

THE UNIVERSITY OF NEW MEXICO-GALLUP  
**STRATEGIC PLAN**  
**2024-2028**

**GOAL ONE**

**STUDENT EXPERIENCE  
AND EDUCATIONAL INNOVATION:**

Strengthen UNM-Gallup's ability to attract and meet the needs, goals, and aspirations of dynamic undergraduates from all backgrounds.

**OBJECTIVES**

- 1.** Evaluate student needs and levels of satisfaction.
- 2.** Prioritize student health and wellness services and initiatives.
- 3.** Increase the percentage of students progressing toward and completing their educational and career goals.
- 4.** Increase enrollment opportunities for non-traditional students.



## GOAL TWO

### SUSTAINABILITY:

UNM-Gallup will build stable and sustainable financial and organizational structures that help us fulfill our mission and serve our community.

#### OBJECTIVES

1. Utilize a budget planning calendar.
2. Increase UNM, state, federal, and non-profit grant funding over the next three years.
3. Complete a campus-wide assessment of operational effectiveness every three years.
4. Earmark 1% of discretionary reserves for strategic initiatives, once the balance reaches 30% of the unrestricted operating budget.
5. Cultivate donor relations.
6. Evaluate conditions and facilitate ongoing improvements to campus safety initiatives across the UNM-Gallup campus.



## GOAL THREE

### ONE CAMPUS:

UNM-Gallup will strive to create a culture of belonging for everyone who visits our campus.

#### OBJECTIVES

1. Create a more welcoming staff hiring process.
2. Develop a comprehensive and welcoming onboarding process and packet for all new employees.
3. Create opportunities for mentorship development to support all employees.
4. Develop and administer an active and vibrant awards/recognition program for all employees and students.
5. Create a more welcoming atmosphere for campus visitors.





## GOAL FOUR

### INCLUSIVE EXCELLENCE:

Create a learning environment that cultivates a sense of belonging and empowers UNM-Gallup students and employees to celebrate their diverse backgrounds and help them understand how inclusive excellence can add value to their lives and their communities.

#### OBJECTIVES

1. Prioritize making gradual improvements to the accessibility of the UNM-Gallup campus.
2. Foster our status as an open campus by ensuring people feel welcome at UNM-Gallup, including the use of inclusive signage.
3. Focus on faculty and staff diversity, recruitment, and retention to address historical and current injustices and inequities.
4. Continue and expand our current efforts to celebrate diversity.



## GOAL FIVE

### ADVANCE OUR COMMUNITIES:

UNM-Gallup will work to advance our communities by becoming an integral community partner with the greater Gallup-McKinley County region and neighboring indigenous sovereign nations.

#### OBJECTIVES

1. Identify current partnerships.
2. Establish strategies to maintain and strengthen current partnerships.
3. Develop and prioritize new partnerships.
4. Develop strategy to engage UNM and UNM-Gallup Alumni to fulfill the mission of UNM-Gallup.

