

## **Summary: Plans for sustaining and enhancing performance through continuous improvement as articulated in this standard.**

The unit is able to recruit faculty in all of its programs. However, given the sharp decline in college-wide enrollments and the accompanying reductions in the budget, faculty retention is a concern. Faculty salaries are relatively low when compared with other institutions in the region (see data from the American Association for University Professors (AAUP) published at [www.Higheredjobs.com](http://www.Higheredjobs.com), Ex. 5.b.7), which in turn will present challenges when recruiting. Up to now the unit has been able to address this challenge by providing added compensation derived from work performed as part of obtained grants. The Office of Academic Affairs has endeavored to ensure availability of support for hiring at least one more faculty member once the BA in ECE receives final approval.

In addition, it should be noted that faculty have been very productive scholars in their respective fields, hold offices at the state, national and international levels of their professional associations. Faculty is highly active in providing service to schools and their professional communities, and presenters. They also are major resources for our stakeholders in terms of in-service training opportunities that are responsive to specific needs in the region. Additional availability of grant support should provides both opportunities for research and for dissemination. These are admittedly limited given the extent of institutional support while facing financial challenges.

Close collaborations with our partners in the school continue to be a major asses both in terms of preparing candidates but also in terms of providing for faculty development and targeted service, i.e., service that originates in direct responses to school requests for assistance. As unit personnel increases their presence at schools while supervising interns, they are also engaging mentors and school administrators and becoming available in terms of responding to specific request for professional development. For instance, this last summer, a faculty member was asked by a principal to meet with the teachers in his schools and talk about requirements for an ESL/ Bil endorsement at NNMC. As a result of this, eighteen teachers took two summer courses (both required for the endorsement) and will be taking the required language class in the fall. We anticipate this sort of opportunities will increase as New Mexico moves closer to ensuring all students have access to credential teachers in ESL/ Bil.