

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: **NMHU Farmington Center**

Main Contact:

Email: _____

Phone: _____

Strategic Goals for 2020 Planning for FY19-FY21	Unit Goals	Unit Actions/Strategies	Measurable Outcome(s)	Person(s) Responsible	Indicators and Time Frame for Assessment	Date(s) for Review
1. <i>Highlands University will achieve academic excellence, academic integration and student success.</i>						
Action Status w/Description (Achieved, Ongoing, Stop)	Completion Date(s)	Recommendation(s)		Challenge(s)		Budget Consideration (Yes / No)
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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
<i>2.Highlands University will achieve strategic enrollment management.</i>						
Action Status w/Description (Achieved, Ongoing, Stop)	Completion Date(s)	Recommendation(s)		Challenge(s)		Budget Consideration (Yes / No)
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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
3. <i>Highlands University will achieve a vibrant campus life.</i>			1.		1.	
Action Status w/Description (Achieved, Ongoing, Stop)	Completion Date(s)	Recommendation(s)		Challenge(s)		Budget Consideration (Yes / No)
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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
4. <i>Highlands University will be a community partner.</i>		1.	1.		1.	
Action Status w/Description (Achieved, Ongoing, Stop)	Completion Date(s)	Recommendation(s)		Challenge(s)		Budget Consideration (Yes / No)
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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>5. Highlands University will achieve technological advancement and innovation.</p>	<p>1. Develop a compensation study to include research and streamline job descriptions and determine a mean level of compensation in a defined market to support and promote a totals rewards program that attracts, retains, and develops high quality employees by June 30, 2019.</p>	<p>1. Develop a compensation study 2. Ensure job descriptions are updated upon vacancies.</p>	<p>1. Develop a strategy that aligns with Presidential strategy 2. Determine costs involved.</p>	<p>1. Dr. Denise Montoya, Human Resources/Payroll staff 2. President Minner 3. Max Baca 4. Roxanne Gonzales</p>	<p>4. 12 months</p>	<p>1. December 2018 2. June 2019</p>
	<p>2. Complete the PeopleAdmin implementation of recruiting (applicant tracking) and onboarding modules for student, faculty, and staff to include develop just-in-time training for end users by December 31, 2018.</p>	<p>1. Continuously improve the functionality of PeopleAdmin based on feedback obtain by the end users. 2. Develop just in time training materials, job aids, videos and conduct campus wide training.</p>	<p>1. Training tools developed. 2. Training offered to end users.</p>	<p>1. Faron Valencia, Assistant Director of Human Resources/Payroll 2. Marka Trujillo, HR Generalist 3. In collaboration with Career Services and the Provost's Office</p>	<p>6 months and ongoing</p>	<p>December 2018</p>
	<p>3. Design and implement a comprehensive and informative new employee orientation program to incorporate a leadership welcome and onboarding video, new employee orientation to incorporate an</p>	<p>1. Hire a video expert to design a new employee welcome video. 2. Design a new employee orientation process. 3. Develop a robust onboarding process for new hires.</p>	<p>1. Welcome video 2. New employee orientation 3. Onboarding checklists</p>	<p>1. Dr. Denise Montoya, Human Resources/Payroll Director 2. Faron Valencia, Assistant Director of Human Resources/Payroll 3. Marka Trujillo, HR Generalist</p>	<p>12 months</p>	<p>June 2019</p>

	<p>overview of policies, procedures, and fundamental knowledge of Highlands, and develop new employee checklists by June 30, 2019.</p>					
<p>Action Status w/Description (Achieved, Ongoing, Stop)</p>	<p>Completion Date(s)</p>	<p>Recommendation(s)</p>	<p>Challenge(s)</p>	<p>Budget Consideration (Yes / No)</p>		
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6. <i>Highlands University will achieve enhanced communication and efficiency.</i>		1.			1.	
Action Status w/Description (Achieved, Ongoing, Stop)	Completion Date(s)	Recommendation(s)		Challenge(s)		Budget Consideration (Yes / No)
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