



UNM-Gallup Strategic Plan Refresh **Spring 2019**

Themes: Big Picture, Institution Wide.

Objectives: Focused sub-headings to achieve Themes

Targets- Specific measurable actions to achieve Objectives

THEME 1- Student Achievement

-OBJECTIVE 1- Improve Overall Educational Quality

Targets

CAL data collection

Quality Assurance in the classroom

Best practices in teaching

-OBJECTIVE 2- Enrollment Management: **Improving Retention, Persistence and Completion Rates**

Targets

Funnel approach

Customer Relationship Management:

Communications system

Data

Website

Recruiting/retention

-OBJECTIVE 3- College Level Readiness

Targets

Literacy- English, Math, Critical Thinking,
Citizenship, Technology.

Improve relationship with local school system

THEME 2- Faculty & Staff Retention and Enrichment

-OBJECTIVE 1- Improve Campus Climate

Targets

Communication- Collegiality, openness, positivity,
empathy.

Development- Professional and Leadership Skills

Gender Equity/Diversity/Inclusion

Pride in UNM-Gallup

Advancement Opportunities/Mentorship

Operational Equity, Transparency and
Accountability

THEME 3- Fiscal Responsibility and Shared Governance

-OBJECTIVE 1- Increase Grant Activity and Funding

Targets

Hire a Grant Coordinator

Grant writing training for Faculty and Staff-
Incentivize the process

Grant/Contracts support system, structure, process

Target funding opportunities for underrepresented
groups: STEM, Majority Minority campus.

Improved relationships with Navajo Nation, Zuni Pueblo, BIA and BIE

-OBJECTIVE 2- A Changing Market-Share (the Impact of Other Institutions)

Targets

Strengthen UNM-G Brand

Increase Internships

Native American Studies Certificate

Collaboration with other institutions on 4 year degrees

What makes us Unique? Current/New Programs

Mindset: Collaboration vs. Competition

OBJECTIVE 3- Practice Good Faith Shared Governance

Targets

Re-create a Staff Assembly/Senate

Follow Policy/ Truth in Advertising

Open/Town Hall Meetings

Accountability/ A Culture of trust: not suspicion

Make Decisions based on: Data, Evidence and Best Practices

THEME 4- Cultural Vibrancy and Community Engagement

OBJECTIVE 1- Celebrate and Embrace the Diversity of our Student and Community Populations

Targets

Welcome Plaques in all buildings. (different languages by different artists)

UNM-Gallup Lamp-post Signage Flags
Reach out to Campus Experts

OBJECTIVE 2- Thoughtful Integration of Cultural Traditions into Existing Curricula

Targets

Research and Celebrate who is doing this already
Check in with the Teaching Excellence Committee

OBJECTIVE 3- Strengthening On and Off Campus Programming

Targets

Encourage all employees to join Local Boards and
Community Groups
Survey the community to see what their needs
actually are.
Library/Community Leasing/Website
Lodger's Tax Committee

OBJECTIVE 4- UNM-Gallup as a "Scholarly Hub."

Targets

Commitment to Technology Excellence
Scholarly Lecture Series (varied disciplines)

**STRATEGIC
PLAN
REFRESH**

**WORKING
DOCUMENTS**

SPRING 2019

Strategic Plan Refresh



Meeting 1

Date/Time:	8/24/18, 10:30am	Location:	ERC
Meeting Called by:	John Zimmerman	Attendees:	UNM-G Strategic Plan Committee Members
Facilitator:	Brittany Babycos	Please Read:	2015-2019 UNM-Gallup Strategic Plan

Agenda Items

Topic	Presenter	Time Allotted
<ul style="list-style-type: none">Overview of Strategic Plan Refresh Purpose, Goals, Deliverables Participation & Commitment Timeframe to Completion Measuring Progress Weekly Updates	John	10 min.
<ul style="list-style-type: none">Review SWOT Analysis Results Should be tied to mission	John	10 min.
<ul style="list-style-type: none">Assessing the Current Plan Identify & Review Themes, Strategic Directions, Pillars from Survey Align Themes with current plan (keep, modify, cut)	John Group Discussion	30 min.
<ul style="list-style-type: none">Planner Logistics All paperwork/ notes Task Assignment/ Accountability Monitoring Progress	Brittany	5 min.
<ul style="list-style-type: none">Homework Assignment See Below	Brittany	5 min.
<ul style="list-style-type: none">Summary of Meeting 1	Brittany	5 min.

Items to Complete on Your Own Prior to Meeting 2

1. Log into Office 365 Planner & locate the “UNM-G Strategic Plan Refresh” board- email Brittany with any questions about using Planner
2. Submit Theme/Pillar proposals to Brittany **by Sunday, 9/9/18, end of day** (authors remain confidential)
3. Vote on Themes/Pillars anonymously through SurveyMonkey link **between Tuesday, 9/11/18 and Thursday, 9/13/18, end of day** (Brittany will email the link)

Strategic Plan



Meeting 2

Date/Time:	9/14/18, 10:30am	Location:	ERC
Meeting Called by:	John Zimmerman	Attendees:	UNM-G Strategic Plan Committee Members
Facilitator:	Brittany Babycos	Please:	Make sure to have done your homework 😊

Agenda Items

Topic	Presenter	Time Allotted
• Winning Theme Announcement	John	5 min.
• Theme 1 Create Objectives (3-4?) Overview of process from here on out Selection of theme 1 objectives	John Discussion/ Activity	15-25 min.
• S-M-A-R-T Targets Consulting “Experts” Data (baselines, target recommendations, etc.)	Brittany / John	30 min.
• Summary of Meeting 1	Brittany	5 min.

Items to Complete on Your Own Prior to Meeting 3 (9/28/18)

1. Complete assigned follow-up/ questions/ data requests for experts to be turned in ASAP or by the beginning of Spring semester (exact date to be identified)

Strategic Plan



Meeting 3

Date/Time:	9/28/18, 10:30am	Location:	ECR
Meeting Called by:	John Zimmerman	Attendees:	UNM-G Strategic Plan Committee Members
Facilitator:	Brittany Babycos		

Agenda Items

Topic	Presenter	Time Allotted
<ul style="list-style-type: none">Recap of Meeting 2 Theme 1	John	5 min.
<ul style="list-style-type: none">Finish up Theme 1 Objectives brainstorm Enrollment Management College-Level Readiness	John / Discussion	25 min.
<ul style="list-style-type: none">“Questions We Ask Ourselves”	Floyd Kezele	7 min.
<ul style="list-style-type: none">Theme 2 Create Objectives (1-2)	John Discussion / Activity	10 min.
<ul style="list-style-type: none">Theme 2 Objectives Brainstorm re: experts, data	John	25 min.
<ul style="list-style-type: none">Summary of Meeting 3	Brittany	5 min.

Homework

1. Complete assigned follow-up/ questions/ data requests for experts to be turned in ASAP or by the beginning of Spring semester (exact date to be identified)

Strategic Plan



Meeting 4

Date/Time:	10/4/18, 10:30am	Location:	ECR
Meeting Called by:	John Zimmerman	Attendees:	UNM-G Strategic Plan Committee Members
Facilitator:	Brittany Babycos		

Agenda Items

Topic	Presenter	Time Allotted
<ul style="list-style-type: none">Recap of Meeting 3 Theme 2: Faculty & Staff Retention and Enrichment	John	5 min.
<ul style="list-style-type: none">Theme 3: Fiscal Responsibility & Shared Governance Create Objectives (1-2)	John Discussion / Activity	10 min.
<ul style="list-style-type: none">Theme 3 Objectives Brainstorm re: experts, data	John	30 min.
<ul style="list-style-type: none">Summary of Meeting 4	Brittany	5 min.

Homework

1. Complete assigned follow-up/ questions/ data requests for experts to be turned in ASAP or by the beginning of Spring semester (exact date to be identified)

Strategic Plan



Meeting 5

Date/Time:	11/9/18, 10:30am	Location:	ECR
Meeting Called by:	John Zimmerman	Attendees:	UNM-G Strategic Plan Committee Members and invited guests.
Facilitator	Brittany Babycos		

Agenda Items

Topic	Presenter	Time Allotted
<ul style="list-style-type: none">• Theme 4: Community Engagement and Cultural Vibrancy Create Objectives (1-2)	John Discussion / Activity	10 min.
<ul style="list-style-type: none">• Theme 4 Objectives Brainstorm re: experts, data	John Discussion	40 min.
<ul style="list-style-type: none">• Summary of Meeting 5• Future Meetings TBD	John	5 min.