

**Mission** *New Mexico Highlands University is a public comprehensive university serving our local and global communities. Our mission is to provide opportunities for undergraduate and graduate students to attain an exceptional education by fostering creativity, critical thinking and research in the liberal arts, sciences, and professions within a diverse community.*

**Vision** *Our vision is to be a premier comprehensive university transforming lives and communities now and for generations to come.*

Department/Program:

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Strategic Goals for 2020 Planning for FY18-FY21	Unit Goals	Unit Actions/Strategies	Measurable Outcome(s)/	Person(s) Responsible	Indicators and Time Frame for Assessment	Date(s) for Review
<p><b>1. Highlands University will achieve academic excellence, academic integration and student success.</b></p>	<p>1. Through the General Faculty, Faculty Senate, Academic Affairs Committee, and other relevant Senate committees, the Faculty Senate will initiate and participate in all discussions regarding improving academic excellence, academic integration, and student success, including the Contingent Faculty Handbook and implementation, the Assessment Handbook and assessment of Co-Curricular Activities, the Advising Manual, Unit Strategic Planning, the Budget Process, and any other relevant issue related either to HLC probation or academics.</p>	<p>1. Vigorously debate and pass appropriate motions regarding academic excellence, academic integration, and student success. 2. Collect shared governance feedback from all Faculty groups.</p>	<p>1. Action items to be found in committee minutes.</p>	<p>1. Chair of the appropriate committee.</p>	<p>1. Rolling as issues are reviewed by the Senate and its committees.</p>	<p>1. Rolling as issues are reviewed by the Senate and its committees.</p>
<p><b>2. Highlands University will achieve strategic enrollment management.</b></p>	<p>1. Through the General Faculty, Faculty Senate, and Student Affairs committee, the Senate will work with the Office of Strategic Enrollment Management to achieve Goal #2, including the Retention Plan and the Advising Manual.</p>	<p>1. Vigorously debate and pass appropriate motions regarding academic excellence, academic integration, and student success. 2. Collect shared governance feedback from all Faculty groups.</p>	<p>1. Action items to be found in committee minutes.</p>	<p>1. Chair of the appropriate committee.</p>	<p>1. Rolling as issues are reviewed by the Senate and its committees.</p>	<p>1. Rolling as issues are reviewed by the Senate and its committees.</p>

**Notes:** Submit plans to your direct supervisor (Dean/Director/VP) by Friday, Sept 23, 2016 at 5:00 pm. Deans/Directors/VP will coordinate review and return with feedback by Friday, Oct 7. Final unit plans will be submitted with the budget requests on Friday, October 21, 2016. Units are generally defined by budget. Units do not have to address every strategic goal in their unit plans. However, units are encouraged to include plans for Goals 5 and 6.

<p><b>3. Highlands University will achieve a vibrant campus life.</b></p>	<p>1. As needed, the General Faculty and Faculty Senate will work to achieve a vibrant campus life, including working with the students, staff, the Dean of Students, and Board of Regents to put on various campus events.</p>	<p>1. Vigorously debate and pass appropriate motions regarding a vibrant campus life. 2. Collect shared governance feedback from all Faculty groups.</p>	<p>1. Action items to be found in committee minutes.</p>	<p>1. Chair of the appropriate committee.</p>	<p>1. Rolling as issues are reviewed by the Senate and its committees.</p>	<p>1. Rolling as issues are reviewed by the Senate and its committees.</p>
<p><b>4. Highlands University will be a community partner.</b></p>	<p>1. While the Faculty Senate and General Faculty value this strategic goal, community partnerships are best accomplished at the departmental level.</p>	<p>1. Departments will report community partnerships to the Senate for enter into the minutes.</p>	<p>1. Departmental reports.</p>	<p>1. Chair of the appropriate department and Chair of the Faculty Senate.</p>	<p>1. Rolling as issues partnerships are formed by departments.</p>	<p>1. Rolling as partnerships are reviewed by the Senate.</p>
<p><b>5. Highlands University will achieve technological advancement and innovation.</b></p>	<p>1. Through the General Faculty, Faculty Senate, and the Technology committee, the Senate will work with the administration to achieve Goal #5, including the adoption of Zoom and full compliance with SARA.</p>	<p>1. Vigorously debate and pass appropriate motions regarding technology advancement. 2. Collect shared governance feedback from all Faculty groups.</p>	<p>1. Action items to be found in committee minutes.</p>	<p>1. Chair of the appropriate committee.</p>	<p>1. Rolling as issues are reviewed by the Senate and its committees.</p>	<p>1. Rolling as issues are reviewed by the Senate and its committees.</p>
<p><b>6. Highlands University will achieve enhanced communication and efficiency.</b></p>	<p>1. The Faculty Senate and General Faculty will modify their motion structure to better communicate with the university as a whole.</p>	<p>1. All Action Items at the General Faculty and Faculty Senate will contain explicit ties to the Strategic Plan as well as a communication plan as to how the Action Item will be disseminated to the campus community.</p>	<p>1. New process implemented in Faculty Senate and General Faculty Meetings.</p>	<p>1. Faculty Senate Chair (Dr. Brandon Kempner).</p>	<p>1. Motion passed in (August 2016). Indicator for success is the rewritten action items in FS minutes.</p>	<p>1. Continually monitored by the Faculty Senate Executive Committee.</p>

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