

Vision 2020 Strategic Plan – College of Arts and Sciences -- 2014-2015 Academic Year FINAL Aug. 5, 2015

Planning Framework

Mission

The College of Arts and Sciences (CAS) provides the foundational education for every NMSU student and a wide array of degrees preparing students to be knowledgeable and responsible citizens of our world. We promote life-long discovery and improvement of society through cutting edge research and creative activity and by fulfilling our land grant mission through outreach and engagement with the larger community.

Values

Central to the College of Arts and Sciences land-grant mission are our core values as described in the following value statements.

- **Accessibility:** We value being accessible to the diverse people of New Mexico and beyond. We value education that is inclusive, available, and affordable. We are the gateway to learning for all students, which provide us both an opportunity and responsibility to impact their learning experience in a positive way.
- **Learning and Knowledge:** We value learning and knowledge for their own sake, and creating broadly educated members of society who can think critically and improve their communities. We strive to model a love of learning and to instill a desire for a lifetime of learning. We value providing advanced education and scholarship through strong graduate and undergraduate programs.
- **Rigor & Excellence:** We believe the best education is rigorous, challenging, and demands perseverance. We believe that the best creative and scholarly work demands the same efforts. Those who excel in these endeavors should be recognized, cultivated, rewarded, and celebrated.
- **Continuity & Stability:** We believe continuity and stability are critical for excellence in our programs and activities. Tenured, tenure track, and college faculty who are committed to NMSU and its students are essential for continuity and stability.
- **Purpose & Place:** We value fitting into our unique purpose and place. We value serving the citizens of New Mexico, achieving a sustainable existence in the environment we occupy, and integrating ourselves into the community and region of the border Southwest.
- **Transparency:** We value and strive for transparency in the activities of the people and organizations in our college. We believe this produces an environment of cooperation and open dialog that best enables us to fulfill our mission to the university.

A & S Strategic Plan Goals

Goal 1: Provide students with a high quality education in the arts, humanities, social sciences and sciences, at the Bachelor's, Master's and Doctoral levels.

NMSU Vision 2020 - Provide effective academic programs, stellar teaching and learning, and enhanced student engagement to advance highly capable graduates.

KPI 2 Graduate Education
KPI 3 Graduation Rates
KPI 4 Degrees and Certificates

Goal 2: Promote discovery through scholarship and creative activity, encourage innovation and dissemination, spark economic advancement, and inspire a culture of excellence.

NMSU Vision: 2020 - Be the catalyst for promoting discovery, encouraging innovation, sparking economic advancement, and inspiring creative achievement.

KPI 10 Publications and Creative Works
KPI 11 Proposals
KPI 12 Research Expenditures
KPI 13 Business Development

Goal 3: Foster, encourage and support outreach and engagement.

NMSU Vision: 2020 – Be a model for community engagement at all levels through innovative and exceptional outreach activity.

KPI 9 Service, Extension, and Outreach Activity

Goal 4: Promote and support diversity of thought, diverse ways of knowing, and diverse representation of students, staff, and faculty.

NMSU Vision 2020: Be a model of student, faculty, and staff diversity at all levels. Effectively prepare students for a global society.

KPI 5 Employee Diversity
KPI 6 Student Diversity
KPI 7 International Students
KPI 8 Globalization Activity

Current Strategies

A. Develop new advising and retention policies and adopt best practices
B. Create degree maps for all majors and provide students predictability in course offerings
C. Promote undergraduate student involvement in research
D. Emphasize instructional excellence
E. Maintain Pre-health and pre-pharmacy programs
F. Promote study abroad curricula development
G. Provide supplemental instruction in science, math, and writing
H. Support peer mentoring programs
I. Provide graduate program enhancement awards
J. Support student participation in conferences and competitions

A. Provide an annual faculty research award and support scholarship and creative activity among faculty
B. Support faculty grants, efforts to attain and manage external grants and contracts
C. Provide support for graduate student travel and scholarship
D. Provide start-up for new tenure track faculty
E. Offer cost matches for grants and equipment purchases
F. Provide faculty travel awards
G. Provide mini-grants and SBCI awards to support faculty scholarship and creative activity
H. Provide support for exhibitions, symposia, and conferences on campus
I. Provide support for visiting artists and other scholars

A. Coordinate the Annual J. Paul Taylor Social Justice Symposium
B. Promote and support service learning and civic engagement
C. Provide an annual faculty outreach award
D. Offer the Global Connections Lecture Series
E. Maintain excellent museum and art gallery programs
F. Provide K-12 outreach
G. Actively participate in community events
H. Offer performances, exhibitions, presentations, lectures and symposia to the larger community

A. Coordinate diversity planning through the Dean's Diversity Committee
B. Promote diversity in the curricula
C. Support faculty engagement in study abroad
D. Maintain college representation on the University Diversity Council
E. Hire a diverse faculty
F. Promote educational opportunities and experiences of meaning and significance to the Hispanic and Native American students in New Mexico and the region as an expression of our land grant and H.S.I. statuses
G. Recruit international students and develop collaborative relationships with international universities

Accomplishments

A. New, targeted efforts (including Quick Connect) resulted in a 39% decrease in the percent of A&S students on sanction at end of Fall 2014 and 32% decrease in the percent at end of Spring 2015. Advising also restructured to move more unclassified degree seeking students into majors. Of the 393 (Fall 2014) degree-seeking, undecided students, 40% had declared a major as of Spring 2015 census data
B. All Departments in CAS have completed Degree Maps
C. Created and employed Discovery Scholars; 7 faculty mentoring undergraduate research projects
D. Two faculty presented with Annual College Excellence in Teaching Awards. Also, 294 CAS faculty, graduate students and staff, invested 4,200 hours at Teaching Academy and IIQ
E. Supported 35 students in pre-pharmacy program & 341 students participated in pre-health counseling and information al workshops (including Aggie Welcome and Orientation Breakout Session)
F. Funding provided to faculty for FLiPs – students and faculty member travel out of US for NMSU academic-related international experience
G. Supplemental instruction programs in Math, Biology, Chemistry, Physics, Computer Science, and English Departments
H. Seven departments (Anthropology, Art, Math, Computer Science, Philosophy, Biology, & Physics) participated in PLA for total of 46 courses, 62 PLA students; 1933 students in classes impacted
I. Provided funds to Departments with Graduate program to use to benefit program and students
J. CAS provided support for: NMSU URCAS program, 3 minute thesis program, Model UN, as well as student travel to conferences for: Alpha Phi Sigma, MARC program, & Discovery Scholars Program

A. Two faculty earned CAS Research Awards & 1 faculty member received Manasse Scholar Award. Overall, CAS faculty had over 350 publications accepted or published and faculty completed over 140 artistic and professional performances and exhibits
B. Faculty met on campus or at agency site with representatives from NIH, NSF, DOD, NASA, AFRL, LANL, and ORAU. A&S faculty had \$20,966,00000 in grant expenditures during 2014-15
C. Eight graduate students obtained CAS Travel Grants to attend International Conferences; \$15,000 awarded to Graduate students
D. Each of the 22 new faculty received start-up funding
E. CAS continued to provide cost matching for grants and equipment purchases
F. 20 faculty earned CAS Travel Awards
G. Almost \$10,000 in 10-mini-grant awards to faculty from 9 departments in CAS, and over \$19,000 in 9 SBCI awards to faculty and graduate students from CAS units
H. \$10,000 from CAS given to support the J. Paul Taylor Symposium on Social Justice, \$10,000 given in support of Mark Medoff Lecture Series
I. CAS supported 9 visiting artists and/or workshops in Art Gallery, as well as 5 additional visiting artists and a visiting playwright

A. CAS hosted the 11th J. Paul Taylor Symposium. Topic was Justice for Migrant Youth and Children. 15 speakers discussed topics relevant to Central America, Mexico, and U.S.
B. & C. Two CAS awards given for Excellence in Service and Outreach
D. Six college faculty presented as part of Global Connections Lecture Series
E. CAS supported 5 Art Gallery exhibitions and the 10 year Celebration of the High Desert Play Development Workshop
F. Math, English, Music, Biology, Computer Science and Chemistry/Biochemistry departments actively participated in K-12 outreach programs
G. CAS participated in the Cowboys for Cancer and Tough Enough to Wear Pink Community Programs including the Tough Enough to Wear Pink Door contest among CAS departments. CAS Student Ambassadors obtained donations for community giving libraries and placed one at Meerscheidt center. CAS also created and implemented a Community Partners Appreciation Reception which honored 49 organizations and 105 individuals as partners with CAS
H. J Paul Taylor Symposium, 5 gallery exhibitions, High School Festival in Theater Dept. where 400 students and teachers attended. CS, Music, Geog lectures for Acad of Learning in Retirement

A. Dean's Diversity Committee developed a draft of a CAS Diversity Plan. Received feedback and will make revisions
B. CAS supported curriculum development in Women's Study Program (which was moved to Dept. of Interdisciplinary Studies), Chicano Studies, and both undergraduate and graduate minors in American Indian Studies.
C. Two faculty received awards for Study Abroad from CAS and 2 faculty gained recognition through CAS International Engagement Awards.
D. CAS representatives served on University Diversity Council
E. Of 23 new faculty hires, 48% were women and 39% were minorities
F. TRIO students from Gadsden High Schools attend J. Paul Taylor Symposium on Justice for Migrant Youth and Children and K-12 programs supported by 6 departments in CAS
G. CAS Deans traveled to meet with officials and faculty to: China (Donghua University and AUH in Baoding) and Ecuador (Yachay University). Deans also met with representatives from the Autonomous University of Chihuahua, Mexico – UACH