

NMHU Unit Strategic Planning: FY22 Plan
Unit name: School of Social Work
Dean Cristina Duran, Ph.D., Lead
Date submitted: September 21, 2021

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	Measureable outcomes
SOWK	1. Faculty will receive the orientation, training and mentoring necessary to support excellence in the face-to-face or virtual classroom.	To ensure faculty are well-prepared and have the necessary resources to both manage the classroom and deliver relevant content.	X					Ongoing	1. August, 2018	1. Trainings and orientations related to teaching and technology.
SOWK	2.The system of and approach to student advisement will be strengthened.	To ensure students are supported as they progress through their program. To increase retention and graduation rates.	X					Ongoing.	2.a.Dec., 2018 and annually. b. May, 2021 c. May, 2022 d. Dec., 2018 e. May, 2020 f. May, 2020	2. a. Agenda item at faculty mtgs. b. Advisees report support from advisors and confidence in knowledge among advisors. c. Handbook. d. Faculty advisor assignments in banner. e. Faculty advisor assignments in banner. f. Handouts; outline of undergrad/grad handbook.
SOWK	3. Faculty contracts will become more diversified within SSW.	To increase the retention among contingent faculty; to come into line with other schools of social work nationally	X						3. 'May, 2022	3. Faculty contracts reflecting institutionalization of non-tenure track faculty.
SOWK	4. Student conduct matters will be approached in a more systematic approach.	For students and faculty/staff to have clarity on expectations related to student conduct and how violations of conduct policies will be handled.	X					Ongoing.	4. Dec., 2021	4. Roster of committee members/volunteers.
SOWK	5. The School will be reaccredited by CSWE.	To maintain national accreditation for the School.	X					Ongoing.	5. Ongoing	5. Receipt of letter confirmation reaffirmation from Commission on Accreditation at CSWE.
SOWK	6. The Field Education program will work collaboratively with community partners to provide opportunities for student learning.	To continue to create high quality learning opportunities for students; to maintain relationships with community partners.		X				Ongoing.	6. May, 2019	6. Set benchmark to increase available field placement sites.
SOWK	7. The Continuing Education program will expand.	To reach a wider range of professionals who seek continuing education opportunities.			X			Onoing.	7. May, 2022	7. Set up plan for Continuing Education opportunities online. - Online CEU opportunities to be available.

SOWK	8. Continue to honor the mission of the Facundo Valdez School of Social Work (includes "primary commitment to Hispanic/Latinx and Native American/Indigenous peoples.")	To ensure the School pays attention to statewide/regional needs of social work clients.				X			8.a. December , 2021 b. December, 2021 c. December, 2021 d. December, 2021 e. December, 2021	8.a. A report of existing policies with suggested recommendations for change. b. Zoom recording of training (provided by Dreamers organization, SF). c. Outreach plan and work plan. d. Program design, sequence of classes for certificate program. e. Progress reports from SWEEP Activities Director.
SOWK	9. Create a more inclusive environment for trans/non-binary and LGBTQ+ students.	To ensure all students feel welcomed, appreciated, and respected.				X		New.	9.a. Fall, 2021 b. December, 2021 c. December, 2021	9.a. Notes from meeting with students. b. Documented membership of university-wide workgroup. c. Recorded Zoom training session.
SOWK	10. Create a plan for inclusion of diverse groups among faculty and staff.	To ensure that there is representation of diverse groups throughout the School.				X		New.	Fall, 2021	Notes from meeting(s).
SOWK	11. Increase enrollment in the School by 3% per year (or establish other target).	To Increase the number of Social Work graduates.					X	Ongoing.	11.a. Yearly Review b. Yearly Review	11.a. Enrollment data; application submissions. b. Faculty plan for recruitment.
SOWK	12.The School will integrate recruitment and enrollment efforts with Office of Strategic Enrollment and Undergraduate Admissions and Recruitment.	To avoid duplication of efforts; to join existing efforts; to initiate new efforts aimed at increasing enrollment.					X	Ongoing.	12.a. May, 2019	12.a. Identify representative(s)
SOWK	13.The School will increase its efforts and involvement in undergraduate recruitment (first-time freshmen)	To address the declining enrollment among undergraduates in Social Work.					X	Ongoing.	13.a. May, 2022 b. May, 2022	13. a. Increased student interest in social work. b. Measure level of group participation.

DO - Implement Plan		STUDY - Assessment			ACT - Improve
Action(s)	Budget implication	Status (Met, Ongoing, Stop)	Outcome(s)	Challenge(s)	Improvement(s)
1. Continue with trainings/orientations for new faculty.	Can rely on existing funding sources (restricted and unrestricted)	Ongoing.	TBD	Coordination of large number of per-course faculty.	TBD
2. a. Provide advisement training, including support for use of Degree Audit. b. Build a system for advisee outreach. c. Create an advisor handbook (write down our policies and procedures) d. Have consistent advisor assignment across student's years in program. e. Create more equity across all sites for advising – maybe share in some way. f. Develop advisement-related referral handouts and structure so we know who can help with what.	Can rely on existing funding sources (restricted and unrestricted)	Ongoing.	TBD	Creating a uniform approach.	TBD
3. Term faculty positions will become a more permanent part of faculty of the School.	Will require monies to increase salaries of contingent faculty.	Ongoing.	TBD	Collective bargaining; University policies.	TBD
4. Create a committee to help advise and decide on system to address student discipline issues; draw on models from other universities.	Can rely on existing funding sources (restricted and unrestricted).	Ongoing.	TBD	How to remain aligned with University policies.	TBD
5. Submit self-study and complete CSWE site visit.	Requires monies for membership dues.	Met.	Reaffirmation of accreditation received; the School is fully-accredited until 2028.	None. Goal accomplished.	None.
6. Increase the number of approved practicum sites.	Can rely on existing funding sources.	Ongoing.	TBD	None.	TBD
7. Continuing Education will widen its reach to include use of Zoom technology; add staff positions.	Continuing education revenues assist.	Met.	Continuing Education workshops are now offered virtually (zoom), creating more access to professionals statewide.	Shifting from primarily manual system to primarily electronic.	Continue to expand; consider partnering with other University departments to offer continuing education opportunities.

<p>8.a Review and update DACA policies and practices throughout the University.</p> <p>b. Provide training to School staff on DACA students.</p> <p>c. Increase outreach to Hispanic, Native American and low-income students.</p> <p>d. Develop a certificate program in Native American Social Work Practice.</p> <p>e. Implement Year 2 of the SWEEP Grant (Main goals: Increase enrollment and retention of Hispanic and low-income students).</p>	<p>Can rely on existing funding sources (restricted and unrestricted). May need additional resources for new programming.</p>	<p>Ongoing.</p>	<p>TBD</p>	<p>Scope can be enormous/overwhelming.</p>	<p>TBD</p>
<p>9.a. Meet with students to get feedback on ways to better support trans/non-binary/LGBTQ+ students.</p> <p>b. Join university-wide efforts to better support trans/non-binary and LGBTQ+ students.</p> <p>c. Provide training to School faculty and staff on gender/sexual identity issues.</p>	<p>Can rely on existing funding sources (restricted and unrestricted).</p>	<p>Ongoing.</p>	<p>TBD</p>	<p>Keeping current with the shifting and rapidly evolving knowledge-based in this area.</p>	<p>TBD</p>
<p>Create a workgroup to meet and develop a plan.</p>	<p>Needed resources for posting job ads.</p>	<p>Ongoing.</p>	<p>TBD</p>	<p>Recruitment of faculty that represent historically underrepresented groups.</p>	<p>TBD</p>
<p>11. a. The School will implement and evaluate Year One of the Online MSW Program.</p> <p>b. Increase faculty participation in recruitment of social work students.</p>	<p>Needed resources for Online MSW program.</p>	<p>Ongoing.</p>	<p>TBD</p>	<p>National trends that show decline overall in enrollment nationally.</p>	<p>TBD</p>
<p>12.a. The School will have representation on the Matriculation Task Force for closer coordination and to avoid duplicating efforts.</p>	<p>Can rely on existing funding sources (restricted and unrestricted)</p>	<p>Ongoing.</p>	<p>TBD</p>	<p>Staff changes in Dept. of Admissions.</p>	<p>TBD</p>
	<p>Needed resources for marketing.</p>	<p>Ongoing.</p>	<p>TBD</p>	<p>None.</p>	<p>TBD</p>