

**Overarching objective: Place student learning at the center of every institutional action and activity.**

**Goal I: Enhance academic quality through excellent teaching and effective support services to ENMU students to attract, retain, and graduate students.**

- To assure a quality learning environment for students and institutional accountability for instructional excellence, ENMU will support formative and summative Learning Outcomes assessment.

Design and implement ENMU's participation in the statewide mandated general education Assessment (first report, 30 Sept 2008)

Reports completed for COMM 102, Eng 102 and 104, Math 119) and posted <http://www.enmu.edu/academics/assessment/nmgea/index.shtml>. Review by the task force found the reports to meet requirements. Reports are underway for the next rotation of general education assessments.

Assure academic units conduct authentic assessments of student learning and use information to strengthen programs and plan staffing and curriculum (annual)

With two exceptions, all academic departments submitted academic assessment reports for students learning in general education, major and graduate program outcomes. A special focus on graduate program assessments was a focus for the year.

ENMU will enhance its efforts to attract students through a series of personalized outreach opportunities, monitoring of student progress to matriculation, and scholarship incentives from the ENMU Foundation and the University (annual)

ENMU Foundation increased funding for scholarships from \$245,779 (2006-07) to \$532,000 (2007-08 and 2008-09).

- To enhance 21<sup>st</sup> century learning, ENMU will provide quality services (from admissions, tutoring, advising, filing for graduation, etc.) for new students, international students, online students, transfer, and distance education students.

Increase effectiveness of applicant flow and management of transfer student admissions by using Banner more effectively (2008-2009)

The Workflow team has implemented the following changes: scanning of admissions materials at the initial point of application (freshmen and transfers), creating increased availability of student records (admission records, transcripts, and degree plans for faculty advisors). Assistance is also provided at the password-protected advisor portal: <http://inside.enmu.edu/page.php?pid=484>.

The Workflow team is also working (with Registrar and department chairs and deans) to streamline the processing and verifying of applications for graduation.

Streamline student records management and other processes to address student needs (degree planning, transcript and course articulation, etc.)

Required retention (using scanning methodology and tracking) and orderly destruction of scanned or out-dated materials have been implemented through the Records Retention and Management policy, in compliance with state and federal regulations.

Increase numbers of student transfers and satisfaction levels of students with campus services (consistent with accountability measures)

Numbers of student transfers increased from 437 transfers in 2007-2008 to 551 transfers in 2008-2009. Levels of student satisfaction (which includes transfers) continues to be very high (overall satisfaction was 95.5% in Spring 2008 and 95.8% in Spring 2009).

Increase student fall-to-fall retention (to 65%) and graduation rates (to national cohort peers) through "early alert," supplemental instruction, academic intervention, developmental studies, introduction to the major/career exploration courses, advising in the major, and other contacts, mentoring, via student organizations, clubs, etc.

Retention of the freshman (first-time, full-time cohort) improved from 59.5% in 2008 to 61.2% in 2009. The institutional goal is 66%.

Graduation rates edged up slightly as well (from 28.5% for the 2002-08 cohort to 29.2% for the 2003-09 cohort. Use of "early alert," supplemental instruction, increased numbers of activities and clubs from students in their majors, and strong emphasis on advising can be credited with much of this improvement.

- ENMU will enhance technology to support learning and instruction

Review, increase as needed, the receive sites' capacity for course and program delivery

Portales-based MultiPoint control unit (bridge) equipment purchased; Help Desk prepared for supporting distance learning technology.

Provide professional development to faculty in the use of technology to support online and "blended" instruction (annual)

Workshops and online courses offered for faculty and staff on use of Blackboard and WIMBA

Increase number and diversity of online courses and programs, to address student needs

A full range of courses--from "Kids College" to real estate training and phlebotomy are offered for non-credit or by special arrangement. The DEO continues to work closely with area schools to offer a wide range of courses appropriate for dual enrollment.

Revise student learning and student satisfaction assessments of online learning experiences; use data to better meet student needs and enhance quality of online curriculum and instruction.

The Distance Education Committee is continuing its work to create better assessments of students learning (and satisfaction) in online classes

- Through focused activities, faculty-student interactions, mentoring, and other practices, ENMU will assure a high quality of campus life for residential and commuting students.

Enhance career services to increase assistance to students seeking employment (2008-2009)

Danette McGuire, career development coordinator, hired. She has begun attending many regional career fairs and transports students with her when she attends. Career exploration appointments increased by 28%. Fall Teacher Fair increase district attendance by 31% (Spring teachers Fair was down 21%). The Career Fair had a 5% increase in fall; the decrease in spring was due to lack of travel budgets and limited openings Part-time job fairs showed a decreased participation, probably due to economic downturn. Plans to increase outreach for resume and practice interview workshops are in place.

Increase internship opportunities

While still important, the emphasis has shifted from internships to increasing student preparedness and participation in pre-employment and job search activities.

Increase tracking of students into employment and graduate school

"Experience," the new job database for students and employers to find each other will help enable the office to start tracking employment of students. **Experience** Search for campus jobs/internships/career opportunities will publish your resume or receive job notifications <http://enmu.experience.com>.

The Office has instituted tracking practices with career and teacher fairs and is developing a comprehensive tracking mechanism for all graduates.

Continue residential, commuter and campus programming initiatives that enhance students' wellness and their social, academic, and personal growth

Overall, Counseling and Career Services increased the number of campus presentations on career development, personal growth and wellness by 64% in 2008-2009. A new initiative, crisis intervention training, also attracted 27 ENMU employees. Continued training for Group Crisis Intervention will be offered later this Fall

Should we add that Leslie Jones, Wellness Counselor was hired in August

The office of Counseling and Career Services participates in many student activities such as Rock Awareness (health fair) Dawg Days Orientation activities, and programming in the Residence Halls as well as RA & PA training

**Goal 2: Create a campus environment that encourages and promotes excellence for students, faculty, and staff.**

- Though regular maintenance, renovation and improvement of buildings and facilities, ENMU will provide safe, well-maintained facilities and learning environments.

Complete renovation of Science Building (by June 2008)

Completed, summer 2008. Classes held in new facility fall 2008.

Complete renovation of Natatorium (2008-2009)

Completed summer 2009. Natatorium opened August 19, 2009 for fall semester.

Begin next phase of campus electrical distribution upgrade (ongoing).

Bids will be released in fall 2009.

Begin Music Building renovation (2008-2009).

Renovation begun on schedule and continues to be on track and on budget for spring completion and move-back in summer 2010.

Prepare for next renovation/construction project, Technology Building (2008-2009).

Meetings have been held with architect and preliminary designs will be prepared in fall 2009.

Decide the future of DeBaca Hall. Address continuing issues of storage needs, program space needs and inventory control (2008-2009).

GO Bond request (2010) contains funds for demolition of DeBaca. Currently, DeBaca continues to serve as storage for several programs.

Implement energy conservation strategies across campus, as opportunities arise.

The first phase of ENMU's electrical distribution system will significantly enhance the efficient delivery of power to campus buildings. The current renovation of the Music Building will result in a LEED "silver" certification. Additional energy-saving measures include the installation of low-flow toilets and sinks, automatic lights turn-off, and xeriscaping on campus.

- ENMU will assure institutional effectiveness through budget audits, campus assessments, and other internal monitoring practices.

ENMU Academic Affairs will continue its regular cycle of program review for the undergraduate and graduate programs and special accreditations. (annual)

During the past year, the Undergraduate Program Review Committee reviewed program, committee, and consultant reports on past reviews (2007-2008) as well as the reporting templates used for these reviews. During 2009-2010, the remaining department-based programs will be scheduled for program review in 2009-2010. Programs with external accrediting reviews (such as business or nursing) submit those reports for their program review. No graduate program reviews were conducted in 2008-2009.

Planning Office will annually monitor institutional and unit strategic plans and campus policies for compliance, fit with institutional mission, and relevance to campus, region, and constituency needs. (annual)

Unit strategic plans were received from all academic support units in June 2009. Academic units submitted reports (for 2008-2009) in May and their new plans (for 2009-2010) in September 2009.

Business Affairs will comply with all internal, state, and federal audits and reporting requirements to assure fiscal responsibility and accountability. (annual)

The University's annual audit, conducted by Moss-Adams, revealed no material weaknesses, a clean audit. The 2008-2009 audit, by Miller & Associates, will be conducted in fall 2009. This audit complies with New Mexico mandates that institutions hire external auditors to complete the institutional audit.

All other federal or state reporting was completed on time. These include reporting for federal grants (e.g., US Dept of Education) and state reporting on various appropriations (e.g., research and public service allocations).

- ENMU will provide professional development for staff, faculty, and administrators, management and leadership training, and new employee orientation.

ENMU administration and Faculty Senate will explore a limited sabbatical program and a "grow your own" faculty development program for faculty completing terminal degrees in highly competitive disciplines.

No progress on this item.

Academic Affairs will explore ways to streamline academic timelines for schedule preparation, assessment and strategic planning deadlines to enhance efficiency.

A composite calendar for FEC processes, annual performance review, course schedule preparation, and assessment and strategic plan submission was compiled. These dates continue to be under review by the chairs, deans, and VPAA.

ENMU will develop and monitor emergency and security procedures to protect students, faculty, staff, and facilities.

Emergency planning processes for the past year have included the following: multiple fire drills and emergency evacuations (including residence halls, the SAS building, and Administration); two tests of the emergency communications system (website, phone, cell phone, and email), with debriefs following; a table-top exercise of an emergency scenario with senior administration; a table top exercise for shelter in place with residence hall staff, an on-campus shooter scenario at the Campus Union Building, with collaboration with city police and other emergency personnel. In addition to IS 100/700 training through the Emergency Management Institute of FEMA, the campus will also plan IS 200/800 training in fall 2009.

Building on the University's Emergency Preparedness Plan, the institution will refine unit emergency and recovery plans and coordinate efforts across the system for emergency training and readiness.

The Institution's Emergency Preparedness Plan for ENMU was submitted to the appropriate state agency. Suggestions were incorporated into the plan and it is ready for implementation. The campus' desktop publication "Emergency Guidelines" were also updated this summer into a user-friendly format and distributed to all campus personnel at the back-to-campus

meetings in August. Students received copies in residence halls and at central locations on campus for commuters. Safety briefings are conducted at each back-to-campus meeting and at Management Information Exchange meetings (for managers) and Staff and General Faculty meetings during the year.

Building safety representatives have been appointed and trained. The Loss and Safety Committee also coordinates issues of campus safety and security throughout the year.

**Goal 3: Build effective collaborations on campus, within the system, and with community, business, and educational partners to further the goals of our institution, region, and state.**

- ENMU will address the needs of its constituencies and markets with programs, course and certificate offerings, and multiple delivery systems.

ENMU's office of Distance Education and Outreach (DEO) and Academic Affairs will continue to perfect a long-range plan for technology-enhanced teaching and learning.

Working with five subcommittees, the office of DEO designed a roadmap for the continued improvement and expansion of distance education, professional development for faculty, assessment of online courses, and the delivery of online services.

ENMU's Office of DEO will develop and advertise community-based credit and non-credit programs (year round) to enhance community participation.

The Office of DEO will be providing number of courses offered.

- ENMU will seek new sources of funding to address campus and community needs, increasing grant funding by 10% by 2010.

The Grants office will regularly report number of grants prepared, awarded, and prospects identified (annual)

During 2008-2009, 52 grants were submitted, 10 grants written, and 3 funded at a total of \$421,768, plus \$1,083,521 multi-year grants. The director of grants and contracts also assisted in the writing of 5 grants, 4 of which were funded for \$278,695. The Grant Office increased the number of identified grants for campus grant writers from 20 to 52.

Training in grant management will be provided to grant managers and grant writers by director of grants and contract management (annual)

Workshops and assistance was provided to all grant recipients.

ENMU will increase the number of grant-funded efforts on campus to meet accountability expectations by the state of New Mexico

Despite an impressive number of submitted grants, with a grant award total of \$5.15M, this was less than the projected \$8M in grants.

- ENMU will seek partnerships with community and national agencies to provide internship and career/job networks.  
Partnerships currently in place: ENMU-Ruidoso and ENMU-Roswell academic program delivery, BEAMS, the New Mexico Higher Education Assessment Association; partnerships under exploration/expansion: CONAHEC, service learning, American Diploma Program, American Democracy Project, etc.

- ENMU will increase its collaborative efforts with area schools to increase K-12 achievement and college attendance and to close the gap between high school exit competencies and college entrance requirements.

Planning Services/Academic Affairs will continue to provide information to “sending” high schools about placements and first-semester GPA (aggregated reporting) of their graduates. (annual)

Information was sent in fall 2008.

ENMU (the colleges and DEO) will continue to support dual enrollment opportunities for high school students in the service area. (annual)

Growth in dual enrollment has been dramatic. In fall 2008, 253 high school students were taking college classes. In spring 2009, 302 students enrolled in 346 classes. Course offerings included agriculture, chemistry, communication, English, economics, history, IS, math, and music.

Academic Affairs will explore strategies for aligning high school competencies and college-entry standards (specifically, in the areas of English and mathematics).

(annual) This is also part of the recently submitted (June 2009) Title V Cooperative grant.

- ENMU will continue to work closely with the Higher Education Department and appropriate legislative and statewide committees to assure institutional responsiveness and accountability.

This past year, the University worked extensively through the Accountability Work Group for the Council of University Presidents, the Department of Finance and Administration (Ms. Annjenette Torres), the Legislative Finance Committee (Ms. Arley Williams), the HED (Mr. Tino Pestalozzi in budget projections, building/space audits, research and public service project reporting), and Mr. Yash Morimoto (dual enrollment, intent to pay criteria, and calculation of eligible courses for formula funding)

- Where possible, ENMU will participate in national agencies and organizations that advance an agenda for higher education that aligns with ENMU’s mission, vision and best interests.

ENMU is a member of NACUBO, AACSU, and AAC&U. It is a BEAMS project participant and an institutional participant in the Voluntary System of Accountability (VSA).