>	<p>2.1a Collaborate with Admissions office to provide STEM consultants during recruitment visits. Currently Dr. Kyle Rose is serving as a STEM faculty representative with the ARMAS Transfer Coach to recruit at several regional 2-year institutions.</p>	<p>Inform potential transfer students about STEM degrees, facilities, transfer agreements, student support initiatives, and scholarships.</p> <p>Maintain database of interested STEM transfer students from other 2-year institutions and determine matriculation status each year.</p> <p>The film will be a production of the ARMAS LANL associate, Media Arts, and CS students</p>	<p>Director</p> <p>STEM Transfer</p> <p>Transfer Coach (STEMfast)</p> <p>Community College Outreach Coordinator (STEMfast)</p>	<p>Data will be shared with Admissions to be analyzed.</p>	<p>Ongoing</p>
	<p>2.2 Continue initiatives to promote STEM student retention, particularly those whose ethnicities are currently underrepresented in STEM fields.</p>	<p>2.1b Produce a film targeting the recruitment of STEM transfer students</p>	<p>The NMHU STEM recruitment film will be shown at ARMAS during scheduled visits of potential recruits. These visits are organized by the Admissions office, who arrange campus tours, including a stop at ARMAS.</p>	<p>LANL Coordinator of Student Engagement</p>		
		<p>2.2a Identify new grant opportunities and create timeline for application.</p>	<p>Grant opportunities will be discussed with</p>	<p>Director</p>	<p>The Director meets with the Dean of A&S</p>	<p>Bi-weekly meeting</p>

		2.2b Participate as Co-PI for NSF S-STEM grant (Gil Gallegos)	the Dean of A&S and Grants Office. Regular meetings with other CO-PIs to discuss NSF S-STEM program	Director	biweekly to discuss any and all Departmental issues.	notes will be kept by Director.
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- Completed and Ongoing	Continuous	- Focus on TES training and collaboration with the registrar's office for uploading course descriptions and creating articulation agreements.		- COVID had delayed our plans to visit regional 2-year colleges for STEM recruitment.		- No

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<p>3. <i>Highlands University will achieve a vibrant campus life.</i></p>	<p>3.1 Provide an environment conducive to student academic and social development</p>	<p>3.1a Coffee Connects</p>	<p>Students will interact with professors in a social environment to establish relationships and open lines of communication and mutual respect.</p>	<p>ARMAS staff and students</p>	<p>Student Engagement surveys will be generated at the end of each academic year and included as part of our annual report for the OIER. (Director)</p>	<p>End of Academic Year</p>
		<p>3.1b ARMAS newsletter (2/semester)</p>	<p>The ARMAS newsletter will raise awareness of STEM-related issues, provide professional/academic development, and highlight student success. We anticipate producing two newsletters per semester, which will be shared to the NMHU community in global emails.</p>		<p>Interdepartmental collaborations will be documented in both the ARMAS newsletter as well as yearly reports to the university and grant agencies. (ARMAS staff)</p>	<p>Multiple times per year and summarized yearly</p>
		<p>3.1c Interdepartmental collaborations</p>	<p>In addition to the academic connections, ARMAS collaborates with a number of entities on campus, including HUE, Admissions, the Student Success Center, the Center for Teaching Excellence, HU Cares, and the Library. We are also the hosts for a myriad of clubs and activities.</p>	<p>Director</p>	<p>Collaborative endeavors will be outlined in regular meetings with the Dean of A&S, broadcast on the ARMAs radio program, and included in the ARMAS newsletter.</p>	<p>Multiple times per year and summarized yearly</p>

			<p>We plan to continue these activities and expand upon them when appropriate.</p> <p>ARMAS sponsors the HU Cares initiative, "Sister Circle", which provides a forum for women's issues.</p>		
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- Completed and Ongoing	Continuous	<ul style="list-style-type: none"> - Find innovative online interactions with faculty and students. Continue interdepartmental collaborations - Bolster pedagogical and other skills training through SI programming and Newsletter. 	- Social interactions are currently limited	- No	

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<p>4. <i>Highlands University will be a community partner.</i></p>	<p>4.1 Community outreach</p>	<p>4.1a K-12 summer programs</p>	<p>We will continue summer programs introducing kids to science and technology. During the summer of 2019, we hosted dozens of students for STEM day camps, and provided activities and demonstrations geared to build interest in science.</p>	<p>ARMAS LANL Coordinator and ARMAS staff</p>	<p>Participation records will be collected and disseminated in annual reports in the Co-curricular Outcomes Assessment</p>	<p>Each Fall</p>
		<p>4.1b Workforce solutions internships</p>	<p>We also will continue our partnership with Workforce Solutions, where we provide internship opportunities at ARMAS to at-risk Las Vegas youth. This past year, we have had three such interns, who have proven to be tremendous assets.</p>	<p>ARMAS LANL Coordinator</p>		
		<p>4.1c Identify and advertise internship opportunities for NMHU STEM students.</p>	<p>Currently, we utilize grant support to provide financial assistance to students who participate in internships off campus.</p>	<p>STEMfast Transfer Coach</p>	<p>Intern Day will be held every Fall. This will be a celebration of their activities, including poster presentations and social interaction.</p>	<p>Fall Semester</p>
		<p>4.1d Provide financial support for students who participate in internship opportunities.</p>	<p>We need to seek other funding sources and identify new opportunities,</p>		<p>Students who participate in</p>	<p>Two issues of the</p>

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		<p>4.2e ARMAS radio program</p>	<p>particularly those that already provide stipends for participants.</p> <p>The ARMAS radio program focuses on issues pertinent to the role of science in society. Also discussed is information about science careers, technology, ARMAS activities, and community events.</p>	<p>ARMAS students</p> <p>internships will be highlighted in the ARMAS newsletter and website.</p> <p>Also, intern activities will be reported in the annual report to the U.S. Department of Education</p> <p>The ARMAS radio broadcast is aired every Thursday afternoon at 4PM and is run by ARMAS students as part of their work-study duties.</p>	<p>newsletter will be released to the public twice per semester.</p> <p>Weekly broadcast</p>
		<p>4.2f Northeast NM Regional Science Fair</p>	<p>Each year, ARMAS runs the NM regional science fair for middle/high school students. We will continue these efforts.</p>	<p>Director and student staff</p> <p>The science fair occurs every March, and is a huge event. ARMAS will promote the event and communicate results of the judging at an award ceremony. The director of ARMAS will also accompany winners to the national science fair.</p>	<p>Each March</p>

<p>- Completed and Ongoing</p>	<p>Continuous</p>	<p>- The 2020 science fair was a rousing success with over 200 participants. In 2021, a virtual fair offers significant challenges, but is also an opportunity to address issues of inequity with a regional fair. Supplemental funding (\$109,000) was secured for the STEMfast grant to aid in those efforts.</p>	<p>- Social distancing. Observed significant inequity amongst science fair participants. - COVID shut down many internship opportunities, but we continue to identify and advertise for new ones.</p>	<p>No</p>
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<p>5. <i>Highlands University will achieve technological advancement and innovation.</i></p>	<p>5.1 Technology at ARMAS</p>	<p>5.1a Maintain Instrumentation at ARMAS for student use</p>	<p>ARMAS maintains computers, printers, copiers, 3D printers, virtual reality equipment, and drones.</p>	<p>ARMAS staff and Director</p>	<p>Maintain records of student use of technology through Tutortrac.</p>	<p>OIER report each Fall</p>
		<p>5.1d Use technological innovation to monitor student satisfaction with ARMAS services.</p>	<p>Use of SurveyMonkey for surveys to improve feedback loop</p> <p>STEMfast consultant, AIR, produces their own student satisfaction report for STEMfast activities (math tutoring and Supplemental Instruction programs)</p>	<p>ARMAS staff and Director</p>	<p>Any and all data collected may be included in annual reports to the university and/or granting agencies.</p>	<p>OIER report and annual grant update</p>

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- Completed and Ongoing	Continuous	<ul style="list-style-type: none"> - ARMAS is one of only two sites on campus where students can go to use computers, printers, copiers, etc. - We have secured funding to provide a cache of laptop computers for the center, which will be used for telework of student employees and in the center itself for student use. 	-	-

Year on

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<p>6. <i>Highlands University will achieve enhanced communication and efficiency.</i></p>	<p>6.1 ARMAS will use online tools to promote activities</p>	<p>6.1a The ARMAS website has not been maintained in years, and will be completely restructured</p>	<p>The website will provide technological information, describe opportunities and programs, and will be designed to make ARMAS more visible in the NMHU community</p>	<p>ARMAS staff</p>	<p>Yearly reporting on center usage</p>	<p>Ongoing</p>
		<p>6.1b Use of social media to share ideas and activities</p>	<p>Social media platforms will be used to communicate to the community, to arrange student schedules and shift changes, and to schedule meetings and appointments.</p>			<p>Ongoing</p>
		<p>6.1c Continue data collection on Center Use.</p>	<p>Tutortrac database, reports on center utilization.</p>	<p>Director</p>		<p>OIER and grant reporting</p>
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<p>- Completed and Ongoing</p>	<p>Continuous</p>	<p>- ARMAS has revamped the science fair website and is active on social media (Facebook and Instagram). - Telegram is used as an efficient means of communication between student employees and staff</p>		<p>-Web pages outside the NMHU domain must adhere to PR standards</p>		<p>No</p>