

**New Mexico Highlands University
Strategic Planning Committee
December 17, 2019 Meeting**

Present: Ian Williamson, Rebecca Moore, Eric Romero, Tamlyn Crain, Patrick Wilson, Rod Rock, Lee Allard

General items:

- Spring committee meetings will probably take place in the Rogers building
- Ian will send out a Doodle poll for our meeting schedule next spring

Review of preliminary survey results:

- General:
 - 256 respondents as of December 12, 2019
 - We will continue to encourage further participation
 - A number of respondents did not complete the survey
 - The largest group of respondents by role was students
 - Results are least robust for Admin/BOR (N=5) and Not Specified roles (most of the Not Specified did not complete the survey)
 - Other groups had fairly good survey representation
- Academic Excellence:
 - These goals were clearly rated the highest across most of the respondent roles
 - We could possibly break Academic Excellence into two different goals
- Community Partnership:
 - The first goal in this category was taken from the previous strategic plan; this goal was not strongly endorsed
 - However, the second goal in this category, with more specific language, was endorsed more heavily
 - We may get more responses from community members, who may be more invested in these community partnership goals
 - Dr. Moore talked with UWC, they are working on their own strategic plans and may want to develop more collaboration with HU
 - Dr. Romero met with public school representatives; they mentioned that our public schools are being challenged to do strategic planning in response to the Yazzie legislation; they may be interested in collaborating with our School of Education
- Innovative Curriculum:
 - These goals were not as strongly endorsed by survey respondents
 - We may want to consider eliminating this goal or including some elements as objectives under other goals
- Diversity:
 - The second goal in this category received fairly strong endorsement from survey respondents
- Student-centric goals:
 - These goals were not strongly endorsed, even by students
 - Perhaps these items were perceived as too patronizing, or perhaps as overlapping with other goals and therefore somewhat redundant

- Organizational strength:
 - These goals were not strongly endorsed
 - These goals are more operational than strategic
 - We can consider dropping these goals or incorporating them as objectives under other goals
- Strategic Enrollment Management / Access:
 - The second goal in this category was strongly endorsed
 - Objectives under this goal could address centers
 - Innovative practices could also be included as objectives under this goal
- Qualitative survey responses:
 - Qualitative responses should be grouped by theme, Dr. Moore will work on this over the break
 - Several concerns were expressed about disability access; this could be included as an objective under inclusiveness; accessibility should include some reference to appropriate level of staffing
 - The qualitative comments provide some more specific negative as well as positive feedback
 - Inefficiency in general is a broad target for improvement

Communication with target audiences:

- Eric hasn't yet had a chance to meet with alumni
- Rebecca and Ian met with General Faculty
- Ian and Tamlyn met with Student Senate
- Tamlyn sent an email to the Student Club presidents
- All the centers have reached out to their constituents
- Right now these goals are very succinct; they might be evaluated differently if they were elaborated more fully and discussed with stakeholders

Next steps:

- We will set a target of first week of February to have a final set of strategic goals ready
- We will work with Veronica Black to get on the agenda during Spring Development Days on Jan 13-14

Minutes respectfully submitted by Lee Allard