

**RESOLUTION OF THE
BOARD OF REGENTS OF
NAVAJO TECHNICAL UNIVERSITY**

Approving of the 2025-2030 Strategic Plan, attached hereto as Exhibit A.

WHEREAS:

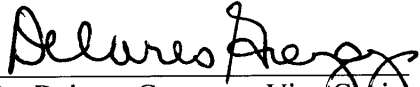
1. The Board of Regents of the Navajo Technical University is responsible for the administration, operations and the development of policy as stated in Navajo Nation Council Resolution CO-58-16, enacted on November 10, 2016, that amended the University's enabling legislation, codified at 15 N.N.C. §§1201-1210; and
2. Pursuant to the University's enabling legislation, Navajo Technical University (NTU) is organized as an institution of higher learning for the primary purpose of providing post-secondary and post-graduate education programs that serve both the academic and vocational/technical needs of the Navajo Nation and its citizens, 15 N.N.C. §1203(A); and
3. Pursuant to the University's enabling legislation, the Board of Regents of Navajo Technical University is authorized to review and approve course curricula, assessment structures, program plans, research, and development projects, in accordance with established program priorities and policies of the University, 15 N.N.C. §1205(F), and to review and approve contracts, 15 N.N.C. §1205(R); and
4. The students, administration, faculty, and staff of the Navajo Technical University have reviewed the 2025-2030 Strategic Plan, which outlines an actionable framework that aims to strengthen NTU's educational offerings and operations, attached hereto as Exhibit A; and
5. The Administration of the Navajo Technical University hereby recommends to the Board of Regents of Navajo Technical University to approve the 2025-2030 Strategic Plan, to establish direction of the institution (i.e., Financial Stability and Communication; Infrastructure, Safety, and Security; Academic Excellence and Student Success; and Online Learning and Academic Technologies), attached hereto as Exhibit A.

NOW THEREFORE BE IT RESOLVED THAT:

1. The Board of Regents of the Navajo Technical University hereby approves the 2025-2030 Strategic Plan that aligns that the institution's mission, vision, philosophy, and core values with long-term goals and action plans, attached hereto as Exhibit A.
2. The President of Navajo Technical University is hereby authorized, directed, and empowered to do all things necessary to effectuate the purpose of this resolution.

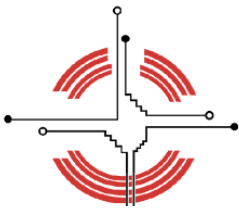
CERTIFICATION

I hereby confirm that this resolution was discussed and considered by the Board of Regents of the Navajo Technical University at a duly called meeting held in Churchrock, at New Mexico, at which a quorum was present, and that this resolution was passed by a vote of **5** in favor, **0** opposed and **0** abstained on the 9th day of May 2025.

A handwritten signature in black ink, appearing to read "Delores Greyeyes", written over a horizontal line.

Dr. Delores Greyeyes, Vice Chairperson
NTU Board of Regents

EST. 1979



NAVAJO TECHNICAL UNIVERSITY

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Strategic Plan 2025-2030

Committee for Institutional Effectiveness
(CIE)



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Mission, Vision, and Philosophy

Mission: Navajo Technical University honors Diné culture and language, while educating for the future.

Vision: Navajo Technical University provides an excellent educational experience in a supportive, culturally diverse environment, enabling all community members to grow intellectually, culturally, and economically.

Philosophy: Through the teachings of Nitsáhákees (thinking), Nahátá (planning), Íina (implementing), and Siíhasin (reflection), students acquire quality education in diverse fields, while preserving cultural values and gaining economic opportunities.



Bitsé Siléí (Core Values)

- 1) Íhoo'aah: Learning - We are passionate about knowledge and continue to learn throughout our lives. We pursue new experiences and ways of thinking. We appreciate that much of our learning will occur by interacting with others, inside and outside of the classroom.
- 2) Éédeéhtí: Innovation – We encourage and support our faculty, staff, and students in all forms of scholarship, including the discovery of knowledge in teaching and learning, and in developing innovative products and processes.
- 3) Ałk'izhdiití: Communication - We strive to practice honest and open exchanges of ideas in an environment where encouragement serves as the basis for our communication.
- 4) Ahítna'anish: Collaboration - We work together towards the common goals of the university and our larger communities, while valuing teamwork, participation, and a wealth of ideas.
- 5) 'Aditjidlí: Integrity - We seek to reflect integrity by upholding the highest ethical standards in personal and professional behavior, and in our commitment to transparency and accountability.
- 6) Athidilzin: Respect: - We strive to be a community that appreciates the gifts and unique contributions of each person. We honor the Navajo way of life while also welcoming diverse perspectives.
- 7) Na'alkaah: Research - We create new knowledge that benefits the Navajo people and all human beings through ethical research practice.

Navajo Technical University (NTU) Strategic Plan for 2025-2030

Introduction

A strategic plan documents and establishes the direction of an institution. It assesses the current landscape of an institution, how it is guided, and how it can achieve delineated goals and objectives. It aligns an institution's mission, vision, philosophy, and core values with long-term goals and action plans.

The strategic plan for 2025-2030 outlines an actionable framework that aims to strengthen Navajo Technical University's (NTU) educational offerings and operations. This plan prioritizes financial stability and communication that fosters a foundation for sustainable growth while enhancing infrastructure, safety and security, student success, and all its online and academic technologies.

Strategic Planning Process

The 2025-2030 strategic plan results from a collaborative effort and serves as a guideline for planning activities at all NTU locations for the next five-years. Four (4) strategic priorities were identified based upon information gathered at listening sessions held at the main campus in Crownpoint, NM, and at instructional sites in Chinle, AZ; Kirtland, NM; Teec Nos Pos, AZ; and Zuni, NM. Faculty, staff, students, board of regents, and community members actively participated in these listening sessions. In spring 2024, the first listening sessions were held at the main campus and all instructional sites, while the second listening sessions took place in fall 2024. The plan aims to strengthen the culture and integrity of NTU; to increase the diversity of Navajo and Zuni communities; and

to improve the university with various innovative programs.



Four Strategic Priorities

1.) Financial Stability and

Communication: NTU will strive to develop and implement strategies that increase revenue, and that maximize resources at all locations. NTU will also develop a comprehensive branding effort that supports public relations as well as our marketing campaign, and data driven decision-making strategies to

improve communication at all locations in order to align and unify our vision and goals.

Goal 1.1. Increase revenue streams by securing grants and external funding.

Goal 1.2. Improve financial management practices to enhance budgeting and forecasting.

Goal 1.3. Create a foundation board to raise money to meet the needs of NTU.

Goal 1.4. Increase communication with students regarding financial aid and scholarships opportunities, and their account status.

Goal 1.5. Implement a new communication platform for students, faculty, and staff to enhance collaboration.

Goal 1.6. Strengthen community relations.

Completion Time: Spring 2027

Lead Person(s): Vice President of Operations, Director of Support Services, and Safety Officer

- 2.) **Infrastructure, Safety, and Security**: NTU will improve and maintain the infrastructure at the main campus and all instructional sites to create settings conducive to student learning, faculty teaching and research, and staff support services. NTU will also implement safety and security programs in partnership with the Navajo community, increasing safety, and security of students, staff, and faculty, as well as improving the quality of life for everyone.

Goal 2.1. Identify and upgrade key facilities, including classrooms, labs, student and faculty housing.

Goal 2.2. Improve campus technology.

Goal 2.3. Develop the Tséhootsooí instructional site.

Goal 2.4. Develop the Northern Navajo instructional site.

Goal 2.5. Implement safety and security programs.

Goal 2.6. Continue to advise and collaborate with the Zuni instructional site regarding accreditation and academic matters as it transitions from NTU Zuni to A:shiwi College.

Completion Time: Fall 2030

Lead Person(s): Vice President of Operations, Director of Support Services, and Safety Officer



- 3.) **Academic Excellence and Student Success:** Our focus on academic excellence and student success is unwavering. NTU will continue to develop strategies to increase persistence, retention, and graduation rates, by inspiring and motivating our students to achieve their full potential.

Goal 3.1. Enhance academic support services.

Goal 3.2. Implement career readiness initiatives.

Goal 3.3. Increase first-time in college (FITC) students by one hundred (100) every academic year.

Goal 3.4. Develop and launch an autonomous Institutional Review Board independent from the Navajo Nation, to approve students, faculty, and staff research projects.

Goal 3.5. Increase persistence rate by 2% annually.

Goal 3.6. Increase retention rate by 2% annually.

Goal 3.7. Improve graduation rate by 2% annually.

Completion Time: Fall 2026

Lead Person(s): Provost, Dean of Undergraduate Studies, Dean of Graduate Studies, Dean of Student Services, & Instructional Sites Directors



- 4.) **Online Learning and Academic Technologies:** Continue to enhance and expand the design and delivery of online courses and programs.



norms.

Goal 4.1. Launch a comprehensive online learning assessment and marketing plans.

Goal 4.2. Implement cutting-edge educational technology.

Goal 4.3. Increase online program offerings.

Goal 4.4. Enhance instructional design.

Goal 4.5. Adopt and implement an online course quality initiative and ensure compliance with federal

Completion Time: Fall 2030

Lead Person(s): E-Learning Director, Provost, and Academic Deans