

Goal 1: Enhance Student Success & Social Mobility

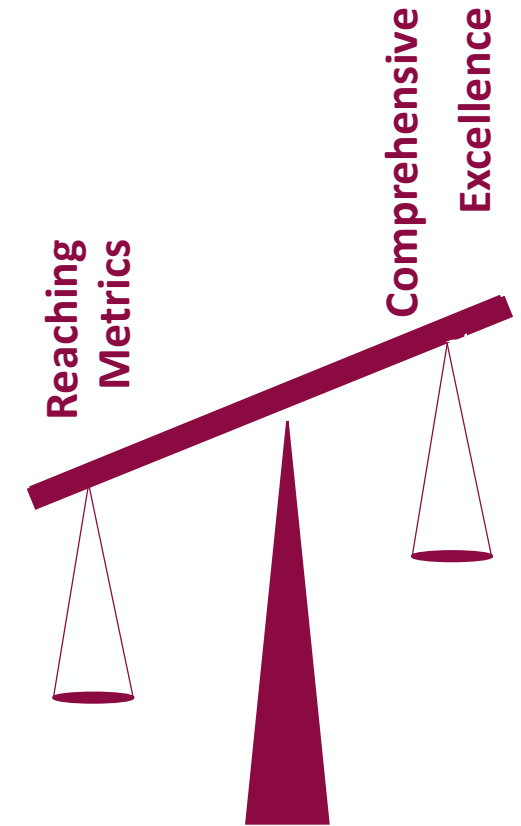
| Priorities | Central Activities | Unit Activities | Leading Indicators |
|--|---|---|---|
| 1.1.1 Create Targeted Enrollment Initiatives | Implement SLATE | Develop a recruitment plan for Mexico | Apply, admit, attend orientation, enroll |
| 1.2.1 Develop System-wide Advising Practices | Implement Navigate | Identify academic milestones | # of employees with appointment scheduling, # of students downloaded APP |
| 1.3.2 Develop Robust Experiential Learning | Create an Office of Experiential Learning | Expand service learning opportunities on campus | # of opportunities available, # of students engaged |
| 1.1.3 Leverage system-wide outreach programs | Develop early admission opportunities | Implement 4-H pathways program | # of freshman with early admission, yield rate from 9 th to 10 th grade |



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Goal 2: Elevate Research & Creativity

| Priorities | Centralized Initiatives | Examples at Unit Level |
|---|---|---|
| Grow non-STEM expenditures | PI Academy; NEH workshop | Compete for funding & graduate fellowships; Seek chairs & professorships |
| Increase PhDs in humanities & social sciences | Align resources (GAs, faculty hires); Streamline approval process | College of Arts & Sciences proposed <i>Border Studies</i> program |
| Grow STEM expenditures | Go after and win high impact proposals (e.g. Energy Desalination Hub) | Increase number and quality of proposal written per year by each department |
| Increase post-doctoral researchers and research staff with doctorates | Pilot Post-Doc program; Professional development program | Include post-doctoral fellows on proposals; Ask for cost share if needed |



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Goal 3: Amplify Extension & Outreach

| Priorities | Centralized Initiatives | Examples at Unit Level |
|---|--|---|
| Develop an iterative process to plan, implement, assess, and modify a reporting system that will document Extension and outreach impacts across the NMSU system | Review & Adjust Digital Measures and "expertise.nmsu.edu" resources | Departmental training on developing outreach impact documents and Digital Measures |
| Understand and disseminate information on current outreach efforts; establish mechanisms to better align existing efforts and more readily enable new opportunities. | Develop system-wide inventory of all NMSU outreach programs | Departmental inventory of outreach and community engagement activities |
| Connect the Extension network with other NMSU Colleges and units to leverage current and future outreach | <p>Develop university-wide opportunities to share collaborative outreach opportunities between Colleges/Units and Extension</p> <p>Hold an university-wide Outreach Conference to promote collaboration between the Cooperative Extension Service and faculty from other NMSU Colleges and units</p> | Departmental faculty meeting with Extension faculty to facilitate collaborative opportunities |
| Develop and implement a framework for system-wide, holistic, corporate engagement to support growth in corporate relationships, industry sponsored research, and philanthropy | Identify framework for engagement levels and responsibilities | Summarize current corporate relationships and impacts |



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Goal 4: Build a Robust University

| Priorities | Centralized Initiatives | Examples at Unit Level |
|---|---|--|
| Improve business and operational practices and processes to achieve a culture of service and excellence | Map current processes and reduce steps, approvals to better meet user needs and improve process timeliness and accuracy | Use Lean process improvement methods at College/Unit levels for local level improvements |
| Improve staff, faculty and student diversity, inclusion and engagement | Understand current level of system-wide support, and develop a more integrated plan to implement | Use diversity plan and best practices for hiring and retention |
| Enhance professional development and training for faculty, staff and student employees | Develop supervisory and management training and assure participation | Develop faculty, staff and student employee individual development plans, with support |
| Improve climate and morale throughout NMSU system | Conduct climate survey and implement related actions for improvement | Use results of climate survey to create improvement plans at College/Unit level |
| Align budget with strategic priorities row STEM expenditures | Create and implement budget model to better serve needs of campus, including responsiveness | Share budget (revenue and expenses) with College/Unit to build understanding and transparency |
| Optimize the utilization of physical assets and technological resources throughout the NMSU System. | Develop a sustainable framework and resilient processes to support the NMSU system | Understand what assets are responsibility of College/Unit vs. institutional and secure funding for needed improvements |



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