

# University Goal 1. Enhance Student Success & Social Mobility

Student Success across the NMSU system is driven by a commitment to learning, degree completion, and career attainment enriched by our research and outreach enterprise. Our students are served by our culture of inclusivity and education delivery that meets student needs and includes only and hands-on learning. Recognizing the diverse backgrounds of students across the system, NMSU provides a supportive environment for students to become a part of, and contribute to, the campus community, the state, the country, and the world.

**Objective 1.1** Actively recruit students who meet high academic and musical standards, increasing retention and student post-graduation success

## Actions

- a. Build partnerships with local music educators to help identify high achieving student
- b. Have a presence at New Mexico and regional conferences to promote and encourage relationships with potential undergraduate and graduate students.
- c. Host New Mexico All-State auditions, honor ensembles, instrumental and vocal events, and other activities that engage high school and middle school students.
- d. Be active at Aggie Welcome Orientations and Aggie Experience Events

**Objective 1.2** Implement methods for measuring student success and graduation rates

## Actions

- a. Develop internal assessment methods to measure retention and matriculation
- b. Work with various on-campus resources to more effectively measure student success
- c. Assess graduation rates using factors such as major, academic aptitude, socioeconomic status, and first-generation students.

**Objective 1.3** Develop a culture of academic and musical excellence that contributes to student success and retention

## Actions

a. Participate in various university, community, and regional events where students can connect with the community and understand the valuable role the ensemble, and by extension they, play in the overall community.

b. Support student organizations such as NAFME, ACDA, Kappa Kappa Psi, and others, that help students establish a stake in their future professions as well as their University Programs.

c. Expand offerings of on-campus events such as festivals, auditions, honor ensembles, and various other educational experiences for public school students.

**Objective 1.4** Continue to expand and diversify departmental opportunities for non-music majors.

### **Actions**

a. Visit and educate local high school students to the opportunities available to them as non-music majors.

b. Produce diverse multi-media presentations and distribute through social media outlets marketing opportunities to public school students.

c. Host events on campus that bring high school students to NMSU. Events such as Southwest Honor Band and Orchestra, Youth Orchestra, Jazz Jumpstart, and All State Prep Days continue to help us develop relationships with potential students.

d. Empower current non-major participants to connect with potential students on the excellence and musical fulfillment that involvement in a collegiate music program fosters.

**Objective 1.5** Include content in our courses that promote both the exploration of other culture's traditions and the enhancement of New Mexico's unique musical culture.

### **Actions**

a. Address cultural trends in music and use these developments within the context of our class curriculums.

b. Offer students the chance to perform music of different cultures as well as deepen the understanding and history of our native musical traditions.

### **KPI**

- Enrollment of Music Education and Music Performance majors and Music minors
- Enrollment of non-music majors in ensembles
- Graduation rates of music majors
- Placement of graduates into the job market

## University Goal 2. Elevate Research & Creativity

NMSU recognizes that all disciplines advance research, scholarship and creative activity, and along with the assets of the state of New Mexico, create a strong foundation for teaching, learning, education, training, innovation, and economic development.

**Objective 2.1** Facilitate collaboration with other disciplines in the University and Region to enhance our creative activities so they have greater impact on local and University Communities

### Actions

- a. Establish pathways to collaboration with various University departments and projects through interdisciplinary committees consisting of diverse programs.
- b. Encourage outreach of our Music Faculty toward the community and region, forging creative relationships with the various arts and educational organizations

**Objective 2.2** Seek National and International performance and presentation opportunities to share our interpretive and creative activities among our global colleagues.

### Actions

- a. Identify the most influential conferences, festivals, and public performances within all of the genres of the department and focus recruitment and marketing on those events.
- b. Increase collaboration among ensembles and studios to enhance and diversify ensembles. Encourage piano, string, vocal, and instrumental collaboration.

### KPI

- Collaborative projects and public presentations/concerts/recitals between the music department and other departments on campus
- Acceptance and performances by faculty and /or students at regional, state, national and international events, conferences and festivals
- Presentation of concerts and/or recitals on campus by faculty and students

## University Goal 3. Amplify Extension and Outreach

**Objective 3.1** Be a leader in artistry, creativity, ingenuity, and community development

### Actions

- a. Elevate regional and national reputation by developing collaborative and networked partnerships
- b. Build performance collaborative initiatives with professional artists and ensembles, national organizations, community ensembles, and programs with cross-border institutions
- c. Connect and partner with arts initiative programs across the state
- d. Network and market NMSU performance ensembles, faculty recitals, and student performances to New Mexico, Arizona, and West Texas communities

**Objective 3.2** Develop and implement innovative and culturally responsive PK-20 outreach, professional development, and continuing education programs.

### Actions

- a. Coordinate Departmental outreach, professional development, and continuing education programs
- b. Coordinate outreach and professional development programs offered by the multiple concentrations of the department
- c. Increase engagement of multi-generational students in continuing education and professional development to promote lifelong learning
- d. Provide discipline and knowledge to professional development programs with the objective of enhancing educational learning outcomes statewide

**Objective 3.3** Improve PK-20 Music Education

### Actions

- a. Lead and improve New Mexico higher education institutions dedicated to the improvement of PK-20 music education as a statewide system, including advocacy efforts
- b. Increase engagement of underrepresented populations in all concentration areas of music education

**Objective 3.4** Strengthen and elevate public-private engagement

## **Actions**

a. Enhance culture of private sector engagement with the department

b. Promote the department as a resource for the highest artistry and creative activities, cross-area collaborations, and qualified students from diverse backgrounds

## **KPI**

- Youth and students engaged

- Teachers and school administrators engaged

- Collaborative student and faculty projects, programs, and performances

- Regional, national, and international engagements

- Community involvement and attendance

# University Goal 4. Build a Robust University System

NMSU seeks to improve the University's System, across the board, for faculty, staff, students, alumni, donors, stakeholders, and prospective students and their families. Cooperation throughout the NMSU system will be exemplary for university systems across the nation through efficient, effective, and empowering operations that align with our strategic goals.

## Objective 4.1 Cultivate, encourage, and recognize faculty and staff excellence

### Actions

- a. Provide annual feedback with all department team members that include suggested actions for improvement in performance and recognition of work well done.
- b. Support faculty and staff through professional development opportunities.
- c. Publicly promote the accomplishments of faculty and staff members.

## Objective 4.2 Be proactive in supporting diversity and inclusion in all functions of the department

### Actions

- a. Manage the assignments of committees and work teams, including diversity of membership and experience of team members, to create the best possible solutions and decisions for the department.
- b. Encourage Faculty to examine the role that diversity played within the department's student population and how their involvement effects student success.

### KPI

- Faculty and staff members active engagement and participation in the decisions and operation of the music program
- Diversity in committee population and decision-making process