

New Mexico State University
 New Initiatives Supporting Vision 2020 Goals and Objectives
 For Allocation of President’s Performance Fund – Fiscal Year 2013-2014

Date of Request:	September 10, 2013	
Submitted By:	Elsa C. Arroyos	Phone: 646-6589
College or Unit:	College of Education	
Department:	Counseling & Educational Psychology (CEP)	
Project Name: (Short description): NMSU Community Mental Health & Wellness Clinic: Post-Doctorate Fellowship		
<input checked="" type="checkbox"/>	Recurring for:	Amount Recurring Funding Requested per year: [
	<input checked="" type="checkbox"/> One Year	Year 1: \$28,000 base salary + 31% fringe) = \$36,680.00
	<input checked="" type="checkbox"/> Two Years	Year 2: \$28,000 base salary + COLA + fringe = \$38,147.20
	<input checked="" type="checkbox"/> Three Years	Year 3: \$28,000 base salary + COLA + fringe = \$39,673.09
<input type="checkbox"/>	Non-Recurring	Amount Non-Recurring Funding Requested: \$
Description of request		
<p>The NMSU Community Mental Health & Wellness Clinic (aka, <i>The Clinic</i>) is a counseling, assessment, and research facility that seeks to address and assist with a wide range of personal, social, environmental difficulties, including serious mental health problems. Counselors-in-training and professional staff bring a wide range of clinical experience to bear, assisting individuals, couples, families, and groups with solving problems, managing and decreasing stress, improving decision-making, personal and relationship enhancement, and building the skills to address common struggles. More serious client problems, including depression, anxiety, substance abuse, and persistent mental illnesses, are also addressed. Spanish-language services can be made available. Rigorous supervision of all student counselors is required, with primary responsibilities placed on the clinic coordinator, who is available at all times, including evenings and weekends via an on-call procedure. Responsibility for <i>The Clinic</i> rests with the clinic coordinator, the CEP department head, and affiliated CEP faculty/instructors. Daily operations are managed by the clinic coordinator, doctoral-level graduate assistants, and support staff. Given the significant mental health needs of the university and surrounding communities and the services that are provided in <i>The Clinic</i>, there has been a steady increase in clientele being served, which is stressing the limited resources. In an effort to maintain high-quality services in response to the increasing clientele being served, we are requesting 3 years of recurring funding for a Post-Doctoral Research Scientist (Ph.D. or Psy.D. and licensed practitioner; Counseling, School or Clinical Psychologist), preferably someone who is bilingual (English/Spanish). This individual would assist with clinical supervision in addition to carrying his or her own counseling and/or assessment caseload as well as provide much needed counseling/assessment to clients whose primary language is Spanish. Further, he or she would engage in community outreach efforts such as promoting <i>The Clinic</i>, providing professional development activities for trainees and practitioners affiliated with <i>The Clinic</i>, and program development. Lastly, he or she would engage in consultative services with the staff. With this individual integrated in to <i>The Clinic</i>, the present clinic coordinator would have more flexibility to strengthen the infrastructure of <i>The Clinic</i>, such as securing a cash flow system, tightening up the billing system, and pursuing external funding. These efforts, when proven effective, would help to increase the operational resources to The Clinic and establish a funding stream to continue funding a Post-doctorate practitioner beyond the 3rd year of this funding request. Additional benefits stemming from this position will include a strengthening bridge between NMSU and the outlying communities served and direct service delivery to address the mental health needs of individuals from the NMSU campus and surrounding communities.</p>		

2014 Budget Form – President’s Performance Fund

Request Justification	
Support Vision 2020 Goals (select as many Vision 2020 goals as apply below).	
<input checked="" type="checkbox"/>	1. Graduation – Teaching, Learning & Programs - Provide effective academic programs, stellar teaching and learning, and enhanced student engagement to advance highly capable graduates
<input checked="" type="checkbox"/>	2. Diversity – Be a model of student, faculty and staff diversity at all levels
<input type="checkbox"/>	3. Internationalization - Effectively prepare students for a global society
<input type="checkbox"/>	4. Research & Creative Activity -- Be the catalyst for promoting discovery, encouraging innovation, sparking economic advancement, and inspiring creative achievement
<input type="checkbox"/>	5. Economic Development -- Be a driving force for economic progress in New Mexico
<input type="checkbox"/>	6. Resource Stewardship -- Increase philanthropy and alternative revenue to support teaching, research and service
<input checked="" type="checkbox"/>	7. Community - Service, Extension & Outreach -- Be a model for community engagement at all levels through innovative and exceptional outreach activity
<input checked="" type="checkbox"/>	Specific objectives: (Complete attached Performance Data Matrix)

Approvals (please print and sign)			
Submitted by	_____	_____	_____
	Print	Signature	Date
Director/ Department Approval	<u>Elsa C. Arroyo</u>	<u>Elsa C. Arroyo</u>	<u>9/27/2012</u>
	Print	Signature	Date
College Dean/ Division VP Approval	<u>Michael A. Maeder</u>	<u>Michael A. Maeder</u>	<u>9/27/13</u>
	Print	Signature	Date

Internal Use Only				
University Budget Committee:	Tier Assignment:	<input type="checkbox"/> Tier I	<input type="checkbox"/> Tier II	<input type="checkbox"/> Tier III
	Ranking No.:	_____	Date:	_____
Comments:				
President’s Academic Council:	<input type="checkbox"/> Approved	<input type="checkbox"/> Disapproved	Date:	_____
Comments:				

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Performance Data Matrix
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The Vision 2020 Strategic Plan provides goals, objectives and key performance indicators for the University. Using the goal(s) you have check marked on the request form, please indicate which of the stated objectives this request is projected to positively impact, how the request is tied to the selected objective and propose a performance measure(s). Then indicate the target performance improvement goals over an annual timeline not to exceed three (3) years. Add rows as needed.

All Presidents’ Performance Fund awards are subject to annual review of comparative performance as a condition of continuing award. The required conditions of continuing funding will be identified at the time of award from the President’s Performance Fund.

Goal Number	Vision 2020 Objective	Explain how request is tied to this objective	Performance Measure	FY2013-2014 Target	FY2014-2015 Target (if applicable)	FY 2015-2016 Target (if applicable)
1	Graduation – Teaching, Learning & Programs	1-provide a learning environment and course offerings supportive of timely degree completion 2-provide strong academic programs through continuous innovation and evaluation	KPI 1 – graduation rates	Post-doc would provide 1 hour of supervision each week to 5-7 graduate students. Of those students, approximately 2-3 would graduate in that academic year. Add a new component to <i>The Clinic</i> focused on behavioral health and community mental health models and applications. Post-doc will provide 2 trainings a semester and	Post-doc would provide 1 hour of supervision each week to 6-8 graduate students. Of those students, approximately 4 would graduate in that academic year. Add a new component to <i>The Clinic</i> focused on behavioral health and community mental health models and applications. Post-doc will provide 3 trainings a semester and	Post-doc would provide 1 hour of supervision each week to 8-10 graduate students. Of those students, approximately 6 would graduate in that academic year. Add a new component to <i>The Clinic</i> focused on behavioral health and community mental health models and applications. Post-doc will provide 5 trainings a semester

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	<p>integrate evaluative procedures for not only students but <i>The Clinic</i> as well.</p>		<p>provide individual and group supervision in this area on a weekly basis as needed. Graduates would be more highly prepared and more diversified in their skill sets to meet the changing mental health service delivery systems.</p>	<p>provide individual and group supervision in this area on a weekly basis as needed. Graduates would be more highly prepared and more diversified in their skill sets to meet the changing mental health service delivery systems.</p>	<p>(approximately 1 per month) and provide individual and group supervision in this area on a weekly basis as needed. Graduates would be more highly prepared and more diversified in their skill sets to meet the changing mental health service delivery systems.</p>
<p>1 Graduation – Teaching, Learning & Programs</p>	<p>2-provide strong academic programs through continuous innovation and evaluation</p>	<p>KPI 1 – graduation rates</p>	<p>Post-doc hired will be bilingual (preferably) or possess cultural competency to serve a diverse clientele. Post-doc will supervise bilingual counseling and assessment services to clients from various cultural and linguistic</p>	<p>Post-doc will supervise the bilingual counseling and/or assessments of at least 4 graduate students. Graduate students will provide (when appropriate) bilingual counseling and/or assessments to a diverse clientele</p>	<p>Post-doc will supervise the bilingual counseling and/or assessments of at least 5 graduate students. Graduate students will provide (when appropriate) bilingual counseling and/or assessments to a diverse clientele</p>
					<p>Post-doc will supervise the bilingual counseling and/or assessments of at least 6 graduate students. Graduate students will provide (when appropriate) bilingual counseling and/or assessments to a diverse clientele</p>

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	backgrounds.			(with supervision); approximately 1-2 clients each. We anticipate at least 3-4 graduates a year with this specialized training.	(with supervision); approximately 1-2 clients each. We anticipate at least 3-4 graduates a year with this specialized training.	(with supervision); approximately 1-2 clients each. We anticipate at least 3-4 graduates a year with this specialized training.
2 Diversity	1-provide an academic environment support of a diverse student, faculty and staff population 2-shape student diversity at all academic stages through support services 3-implement recruitment and retention efforts to	Post-doc hired will be bilingual (preferably) or possess cultural competency to serve a diverse clientele. Further, the Post-doc will provide counseling and assessment services to clients from various cultural and linguistic backgrounds.	KPI 4 (employee headcount by gender and race/ethnicity) KPI 5 (student headcount by gender and race/ethnicity (i.e., clients served)	Recruit a Post-doctorate psychologist who hails from a culturally and/or linguistically diverse background. Post-doc will serve a diverse clientele and provide services to at least 10 clients	Retain post-doctorate psychologist. Post-doc will serve a diverse clientele and provide services (possibly bilingually) to at least 12 clients	Retain post-doctorate psychologist. Post-doc will serve a diverse clientele and provide services (possibly bilingually) to at least 15 clients

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7 Community- Service, Extension & Outreach	diversify staff	1-showcase, market and gain recognition of NMSU’s strong programs and achievements among potential students, faculty and staff, current students, alumni, donors, legislators, and accrediting bodies 2-recognize and reward high quality achievements and encourage community outreach	Post-Doc would enhance the graduate work (via professional development opportunities & workshops) of students receiving counseling and assessment training in <i>The Clinic</i> , thereby advancing their capability as counselors and evaluators while serving the mental health needs of the NMSU student body and community. More specifically, post-doc will provide professional	KPI 17 (number of outreach activities)	2 Professional Development (PD) or other training workshops per semester	3 PD or training workshops per semester	9 PD or training workshops for academic year
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	<p>efforts</p>	<p>development (PD) trainings and/or workshops to graduate students, practitioners and staff (from campus and community agencies).</p>	<p>KPI 17 (number of outreach activities)</p>	<p>Post-doc will promote <i>The Clinic</i> to surrounding community and help facilitate outreach efforts. Post-doc will work with Clinic Coordinator to create and disseminate materials promoting <i>The Clinic</i> to NMSU and surrounding community</p>	<p>1-showcase, market and gain recognition of NMSU’s strong programs and achievements among potential students, faculty and staff, current students, alumni, donors, legislators, and accrediting bodies 2-recognize</p>
			<p>Post-doc will spend at least 4 hours weekly in promotional dissemination within the regional community; 10-12 presentations, trainings, and/or screenings to NMSU and community entities per year</p>		
			<p>Post-doc will spend at least 5 hours weekly in promotional dissemination within the regional community; 15 presentations, trainings, and/or screenings to NMSU and community entities per year</p>		
			<p>Post-doc will spend at least 6 hours weekly in promotional dissemination within the regional community; 20 presentations, trainings, and/or screenings to NMSU and community entities per year</p>		

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	and reward high quality achievements and encourage community outreach efforts		KPI 17 (number of outreach activities)		Post-doc will develop and provide community-based mental health education and training events (including offering mental health screenings and referrals). Post-doc will work with Clinic Coordinator to develop and provide psychoeducation and trainings targeted to the regional community, including	1-showcase, market and gain recognition of NMSU’s strong programs and achievements among potential students, faculty and staff, current students, alumni, donors, legislators, and accrediting bodies 2-recognize and reward high quality achievements	7 Community-Service, Extension & Outreach
		Post-doc will complete 4 psychoeducational and training events within the regional community					
		Post-doc will complete 6 psychoeducational and training events within the regional community					
		Post-doc will complete 8 psychoeducational and training events within the regional community					

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	and encourage community outreach efforts	bilingual events.			
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