

**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 Police/Security*

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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
<b>1. Highlands University will achieve academic excellence, academic integration and student success.</b>	Provide employment opportunities to student work study	Provide career mentorship and career guidance in the law enforcement/security field	<b>Tactical and technical training for students</b>	<b>C. Romero T. Chavez</b>	<b>Completion of training certificates and graduation rates</b>	<b>May 2019</b>
Action Status w/Description (Achieved, Ongoing, Stop)	Completion Date(s)	Recommendation(s)		Challenge(s)		Budget Consideration (Yes / No)
- Ongoing	May 2019	-		-		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
2. <i>Highlands University will achieve strategic enrollment management.</i>	Continue to collaborate with HU Cares, Recruitment, Athletics and LGBT community	Maintain membership on boards, committees, and presentations	Availability to provide services and awareness programs	C. Romero T. Chavez A. Crespin A. Padilla	-provide awareness training and resource referral	May 2019
<b>Action Status w/Description (Achieved, Ongoing, Stop)</b>	<b>Completion Date(s)</b>	<b>Recommendation(s)</b>	<b>Challenge(s)</b>	<b>Budget Consideration (Yes / No)</b>		
- Ongoing	May 2019	-	-	- Yes		

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<p>3. <i>Highlands University will achieve a vibrant campus life.</i></p>	<p>1. Continue to provide 24 hour police/security services to all those who reside/work and are passing through our campus 2. Develop a protocol to responding to emergency situations for main campus as well as centers</p>	<p>1. Through scheduling, utilizing police, security, dispatch, and work study services we developed a schedule that provides 24/7 coverage 2. Developed an Emergency Action Guide suitable for main campus as well as center campuses.</p>	<p>1. Dispatch log – establish a record of all calls for service and their recorded calls for service disposition</p>	<p>C. Romero</p>	<p>1. Active Participation</p>	<p>Annually</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>
<p>- Ongoing</p>	<p>Ongoing – continuous</p>	<p>- Look for additional resources to hire personnel to alleviate over-time expenditures</p>		<p>- Excessive university-wide activities</p>		<p>- Yes</p>

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<p><b>4. Highlands University will be a community partner.</b></p>	<p>1. Team up with other agencies to provide training that is beneficial to all involved                      2. Develop and implement a Memo of Understanding or Joint Powers Agreement with all other local law enforcement agencies in San Miguel County</p>	<p>1. Began to develop a police instructor program within our agency to lessen training costs by having other agencies provide train the trainer programs.                      2. Developed a draft Memo of Understanding or Joint Powers Agreement to be approved and signed by all</p>	<p>1. NMHU PD officers have begun certification in instructor development and in various fields of law enforcement training.                      2. Draft is currently in review by the legal departments of all other agencies.</p>	<p>C. Romero and T. Chavez</p>	<p>1. A third of the instructor training requirements is complete and we are awaiting training classes to become available.</p>	<p>Annual</p>
<p><b>Action Status w/Description (Achieved, Ongoing, Stop)</b></p>	<p><b>Completion Date(s)</b></p>	<p><b>Recommendation(s)</b></p>	<p><b>Challenge(s)</b></p>	<p><b>Budget Consideration (Yes / No)</b></p>		
<p>- Ongoing</p>	<p>-Ongoing</p>	<p>- Continue with law enforcement instructor certification process.                      - Continue to meet and review/develop Memo of Understanding</p>	<p>- Training monies and local course availability, most instructor courses are out-of-state requiring additional travel monies.                      - As a whole each individual department has to bring their attorneys together resolve any questions.</p>	<p>Yes</p>		

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<p><b>5. Highlands University will achieve technological advancement and innovation.</b></p>	<p>1.Begin researching, applying and start working through the accreditation process so that The NMHU police department meets all police policies, training that meet accreditation standards.</p> <p>2. All certified personnel will complete Biennium in-service training as well as the required amount of advanced training required to maintain their respective certifications.</p>	<p>1. Review/replace/redo current department policies and procedures.</p> <p>2. Work with local law enforcement agencies to utilize their biennium training programs at little or no cost.</p>	<p>1. Distribute updated policy/procedure so that staff can understand and acknowledge the revised policies.</p> <p>2. Complete biennium training in order to avoid jeopardizing officer certifications.</p>	<p>1. C. Romero 2.T. Chavez 3.N. Valdez 4.S. Romero</p>	<p>1. Review driven 2. Biennium</p>	<p>Annual</p>
Action Status w/Description (Achieved, Ongoing, Stop)	Completion Date(s)	Recommendation(s)		Challenge(s)		Budget Consideration (Yes / No)
<p>- Ongoing</p>	<p>Ongoing</p>	<p>- Continue reviewing and updating current policies - Maintain personnel training files</p>		<p>- New policies and procedures developed for law enforcement that need to be implemented as state mandates (Narcan) - Identifying other agencies to provide the biennium training</p>		<p>- Yes</p>

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<p>6. <i>Highlands University will achieve enhanced communication and efficiency.</i></p>	<p>1. Automate records system 2. Create an equipment replacement budget</p>	<p>1. Importing data into Records Management System 2. Create an equipment budget and look for other agencies with excess equipment at a reduced cost.</p>	<p>1. Create records/report system to enhance and identify reporting and scheduling needs 2. Have a set budget for equipment replacement. Create a timeline replacing expired equipment (Bullet Proof Vests)</p>	<p>C. Romero T. Chavez N. Valdez S. Romero R. A. Salazar</p>	<p>1. Complete by assigned deadline. 2. Manufacture guidelines</p>	<p>1. Within time frame set by Purchasing Department 2. January 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>		
<p>- Ongoing</p>	<p>Ongoing</p>	<p>- Continue to build records management system - Develop an inventory list</p>	<p>1. Finances, identifying a provider that is compatible with the needs of the department and the university 2. Finances and identifying the equipment replacement program suitable to the department and the university</p>	<p>Yes</p>		