

Institutional Profile of New Mexico Highlands University

Mission Statement's Key Highlights

- *New Mexico Highlands University is a comprehensive state institution offering programs in liberal arts, sciences, and professional disciplines; committed to excellence in teaching, discovering, preserving and applying knowledge; and responsive to new opportunities for teaching, learning, research and public service created by a changing environment.*
- *Acknowledging its commitment to the individual student, New Mexico Highlands University provides personal attention to undergraduates and graduate students; brings together students from distinctive cultural, socioeconomic, linguistic, geographic, religious, and educational backgrounds; and offers every student educational opportunities through a sensitive admissions program and challenging academic programs which create and promote an environment in which all students are encouraged to reach their full potential.*
- *New Mexico Highlands University is committed to programs that focus on its multiethnic student body, especially the rich heritage of Hispanic and Native American cultures and clearly perceives that its success depends upon an appreciation of the region's cultural and linguistic identities.*
- *New Mexico Highlands University's larger obligation is to a society in which all groups participate on an equitable and mutually rewarding basis. The University celebrates diversity in its student and faculty community and promotes an environment in which personal respect, tolerance, and understanding are valued by all. The University aspires to develop broadly literate students and leaders, educated in analytical and critical thought and in the appreciation of the arts and sciences. In essence, through educational excellence and a dedication to society's needs, the University is committed to the cultivation and enrichment of the human mind and spirit.*

Fall 1999 overall main campus enrollment by level:	
Undergraduate	1,520
Non-degree	105
Graduate	784
Total	1,909
Total FTE	1,789.68

Number of program majors offered at the following degree levels:	
Associate	1
Bachelor's	37
Master's	13

1999-2000 total current fund revenue for main campus:	\$61,145,352
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1999-2000 State appropriations as a percent of main campus operating budget:	33%
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Mission-Specific Programs and Activities

Founded as a Normal School in 1893, NMHU, the only five year public institution on the Santa Fe Trail, is geared to the culture and history of the region. Beginning in the 1920s, NMHU was the first institution of higher education serving the Hispanic population and remains one of only a few primarily Hispanic institutions in the country. NMHU is known for the success of its graduates throughout NM, the nation, and the world in Education, Social Work, Social Sciences, History, Fine Arts, Performing Arts, Life Sciences, and Physical Sciences. In addition to main campus programs in Las Vegas, off campus instruction, distance education, and external academic programs at centers in Espanola, Farmington, Rio Rancho, Santa Fe, and Tucumcari offer opportunities for students in all of Northern New Mexico and the Rio Grande Valley to continue and enhance their education. Fall 1999 enrollment in all these NMHU programs is 3205.

New Mexico Highlands University programs are student centered and structured to provide students with the opportunity for success in various ways:

- The Office of Student Affairs offers a variety of support programs for the encouragement of all students. Recent developments include:
 - All freshmen students are assigned an academic advisor and must meet with that individual once a semester. Follow up calls are made to ensure proper advising and course selection.
 - The University now offers a centralized, comprehensive tutoring system with tutoring in all academic areas.

- Student Services are being provided at all of the off-site centers with advisors on site.
- Services have been revamped for convenience including the offering of On-Line Text Book Orders, direct loans, e-mail advising, improved mail service, etc.
- In addition to improvements in the Student Handbook, all student affairs units have developed web sites, office e-mail addresses and brochures for improved communication with students. The division will also run a weekly ad in LaMecha to help with communications.
- The Banner 2000 system conversion will allow for improved communication with and records of our students.
- Under the Office of Academic Affairs:
 - The NMHU Writing Center conducted more than 1800 tutoring sessions and delivered a series of “writing across the curriculum” workshops in classes across campus.
 - The Academic Center for Enrichment continued its Freshman Leadership classes, giving freshmen greater opportunities for success in university endeavors.
 - New programs developed include:
 - Natural Resource Management
 - Criminal Justice Studies
 - Early Childhood Education
 - A two-year clinical/counseling psychology track in the M.S. Psychology program.
 - A clinical social work emphasis in the M.S.W. program.
 - A graduate program in the Mass Media.
 - An observational astronomy research program accessible to students of all levels.
 - A NSF CREST-funded computational physics program.
 - Multicultural emphasis in classes in Communications and Fine Arts.
 - The physics major was strengthened into a challenging program which remains sensitive to varied student preparation.
- Students and graduates are recognized in a number of ways:
 - Two student papers from the NASA Autonomous Control Engineering program won awards of merit at a recent Institute of Electrical and Electronics Engineers.
 - An electrical engineering major was one of four students to receive NASA’s 1999 Summer Intern of the Year Award.
 - A history major won the prize for the best undergraduate paper at a recent Santa Fe Trail Association meeting.
 - An accounting major won a Delta Mu Delta national honor society scholarship and an American Institute of Certified Public Accountants scholarship for 1999-2000.
 - Former students from the School of Education were recognized a Golden Apple Award winner and a runner up, a national Title I Distinguished Graduate, and a national Human Performance, Leisure and Sport Major of the Year.
 - A recent graduate from the School of Education was appointed Vice-President of the United World College at Montezuma, NM.
 - In addition students have been involved in a variety of projects in which they presented talks at the NM Astronomy Symposium, had research experiences in the space sciences provided through a NASA Space Grant initiative, worked on a research project on robotics, published in the Journal of Aerospace, presented papers on their studies of bighorn sheep, riparian zones, and environmental issues at the Arizona and New Mexico Chapters of The Wildlife Society annual meeting, implemented a new alternative program in a local middle school, presented a multicultural dance program at a national conference, were involved in a Western Alliance to Expand Student Opportunities grant studies on soil analysis and potential plant uptake of metals and radionuclides from breccia pipe drill spoils and the physical and chemical environment, and participated in student teaching in Vera Cruz, Mexico.

Recent Accomplishments & Research Highlights

Traditionally a teaching institution, New Mexico Highlands University is currently in transition towards becoming a teaching and research university. Partnerships and collaborations are smoothing the transition through 100 grants totaling \$17.5 million. The importance of this change is reflected in the current low state appropriations as a percent of the total operating budget shown at the beginning of this profile (31%). Funding agencies for these grants are:

Science and Technology

Dept. of Interior
 Dept. of Energy
 DOD
 EPA
 NASA
 NSF
 NIH
 Los Alamos NL
 National. Council for Minorities
 in Engineering
 Advanced Computing Systems
 Assoc.
 National Institute of Alcohol
 Abuse & Alcoholism
 Southwest Parks & Monuments
 NM Dept. of Game & Fish
 NM Transportation Dept
 Cooperative projects with ASU,
 UNM, NMSU, and Spelman U.

Education

NASA
 NSF
 US Dept. of Education
 Dept. of Interior
 NCAA
 National Clearinghouse for
 Bilingual Education
 Cooperative projects with UNM, So.
 U & A&M,
 George Washington U.
 NM Dept. of Education
 The Navajo Nation
 SW Development Lab
 Rio Rancho Public Schools
 NM Assoc. of Bilingual Education
 SWCC

Social Sciences, Social Work and Humanities

NM Children/Youth and Families
 NM Department of Health
 NM Department of Human Services
 NM Department of Labor
 INDENA
 US Dept. of Labor
 National Assoc. of Social Workers
 Historical Records Advisory Board
 City of Las Vegas

- In addition, NMHU was admitted as a member of the American Council of Graduate Studies.

Recent faculty accomplishments include:

- English faculty members have published a book on world literature, edited a book on popular culture, and published a nationally recognized prizewinning poetry book.
- Project Kaleidoscope elected a member from the Chemistry Department and from the Life Science Department to its prestigious 21st Century Faculty, with 930 faculty nationwide making a difference with students in the sciences.
- The Institute of Management Accountants has named a national award after a member of the School of Business faculty and made her the recipient of its first Academic Mentor of the Year award.
- A Social Work faculty member was invited speak about his recent book on fathering incorporating theoretical and theological viewpoints at the International World of Women's conference in Tromso, Norway.
- In Languages and Literature, a department member published the latest in a series of books on the folklore of the Pecos River Valley. The book chronicles traditions rapidly being lost among the people of the river valley.
- The Foundation for North American Wild Sheep funded a professor and graduate students in Environmental Science to monitor the reintroduction of bighorn sheep in the Pecos National Wilderness. This team also worked with the New Mexico Department of Game and Fish on the transplantation of sheep to other areas in the state.
- A history professor presented papers on historical issues related to the Santa Fe Trail at the Palace of the Governors, the Historical Society of New Mexico, and the New Mexico Heritage Preservation Alliance.
- International exposure for Physics was achieved through an invited talk at the Asteroids, Comets, and Meteors Conference and participation in the Deep Space I spacecraft mission press conference on NASA TV.
- Life Sciences, Physics, and Education faculty participated in the CETP statewide education initiative aimed at improving the quality of education available to future teachers.
- Physics faculty initiated a collaboration that established NMHU as a full partner in the University Research Consortium for the Magdalena Ridge Observatory project and conducted research through a NASA Planetary Astronomy Grant.
- The Rehabilitation Counseling program received a \$500,000 training grant from the Rehabilitation Service Administration at the U.S. Department of Education. This grant provided direct support for program majors, grant writing workshops, and presentations on the Americans with Disability Act.
- Engineering faculty conducted research on "the fuzzy inference system translator (FIST) and microcontroller regulation of plant growth chamber temperature and humidity"; a Department of Energy project on "Downhole steam energy"; ellipsoidal set theory on continuous time systems"; an NIH project which provides support for NM mothers who wish to take advantage of the fertility-suppressing effect of full lactation.
- Life sciences faculty conducted research on geological formations from the Pleistocene-Holocene and Late Proterozoic and the effects of paleoclimate; uranium distribution in soil and potential plant uptake from breccia pipe drill spoils; the role of *Alg L* on the Biosynthesis of Alginate Lyase in *Pseudomonas aeruginosa*; the association of a phloem-limited bacterium with Yellow Vine Disease in Cucurbits; impacts of bighorn sheep on alpine tundra erosion in the Pecos Wilderness.

- The University's head softball coach was named Rocky Mountain Athletic Conference Coach of the Year in 1999.

Special Contributions to New Mexico & Public Service Highlights

The programs and projects described under Mission Specific Highlights and Activities and Recent Accomplishments, which range from educational improvement, social service, environmental protection/ improvement, to important scientific advances, provide a variety of services to Northern New Mexico, the state, the Southwest, and the country.

These services have direct and indirect impacts on the rural minority population of the region.

- The Center for Education and Study of Diverse Populations (CESDP) serves a five state region (New Mexico, Colorado, Arizona, Utah, and Nevada), supporting rural communities in improving the quality of education for all citizens. CESDP provides assistance with proposal development, training and technical assistance in implementing new educational legislation, and outreach and awareness.
- The American Indian Science Technology Education Consortium (AISTEC) serves nine states (New Mexico, Colorado, Arizona, Oklahoma, Kansas, South Dakota, Montana, Washington, and California). AISTEC promotes participation by Native American students in science, mathematics, engineering, and technology.
- The Utah, Colorado, Arizona, New Mexico Rural Systemic Initiative (UCAN-RSI) serves a four state region, assisting and empowering communities through education, communication and access to resources. These communities promote capacity building through education by integrating spirituality, science, mathematics, and technology within the context of the many unique cultural traditions of our American Indian, Hispanic and other rural communities, thereby empowering students to become makers of their own destinies.
- The NMHU Collaborative for Excellence in Teacher Preparation (CETP), in cooperation with the NMHU Council for Science, Mathematics, and Computer Education, has established a strong liaison/collaboration between the faculty in the sciences and mathematics and the science and math educators in the School of Education, developing and implementing a methods course in secondary science and math education and redesigning a physical science course. CETP Master Teacher fellows from schools in the project service area are providing support for pre-service and novice teachers of science and mathematics.
- Advanced Placement – New Mexico (AP-NM) provides leadership for the administration and continued development of the Advanced Placement program in New Mexico. AP-NM provides professional development activities to support the teaching of AP and Pre-AP content so students will learn how to be critical thinkers and problem solvers.
- The NM WORK program and the GOAL program will place TANF and/or food stamp participants in transitional community employment, transitional subsidized employment, or unsubsidized employment. The goal of both programs is to assist participants in becoming self sufficient.
- The New Mexico Academy of Science Visiting Scientist Program offers classroom visits by some of the most distinguished scientists and mathematicians in New Mexico. These guest lecturers represent a wide variety of areas including the standard sciences and some of the specialized fields as well.
- NMHU provides a variety of additional community service programs such as the Performing Arts Series (in conjunction with the Las Vegas Arts Council), the Celebrity Lecture Series, the President's Lecture Series, and the Faculty Lecture Series. In addition, the new NMHU Donnelly Library includes an art gallery featuring local artists and an outstanding collection of Southwest books and archival materials which are used by researchers from around the nation.
- Faculty involvement in programs such as mentoring high school students in the Supercomputing Challenge and the Engineering summer bridge program help high school students to before they enter college.
- In addition to the programs listed above, NMHU provides a financial bonus to the community and state. According to an analysis by the Executive Director of the Council of University Presidents, each dollar coming into the university circulates in the local economy three to five times; this means NMHU adds a minimum of \$150,000,000 to the area.

Faculty Role and Contributions in Instruction, Research, Institutional Service and Public Service

Expected Distribution of Faculty Effort

As part of their responsibilities, NMHU faculty are expected to be involved in Teaching and Advising, Scholarship, and Service activities. Although no proportions are designated, at least two of these areas must be represented in the annual evaluation processes.

Description of Tenure/Promotion Evaluation Process

During the fall semester of the fifth year of a five-year probationary period, faculty members are reviewed for permanent status (tenure). Faculty who are eligible and wish to be considered for advancement in rank can be reviewed for promotion in the spring semester each year. Evaluation in both cases consists of a review of the faculty member's years in service, graduate studies, teaching ability, scholarship, and general contributions to the University and community.

Description of Post-Tenure Review Process

All faculty are evaluated annually. The materials submitted during the annual review process include an academic year resume; documentation of teaching performance including student evaluations, peer evaluations, and a self-evaluation; and an indication of the weight that should be given to Teaching and Advising, Scholarship, and Service.

Description of Service Expectations within the Department/University/Profession

NMHU service is recognized in three categories: campus, community, and profession. Service includes, but is not limited to, faculty committees and task forces, supervisory roles, institutional development activities, special or release-time assignments, and working with student organizations; membership and participation in professional organizations, consultation, and other professional activities; and participation in community affairs.

Instruction Highlights

- **Average class size by level** (for regular, unrestricted classes)

Lower Division	20.9
Upper Division	8.7
Graduate Division	5.6

- **Student/Faculty ratio**
10.9:1

- **Measure of Tenured/Tenure-track faculty participation in irregular instruction such as dissertation, independent studies, overseeing internships, and others**
40.8 credit hours per tenured/tenure-track faculty member.

- **Description of instructor/course evaluation process**
A teaching evaluation questionnaire is administered every Fall semester in the classes that each faculty member teaches on a form approved by the Provost. The faculty member submits the results for review during the annual faculty evaluation process.

- **Description of how results of outcomes assessments of student learning are used**
Outcomes assessment at Highlands is generally organized and implemented at the department level, with support and guidance from the central administration. Departments propose outcome statements, implement the corresponding assessments, summarize the results, and make curricular decisions and adjustments based on findings. Assessment methods vary by department and commonly include standardized tests, in house tests, portfolios, surveys, and interviews.

- **Description of faculty role in advising students**
NMHU Faculty members are responsible for advising students in their classes about class work and to serve as departmental advisors for students majoring in their discipline.

New Mexico Highlands University

Accessible and Affordable University Education

<u>Annual Undergraduate Tuition/Required Fee Rates Compared with Regional Peers</u>				
Per-Capita Income	Relative to Nation: 75.5%		Relative to Peers: 78.2%	
	<u>Resident</u>	<u>Percent of Peers</u>	<u>Non-Resident</u>	<u>Percent of Peers</u>
1997-98	\$1,602	72.8%	\$6,786	89.8%
1998-99	\$1,742	74.8%	\$7,082	90.4%

<u>Financial Aid Awarded and Unmet Student Financial Need</u>		
	<u>Average Award Paid Per Recipient</u>	<u>Average Unmet Financial Need Per Recipient</u>
1997-98	\$5,242	\$3,509
1998-99	\$6,805	\$3,298

<u>Enrollment by Race/Ethnicity Compared with NM High School Graduates and NM ACT Test Takers</u>						
Race/Ethnicity	<u>Total Enrollment</u>		<u>Freshmen</u>		<u>NM HS Graduates</u>	<u>NM ACT Takers</u>
	<u>Fall 1997</u>	<u>Fall 1998</u>	<u>Fall 1997</u>	<u>Fall 1998</u>	<u>1997-98</u>	<u>1997-98</u>
	<u>%</u>	<u>%</u>	<u>%</u>	<u>%</u>	<u>%</u>	<u>%</u>
American Indian	4.9	5.8	10.2	8.1	11.2	8.7
Asian	0.9	1.0	1.1	0.0	1.5	1.6
Black	3.5	3.4	3.2	0.7	2.1	1.7
Hispanic	59.9	55.7	69.6	76.5	41.5	31.0
White/Other	28.0	30.9	12.4	11.1	43.7	40.4
Nonresident Alien/Unknown	2.7	3.2	3.5	3.6	0.0	16.6

<u>Transfer Students from NM 2-Yr Colleges, Including Branches in Fall 1994</u>	
NM 2-Yr and Branches Total	67
NM Public 4-Yr Total	40
<u>All Other Transfers</u>	<u>54</u>
All Fall 1994 Transfers	161

Effective and Efficient Use of Resources

<u>Primary Mission Expenditures: Instruction, Research, and Public Service as a Percent of Total Educational and General Expenditures, 1996-97</u>			
Percent for Institution:	58.4%	Percent for Peers:	45.8%

<u>Institutional Support Expenditures: Administrative Costs as a Percent of Total Educational and General, 1996-97</u>			
Percent for Institution:	8.5%	Percent for Peers:	11.0%

New Mexico Highlands University

Student Progress and Student Success

<u>Freshman Persistence Rates – Fall to Fall Terms</u>		
<u>Race/Ethnicity & Sex</u>	Entered Fall 1997 (N=262) % Enrolled	Entered Fall 1998 (N=349) % Enrolled
	Fall 1998	Fall 1999
American Indian	48.5	44.1
Asian	50.0	66.7
Black	45.5	50.0
Hispanic	50.6	60.7
White/Other	48.7	63.6
<u>Nonresident Alien/Unknown</u>	57.1	35.3
Men	45.7	50.3
<u>Women</u>	54.8	64.4
Overall	50.0	58.2

<u>Graduation Rates of Full-Time, First-Time, Degree-Seeking Freshmen After 6 Years</u>							
<u>Race/Ethnicity and Sex</u>	<u>Entered Fall 1991</u>		<u>Entered Fall 1992</u>				
	<u>N</u>	<u>% Grad & Still Enr</u>	<u>N</u>	<u>% Assoc. Deg 3 Yrs</u>	<u>% Bach. Deg 6 Yrs</u>	<u>% Still Enr After 6 Yrs</u>	<u>% Grad & Still Enr</u>
American Indian	22	27.2	24	0.0	4.2	0.0	4.2
Asian	0	NA	0	NA	NA	NA	NA
Black	8	25.0	11	0.0	9.1	0.0	9.1
Hispanic	278	33.8	270	0.0	24.1	6.3	30.4
White/Other	40	32.5	57	0.0	33.3	1.8	35.1
Nonres. Alien/Unknwn	1	0.0	2	0.0	0.0	0.0	0.0
Men	163	26.4	182	0.0	22.5	2.7	25.3
Women	186	38.7	182	0.0	24.7	7.1	31.9
Overall	349	33.0	364	0.0	23.6	4.9	28.6

<u>Transfer Student Completers</u>				
	<u>Students Who First Started at the Institution</u>	<u>Transfers from NM 2-Yr and Branches</u>	<u>Transfers from NM Pub 4-Yr Colleges</u>	<u>All Other Transfer Students</u>
	Total Enrolled in Fall 1994	1,280	67	40
% Grad by Aug '99	45.5%	50.7%	57.5%	48.1%
% Still Enrolled in Sep '99	6.9%	3.0%	7.5%	3.7%

New Mexico Highlands University

Academic Quality and a Quality Learning Environment

Faculty and Staff Profile by Ethnicity and Sex – Fall 1997

<u>Race/Ethnicity & Sex</u>	<u>Full-Time Faculty % (N=142)</u>	<u>Full-Time Staff % (N=247)</u>
American Indian	0.0	0.8
Asian	0.7	9.3
Black	0.7	2.0
Hispanic	29.6	67.2
White/Other	69.0	20.7
<u>Nonresident Alien/Unknown</u>	<u>0.0</u>	<u>0.0</u>
Men	63.4	36.0
Women	36.6	64.0

Full-Time Faculty with Terminal Degrees – Fall 1997: 83%

Comparison of Average Faculty Salaries/Compensation with Peer Institutions

	<u>Average Salary</u>	<u>Peer Avg. %</u>	<u>Average Comp.</u>	<u>Peer Avg. %</u>
Fall 1997	\$39,151	89.2	\$49,722	91.6
Fall 1998	\$42,326	91.4	\$54,178	93.7

Percent of Student Credit Hours Taught by Tenured/Tenure-Track Faculty

<u>Course Level</u>	<u>Fall 1997</u>		<u>Fall 1998</u>	
	<u>Regular Instruction %</u>	<u>Irregular* Instruction %</u>	<u>Regular Instruction %</u>	<u>Irregular* Instruction %</u>
Lower Division	70.1	32.5	63.0	63.9
Upper Division	73.7	65.0	71.1	46.7
<u>Graduate Division</u>	<u>77.9</u>	<u>36.5</u>	<u>77.9</u>	<u>61.7</u>
Overall	72.2	52.4	67.5	59.6

* Irregular instruction includes labs, theses, internships, independent studies, etc.

External Accreditations

NMHU
 School of Education
 School of Education
 School of Social Work
 School of Business
 Chemistry Program

North Central Association of Colleges and Schools
 NM State Department of Education
 National Council for Accreditation of Teacher Education
 Council on Social Work Education
 Association of Collegiate Business Schools and Programs
 American Chemical Society