

**New Mexico Highlands University
Strategic Planning Committee Meeting
September 11, 2019**

Present: Edward Harrington, Rob Karaba, Rebecca Moore, Vince Howell, Eric Romero, Inca Crespín, Rod Rock, Patrick Wilson, Ian Williamson, Lee Allard (ex officio)

Agenda and minutes approved

Membership:

- Three new members welcomed: Rebecca Moore, Rod Rock, Edward Harrington
- Angela Meron has volunteered to serve on committee
- Sarah Harris may join committee as emeritus faculty if meeting times work with her schedule
- Tamlyn Crain has also expressed an interest in serving on the committee, but we only need one student representative; currently Carla Espinoza is serving in that capacity
- Buddy Rivera may also join as a center representative, depending on schedule and other issues

Meeting time:

- Ian will send out second doodle poll for possible times to meet
- We may consider a sub-committee approach to addressing certain issues
- Members of committee do not necessarily need to be physically present at meetings
- Decision made to have one-hour biweekly meetings

Discussion of possible high level goals for new strategic plan:

- Rob: four broad areas seem to emerge from the ideas submitted so far
 - Fiduciary
 - Academic excellence
 - Community engagement / civic responsibility
 - Organizational strength
- Ian: the uniqueness of HU needs to be emphasized somewhere in the goals
- Eric: diversity/equity/inclusion needs to be included somewhere
- How can we boil down the ideas?
 - Color coding (Rebecca will do this for next meeting)
 - Internal survey of committee (Ian)
- Rod: social and emotional well-being needs to be included
- Rebecca: need to include reference to co-curricular activities, essential to student success
- Ian: need to understand student success in broad terms
- Inca: success coaching model may support social well being
- Rob: academic excellence can be conceived more broadly (this is the case in our current strategic planning goals)
- Eric: need to emphasize the importance of creating safe space for students; need to look at curriculum with reference to student demographics
- Rebecca: possibly look at plans from HBCU's for comparison purposes (Rebecca will look for examples)
- Rod: look more closely at plans from Hispanic-serving institutions
- Vince: students have social and emotional challenges, which may impact their learning strategies
- Ian: need to think in terms of a holistic concept of student success
- Rod: need to consider staff and faculty well-being

- Inca: we need to be more student-centered
- Eric: need to emphasize comprehensive student achievement
- Rebecca / Eric: community engagement and civic responsibility need to be included in the strategic plan
- Rebecca: civic engagement needs to support student success
- Inca: need emphasis on current and future student success
- Eric: how does the university as a whole promote community development?
- Rebecca / Eric: should we seek recognition as Carnegie community-engaged institution?
- Ian: technological advancement could be an objective under another goal
- Rebecca: technology is a tool to drive effectiveness at other levels
- What should be included under organizational strength?
 - Fiscal responsibility
 - Technology
 - Faculty / staff well-being
 - Transparency
 - Shared governance
 - Efficiency
- Ian: What about uniqueness? Where does that fit in?
- Eric: uniqueness ties in with diversity / inclusion / equity
- Ian: Should diversity be a goal in itself?
- Rebecca: we need to promote our identity as an inclusive and diverse institution
- Eric: diversity should be part of our marketing strategies; need to expand our understanding of diversity

Next steps:

- For those who haven't done so, please submit a list of 3-5 high level goals for consideration
- Look at current goals: how could they be folded into a new SP? Are they still goals, or are they objectives in the new plan?
- Narrow down possible goals to 5-8, then solicit community involvement
- Need to provide some background information to the community when we roll out these ideas
- Ian: Primary goal of committee is to develop the strategic plan; mission / vision are of secondary concern for this committee
- Patrick: We need to develop our vision before the strategic plan
- The mission should probably remain the same because changing the mission becomes an HLC issue
- Ian: if the vision is defined very broadly then we should be okay, as long as nothing in the new strategic plan doesn't contradict it

Next meeting: TBD based on feedback from Doodle poll

Meeting adjourned

Respectfully submitted,

Lee Allard