

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*

Main Contact: *Roxanne Gonzales* **Email:** *rmgonzales@nmhu.edu* **Phone:** *(505)454-3194*

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>	<ol style="list-style-type: none"> 1) Prepare for HLC visit in March 2020 2) By the end of Spring 2020, all tenure track positions for Fall 2020 will be filled 3) Develop new programs and update existing programs to meet student personal and professional goals. 4) Work with Faculty Senate to review and recommend a model for the Center for Teaching Excellence. 5) Work with the Faculty Senate to update the General Education Assessment plan for NM HED 6) Enhance the School of Education's reputation and expand programs on-ground and online to meet State teacher 					

	<p>education gaps to include a closer link with other Schools and CAS.</p> <p>7) The Office of Distance Education will participate in conversations with the Faculty Senate to include the review of an extended learning Strategic Plan, the adoption of a quality rubric for course design, policy, processes, and possible lead generation vendors for marketing.</p> <p>8) Work with Faculty Senate to finalize policy related to prior learning assessment application to degree and certificate programs and overall ease of transfer credits.</p> <p>9) Fill interim leadership positions as regular positions pending organizational structure.</p>					
--	---	--	--	--	--	--

	<p>10) Establish a better working relationship with the Faculty Senate.</p> <p>11) Improve the efficiency of logistical operations throughout Academic Affairs, including hiring processes, the graduate office, budget, student complaints and petitions, and scheduling.</p> <p>12) Achieve greater control and autonomy over the budgets in Academic Affairs and under the deans in budgetary decisions.</p> <p>13) Study and make recommendations about the current per-course faculty rates.</p> <p>14) Implement Ad Astra, phase 1</p>					
Action Status w/Description (Achieved, Ongoing, Stop)	Completion Date(s)	Recommendation(s)		Challenge(s)		Budget Consideration (Yes / No)
1) Prepare for HLC visit in March 2020	March 2020	1) Rescheduled due to COVID – pending final decision				
2) By the end of Spring 2020, all tenure track positions	Summer 2020	2) Hired 18 TT faculty				Yes

<p>for Fall 2020 will be filled</p> <p>3) Develop new programs and update existing programs to meet student personal and professional goals.</p>	<p>AY 19/20</p>	<p>3) Alternative Teacher Licensure, MA Criminology, MA Cultural Resource Management</p>		<p>Yes</p>
<p>4) Work with Faculty Senate to review and recommend a model for the Center for Teaching Excellence.</p>	<p>AY 19/20</p>	<p>4) April of 2020, CTE Advisory Board submitted recommendations on a model that includes a director and a program coordinator.</p>	<p>Budget does not provide for two positions, however have requested. A modified model is pending</p>	<p>Yes – cannot support two positions at this time</p>
<p>5) Work with the Faculty Senate to update the General Education Assessment plan for NM HED</p>	<p>AY 20/21</p>	<p>5) In process</p>		<p>No</p>
<p>6) Enhance the School of Education’s reputation and expand programs on-ground and online to meet State teacher education gaps to include a closer link with other Schools and CAS.</p>	<p>AY 19/20 to AY 20/21</p>	<p>6) SOE curriculum was revised, partnership with LANL, Pojoaque, Alternative Teacher licensure online</p>		<p>No</p>
<p>7) The Office of Distance Education will participate in conversations with the Faculty Senate to include the review of an extended learning Strategic Plan, the adoption of a quality rubric for course design, policy, processes, and</p>	<p>AY 19/20 to AY 20/21</p>	<p>7) In process. Contract with Wiley as OPM, other policies and processes in process. CBA now has an article related to distance.</p>		<p>No</p>

<p>possible lead generation vendors for marketing.</p>				
<p>8) Work with Faculty Senate to finalize policy related to prior learning assessment application to degree and certificate programs and overall ease of transfer credits.</p>	<p>AY 19/20</p>	<p>8) In process, some polices have changed such as the Nursing transfer.</p>		<p>No</p>
<p>9) Fill interim leadership positions as regular positions pending organizational structure.</p>	<p>AY 19/20</p>	<p>9) All dean positions have been filled</p>		<p>Yes, had to increase salary</p>
<p>10) Establish a better working relationship with the Faculty Senate.</p>	<p>On going</p>			<p>No</p>
<p>11) Improve the efficiency of logistical operations throughout Academic Affairs, including hiring processes, the graduate office, budget, student complaints and petitions, and scheduling.</p>	<p>On going</p>	<p>10) Established a formal process to track and identify academic items that need review and input by faculty. Meet monthly with the Senate Chair and attend all Faculty Senate meetings. If VPAA cannot attend the AVPAA attends.</p> <p>11) Academic Affairs has worked with IT and other offices to automate where possible processes. For example, graduate admissions was moved to SEM to provide consistent admissions process.</p>		<p>Yes</p>
<p>12) Achieve greater control and autonomy over the budgets in Academic Affairs and under the</p>	<p>On going</p>	<p>12) The budget process starts at the unit level and works its way up the various levels. The final</p>		<p>Yes</p>

deans in budgetary decisions.		Academic Affairs budget priorities are determined by all of the budget managers.		
13) Study and make recommendations about the current per-course faculty rates.	AY 19/20	Per course rates were increased for AY 20		Yes
14) Implement Ad Astra, phase 1	AY 19/20 & Ay 20/21	In process for pilot implantation FY 21		Yes

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
2. Highlands University will achieve strategic enrollment management.	See #3 and #8 above					
Action Status w/Description (Achieved, Ongoing, Stop)	Completion Date(s)	Recommendation(s)		Challenge(s)		Budget Consideration (Yes / No)
15)		16)		17)		18)

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
3. Highlands University will achieve a vibrant campus life.			1.		1.	
Action Status w/Description (Achieved, Ongoing, Stop)	Completion Date(s)	Recommendation(s)		Challenge(s)		Budget Consideration (Yes / No)
19)		20)		21)		22)

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. <i>Highlands University will be a community partner.</i>	See #6 above	1.	1.		1.	
Action Status w/Description (Achieved, Ongoing, Stop)	Completion Date(s)	Recommendation(s)		Challenge(s)		Budget Consideration (Yes / No)
23)		24)		25)		

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
5. <i>Highlands University will achieve technological advancement and innovation.</i>	See# 7, 11, & 14 above		1.	1.	1.	
Action Status w/Description (Achieved, Ongoing, Stop)	Completion Date(s)	Recommendation(s)		Challenge(s)		Budget Consideration (Yes / No)
26)		27)		28)		29)

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
6. <i>Highlands University will achieve enhanced communication and efficiency.</i>	See # 10, 11, & 12 above	1.			1.	
Action Status w/Description (Achieved, Ongoing, Stop)	Completion Date(s)	Recommendation(s)		Challenge(s)		Budget Consideration (Yes / No)

30)		31)		
-----	--	-----	--	--