



Vision 2020 Priorities - DRAFT 12-1-2016



New Mexico State University - Transforming Lives Through Discovery

The following Vision 2020 KPIs are key metrics and critical to NMSU's future success.

6 Pillars	KPIs	Current Performance	Current Vision 2020 Target	Top Quartile of Peers and New Vision 2020 Target	Best Practice / Rationale
Graduate on Time					
Enrollment	KPI 1 Enrollment	14,852 (Fall 2016)	UG +1.0% GR +3.0% Annually	Achieve 18,000 Student Headcount Enrollment*	*Rebuild to 18,000 Capacity. NMSU Best Practice: 2009 - 18,497 2010 - 18,542 2011 - 18,024 New Markets: 13 of 20 fastest growing doctoral univ in Colorado, Florida, Arizona, Texas-exports 11,000 new students annually, primarily to Oklahoma.
	KPI 2 Graduate Enrollment	19% (Fall 2016)	20%	Achieve 21% Graduate Enrollment	Colorado St - 25% Arizona - 22% UNM - 22% Wyoming - 21% Idaho - 21%
Retention	KPI 5 Retention Rate	71.3% (Fall 2016)	80%	Achieve an 83% First Year Retention Rate	Georgia St significantly boosted retention with freshman learning communities, advising, meta majors & block schedules.
Graduation	KPI 6 4 Year Grad Rate	19% (AY2015-16)	30%	Achieve a 39% Four Year Graduation Rate	During the last decade at Georgia State, graduation rates for African American students and White students have doubled, and rates have tripled for Hispanic students.
	KPI 6 5 Year Grad Rate	38% (AY2015-16)	45%	Achieve a 59% Five Year Graduation Rate	
	KPI 6 6 Year Grad Rate	45% (AY2015-16)	55%	Achieve a 63% Six Year Graduation Rate	
Get a Job					
Placement	KPI 19 Experiential Learning	Unknown	+2% Annually	Achieve 100% Experiential Learning**	**Building upon NMSU Best Practices and significant footprint in experiential learning, the Regents' Student Success Committee will collaborate with the Faculty Senate in finalizing definitions for experiential learning. NMSU Best Practices: PGM-16 months required internship, HRTM-400 hrs work + 400 hrs internship, Engineering-many students complete 400 hrs internship.
	KPI 20 Career Placement Rate	UG 35% & 25% GS GR 61% & 14% GS First Destination Survey (AY2014-15)	UG 75% including Graduate School, GR 75% including Graduate School	Achieve an 80% Career Placement Rate (Excluding Graduate School)	Nationally: Public Bachelor grads avg 85.5% for employment + grad school, 60.6% for employment, \$48,292 starting salary. Career services high performers: Dickinson St in ND, Michigan St, Florida, UT Austin, Penn St, Illinois, Purdue, Arizona St, Colorado St, Minnesota. Centers in high traffic areas, inviting atmosphere, online/distance services, career exploration, resume prep, online search strategy, interview practice, career fair prep, electronic tools, employer cultivation, networking.
Research	KPI 14 Annual Research Expenditure	\$129.2M (FY2014-15)	\$150,000 per Tenure System Faculty	Achieve \$150M in Annual Funded Research Expenditures***	***Provost recommendation. NMSU Best Practice: 2006 - \$154.7M, 2007 - \$153.7M (excludes ARRA years) 12 of 15 Vision 2020 peers cite, track and set targets for Annual Funded Research Expenditures. Expenditures (rather than expenditures per faculty) is the metric of choice. Remaining 3 peers are developing a strategic plan, in presidential transition, or have a minimal plan absent metrics.
Give Back					
Giving	KPI 23 Alumni Giving Rate	6.14% Advancement (AY2015-16)	8%	Achieve a 10% Alumni Giving Rate	Kansas St - 19% Washington St - 12% Texas Tech - 12% Oregon St - 10% Nevada - 9%

Vision 2020 Pillars

Metric Definition – Draft 12-1-2016

KPI 19 – Achieve 100% Experiential Learning

Building upon NMSU best practices and significant footprint in experiential learning, the Regents' Student Success Committee will collaborate with the Faculty Senate in promulgating experiential learning across the institution. NMSU's faculty will embark on a three-year curricular planning initiative to embody and quantify experiential learning across all academic degree programs. An initial framework follows, intended to serve only as a starting point for the faculty's work.

Definition

Percent of students graduating with a Bachelor's degree that participated during their college career in at least one "learning by doing" experience. **Experiential learning** and development is achieved through personal experience and involvement – it is an applied knowledge endeavor.

Experiential Learning may include:

- Off-campus paid or unpaid internship or co-op; medical, teaching or scientific practicum; or study abroad.
- On-campus paid Research Internship, Academic Mentor Internship, Technical Developer Internship, Marketing Internship or Business Services Internship. The student employment experience may or may not be supported by Work Study funds.
- On-campus or off-campus paid or unpaid leadership experience or work-related scholarship.
- Course-Based Undergraduate Research Experience (CURE)

In addition, the learning experience:

- Will consist of a specified amount of time to be invested (eg 100-400 hours) and a written reflection. The total hours may be dispersed over multiple experiences, for example 25 hours for experience 1, 25 hours for experience 2, and 50 hours for experience 3.
- May or may not be credit bearing.
- May or may not be a defined element of a major.
- Will be certified by the department head, based upon a supervisory acknowledgement (the supervisor(s) of the experience), and will be placed on the student's transcript.

Milestones

December 2016 – Experiential learning is supported by the Board of Regents.

January 2017 – An inventory of experiential learning by academic program, including required/optional and approximate percent of students with at least one internship at graduation is completed. The inventory will be updated every six months.

February 2017 – The Regents' Student Success Committee leadership engages with the Faculty Senate to initiate a faculty driven curricular process for experiential learning.

May 2017 – The Faculty Senate provides an initial assessment and plan of action, which may include opportunities to leverage and share best practices across programs, pilot initiatives, etc.

March 2018 – Vision 2020 and NACE reporting of the percent of students graduating with an internship by academic program is provided, and will be updated at least annually.

May 2018 – An experiential learning plan for each academic program is provided identifying details such as types of experience, credit bearing / no credit, preparation, number of hours required, etc.

December 2019 – Full implementation of experiential learning for academic year 2019-2020. All academic programs will exemplify experiential learning, unless a meritorious case is made by the program's faculty advising against adoption.

Reference:

https://www.researchgate.net/profile/Colleen_Mclinn2/publication/260486291_Assessment_of_Course-Based_Undergraduate_Research_Experiences_A_Meeting_Report/links/5401d8510cf2c48563af5165.pdf

KPI 20 – Achieve an 80% Career Placement Rate

As a component of re-envisioned and comprehensive career resource services, NMSU will capture and centrally store the employment outcomes of its graduates across all academic programs. This information will be used to guide students in the selection of a major. In addition, NMSU will share student employment outcomes broadly with all stakeholders.

Definition

Percent of students graduating with a Bachelor's degree that are employed within 6 months of graduation.

Career Placement Rate will be defined as:

- Full-time paid employment
- Part-time paid employment to be tracked, but not included in the target performance level
- Inclusive of temp/contract employment, freelance, fellowships, entrepreneurs and the military
- Exclusive of graduate/professional school
- Reference: National Association of Colleges and Employers (NACE)

Milestones

December 2016 – Career placement objectives supported by the Board of Regents.

January 2017 – An inventory of academic programs currently capturing the employment outcomes of graduates, including type of employment, employed in field, starting salary, and previous internship status is completed. The inventory will be updated every six months.

January 2018 – A comprehensive career services plan for the institution is completed.

March 2018 – Vision 2020 and NACE reporting by each academic program of the percent of graduates employed within 6 months, employed in field, starting salary, and status of previous internship. The report will be updated at least annually.

July 2018 – Centralized store of career placement data is realized.

January 2019 – Full implementation of the career services plan is realized.

KPI 14 – Achieve \$150M in Annual Funded Research Expenditures

NMSU will rebuild the depth and breadth of its research strength and prominence.

Definition

Annual funded research expenditures.

Annual Funded Research Expenditures:

- Measured in dollars expended annually
- Reference: Vision 2020 peer strategic plans