

Goal 4: Building 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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