

---

## *A New Era of Excellence through Partnership: Building the Vision*

### **Success Goal 2 – Diversity**

- Strengthen our commitment to diversity of faculty, staff and students, anchoring our path to excellence in an unwavering commitment to access and inclusion

### **Objective 2.1 – Increase diversity among Students, staff and faculty**

**Strategy:** Hold retreat and implement best practices for recruiting and retaining a diverse faculty

- KPI 2.1.1 – Percentage of Underrepresented Faculty Target
- KPI 2.1.2 – Percentage of Underrepresented Students Target
- KPI 2.1.3 – Number of Underrepresented Faculty/Staff in Leadership Target
- KPI 2.1.4 Number of Underrepresented Faculty in rank Target
- KPI 2.1.5 Graduation Rates among Underrepresented Student Groups Target

### **Objective 2.2 – Provide education opportunities to New Mexicans to Encourage Participation in Degree Programs Among Underrepresented Groups**

**Strategy:** Establish task force to analyze and revise the undergraduate and graduate scholarship and waiver system

- KPI 2.2.1 – Percentage of Financial Assistance Need Met Target
- KPI 2.2.2 – Cost of Attendance Target
- KPI 2.2.3 Scholarships Awarded to Underrepresented Groups Target
- KPI 2.2.4 Number of Flexible Programs Accessible to Distant Learners Target
- KPI 2.3.5 Increase Percentage of International Students Target

### **Objective 2.3 – Enroll competitive proportion of in-state 2-year campus, out-of-state, international and graduate students.**

**Strategy:** Take Vice President for Student Success with developing a comprehensive enrollment management strategy

- KPI 2.3.1 – Yield Rate First-Time Freshmen Target
- KPI 2.3.2 – Ratio of Graduate to Undergraduate Enrollment Target
- KPI 2.3.3 Ratio of In-State/Out of State Students Target
- KPI 2.3.5 Percentage of Transfer Students Target

### **Objective 2.4 Conduct research, teaching and service that integrates diversity for students, staff and faculty.**

**Strategy:** Through internal and external partnerships and other collaborations, devise strategies in which research productivity that integrates diversity can be increased (UF/S = Underrepresented Faculty/Students)

- KPI 2.4.1 *Research* that integrates diversity themes Target
- KPI 2.4.2 *Research* Grants and Contracts Awarded to UF/S Target

KPI 2.4.3 - Integrating diversity as part of class curricula ( <i>teaching</i> )	Target
KPI 2.4.4 – Number of outreach/ <i>service</i> projects aimed at diverse populations	Target