

Date submitted:												
PLAN - Unit Goals / Objectives												
Unit	Unit / Department Objective	Purpose of Objective	SP Goal 1	SP Goal 2	SP Goal 3	SP Goal 4	SP Goal 5	Status (New or Ongoing)	Timeframe	Measurable outcomes	DO - Implement Plan	Budget implication
Biology	Highlands University will achieve academic excellence, academic integration and student success.	1.1 Advance critical thinking skills, mastery of content areas, effective communication and effective use of technology (tie to Goal 5). 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). 1.2 Advance knowledge in the sciences and professions via research and scholarly activity in conjunction with educational opportunities 1.3 Support professional development for grant writing, maintaining grants. 1.4 provide professional development for student research mentorship. This will be done in the context of SomoSTEM grant. 1.5 - Support Animal Facilities 2. Curriculum development linked to current professional schooling, STEM environment at NMHU 3.1 Support success for underrepresented students in STEM	x	x	x		x	Ongoing	1 Continue	Incorporation of inquire-base labs, or other sort of High Impact Practices (HIPs), in at least 75% of our courses. Application of Course-based Undergraduate Research Experience (CUREs) in no less than 40% of our courses High publication record among our faculty with high degree of engagement in scholarly activities in the university and in professional societies. Having students participate in meeting, conferences and publications featuring their work	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 1.2 Integrate student research as a HIP and CUREs as part of curriculum (courses, independent research). 1.3 Working on curriculum mapping to determine which courses include development of skills needed for research and course work 1.4 Include field courses, actual research project and service learning activities in undergraduate courses 2. Align curriculum with general trends in the discipline for student success. Yearly department meeting to revise curriculum in cooperation with ARMAS and CTE 3. Extend outreach and impact in the community providing opportunities to eliminate implicit biases inherited in the discipline and increase course content that is relevant to the culture using culture sensitive CUREs	Funding for HIPs and CUREs is available sometimes through research grants but other times it is not. We need a \$10,000 a year budget increase to be able to provide these activities in our program One FTE. Having an FTE to allocate for faculty with release will allow to provide the release and still cover our classes
		4. Curriculum development linked to current professional schooling, STEM environment at NMHU	x	x		x	x	Ongoing	Ongoing	Constant improvement of our curriculum to address needs identified in student graduation and student performance	Revise curriculum mapping following Vision and Change guidelines for Biology programs	Revamping curriculum and doing substantial changes requires time. Obtaining release for faculty to engage in this activity will help moving it through
		5. Support success for underrepresented students in STEM			x	x	x	Ongoing	Ongoing	Increase representation of minorities in both undergraduate and graduate programs	Continue supporting student success through minority oriented grants and research opportunities	None
	2. Highlands University will achieve strategic enrollment management.	2.1 Integrate high impact practices in biology courses to improve retention and increase enrollment 2.2 Improve recruitment for local community including high schools; improve retention of dual enrollment students 2.3 Identify new recruitment partnerships with schools/colleges 2.4 Participated in Rio Mora STEM and UNM-Taos recruitment event. 2.5 Increase opportunities by diversifying our program. Biology is a broad discipline, offering variety of courses and specializations will help retain students that currently do not have what they want for their formation	x		x	x	x	Ongoing	Continue	Increase declared majors in all our programs	2.1 Include field courses, actual research project and service learning activities in undergraduate courses 2.2 Improve recruitment for local community including high schools; improve retention of dual enrollment students. Include field trips and extra mural activities in courses as appropriate as High Impact Practices 2.3 Identify new recruitment partnerships with schools/colleges 2.4 Participate in Rio Mora STEM and UNM-Taos recruitment event. 2.5 Create a new major in Wildlife Biology and Conservation to cater to the needs that currently do not have that option.	2.1 HIPs and CUREs to increase enrollment and retention require fundings 2.4 The Wildlife program will need two FTEs when it gets established
	3. Highlands University will achieve a vibrant campus life.	Support linked clubs including Sigma Xi, Conservation Club, and International Service Group	x	x	x	x		Ongoing	Continue	Guest scientists and professionals visit and give lectures, honorarium funded in part by Biology Dept Increase in student participation in club activity	Support visiting guest lectures including Science Cafes for the public Promote community projects among Biology students and faculty using social media.	Funding needed for guest lectures

4. Highlands University will be a community partner.			x	x	x	x	x	Ongoing	Continue	Summarized calendar of community events per semester; communicate events to students and public	Inventory current partnerships; Students and faculty participate in community science events Stablish partnership with local hospitals (Alta Vista, Holly cross, etc) as well as othe professional practices such as veterinary, dental, and other medical facilities for our students to have internships and be members of the local health care providers	None
5 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	x	x				x	Ongoing	Continue	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	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)	Cost associated with participation in conferences, travel with students
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.	x	x	x	x	x		Ongoing	Continue	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.	1.1 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	

STUDY - Assessment			ACT - Improve
Status (Met, Ongoing, Stop)	Outcome(s)	Challenge(s)	Improvement(s)
Ongoing	<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 and SomoSTEM.</p> <p>1.3 Increase in the overall performance of our students within the program and after they leave.</p> <p>2.1 Coordinate with the ORSP and other STEM departments to develop a STEM grant professional development program.</p> <p>2.2 Success in student graduation in both undergraduate and graduate programs</p> <p>2.3 Support the Animal facility</p> <p>3. Increase participation and engagement of local students in research and extra curricular activities</p>	<p>Including changes in the way we teach the classes comes with extra work for the faculty. Our faculty endeavors to provide these activities for our students however, incentives from the administration for high performing faculty will be desirable.</p> <p>Curriculum mapping is extraordinarily time consuming and the faculty of the dept do not have a lot of time to devote to it</p> <p>Hiring a new FTE requires cost. While our numbers in general have held relatively well through the all the vicissitudes (probation, pandemic), the administration is reluctant to provide more FTE when enrollment in general is going down</p>	Sustain
Ongoing	<p>4.1 Evaluate student success in acceptance to graduate or professional programs</p> <p>4.2 Compare performance of our students with previous years and with National Averages</p> <p>4.3 Database with 50% of graduated majors from the last 2 years accounted for.</p> <p>4.4 Increase of courses with a field component</p>	<p>Curriculum design takes time and dedication that is not accounted when the teaching load of 12 credits per term is calculated.</p> <p>Furthermore, to provide the activities that make a difference comes with a substantial cost in field, lab, and operational expenses</p>	Sustain
Ongoing	Increase of the participation of minorities in both graduate and undergraduate programs	Academia derives from an elitist institution that has been slowly, but surely been made more accessible for the people but there linger substantial implicit biases in the system that need to be worked on	
Spring 2022	Same Outcome assessment than other programs	Obtaining funding for the FTEs and promotion for the program	
Ongoing	Guest scientists and professionals visit and give lectures, honorarium funded in part by Biology Dept Increase in student participation in club activity	Funding for these activities	

Ongoing	Increase in partnerships with transfer agreements Connect the university more organically with the local community	It has been difficult to establish collaborations with Hospitals due to the current, and changing, state of the pandemic	
1. Spring 2022 2.1 Met 2.2 Ongoing 2.3 Ongoing	1. At least 80% of the faculty participating in HIPs 2.1 We have set up a cart with laptops for class uses both from Bioinformatic as well as for other purposes	These are all time consuming activities. The faculty would need release in order to fully commit to these goals	
Ongoing Spring 2022	1.1 At least 80% of biology majors meet with an adviser regularly and have a plan to graduation made by one of our faculty 3. Finalize course description for next year's catalog	These are all time consuming activities. The faculty would need release in order to fully commit to these goals	