

**New Mexico Highlands University  
Strategic Planning Committee Meeting  
September 24, 2019**

Present: Ian Williamson, Eric Romero, Rebecca Moore, Inca Crespin, Sarah Harris, Patrick Wilson, Rod Rock, Lee Allard

Meeting time/place: will remain Tuesday 1:00-2:00 PM in STEC102

Review of previous work:

- Our goal is to prepare the new strategic plan ready by end of spring
- We need to demonstrate to the Higher Learning Commission (HLC) that we have an improved planning process in place
- We will need to have measurable objectives defined
- Right now we are looking at high level goals, and will subsequently seek input from campus stakeholders and the larger community
- After our brainstorming session at the last meeting, Rebecca color coded major themes that emerged
- Ian assembled a summary of high level goals that could be used as the basis for campus survey

Examination of themes and possible survey items:

- We need to align the major themes with the draft goals on the proposed survey list
- Some items may need to be shifted from the level of goal to objective
- Should we add safety as a goal? Does it fall under campus life? We can add as another theme
- Use “student-centric” instead of “student centered”
- Campus life needs to address needs of online / non-traditional students as well as on-ground students in Las Vegas
- Change theme “Finances, policies & procedures, fundraising” to “Organizational management and financial sustainability”
- The survey responses can be a starting point for conversation but not the end; we may need to follow up with focused groups
  - Focused groups could include the three senates, the broader community, and the executive management team
  - We need to be able to reach closure on the conversation within a reasonable time frame
- At some point we will need to transition to the process of developing specific objectives
- The survey can include opportunity for open-ended responses
- The goals we formulate should each have a single focus
- Some of the goals will need to be re-worded

- We need to draft goals that are realistic within our timeframe and within our resource capacity
- How can we strengthen our commitment to diversity, how can we build on our identity as an HSI?
- We need to think about community in both the internal and external sense, i.e. the Highlands community per se and the larger community of which we are a part

Respectfully submitted,

Lee Allard