

**RESOLUTION OF THE
BOARD OF REGENTS OF
NAVAJO TECHNICAL UNIVERSITY**

Approving of the 2025-2030 Academic Master Plan, attached hereto as Exhibit A.

WHEREAS:


1. The Board of Regents of the Navajo Technical University is responsible for the administration, operations and the development of policy as stated in Navajo Nation Council Resolution CO-58-16, enacted on November 10, 2016, that amended the University's enabling legislation, codified at 15 N.N.C. §§1201-1210; and
2. Pursuant to the University's enabling legislation, Navajo Technical University (NTU) is organized as an institution of higher learning for the primary purpose of providing post-secondary and post-graduate education programs that serve both the academic and vocational/technical needs of the Navajo Nation and its citizens, 15 N.N.C. §1203(A); and
3. Pursuant to the University's enabling legislation, the Board of Regents of Navajo Technical University is authorized to review and approve course curricula, assessment structures, program plans, research, and development projects, in accordance with established program priorities and policies of the University, 15 N.N.C. §1205(F), and to review and approve contracts, 15 N.N.C. §1205(R); and
4. The students, administration, faculty, and staff of the Navajo Technical University have reviewed the 2025-2030 Academic Master Plan (AMP), to align academic programs with NTU's mission, vision, philosophy, core values, budget, and strategic plan to increase effectiveness, attached hereto as Exhibit A; and
5. The Administration of the Navajo Technical University hereby recommends to the Board of Regents of Navajo Technical University to approve the 2025-2030 Academic Master Plan, which integrates the existing processes with best practices to improve persistence, retention, and graduation, rates of students, attached hereto as Exhibit A.

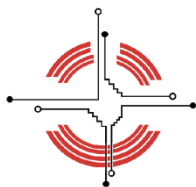
NOW THEREFORE BE IT RESOLVED THAT:

1. The Board of Regents of the Navajo Technical University hereby approves the 2025-2030 Academic Master Plan, to develop and strengthen NTU's academic programs, attached hereto as Exhibit A.
2. The President of Navajo Technical University is hereby authorized, directed, and empowered to do all things necessary to effectuate the purpose of this resolution.

CERTIFICATION

I hereby confirm that this resolution was discussed and considered by the Board of Regents of the Navajo Technical University at a duly called meeting held in Churchrock, at New Mexico, at which a quorum was present, and that this resolution was passed by a vote of **5** in favor, **0** opposed and **0** abstained on the 9th day of May 2025.


Dr. Delores Greyeyes, Vice Chairperson
NTU Board of Regents



Academic Master Plan (AMP)
2025-2030

Adopted on May 9, 2025

Table of Contents

| | |
|--|----------|
| 1. Introduction | 1 |
| 2. Academic Departments | 3 |
| 3. Academic Master Plan Goals | 3 |
| 4. Development of New Programs | 4 |
| 5. Number of Students Required Per Cohort | 5 |
| 6. Program Review | 5 |
| 7. Closure of Programs | 5 |
| 8. Data Collection and Report | 6 |
| 9. Dissertation and Thesis Committees | 6 |
| 10. Institutional Review Board (IRB) | 6 |
| 11. Glossary | 6 |
| 12. References | 7 |

1. Introduction

The objective of Navajo Technical University (NTU)'s academic master plan (AMP) is to improve quality of life through education and to align academic programs with NTU's mission, vision, philosophy, core values, budget, and strategic plan to increase effectiveness. NTU's academic master plan will integrate the existing processes with best practices to improve persistence, retention, and graduation, rates of students. The AMP should occur at program level, departmental level, academic support, administrative support services as well as at the institutional-university level. The academic master plan should be reviewed annually.

Mission, Vision, and Philosophy

Mission: Navajo Technical University honors Diné culture and language, while educating for the future.

Vision: Navajo Technical University provides an excellent educational experience in a supportive, culturally diverse environment, enabling all community members to grow intellectually, culturally, and economically.

Philosophy: Through the teachings of Nitsáhákees (thinking), Nahátá (planning), Íina (implementing), and Siihasin (reflection), students acquire quality education in diverse fields, while preserving cultural values and gaining economic opportunities.

Bitsé Siléí (Core Values)

1. **Íhoo'aah: Learning** - We are passionate about knowledge and continue to learn throughout our lives. We pursue new experiences and ways of thinking. We appreciate that much of our learning will occur by interacting with others, inside and outside of the classroom.
2. **Éédééhtí: Innovation** – We encourage and support our faculty, staff, and students in all forms of scholarship, including the discovery of knowledge in teaching and learning, and in developing innovative products and processes.
3. **Alk'izhdiití: Communication** - We strive to practice honest and open exchanges of ideas in an environment where encouragement serves as the basis for our communication.
4. **Ahilna'anish: Collaboration** - We work together towards the common goals of the university and our larger communities, while valuing teamwork, participation, and a wealth of ideas.
5. **'Adiljidlí: Integrity** – We seek to reflect integrity by upholding the highest ethical standards in personal and professional behavior, and in our commitment to transparency and accountability.
6. **Alhidilzin: Respect** - We strive to be a community that appreciates the gifts and unique contributions of each person. We honor the Navajo way of life while also welcoming diverse perspectives.
7. **Na'alkaah: Research** - We create new knowledge that benefits the Navajo people and all human beings through ethical research practices.

2. Academic Departments

According to the latest organizational chart, approved on March 16, 2025, NTU currently has seven Schools or Academic Departments:

1. School of Applied Technology
2. School of Arts and Humanities
3. School of Business
4. School of Engineering, Mathematics, and Technology
5. School of Culinary Arts, Hospitality and Tourism
6. School of Science
7. School of Graduate Studies

Two additional schools have been proposed to accommodate development of new programs, as outlined in section 4, below:

1. School of Education
2. School of Health Sciences

3. Academic Master Plan Goals

To improve students' completion, graduation, persistence, and retention rates at NTU, the following goals listed below have been identified and are aligned with the University's budget and strategic plan.

Goal 3.1: Enhance academic support services

Goal 3.2. Implement career readiness initiatives.

Goal 3.3. Increase first-time in college (FITC) students by one hundred (100) every academic year.

Goal 3.4. Develop and launch an autonomous Institutional Review Board independent from the Navajo Nation, to approve students, faculty, and staff research projects.

Goal 3.5. Increase persistence rate by 2% annually.

Goal 3.6. Increase retention rate by 2% annually.

Goal 3.7. Improve graduation rate by 2% annually.

Completion Time: Fall 2026

Lead Person(s): Provost, Dean of Undergraduate Studies, Dean of Graduate Studies, Dean of Student Services, & Instructional Sites Directors

4. Development of Microcredentials and New Degree Programs

Underlying Rationale for Development of NTU's Curriculum:

Navajo Technical University was founded by the Navajo Nation to address tribal needs through an institution of higher learning. NTU has met with tribal divisions and departments and consulted on a regular basis with communities, students, and other stakeholders where its campuses are currently located. Program development is guided by tribal goals identified during different listening sessions. Current needs assessed in the 2024 listening sessions produced the current spate of Microcredential programs.

There are several programs at NTU that will support the development of these new degree programs to leverage both capital and human resources to improve the Navajo Nation. There are some current faculty who will teach in the new programs, mitigating the need to hire all new program faculty. Land grant funding will support the Animal Science degree program, and NTEC will support associate degree programs in Geology. Any new programs that are listed in this current academic master plan, which are not developed by 2030 will be included in the next academic master plan, which will be from 2030-2035.

Stackable Microcredentials (Starting in Summer 2025)

-Details TBD

New academic programs that will be developed if funding and interest justify the effort include:

School of Applied Technology

1. An Associate of Applied Science Degree in Electrical Trades: Fall 2028
2. An Associate of Applied Science Degree in Welding: Fall 2028

School of Arts and Humanities

1. A Bachelor of Arts Degree in Counseling: Fall 2027
2. A Bachelor of Arts Degree in General Studies (On-Campus/Online): Fall 2027
3. A Bachelor of Arts Degree in Psychology: Fall 2028
4. A Bachelor of Arts Degree in Social Work: Fall 2028
5. A Bachelor of Arts Degree in Sociology: Fall 2028

School of Engineering, Math, and Technology

1. A Bachelor of Science Degree in Artificial Intelligence (AI): Fall 2030
2. A Bachelor of Science Degree in Cybersecurity: Fall 2030
3. A Bachelor of Science Degree in Civil Engineering: Fall 2030

School of Hospitality, Culinary Arts, and Tourism

1. A Bachelor of Applied Science in Food Science: Fall 2029

School of Science

1. A Bachelor of Science Degree in Medical Laboratory Science: Fall 2027
2. A Bachelor of Science Degree in Nutrition: Fall 2029
3. A Bachelor of Science Degree in Public Health: 2030

School of Graduate Studies

1. A Master of Business Administration (MBA): Fall 2026
2. A Master of Arts Degree in Counseling: 2030
3. A Master of Science Degree in Environmental Science: Fall 2030
4. A Master of Science Degree in Geographic Information Systems (GIS): Fall 2030
5. A Master of Arts Degree in Psychology: Fall 2030

School of Education (proposed)

1. A Bachelor Arts Degree in Elementary: Fall 2029
1. A Bachelor of Arts Degree in Secondary Educations: Fall 2029
2. A Bachelor of Arts Degree in English Education: Fall 2029

School of Health Sciences (proposed)

1. A Certificate in Billing and Coding (Medical Records): Fall 2029
2. A Certificate in Medical Assistant: Fall 2029
3. A Certificate in Licensed Practical Nursing (LPN): Fall 2029
4. A Bachelor of Science Degree in Health Care Administration: Fall 2030

5. Number of Students required per Cohort

1. For a certificate course, at least twenty-five (25) students are required in a cohort.
2. For an associate degree program, at least twenty-five (25) students are needed per cohort, i.e., a minimum of fifty (50) students for a two-year associate degree program.
3. For a baccalaureate degree program, at least fifteen (15) students are required per cohort, i.e., a minimum of sixty (60) students in a baccalaureate degree program.
4. For a master's degree program, at least ten students (10) are required per cohort, i.e., a minimum of twenty (20) students for a two-year master's degree program.
5. For a Ph.D. degree program, at least four students (4) are required per cohort, i.e., a minimum of sixteen (16) students for a four-year Ph.D. degree program.

6. Program Review

Each program at NTU should be reviewed once every five years by an internal program review committee to determine if a program is viable, or if any changes need to be made in the curriculum. Programs with low enrollment numbers will be given two years to revive the programs and if not, the programs may be closed. As a part of the Higher Learning Commission (HLC) requirements for accreditation, every institution must maintain a practice of regular program review.

7. Closure of Programs

An undergraduate program with less than ten students consistently for three years may be closed. Closure of an academic program must be approved by the Dean of Undergraduate Studies, Provost, and President. The faculty in the closed program must provide a teach-out plan for the current students. The teach-out plan must be submitted to the Provost, Dean of Graduate Studies, Dean of Undergraduate Studies, and the Registrar. Then a resolution for a closure will be submitted to the President and NTU Board of Regents for approval. The Higher Learning Commission (HLC) and the specialized accrediting agency will be notified with a Board resolution and a teach-out plan for the current students. The teach-out plan can vary from one to four semesters, and this

depends on the type of program and degree level. For a phased-out program, faculty re-assignment needs to be assessed and dealt with, either re-assign them or end their contract.

8. Data Collection and Reporting

The goal is to maintain an effective data collection and reporting system from 2025 through 2030.

- Maintain a central repository system for data at NTU Institutional Data Office.
- NTU's Data Office completes an annual report that is shared with the entire University community.
- Develop policies, practices, and procedures to properly manage data.
- Develop and implement a webpage dashboard to disseminate NTU data information.

9. Dissertation and Thesis Committees

Thesis committees for master's programs will consist of three (3) members while dissertation committees for doctorate degree programs will consist of five (5) members. All members of the thesis or dissertation committees must have a Ph.D. or an Ed. D. and may include an appropriately credentialed member of the Diné or Ashiwi community. The Dissertation Committee must have one external faculty member from another department or another university to ensure fairness and quality of the program. Graduate students must defend and present their research work before they can graduate.

10. Institutional Review Board (IRB) (Goal 3.4)

NTU will seek approval for an IRB independent from the Navajo Nation to afford NTU students, faculty and staff to conduct human subject research without delay in the approval process. NTU will establish an active IRB committee to enhance approval and reporting of research activities. Additionally, NTU will implement procedures to ensure research and scholarship activities are appropriate and abide by the IRB policy.

11. Glossary

Completion Rate: is a percentage of students who graduated from a given program during an academic year out of the total number of full-time equivalent (FTE) students who enrolled in the program during the same academic year.

Graduation Rate: graduation rate of full-time, first-time, degree/certificate-seeking undergraduates within 150% of normal time to program completion by cohort.

Persistence Rate: a measure of how many students return from the fall semester to the spring semester. This includes first years, sophomores, juniors, and seniors.

Retention Rate: a measure of how many freshmen continue their studies into their sophomore year.

12. References

Deborah His Horse is Thunder (2015). Student Success at Tribal Colleges and Universities. American Indian Higher Education Consortium, 5-7.

Shippensburg University Academic Master Plan,
[file:///C:/Users/cagbaraji/Documents/NTU_04_19_2011/Academic%20Master%20Plan%20 AMP/Benchmark%20AMP/Shippensburg%20univ%20PA_Academic%20Master%20Plan%204-12-13.pdf](file:///C:/Users/cagbaraji/Documents/NTU_04_19_2011/Academic%20Master%20Plan%20AMP/Benchmark%20AMP/Shippensburg%20univ%20PA_Academic%20Master%20Plan%204-12-13.pdf), retrieved June 30, 2016, 4-6.

University of Cincinnati Academic Master Plan
http://www.uc.edu/content/dam/uc/provost/docs/uc2019/academic_master_plan/AcademicMasterPlan.pdf, retrieved June 30, 2016, 2-16.