

IRD STRATEGIC *Plan* 2022



Goal 1

**ENHANCE STUDENT
SUCCESS AND
SOCIAL MOBILITY**

Objective 1.1

Maintain and enhance a structure that supports student success.

Actions Objective 1.1

- Identify, list, and promote opportunities in agriculture, natural resources, engineering, business, tourism, and clean energy that benefit Native Americans affiliated with tribal nations in New Mexico.
- Establish stakeholder advisory committees at the program level to align activities that meet IRD constituents' needs.
- Enlist outreach assistance to promote and support IRD activities throughout the service area.
- Increase student internship opportunities at different higher education institutions in New Mexico, tribal nations, organizations, and businesses.
- Foster a culture that expands student entrepreneurship opportunities.
- Pursue extramural grants that complement IRD funds to fulfill its mission.

Objective 1.2

Offer summer camps, career and college opportunities, and other enrichment programs.

Actions Objective 1.2

- Establish partnerships to develop and/or offer the enrichment opportunities listed on the objective.
- Invite presenters who are Native American professionals or college students to speak with high school students, or college students, to share their journey and serve as role models.
- Research, gather and promote current educational and professional development resources via the IRD web site, workshops, and presentations.
- Identify and develop hands-on activities that could be part of the offerings.
- Keep anecdotal record of the impact that activities had in creating a pathway to higher education for participants.
- Offer enrichment programs at any of the high schools, higher education institutions, or tribal nations in New Mexico.

List of KPIs

Key Performance Indicators

1. Number of educational and professional development opportunities, besides internships, IRD promoted.
2. Number of projects and ideas brought up or suggested by advisory committee members.
3. Number of internships that IRD promoted, helped develop, funded (partially or fully).
4. Number of entrepreneurial outreach contacts, and services, offered to Native American students through IRD partnerships.
5. Number of speaking engagements by Native American professionals.
6. Number of impact stories collected.
7. Dollar amount proposals submitted.
8. Dollar amount secured from proposals and donations.
9. Number of partnerships established related to offerings of enrichment opportunities.
10. Number of enrichment opportunities offered.
11. List of location of where enrichment programs took place.

Goal 2

**ELEVATE RESEARCH
AND CREATIVITY**

Objective 2.1

Incorporate emerging issues, in IRD's focus areas, that are relevant to tribal nations in NM.

Actions Objective 2.1

- Develop a network of Native professionals and invite them to speak with Native students about real world application of academic majors.
- Solicit input in the areas of focus of IRD from tribal reps, Tribal Advisory Committee, College Advisory Committee, and Youth Advisory Committee members about emerging issues, opportunities, and assets in their communities.

Objective 2.2

Support research and educational opportunities related to water policy, use, and conservation in New Mexico.

Actions Objective 2.2

- Learn about tribal water management goals, challenges, and approaches.
- Identify and support internship and research placement opportunities for students interested in water resources.
- Promote educational opportunities related to water science and management.
- Develop a network of Native professionals who could serve as role models to high school and college students, and explain applicability of academic majors.

Objective 2.3

Support critical research regarding natural resources, food, agriculture, business, energy and engineering that is of interest to tribal nations in New Mexico.

Actions Objective 2.3

- Learn about how tribal goals, efforts and challenges related to the topics in the objective.
- Support the participation of NM Native American students in research experiences and professional development opportunities in the areas of focus of IRD.
- Promote participation of tribal representatives in professional development opportunities in the areas of focus of IRD.
- Share information, research, and resources that could be of interest to tribal entities.

Objective 2.4

Use interdisciplinary and integrated approaches in planning and implementing programs.

Actions Objective 2.4

- Include individuals and groups with varied backgrounds and expertise in planning and implementing programs.
- Ensure that, whenever possible, IRD programing includes hands-on experiences.
- Work in-tandem with beneficiaries of IRD services to ensure that programing is a response to the needs they have identified.

List of KPIs

Key Performance Indicators

1. Number of Native American students who participated in research opportunities.
2. Number of Native professionals with whom IRD established a working relationship.
3. Number of interactions with Tribal Advisory Committee, College Advisory Committee, and Youth Advisory Committee members.
4. Number of times IRD engaged with tribes to work on water issues.
5. Number of times IRD engaged with tribes and individuals with varied backgrounds to work on topics listed on objective 2.3 and 2.4.

Goal 3

**AMPLIFY EXTENSION,
OUTREACH, AND ECONOMIC
AND COMMUNITY
DEVELOPMENT**

Objective 3.1

Develop innovative and multidisciplinary programming in collaboration with tribal entities, high schools, HE institutions, chambers of commerce, businesses, and other organizations.

Actions Objective 3.1

- TAC will share IRD updates, resources, and services back to their respective communities.
- Outreach and visit NM high schools to bring awareness about IRD resources useful to students, counselors, and administrators.
- Enlist outreach assistance from IRD partners and collaborators to promote and support IRD activities throughout the service area.
- Develop effective program delivery methods, based on stakeholder needs that are culturally appropriate, hands-on, and tailored to audiences.
- Support training and workshops related to business development, finances, management, and marketing of Native owned/focused business.
- Support workforce development opportunities such as internships and apprenticeships for Native students and tribal employees.
- Use the communication plan as a guide to promote IRD and its programming and opportunities for Native students.

Objective 3.2

Connect tribes in NM with each other, and with community colleges, universities and businesses based on tribal interest.

Actions Objective 3.2

- IRD Advisory Committees will advise on professional and community contacts, tribal needs and interests, and youth programing.
- Develop and follow a six-month outreach plan for the four main units of IRD, high schools, colleges, tribes, and businesses.

Objective 3.3

Seize new opportunities to raise awareness about IRD and Extension resources, programs, and success stories.

Actions Objective 3.3

- Develop outreach initiatives with higher education institutions, community organizations and Tribal organizations.
- Develop collaborative relationships with Extension agents. Present to them about IRD at least once a year to keep them abreast of IRD resources, programs, and potential collaboration opportunities.
- Bring awareness about IRD and Extension resources to IRD stakeholders.

Objective 3.4

Support youth involved in Extension and outreach programs to broaden their experience through collaborations with IRD partners.

Actions Objective 3.4

- Continue to identify, list and promote summer and college exploration camps in NM, especially those in agriculture, natural resources, engineering, energy and business.
- Continue to support students to attend professional and career development opportunities such as conferences, research projects and internships.
- Develop new partnerships and continue collaborations with tribal nations, high schools, HE institutions, chambers of commerce, businesses, and other organizations to support student youth opportunities.

List of KPIs

Key Performance Indicators

1. Number of new contacts IRD made with NM high schools.
2. Number of outreach visits to NM high schools.
3. Number of testimonies from participants of IRD programs and press releases.
4. Number of presentations given to high schools, higher education institutions, and tribes regarding IRD and Extension resources and programs.
5. Number of connections facilitated by IRD between tribal nations in New Mexico, and NM higher education institutions and community organizations.
6. Number of collaborations with partners.
7. Number of meetings with IRD Advisory Committees.
8. Number of meetings and presentations to CES staff.
9. Number of visits to IRD web site pages.

Goal 4

**BUILD A ROBUST UNIVERSITY
BY IMPLEMENTING COLLEGE-
WIDE, MISSION-SUPPORTING
STRATEGIC INITIATIVES**

Objective 4.1

ACES and NMSU demonstrate that they value the contributions and potential of Native Americans by supporting the work of the IRD.

Actions Objective 4.1

- Keep ACES' departmental meetings and NMSU's leadership abreast of the work of the IRD with NM tribal communities, NM high schools, NM higher education institutions, and NM native businesses, so they are prepared to explain the importance of the work of the IRD to NM stakeholders and the Legislature.
- Develop collaborations with NMSU staff and faculty to work with IRD.

Objective 4.2

Continue a targeted involvement in regional, national, and international programs.

Actions Objective 4.2

- Identify groups in NM and in the U.S. who support and manage opportunities for national and international experiences in which Native American students can participate.
- Work with industry to develop internship opportunities for Native American students in New Mexico.
- Identify funding, mentor support, and travel technical assistance for Native American students to participate in national and international experiences.

Objective 4.3

Increase the level of support for IRD from the public; local, state, and federal governments and agencies; and businesses and foundations.

Actions Objective 4.3

- Continue participating in coalition-building with Extension services, non-profit organizations, professional organizations, and tribal entities.
- Participate in meetings of local, state, and federal government departments, programs, and agencies in support of objective 4.3.
- Consider key constituent feedback and testimonies that support, expand, and refine IRD's initiatives.
- Foster engagement with industry through internships, apprenticeships, and other professional development opportunities for Native American students.
- Develop an endowment fund for IRD in collaboration with those who believe in the value of IRD for tribal communities and Native American students.

Objective 4.4

Encourage and cultivate IRD staff and student excellence by supporting training, development, and recognition.

Actions Objective 4.4

- Support the professional and personal development of IRD staff and student aides, and be committed to work in an affirming, supportive and enriching environment.
- Continue the practice of weekly IRD team meetings where members take turns facilitating, discuss education topics, decide on programming, give work updates, and exchange constructive feedback.
- Support opportunities for IRD staff and students to communicate and work with community members and partners.
- Foster team building and communication among IRD staff and students to work on projects and IRD initiatives.
- Support cultural awareness trainings to optimize IRD staff and student understanding of how to best facilitate resources for NM diverse communities.

List of KPIs

Key Performance Indicators

1. Number of meetings with leadership from ACES and NMSU for IRD updates.
2. Develop semiannual formal program and individual measurable goals.
3. Number of businesses and community groups/organizations with whom IRD explored, developed, or funded internships, apprenticeships, and other professional development opportunities.
4. Number of professional and personal development hours for IRD staff and students.
5. Number of IRD team meetings.
6. Number of meetings, presentations, and coalitions related to objective 4.3.



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