

NMHU Unit Strategic Planning: FY21 Plan	
Unit name:	Department of Sociology, Anthropology and Criminal Justice
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PLAN - Unit Goals / Objectives										
	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	Measureable outcomes
SACJ	Maintain active relationship with students and stakeholders across the university	Ensure effective communication across the enterprise is maintained in the dynamic environment resulting from COVID-19.		X		X		Ongoing	Continuous	Effective communication across university and participation in key committees as measured by enrollment, retention, and graduation data.
SACJ	Regular review of teaching pedagogy.	Continue to improve teaching pedagogy to enhance student success.	X	X		X	X	Ongoing	Continuous	(1) Evidence of faculty participation in faculty development activities. (2) Regular peer observations.
SACJ	Promote and involve department in University Learning Communities.	To infuse big issues and big ideas into discussion in all areas of campus life.	X	X		X	X	Ongoing	Continuous	Continue to participate in Learning Communities annually.
SACJ	Continue to review and update the curriculum for our various disciplines.	Link course content, curriculum, and co-curricular activities to understanding and addressing significant local, regional, and global issues.	X	X		X	X	Ongoing	Continuous	Revise existing courses and offer new courses as appropriate.
SACJ	Improve academic advising practices through degree completion.	Develop students into confident graduates with effective communication skills, professionalism, and determination.		X				Ongoing	Continuous	Make full use of Degree Audit in advising students and document sessions in Degree Audit.
SACJ	Expand course offerings & programs at the Centers and online.	Become a more comprehensive educational provider that promotes equitable student outcomes for all students.					X	Ongoing	Continuous	(1) Create class schedules with diverse time offerings. (2) Increase enrollment numbers.
SACJ	Invite speakers to campus to enhance campus academic life.	Link course content, curriculum, and co-curricular activities to understanding and addressing significant local, regional, and global issues.		X		X		Ongoing	Continuous	(1) Link course content, curriculum, and co-curricular activities to understanding and addressing significant local, regional, and global issues. (2) Develop students into confident graduates with determination that prepares them to make informed decisions in pursuit of lifelong learning and professional success. (3) Cultivate, promote, sustain, assess, and improve multiculturalism and diversity initiatives throughout the campus community.
SACJ	Work to increase faculty research opportunities.	To provide faculty opportunities to more effectively educate all students across NMHU.					X	Ongoing	Continuous	(1) Ease process when faculty traveling for conferences. (2) Encourage faculty to continue research through mentorship.
SACJ	Expand Field Work practicum experiences & participation.	(1) Encourage and support fieldwork and other related activities that broaden students' horizons outside of the classroom. (2) Establish and sustain a service learning, civic engagement, social justice, and community network in collaboration for, by, and with faculty, staff, students, and local, regional, and global partners.		X	X			Ongoing	Continuous	(1) Letters of agreement with agencies or other documentation. (2) Enrollment data. (3) Student and agency assessments of field work opportunities.
SACJ	Rely on Zoom, Brightspace, and other relevant technologies to deliver distant education courses. Offer more courses in hybrid and online formats.	Develop guiding principles for becoming a more comprehensive educational provider that promotes equitable student outcomes for all students across NMHU.					X	Ongoing	Continuous	Assess course offerings regularly.

DO - Implement Plan		STUDY - Assessment			ACT - Improve
Action(s)	Budget implication	Status (Met, Ongoing, Stop)	Outcome(s)	Challenge(s)	Improvement(s)
Enrollment, retention, and graduation numbers consistent with previous terms.	None	Ongoing	Increased application of Zoom.	Initial familiarization with Zoom or student lack of access to computers with cameras and microphones or reliable internet.	Remain flexible between in-person and remote work requirements, as necessary.
(1) Faculty regularly attend faculty development events. (2) Several faculty members have participated in training opportunities with the CTE. (3) Have determined that peer observations are completed regularly. (4) Faculty participate in annual review process regularly.	None	Ongoing	Objective continues to be met.	None.	Continue to seek additional faculty development opportunities.
Have offered at least one Learning Community annually.	None	Ongoing	Objective continues to be met.	None.	Improve coordination with relevant administrative offices about offerings.
(1) Have revised numerous existing courses. (2) Offer several new courses. (3) Implemented two new graduate programs.	None	Ongoing	Objective continues to be met.	Time limitations of faculty.	Need to conduct a thorough review of all existing courses.
(1) Faculty have been assigned advises. (2) Faculty have been using Degree Audit when advising student. (3) Faculty are meeting with students via Zoom during registration.	None	Ongoing	Objective continues to be met.	Faculty need to enter notes when using Degree Audit.	Find ways to remind faculty to enter notes in Degree Audit when advising.
(1) Have created class schedules with more diverse time offerings. (2) Have increased enrollment numbers in some areas.	None	Ongoing	Objectives continues to be met.	Need to work on increasing enrollment numbers. Admissions office not able to assist with recruitment efforts for new graduate programs.	Will continue to work on recruitment efforts.
(1) Invite speakers from diverse academic, racial/ethnic, gender backgrounds to campus. (2) Seek funding for honorariums.	Need an increase.	Ongoing	Objective continues to be met.	Funding for speakers.	Work with Foundation and President's Office to find funding.
(1) Learn Chrome River and traveling processes. (2) Assign mentors to new faculty. (3) Continue mentorship of returning faculty.	Need an increase.	Ongoing	Objective continues to be met.	Limited opportunities offered by HU to learn new programs (e.g., Slate, Chrome River). COVID has reduced opportunities to meet face to face with mentees.	Will work with various offices regarding training opportunities.
(1) Collect letters of agreement or other documentation. (2) Review and analyze enrollment data. (3) Collect and evaluate student and agency assessments of experiences.	None	Ongoing	Objective continues to be met.	Need additional support from institution.	Will continue to work on objectives.
Regularly assess and evaluate courses offered.	None	Ongoing	Objective continues to be met.	Need additional opportunities for training on various technologies as well as exposure to new and related pedagogies.	Will continue to work on objectives.