

Goal 4: Building a Robust University System

UPDATES: AUGUST 2021-APRIL 2022

What's New, What's Next: LEADS 2025 Strategic Retreat



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New Mexico State University

GOAL 4. Build a Robust University System

NMSU seeks to improve the University System, across the board, for faculty, staff, students, alumni, donors, stakeholders, and prospective students and their families. Cooperation throughout the NMSU system will be exemplary for university systems across the nation through efficient, effective, and empowering operations that align with our strategic goals.

Objectives

4.1 Advance equity, inclusion and diversity and effectively support students, faculty and staff

4.2 Cultivate faculty and staff excellence, enhance productivity and improve the work climate

4.3 Nimble respond to a dynamic higher ed environment, optimizing systems, processes and space utilization



Budget Realignment Initiative (Phase II & III)

What's New:

Communications and Decision-Making

- U System Budget Committee reconstituted—expanded membership, expanded range of consultation
- FS Budget & Resource Committee—regular meetings and briefings
- Conceptual mapping of comprehensive funds flows

Budget levels

- Reviews of budget requirements for ICT (completed) and Facilities and Services (in process)

Budget Process

- I&G request process
- FY 23 Compensation plans

What's Next:

- Comprehensive financial plan
- Revenue-expense budget model for NMSUO and others
- New policies on carryovers and salary sweeps
- Business plans for major areas
- Integration of other planning (e.g. ICT) into annual budget calendar



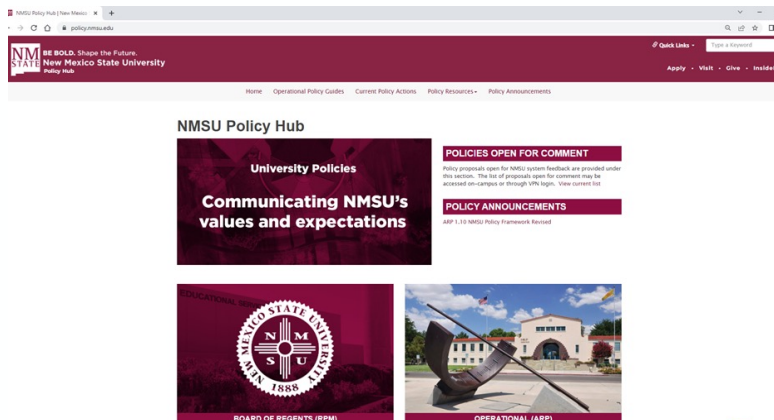
Recent or Anticipated Outcomes & Impacts for:

- Faculty: Enhanced voice in budget decisions, more information on administration intentions and shared understanding of budget
- Staff: enhanced voice through participation in revitalized councils
- Students: Work with new leadership to build understanding of and engagement on student fees
- NMSU System: Community Colleges represented on university councils, CC issues a focus with Regents, tighter coordination of policies

NMSU System Policy Development and Implementation

What's New:

- ARP 1.10 revised with administrative procedures
- Enhanced the policy action (develop, revise, repeal) submission process.
- Developed electronic forms
- Transformed the AAG to the Policy Steering Committee
- [NMSU Policy Hub](#) created a central location to access NMSU policies

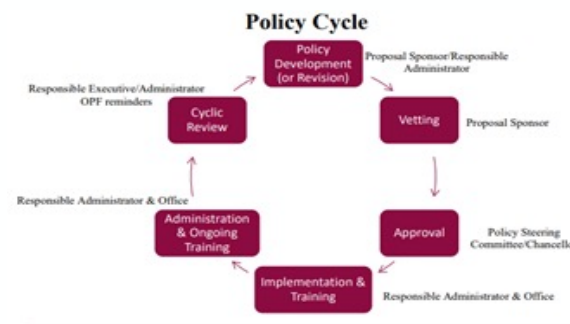


What's Next:

- Evaluate RPM and ARP replacement options
- Review high priority, interim and incomplete policies and actions
- Evaluate operational policies
- Perform gap analysis
- Ongoing Policy Hub improvement
- Assign Responsible Executive and re-assign Responsible Administrator
- Ongoing Policy Hub improvement

Recent or Anticipated Outcomes & Impacts for students, faculty, staff and NMSU System:

- Ease of accessing the governance and operational policies and accompanying administrative procedures.
- One-stop central hub and tools to submit request(s) to change operational policy.
- Use of electronic forms for enhanced tracking and reporting.
- Transparent review and policy adoption process.



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Human Resource Services

What's New:

- HRS Re-envisioning platform executed
- Talent recruitment page published: [Working at NMSU](#)
- Faculty and staff compensation assessments completed
- Mentoring program rolled out (soft-rollout)
- CLPD Re-envisioning plan is in development
- Enhancements to the employee Rewards & Recognition programs are underway



What's Next:

- Systemwide compensation management strategy is in design
- Staff Performance Evaluation enhancements to be communicated for July 1, 2022 implementation
- New Benefit Open Enrollment system to be in place by September 2022
- Changes to employee recruitment, hiring and onboarding processes to be executed in spring 2023

Recent or Anticipated Outcomes & Impacts for:

- Students: Motivated and satisfied employees will provide positive experiences for our students
- Faculty: Increased support and streamlined HR processes and training will elevate the overall employment experience
- Staff: Increased support and streamlined processes and training will elevate the overall employment experience
- NMSU System: Enhanced support and solutions-driven effective and efficient HR processes



Information & Communication Technologies

What's New:

- Hired new CIO, Thomas Bunton
- Created new IT Strategic Planning Committee
- Completed Phase 1 HEERF funded infrastructure improvements
- Completed administrative review of Banner
- Implemented 2-factor authentication for most admin applications
- Enhanced support to student facing applications
- Created VaxTrax for vaccine compliance or exemptions

What's Next:

- Phase 2 HEERF funded refresh
- Banner application improvements
- Increased form and signatures automation
- Implement Med+proctor for students and employees to record vaccine compliance or exemptions
- Information Security and Compliance enhancements

Recent or Anticipated Outcomes & Impacts for:

- Students: Banner 9, Student Self Service; Banner & Slate Integration
- Faculty: Streamlyne implementation for research;
- Staff: Applicant tracking update; benefits enrollment,
- NMSU System: Carlsbad transition,





National Association of College and University Business Officers (NACUBO) Strategic Finance Grant

What's New:

- 3-year, equity-focused NACUBO grant kicked off in Feb 2022; focused on transfer student success
- Cross-system core team includes Vice Chancellor, budget, student success, curriculum & assessment, admissions & orientation, and a dedicated project manager
- Core team drafted 10 "change initiatives" in response to identified institutional barriers
- Leverages all adjacent programs (STAR, Achieving the Dream, Aggie Pathways, etc.)
- A big idea: "What does a multi-institutional student look like?"

What's Next:

- Ongoing collaboration space in Branch CC Leadership meetings for monthly think-tank with all campuses
- Developing a glossary of NMSU system definitions for all things transfer
- Vetting and scaling our change ideas through the Network Improvement Community (NIC); a national cohort of 2-year and 4-year grantees
- Aligning with National Association of System Heads (NASH) "Power of Systems" initiative, also launched in 2022
- (longer term) implement transfer budget models

Anticipated Outcomes & Impacts for:

- Students:
 - Increased ease and support to move more equitably and seamlessly through NMSU as a system to graduation/degree completion; ease of transfer; streamline & expanded scholarship opportunities
- Faculty:
 - Increased understanding of how to support transfer/multi-institutional students; increased awareness of expanded institutional transfer practices
- Staff:
 - Opportunities to cross-train in adjacent areas; improved processes; streamlined customer service
- NMSU System:
 - Define our "system-ness" by being student-centered in budget decisions; increased cross-system efficiencies and degree completion rates; strengthened budget pathways and practices systemwide



Goal 4 priorities, FY 23

In addition to continuing work on what was just presented, and work internal to specific units, these are new areas of collaborative focus:

- Graduate student support process improvements
- Space Utilization planning and process improvement
- Capital planning communications process improvement
- Research support wing to wing lean process improvement
- Refine and roll out administrative focused set of metrics
- Review and refine faculty evaluation standards, methodology and processes

Goal 4 work collaborates with Goals 1 and 2 most closely.

