

University of New Mexico

FY09 Regents' Goals, Key Indicators, & Milestone Activities for the President

Goal 1: Mission, Vision and Strategic Plan

Carry Over from FY08:

- Revise the UNM Facility Master Plan (Main Campus, HSC, Athletics, and Rio Rancho) and ensure they are coordinated and integrated.
- Complete an update of the University Strategic Plan.

New for FY09:

- Adopt “Communicate” as the President’s Theme for the 2008/2009 Academic Year.
- Develop a set of streamlined processes to ensure clear and effective internal communications throughout the university, with ongoing opportunities for engaging the members of the university community in conversations about decisions that affect them
- Develop a competitive and sustainable total compensation strategy for both faculty and staff that includes salary, benefits, bonuses, etc.
- Continue developing and revising the five-year strategic plan at the College and Departmental levels.
- Hold three President’s web casts to communicate strategic direction, progress, and challenges to the entire university.
- Hold two town hall meetings to highlight departments and initiatives that are significantly contributing to carrying forth UNM’s mission, achieving the vision, and demonstrating the core values.

Goal 2: Accountability

Carry Over from FY08:

- Implement a system of performance-based budgeting.

New for FY09:

- Establish and implement processes to ensure that all departments across campus develop mission and vision-aligned goals and that progress toward achieving those goals is tracked and communicated.
- Hold faculty forum in September to provide responses to the two faculty resolutions passed during the April 30, 2008 All-faculty meeting.
- Develop a system of allocating resources in ways that funds the core mission and addresses risk.
- Establish a five-year plan for tuition.

Goal 3: Academics

Carry Over from FY08:

- Hire a digital media scientific team.

New for FY09:

- Explore potential models for new admission standards that include less emphasis on test scores. (Main Campus)
- Develop and implement a new enrollment management plan. (Main Campus)
- Open the UNM Student Success Center in the spring of 2009.
- Implement the CNM Gateway Program including financial and data sharing elements.
- Establish criteria, guidelines, and processes for allocating the additional \$1 million in scholarship funding.
- Develop a plan and time frame for implementing recommendations contained in the University College evaluation.
- Develop an improved financial model for the College of Arts and Sciences.
- Develop a new strategy for administering and expanding distance education and continuing education.
- Expand UNM internship programs in Washington D.C.
- Identify targeted areas for potential faculty cluster hires.
- Take beginning steps to expand UNM connections in Mexico.
- Offer one class during the 2008/09 academic year that is taught by the President.

Goal 3B: Research

Carry Over from FY08:

- Implement recommendations of faculty study groups.
- Establish a new interdisciplinary research center: "Innovation Institute for Cellular Nanostructures and Microsystems."

New for FY09:

- Recruit and hire a Vice President for Research for Main Campus.
- Build a relationship between the Main Campus faculty and the research administration that enables researchers to submit proposals, acquire equipment, and support research participants promptly and effectively.
- Improve research conditions and culture on Main Campus by focusing on improving faculty and staff morale, rewarding faculty research, and recognizing outstanding effort.

Goal 4: Diversity of Leadership, Faculty, and Staff

Carry Over from FY08:

- None

New for FY09

- Establish an organizational and reporting structure that links UNM's ethnic centers to the Office of Equity and Inclusion.
- Evaluate, redraft, and implement a policy that facilitates UNM's ability to hire the spouses/significant others of highly sought faculty and staff members.

Goal 5: Community Engagement & Support

Carry Over from FY08:

- Refocus the PR/Communications function.
- Complete redesign of UNM website.
- Develop and launch the UNM "brand".
- Produce a UNM promotional video.
- Revise MOUs with Tribes, Nations, and Pueblos.

New for FY09:

- Begin plans for development for a major UNM PK-20 initiative to be led by Vi Florez.
- Implement a new Veterans' Service Center.
- Work with the City and State to establish a UNM Rail Runner Station.
- Develop and implement a plan to address child care issues for students, staff, and faculty.
- Develop a MOU strengthening cooperation and partnerships among APS, CNM, and UNM.

Goal 6: Legislative Role

Carry Over from FY08:

- Meet and develop strong working relationships with state/legislative leaders.

New for FY09:

- Develop a message to legislators that communicates the UNM Strategic Framework and links all legislative requests to the mission, vision, core values, and institution-wide strategies of the university.
- Develop a legislative approach that involves a five-year plan tied to a five-year tuition scenario.

Goal 6B: Federal Relations & National Issues

Carry Over from FY08:

- Develop links between Federal Initiative projects and State initiatives.

New for FY09:

- Develop communications and support with new members of NM congressional delegation.
- Review and recalibrate UNM's Federal Initiatives to take advantage of new realities and opportunities with the new New Mexico delegation.

Goal 7: Fund Raising

Carry Over from FY08:

- None

New for FY09:

- Work with the new UNM Foundation President to:
 - Implement a transition plan for the new Foundation structure.
 - Establish a structure and timeline for the forth-coming capital campaign.
- Establish a "Friends of the University House" group.

Goal 8: Economic and Resource Development

Carry Over from FY08:

- Clarify economic development in the UNM organizational structure.
- Expand the role of STC.
- Develop a plan to select firm/firms to develop land adjacent to UNM.

New for FY09:

- Develop an organizational infrastructure most appropriate for carrying out the economic development mission and achieving the vision.
- Develop a plan for BBER to ensure financial stability and sustainability.
- Use RFP process to select one or more developers to participate in land development through Lobo Development, Inc, including a plan for upgrading and modernizing UNM's student housing.

Goal 9: UNM Rio Rancho Campus

Carry Over from FY08:

- Develop transportation link between Main Campus and Rio Rancho.

New for FY09:

- Develop a comprehensive strategic plan for the Rio Rancho initiative that includes UNM, UNMHSC, CNM, the City of Rio Rancho, and Sandoval County.
- Develop a comprehensive facilities master plan for the Rio Rancho campus.

Goal 10: Health Sciences Center

Carry Over from FY08:

- Complete and open the new Cancer Center facility.
- Implement the HERO initiative.

New for FY09:

- Resubmit HSC's proposal for the NIH Clinical Translation Science Center award.
- Finalize partnerships and plans for the new teaching hospital in Rio Rancho.
- Develop an initiative in the neurosciences in partnership with Main Campus and The Mind Institute.

Goal 11: Athletics

Carry Over from FY08:

- Balanced Athletics budget.

New for FY09:

- Working with the Foundation, secure private funding for the PIT renovations.
- Approve benchmarks for retention and graduation rates of student athletes.
- Open new academic counseling center for student athletes in the recently acquired Lockheed Martin building.
- Demonstrate improved APR scores in key sports.
- Extend contract for the VP for Athletics.
- Serve as MWC representative on NCAA Board of Directors.
- Serve on NCAA Special Task Force "Commercialization of College Athletics."
- Develop a new, more aggressive business model for Athletics.

Goal 12: Relationship and Communications with Board of Regents

Carry Over from FY08:

- Revise, update and make appropriate adjustments to Board policies.

New for FY09:

- Clarify with the Board a common understanding and long-term solution to the financial challenges facing the university academic budget.
- Work on developing a policy to create a smoke/tobacco-free campus at UNM.
- Revise policies related to inspection of public records, recruitment and hiring, and personnel information disclosure.

Goal 13: Technology

- Hire a CIO
- Assess and strengthen University-wide technology capabilities in the areas of distance education, communications, research, reporting, emergency response, and security.
- Evaluate strategic alliances with high performance computing at UNM and the new State High Performance Computing Center.