

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: *Environmental Health and Safety*

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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
<i>1. Highlands University will achieve academic excellence, academic integration and student success.</i>	None					
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>	None					
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>3. Highlands University will achieve a vibrant campus life.</i>	1. Ensure compliance with NFPA and NM State Fire Marshal Fire Codes/Requirements	<ul style="list-style-type: none"> Conduct required inspections and testing of fire suppression systems. 	<ul style="list-style-type: none"> Reduction in NM State Fire Marshal identified deficiencies. 	Brian Henington	<ul style="list-style-type: none"> Compliance – Per Quarter Appropriate signage- Semi-annually 	October/May

	<p>2. Facilitate OSHA requirements for labs, studios and other hazardous working environments.</p> <p>3. Identify campus hazards and provide for adequate and reasonable mitigation.</p>	<ul style="list-style-type: none"> • Post required signage per NFPA 704, OSHA, and DOT. • Increase awareness training through classroom training and on-the-job training. • 4. Maintain strong campus presence and develop effective working relationships. 	<ul style="list-style-type: none"> • Posting of required signage • Increased number of training's offered • Customer service 		<ul style="list-style-type: none"> • Improved hazard/safety issue recognition –On-going 	
Action Status w/Description (Achieved, Ongoing, Stop)	Completion Date(s)	Recommendation(s)	Challenge(s)	Budget Consideration (Yes / No)		
<ul style="list-style-type: none"> - 1. Ongoing - 2. Achieved - 3. Achieved 	<ol style="list-style-type: none"> 1. Dec. 2018 2. June 2018 3. May 2018 	<ul style="list-style-type: none"> - Continue conducting safety analysis to ensure the unit goals are maintained. 	<ul style="list-style-type: none"> - Funding to address major fire code deficiencies. Most minor deficiencies can be rectified with available operating budget. 	<ul style="list-style-type: none"> - Yes 		

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>4. <i>Highlands University will be a community partner.</i></p>	<p>4. Provide effective and safe fire suppression systems to facilitate fire department and first responder response.</p> <p>5. Work cooperatively with first responders to develop field training scenarios at campus facilities.</p>	<ul style="list-style-type: none"> • Consistent and reliable inspection of fire suppression systems. • Implement 1 field exercise per calendar year. 	<ul style="list-style-type: none"> • Increased emergency response capabilities. 	B. Henington	Emergency response-annually	June
Action Status w/Description (Achieved, Ongoing, Stop)	Completion Date(s)	Recommendation(s)	Challenge(s)	Budget Consideration (Yes / No)		
<ul style="list-style-type: none"> - 4. Ongoing - 5. Achieved-Ongoing 	<ol style="list-style-type: none"> 4. Ongoing 5. May 2018- will continue each fiscal year. Exercises and/or drills will continue to become 	<ul style="list-style-type: none"> - Continued monitoring and inspections of fire suppression systems on campus. 	<ul style="list-style-type: none"> - Fire Alarm Control Panel Upgrades-required funding and budget to address outdated systems. 	<ul style="list-style-type: none"> Yes 		

	more elaborate over time			
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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
5. Highlands University will achieve technological advancement and innovation.	6. Identify and improve outdated fire alarm technology.	<ul style="list-style-type: none"> Identify outdated technology and seek funding opportunities to rectify. 	New Fire Alarm Panels	B. Henington	New Fire alarm panels –Annual	June
Action Status w/Description (Achieved, Ongoing, Stop)	Completion Date(s)	Recommendation(s)	Challenge(s)	Budget Consideration (Yes / No)		
<ul style="list-style-type: none"> Achieved – two new fire alarm panels were installed at the Art Foundry and Lora Shields Ongoing- 13 more buildings have been targeted for upgrade 	March 2018	- Funding opportunities	- Funding opportunities	- Yes		

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
6. Highlands University will achieve enhanced communication and efficiency.	7. Implement new safety training strategies to reach a broader audience. 8. Provide consistent and reliable focal point monitoring of fire suppression systems.	<ul style="list-style-type: none"> Identify safety training needs and incorporate appropriate classroom training. Identify outdated technology and seek funding opportunities to rectify. 	<ul style="list-style-type: none"> Development of safety training curriculums. Increased number of training participants. New Fire Alarm Panels 	B. Henington	<ul style="list-style-type: none"> New trainings – On-going Increased number of participants- May New fire alarm panels. – Annual 	October/May
Action Status w/Description (Achieved, Ongoing, Stop)	Completion Date(s)	Recommendation(s)	Challenge(s)	Budget Consideration (Yes / No)		
7. Achieved and ongoing- EHS has trained over 800 faculty/staff and students – Training analysis will	7. June 30, 2018 8. March 2018	<ul style="list-style-type: none"> Continue to identify training areas and develop training. OSHA training will be provided once a Certified OSHA instructor certification is achieved. 	<ul style="list-style-type: none"> One individual to conduct all the training 	Yes		

<p>identify new safety concerns and target specific training for such. 8. Achieved – two new fire alarm panels were installed at the Art Foundry and Lora Shields Ongoing- 13 more buildings have been targeted for upgrade</p>		<ul style="list-style-type: none"> • Funding opportunities 	<ul style="list-style-type: none"> • Funding opportunities 	
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