

Vision 2020

Mission	<p>The New Mexico State University System is the state’s land-grant university, serving the educational needs of New Mexico’s diverse population through comprehensive programs of education, research, extension education, and public service.</p>
Vision	<p>The New Mexico State University System will be a premier university as evidenced by demonstrated and quantifiable excellence in teaching, research, extension, outreach, service, economic development, and community engagement relative to its peer institutions.</p> <p>To meet our vision of being a premier university, NMSU will be among the top quartile of peer institutions on 80% of measures of academic program and teaching quality, research productivity, and economic benefit to New Mexico. Community colleges will benchmark against all community colleges in New Mexico.</p>
Values	<p>Diversity and Inclusion Accountability Excellence Discovery Engagement</p> <p style="text-align: right;"><i>Adopted December 2016</i></p>

Vision 2020 Goals

Goal 1: Academics and Graduation

Provide stellar programs, instruction, and services to achieve timely graduation

NMSU is responsive to educational attainment challenges and is committed to providing New Mexicans access to quality degree programs. Graduating highly capable students is the primary focus, and the quality of the educational experience and supporting environment is critical.

KPIs: Academics and Graduation

Regent's Pillars: KPI 1, 2, 5, & 6

Objectives	Key Performance Indicators	Target	Campus / System	Target Quartile	Committee Recommendation
1 – Enrollment	KPI 1 – Enrollment Growth	Achieve 1% undergraduate and 3% graduate student FTE growth	LC	UG-Q3 GR-Q1	1.5% graduate growth
	KPI 2 – Graduate Enrollment	Achieve 21% graduate enrollment	LC	Q1	Delete goal
2 – Access	KPI 3 – Pell Recipients	Maintain low income accessibility of ≥40 45%+ students receiving Pell grants	LC	Q1	
3 – Affordability	KPI 4 – Net Price	Maintain a highly affordable average annual net price in quartile 1	LC	Q1	
4 – Completion	KPI 5 – Retention Rate	Achieve an 83% first-year retention rate	LC	Q1	81%, Q2
	KPI 6 – 4/5/6 Yr Graduation Rates	Enhance graduation rates: 39% 4-Yr, 59% 5-Yr, 63% 6-Yr	LC	Q1/Q1/Q1	28% 4-Yr, 53% 5-Yr, 55% 6-Yr Q3/Q2/Q3
	KPI 7 – Value Add Grad Rate	Maintain a 4-point net positive value-added graduation rate	LC	Q3	
	KPI 8 – STEM-H-B Degrees	Achieve a complementary mix of 50% STEM, Health and Business degrees and 50% non-STEM-H-B degrees	LC	Median	
5 – Debt	KPI 9 – Default Rate	Steadily decrease the system student loan default rate by 1% annually	LC System	Q3	

Goal 2: Diversity and Internationalization***Provide a diverse academic environment supportive of a global society***

NMSU seizes opportunities to engage the community broadly, and views differences in race, ethnicity, national origin, tribal nationhood, language, color, identities, and expressions of gender and sexuality, age, veteran status, disability, socioeconomic status, political, spiritual, and philosophical faith or affiliation as opportunities to enrich the academic experience. NMSU integrates international, intercultural, and global dimensions into the curricula and educational environment, and heavily promotes and values local, regional, and global scholarship in teaching, research, and service.

KPIs: Diversity and Internationalization

Objectives	Key Performance Indicators	Target	Campus / System	Target Quartile
6 – Diversity	KPI 10 – Diverse Community	Maintain a highly diverse campus community (faculty 25%+, exempt staff 35%+, non-exempt staff 50%+, student body 50%+)	LC	Q1
7 – Internationalization	KPI 11 – International Presence	Achieve increasing internationalization and global presence (incoming international students 6%+)	LC	Q2

Goal 3: Research and Creative Activity

Promote discovery, encourage innovation, and inspire creative achievement

A highly qualified and experienced faculty leads research, development, and creative endeavors that engage both graduate and undergraduate students. The depth of research and scholarly activity contributes heavily to the educational experience, the professional discipline, and the body of knowledge. Through engagement in global networks and partnerships the institution builds on its capacity to serve the community at large.

KPIs: Research and Creative Activity

Regent's Pillar: KPI 14

Objectives	Key Performance Indicators	Target	Campus / System	Target Quartile
8 – Research	KPI 12 – Proposals	Achieve 5% annual growth in submitted proposal dollars	LC	Internal
	KPI 13 – Researchers	Achieve 1% annual increase in externally funded researchers	LC	Internal
	KPI 14 – Research Funding	Achieve \$150 million in annual funded research expenditures	LC	Q2
9 – Scholarship	KPI 15 – Publications & Creativity	Achieve 1% annual increase in publications and creative works per faculty	LC	Internal

Goal 4: Economic Development and Community Engagement

Drive economic, social, educational, and community development

Economic development is a key precept of the land-grant institution, creating economic opportunities for individuals and growth opportunities for enterprises. NMSU facilitates statewide resources and provides outreach to constituents in every sector of the state. Through a blend of private and public ventures, the institution sponsors numerous opportunities to seed new ideas, teams, businesses, and endeavors.

KPIs: Economic Development and Community Engagement

Regent’s Pillars: KPI 19, 20

Objectives	Key Performance Indicators	Target	Campus / System	Target Quartile
10 – Engagement	KPI 16 – Student Innovation	Achieve 2% annual increase in student research and innovation: employment, Arrowhead programs, and work-based learning	LC	Internal
	KPI 17 – Commercial Engagement	Maintain 1% growth in commercial engagement: industry and entrepreneurial relationships, partnerships, and internships	LC	Internal
	KPI 18 – Community Engagement	Maintain 1% increase in the impact of community engagement, extension, outreach, and service	LC	Internal
11 – Employment	KPI 19 – Experiential Learning	Achieve 100% Experiential Learning	LC	Internal
	KPI 20 – Career Placement	Achieve an 80% career placement rate (excluding graduate school)	LC	Internal
	KPI 21 – Alumni Earnings	Maintain top 100 Brookings value-added mid-career earnings	LC	Q1
12 – Prominence	KPI 22 – Rankings	Achieve and maintain top 100 Washington Monthly academic prominence composite ranking of social mobility, research and service	LC	Q2

Goal 5: Resource Stewardship

Optimize resources to effectively support teaching, research, and service

NMSU is a highly effective and efficient institution, ~~but~~ **although** economic realities challenge greater stewardship. Enhanced philanthropy is critical to offering scholarships to exceptional students, attracting outstanding professors, and enhancing equipment, facilities, and resources. Through careful program examination, resources will be optimized, to minimize the cost and maximize the value of education.

KPIs: Resource Stewardship

Regent’s Pillar: KPI 23

Objectives	Key Performance Indicators	Target	Campus / System	Target Quartile
13 – Philanthropy	KPI 23 – Alumni Giving	Achieve 10% VSE-defined alumni giving rate	System	Q2
	KPI 24 – Gift Revenue	Achieve \$1,650 annual gift revenue per student	System	Q3
	KPI 25 – Endowment	Achieve endowment value of \$12,000 per student	LC System	Q3
14 – Staffing	KPI 26 – Staffing Ratios	Achieve right sized student/faculty and student/staff ratios	LC	Median
	KPI 27 – Compensation	Achieve competitive average faculty salaries	LC	Median
15 – Efficiency	KPI 28 – Instruction Focus	Achieve optimal instruction/I&G efficiency ratio of 55%	LC	Q1
	KPI 29 – Degree Cost	Achieve optimal I&G degree production cost efficiency in quartile 1	LC	Q1
	KPI 30 – Athletic Self-Sufficiency	Achieve 40% athletic revenue self-sufficiency	LC	Q2