

Vision 2020 Strategic Plan Alignment – Office of Institutional Equity

Planning Framework

Unit Goals, Metrics, and Timeline

Strategies

Major Accomplishments

Aspirations

Mission:

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.

Vision:

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.

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.

Values:

Diversity and Inclusion
 Accountability
 Excellence
 Discovery
 Engagement

Diversity and Internalization:
 Provide a diverse academic environment supportive of a global society. (KPI 10 – Diverse Community)

Annual Measurement: IPEDs (Student, Employee, Applicant data collection);

Peer Institution Comparisons

- Promotion of Student Recruitment/Student Engagement
- Diverse Curriculum
- Promotion & Recruitment of diverse Faculty and Staff
- Recognition of Faculty & Staff
- Monitoring of Promotions and Hires
- Investment into a Chief Diversity Officer/VP
- Investment into Diversity Council
- Investment into the utilization of NMSU’s Affirmative Action Plan
- Investment into the Disabled and Veterans.

- Maintaining a diverse campus community
- Minority Serving institution
- Hispanic Serving Institution
- Maintain Diversity of Exempt/Non-Exempt

- Maintain Diversity of Campus Communities within the 1st Quartile.
- Enhance engagement w/ Native American, Asian, African American, International communities
- Increase Diversity of Faculty
- Enhance engagement with Disabled and Veteran Community