

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
1. Highlands University will achieve academic excellence, academic integration and student success.	1. Acquire materials requested by departments and to meet student needs with an emphasis on online resources	1. A. Work with Faculty Library Committee to get recommendations from departments and individuals B. Librarians communicate with assigned departments to assist in determining needs	1. A. Document inflationary costs vs. increase/decrease in budget B. Librarians contact departments 1x per semester	1. A. Collections Librarian & Periodicals Librarian B. Collections Librarian	1. Annually	1. July 2017, 2018, 2019, 2020, 2021
	2. Adequately build collections for new programs and degrees with an emphasis on online resources	2. Departments of new programs and degrees must inform the Library	2. Collections Librarian signs the New Course Proposal and Majors/Minors & Certificate Program Proposal form	2. Collections Librarian	2. Annually	2. July 2017, 2018, 2019, 2020, 2021
	3. Increase number of students receiving library instruction	3. A. Explore options for increasing enrollments in library research course B. Provide instruction to more individual classes	3. A. Report on options B. # of students receiving instruction	3. Instruction Librarian	3. A. Annually B. Annually	3. A. July 2017, 2018, 2019, 2020, 2021 B. July 2018, 2019, 2020, 2021
	4. Improve reference and research services	4. Increase use of Tutorials Investigate alternative reference desk staffing	4. #of tutorial web page hits Reference statistics Report of	4. Public Services Librarian	4. Annually	4. July 2018, 2019, 2020, 2021

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.

			alternatives			
2. Highlands University will achieve strategic enrollment management.	1. n/a	1. n/a	1. n/a	1. n/a	1. n/a	1. n/a
3. Highlands University will achieve a vibrant campus life.	<p>1. Provide more varied public programs and exhibits</p> <p>2. Promote the library as a good study space</p>	<p>1.A. Continue current programming (1-2 book discussion groups, 8-10 exhibits in the Ray Drew Gallery) B. More innovative programming on topics of interest to students C. Coordinate programming with other units</p> <p>2.A. Use social media to promote the library and encourage use of study areas B. Create new group study areas</p>	<p>1. Number of programs & attendees; and list of partnering units & organizations</p> <p>2.A. Post on the University FaceBook accounts at least 1x per month B.i. Frequency of study rooms booked each semester B.ii. Number of study areas</p>	<p>1. Public Services Librarian & Collections Librarian</p> <p>2.A. External Programs Librarian B. Public Services Librarian</p>	<p>1. Annually</p> <p>2. Annually</p>	<p>1. July 2017, 2018, 2019, 2020, 2021</p> <p>2. July 2017, 2018, 2019, 2020, 2021</p>
4. Highlands University will be a community partner.	1. Partner with community groups and schools to broaden services/offerings and identify needs	<p>1.A. Identify local groups whose missions complement the library B. Outreach to school librarians, teachers, and parents C. Continue to coordinate and promote the Northeastern New Mexico Librarians groups</p>	<p>1.A. Initiate and/or maintain contact with groups B. Send an invitation to each school annually C. Quarterly meetings</p>	<p>1.A. Archivist B. Director C. External Programs Librarian</p>	1. Annually	1. July 2017, 2018, 2019, 2020, 2021

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	2. Process community collections and actively solicit material for the university archives	2. Archivist will make connections with community partners and develop collection strategy.	2. Reconstitute preservation committee and complete draft of collection plan.	2. Archivist		
5. <i>Highlands University will achieve technological advancement and innovation.</i>	1. Provide up-to-date computer labs and collaboration spaces to promote student success 2. Create online access to archival and photograph collections	1.A. Hire External Program Librarian B. Work with ITS and VPFA to replace the library's staff and student computers C. Work with ITS, VPFA, and facilities to create technology collaboration spaces D. Work with ITS to create a library specific technology replacement schedule 2. Develop a plan for online access to collection	1.A. Fill position B. On a rotational schedule, all computers will be replaced C. Two technology collaboration spaces will be created by 2019 D. A draft of Library Technology Plan by 2019 2. Draft of plan for online access	1. Director and External Programs Librarian 2. Archivist	1.A. ASAP B. Annually C. 2019 D. 2019 2. 2019	1. A. ASAP B. July 2017, 2018, 2019, 2020, 2021 C. July 2017, 2018, 2019 D. July 2017, 2018 2. June 2019
6. <i>Highlands University will achieve enhanced communication and efficiency.</i>	1. Develop a communication plan for how to most effectively communicate with all NMHU students, faculty, and staff including those at the main campus, at the centers, and online	1. Explore and identify various methods for communication with the various communities identified in the unit goal	1.A. Detailed plan based on information gathered B. Implementation of plan	1. Public Services Librarian & External Programs Librarian	1. Annually	1. July 2017, 2018, 2019, 2020, 2021

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