COLLEGE OF EDUCATION
Strategic Plan
FY 2013-2020

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
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
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
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

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

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

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
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