

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: **Human Resources**

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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
<p>1.Highlands University will achieve academic excellence, academic integration and student success.</p>						
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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<p>5. <i>Highlands University will achieve technological advancement and innovation.</i></p>	<ol style="list-style-type: none"> 1. Implement a talent management system, specifically the recruitment and onboarding modules to improve the hiring processes for students, faculty, and staff. 2. Research and implement automated systems for employment transactions. 3. Research and prepare for a compensation study to determine a compensation plan for the institution. 	<ol style="list-style-type: none"> 1. Launch an implementation team of experts University-wide to implement an automated system to hire and onboard students, faculty, and staff. 2. Document processes to hire and onboard and research best practices to improve the hiring process through the use of the People Admin technology. 3. Collaborate with People Admin experts to build tools and communications to the stakeholders of this project (applicants, hiring authorities, students, staff, and faculty). 4. Research the Hay Group options to conduct a compensation study in accordance with a compensation strategy. 	<ol style="list-style-type: none"> 1. Implement People Admin 2. Automate employment transactions 3. Develop a compensation plan 	<ol style="list-style-type: none"> 1. Dr. Denise Montoya 2. Joe Gieri 3. Implementation Team 4. Human Resources/Payroll staff 	<p>1. 6-12 months</p>	<ol style="list-style-type: none"> 1. October 2017 2. April 2018 3. 3. June 2018
<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>		
<ul style="list-style-type: none"> - Achieved 1 and 2 - 3 is ongoing compensation analysis 	<p>Completed unit goal 1 and 2 – go live date January 2, 2018. PeopleAdmin’s</p>	<ul style="list-style-type: none"> - Continue to build tools such as job aids with instructions, video trainings, and checklists to 	<ul style="list-style-type: none"> - Resources both human and financial. Data integrity clean up opportunity. 	<ul style="list-style-type: none"> - Yes - Yes 		

	<p>applicant tracking and onboarding system was implemented in a record breaking five months period of time. ePAF was implemented to integrate data from PeopleAdmin into Banner for new hires improving the quality of data and minimizing data entry efforts. Continue to experience glitches in the ePAF process.</p> <p>Goal 3 – compensation for FY18 complete.</p>	<p>ensure training is available to the PeopleAdmin users.</p> <ul style="list-style-type: none"> - Salary structure tables will need to be updated in the future due to minimum wage increases passes in FY20. 	<ul style="list-style-type: none"> - Legislative mandates for minimum wage increase resulted in several analysis to determine new minimum wage impacts such as revised salary structures, green circles, compensation compression and inversion issues will need to be addressed. Salary structure tables have not been updated in a few years. 	
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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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