



CEO Weekly Brief - 2/25/2019

Dr. James Malm

Snow Day(s)

Well, we started last week with a Presidents Day snow cancellation and continued through the blustery week with a combination of delays and cancellations. When the local school district is in session, we generally piggyback on their decisions with the intent of keeping all students, faculty and staff members safe. On holidays, such as Presidents Day when the district is not open, we rely on our UNM-Gallup processes which include consideration of road conditions, current and predicted weather conditions and consultation with outlying regions of our service area. As always, safety is our top concern. Thank you to our physical plant staff who are always ready to prep the campus for business and a special thanks to members of our business operations team who came in during the storm to push payroll through in order to meet the submission deadline.



Our newly installed digital signage offers another communication channel during weather delays and cancellations.

UNM Strategic Plan Update

UNM 2020, the strategic vision for the university, incorporates a number of perspectives which define and guide the growth of the institution as a whole. Branch campuses have been asked to provide updates to the plan for the second half of 2018. Branch initiatives tie directly into the institutional strategic plan and inform us in our decision-making and planning. Please click below to reference the refreshed strategic plan summary for 2018-2019.



STRATEGIC PLAN SUMMARY, 2018-19

GOAL 1: BECOME A DESTINATION UNIVERSITY

STRATEGY 1.1: EVOLVE OUR PROGRAMS AND CURRICULA TO ENTICE AND CHALLENGE A CHANGING STUDENT DEMOGRAPHIC
Metric: Overall student enrollment

Objective 1.1.1: Develop and implement an international student recruitment strategic plan. *Completion Target: Summer 2019, Responsibility: Wood*

Objective 1.1.2: Develop initiatives with branch campuses related to completion and graduate programs that will open new markets. *Completion Target: Summer 2019, Responsibility: Wood*

Objective 1.1.3: Begin development of initiatives to recruit, retain, and graduate military veterans and others who have provided public service. *Completion Target: Summer 2019, Responsibility: Wood*

STRATEGY 1.2: OPTIMIZE FACILITY AND STAFF WORK ENVIRONMENT FOR SATISFACTION AND SUCCESS
Metric: Annual faculty and staff turnover rates

Objective 1.2.1: Complete staff compensation study and approve resulting action plan. *Completion Target: Spring 2019, Responsibility: Harris*

Objective 1.2.2: Continue implementation of Main and branch Campus IT reorganization. *Completion Target: Fall 2019, Responsibility: Harris*

Objective 1.2.3: Develop and gain approval for multi-year faculty compensation plan. *Completion Target: Spring 2019, Responsibility: Wood*

Objective 1.2.4: Continue to develop and implement low-cost or non-monetary rewards and recognition programs to improve faculty morale. *Completion Target: Summer 2019, Responsibility: Wood*

Gallup-McKinley County Day at the Legislature

I am grateful for the opportunity to represent UNM-Gallup at Gallup-McKinley County Day at the state legislature this week. With some of our local advisory members in attendance, we were able to express support for the needs of our students and the local area during this annual event sponsored by the Gallup McKinley County Chamber of Commerce. The [schedule of events](#) was full and gave us a wonderful opportunity to present the needs of our institution and our county to New Mexico legislators, including Governor Lujan-Grisham. Click below for the GMCD legislative priorities.

LEGISLATIVE PRIORITY: Higher Education
A Workforce Development

1. **Workforce of the Future - Gallup Campus**
 - Support a new capital building plan for capital improvements.
 - Support faculty and staff development programs to address high-skill workforce needs.
2. **Building Career Pathways - UNM-Gallup**
 - Support faculty to identify career pathways, mentoring, and experiential learning to build a pipeline of students and graduates into high-demand, high-wage, and traditional energy sector jobs.

LEGISLATIVE PRIORITIES: Economic Development & Tourism

1. **Invest in our future**
 - Support UNM-Gallup to research planning needs to attract McKinley County business to the area and to address the need for training and workforce development.
2. **Grow McKinley County**
 - Support New Mexico Department of Economic Development and Tourism to attract investment to the county.
3. **Expand the Region**
 - Support UNM-Gallup to address the need for the Tourism Department.
4. **Connect our community**
 - Support the Gallup Chamber of Commerce to support the McKinley County Board for the region.
5. **Overlook our future**
 - Support the McKinley County Board to support the McKinley County Board of Education to address the needs of the McKinley County Board.

LEGISLATIVE PRIORITY: Policy Goals

1. **Workforce Development**
 - Support the McKinley County Board to address the need for workforce development and training programs to address the needs of the county.
2. **Support UNM**
 - Support the McKinley County Board to address the need for UNM-Gallup to address the needs of the county.
3. **Expand the Region**
 - Support the McKinley County Board to address the need for the Tourism Department.
4. **Connect our community**
 - Support the Gallup Chamber of Commerce to support the McKinley County Board for the region.
5. **Overlook our future**
 - Support the McKinley County Board to support the McKinley County Board of Education to address the needs of the McKinley County Board.

Gallup-McKinley County Day at the Legislature, 2019

"We the People"

LEGISLATIVE PRIORITY: Policy Goals

Workforce Development

Support UNM

Expand the Region

Connect our community

Overlook our future



Gallup McKinley County Chamber of Commerce CEO Bill Lee presents a gift to New Mexico Governor Michelle Lujan-Grisham during Gallup McKinley County Day.



UNM-Gallup Local Advisor Board Chair Ralph Richards, NWNMCOG Executive Director Jeff Kiely and Senator George Munoz are shown during a session in the Governor's chambers.



UNM-Gallup Local Advisory Board Vice-Chair Olin Kieyoomia with Governor Michelle Lujan-Grisham.

Cabinet Secretary Roundtable

It was also my pleasure to accept an invitation from the Greater Gallup Economic Development Corporation to attend the 2019 Economic Roundtable and meet the newly appointed New Mexico cabinet secretaries. As organized and moderated by GGEDC Executive Director and State Representative Patty Lundstrom, this was a very informative session of learning the backgrounds and visions of our new leaders. Click below for the roundtable list of attendees and schedule of events.



Charlie Morrisey Education Center

House Bill 583 sponsors an appropriation to fund the Charlie Morrisey Education Center on the UNM-Gallup campus to promote African American initiatives and spotlight artwork and artifacts. Dr. Shiamé Okunor, retired professor of language, literacy and sociocultural studies, attended last week's Open Office Hours to review the specifics of the bill and discuss a financial impact study for the project. HB 583 can be viewed in its entirety [here](#).

UNM-Gallup Faculty Senator

Congratulations to Dr. Kamala Sharma who was elected to a two-year term as the UNM-Gallup faculty assembly representative to the UNM faculty senate. By acclamation, Dr. Sharma was elected at the February 15th faculty assembly meeting to replace outgoing Senator Dr. John Burke. Many thanks to Dr. Burke for his service the past two years and thanks to Dr. Sharma for agreeing to be the UNM-Gallup faculty voice on main campus for the next two years.



Dr. Kamala Sharma working with students in chemistry lab.