



# College of Education

---

## Strategic Plan

FY 2013-2020

---

Adopted 1/17/14



*Transforming Lives Through Discovery*



# COLLEGE OF EDUCATION

## *Strategic Plan*

### *FY 2013-2020*

*Transforming Lives Through Discovery.*

#### Mission

To serve the people of New Mexico through education, research, extension education and public service with specific emphasis on the recognition of diversity; innovative practices; international activities; the use of populations of the surrounding communities.

#### Vision

To transform lives through quality education that effectively transcends the boundaries of culture, language, socioeconomic status, age and geographic place, and in ways that honor the socio-cultural context of learners.

#### Conceptual Framework

The theme which best represents the vision of teaching and learning within the College of Education is the acronym *PREPARED*, which describes the elements below to provide the underlying and unifying conceptual framework for programs, courses, teaching, candidate performance, and faculty scholarship, service and accountability.

*Practitioners / Reflection / Effectiveness / Pedagogy  
Assessment / Research / Evaluation / Diversity*

#### Goals

1. Graduation— Teaching, Learning & Programs
2. Diversity
3. Internationalization
4. Community — Service, Extension & Outreach
5. Research & Creative Activity
6. Economic Development
7. Resource Stewardship

# 1

## Goal : Graduation – Teaching, Learning & Programs

- Objective 1:** Benchmark graduation rates and time-to-degree for each degree program.
- Objective 2:** Promote expeditious progress toward graduation for students pursuing undergraduate and graduate degree programs.
- Objective 3:** Benchmark growth, ongoing improvement and innovation in academic programs.
- Objective 4:** Conduct exit surveys of all undergraduate and graduate degree recipients in order to ascertain employment status, admission to graduate and professional schools, and perceptions of the overall quality of degree program completed.



### Key Performance Indicators:

- KPI 1 Graduation rate by degree program
- KPI 2 Time to degree by degree program
- KPI 3 Undergraduate and graduate degrees awarded to underrepresented students



## 2

---

### Goal: Diversity

---

**Objective 1:** Benchmark the demographic profile of faculty, staff and administrators.

**Objective 2:** Provide a wide array of course offerings, some of which may be required for degree completion, that serve to promote diverse knowledge bases, perspectives and impacts.

**Objective 3:** Focus efforts to enhance student diversity and draw data comparisons to national, state, regional or peer institution trends.

#### Key Performance Indicators:

- KPI 4 Underrepresented undergraduate students, graduate students and graduate assistants by academic program
  - KPI 5 Underrepresented tenure-track and college-rank faculty
  - KPI 6 Underrepresented staff and faculty in leadership positions
  - KPI 7 Program courses and competencies that reflect professional learning activities that reflect and promote diverse knowledge bases and perspectives
  - KPI 8 Dissertations that address diversity issues and/or reflect and promote diverse knowledge bases and perspectives
-

# 3

---

## Goal: Internationalization

---

**Objective 1:** Provide outreach and support to international students and scholars.

**Objective 2:** Ensure that academic department mission and vision statements incorporate an internationalization focus.

**Objective 3:** Facilitate international partnerships.

### Key Performance Indicators:

KPI 9 Enrollment of international students

KPI 10 Number of international scholars affiliated with the college

KPI 11 Grant funding obtained to promote internationalization

KPI 12 Faculty and students participating in professional development activities abroad




---

## Goal : Community - Service, Extension & Outreach

---

# 4

**Objective 1:** Inform the community/state regarding the expertise, educational initiatives and scholarly contributions of the College of Education faculty, staff and students.

**Objective 2:** Gain broad recognition for the strength/ranking of the academic degree programs offered by the college.

**Objective 3:** Increase the outreach & service programs extended to the local community, school districts, community colleges, tribal nations and other community-based organizations.

**Objective 4:** Seek interdisciplinary/multi-disciplinary alliances to enhance outreach efforts emanating from the college.

**Key Performance Indicators:**

- KPI 13 Outreach and service programs offered to local community
- KPI 14 Participants served through outreach and service programs
- KPI 15 NMSU listing of CoEd faculty and staff experts available to the general public
- KPI 16 Recognition, awards and distinctions received by faculty and students



---

**Goal: Research & Creative Activity**

---

**5**

- Objective 1:** Promote scholarly activity and publications through the enhancement of incentives (recognition, annual research awards, grant funding, stipends, release time, etc.).
  - Objective 2:** Increase support for undergraduate and graduate students participating in faculty-mentored research and creative activity.
  - Objective 3:** Expand faculty research and creative activity through the submission of internal and external grant funding proposals.
  - Objective 4:** Expand the integration of technology in the college and foster innovation using technology.
-

**Key Performance Indicators:**

- KPI 17 Grant funding proposals submitted / awarded
- KPI 18 Original research contributions by faculty and students (publications, presentations, creative activity, critical reviews)
- KPI 19 Invited presentations from research scholars and grant funding officers
- KPI 20 Faculty participating in research mentoring and capacity building initiatives
- KPI 21 Efforts to enhance integration and innovation using technology



6

**Goal: Economic Development**

- Objective 1:** Enhance capacity building and educational efforts via academic department initiatives that promote learning and quality of life within the state of New Mexico.
- Objective 2:** Respond to the statewide labor demand for program disciplines offered within the College of Education.
- Objective 3:** Expand and enhance the delivery of professional development and continuing education opportunities to the statewide workforce.

**Key Performance Indicators:**

- KPI 22 Number of students entering into high demand jobs (community college administration, speech therapists, counseling, athletic training, etc.) within the state of New Mexico
- KPI 23 Number of national and state licenses and credentials obtained by CoEd degree completers in each discipline
- KPI 24 Intellectual property holdings

# 7

## Goal: Resource Stewardship

- Objective 1:** Build alternative revenue and external funding streams.
- Objective 2:** Sustain and expand annual efforts to build total endowment.
- Objective 3:** Increase the use of data-driven decision-making to inform the establishment of fiscal priorities, the (re)allocation of available resources and the reporting of total expenditures.
- Objective 4:** Increase faculty knowledge and participation in ongoing discussions to establish priorities for resource allocation in accordance to overall college budget priorities and strategic planning goals.

### Key Performance Indicators:

- KPI 25 Total endowment to fund student scholarships
- KPI 26 Grant support received from foundations, corporations, gifts and other external sources
- KPI 27 Alumni giving rates
- KPI 28 Efficiency strategies utilized by the college departments/units

