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Valentine Fun

Contact Information

575-646-7444

trainingcentral@nmsu.edu

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“THANK YOU” Mr. President

When a person uses all caps, it usually indicates they are shouting, and you are correct. I’m shouting but not because I’m angry, but excited for many reasons; but I’m only naming two today. First, I had the pleasure of attending my first NMSU Convocation this year to hear the successful accomplishments of our colleges and their researchers. Dr. Valerio Ferme’s speech captured a connection he made with the housekeeper, Maria Salazar de Olivas, in Hadley Hall, recognized and thanked her.



President Valerio Ferme, Ph.D.
NMSU’s 32nd President

He just didn’t talk about the fact he spoke to her, but he carried out a conversation with her (i.e. communicated) and they talked about how things are. He recognized the fact she comes in before he arrives and is often time finished by the time he arrives. Then, he followed his president email with the same message sharing his appreciation. That is the first reason I am saying ‘**THANK YOU**’ Mr. President.



We thank the CUSTODIANS from SECTION 6 –who clean multiple buildings

- Jose Medrano (Custodial Supervisor)
- Hector Jimenez (Custodial Lead)
- Isabel Brito (Custodial Sr)
- Yolanda Gallegos (Custodial Sr)
- Javier Ruiz (Custodial Sr)
- Andres Vazquez (Custodial worker)
- Elizabeth Nunez (Custodial worker)
- Elizabeth Favela (Custodial worker)
- Ernesto Ontiveros (Custodial worker)
- Devonte Ontiveros (Custodial worker)
- Lupe Garza (Custodial worker)
- Marco Berumen (Custodial worker)
- Teresa Gates (Custodial worker)

The second reason I thank our new President is that after he sent his Monday morning message out via email, I responded with a **THANK YOU** and he.. *drum roll please...* responded back. Many of us have experienced what I call the "Aggie Ghost" when you send an email and do not hear back. It surprised me that he took the time to respond. This is an exciting change in culture. I believe communication is the bloodline of an organization and there are many of us who experience ‘aggie ghost’. In defense of some leaders, if you have 80,000 unread emails, realistically, you may hear from them in year 2027 – lol. This is not a call for employees to ‘email the new president’ it is a call for us to follow his lead – Recognize everyone, say thank you, and communicate. CEO’s have a large and influential part in steering the organization using organizational based **reward**, legitimate, expert and referent power enabling it to steer the success of the company like a rudder in a boat "capable of changing the course of a boat" (French, J.R.P., and Raven, B.H., 1959).

Here’s my effort to practice "shadow dancing“ (Andy Gibbs). When you follow in-sync positive movement/behavior of others -- and not only with words but in deed. Check out CLPD’s Recognition and Reward toolkit and say **THANK YOU**.

-- Dr. Busch

Awards and Recognition - January NEO Kahoot Winners!

We congratulate January's **New Employee Orientation** Kahoot winners that were able to recall all the important things they learned about NMSU!

Anthony Casaus
Student Success Center
Maria Gonzalez
Procurement Services
Lynda Garcia
Engineering NM Resource Network
Xavier Dominguez
Student Life
Elana Karshmer
Library Reference and Research Services

New Employee Orientation February Trainings

Recently hired? Learn more about NMSU and your benefits!

February 7th
February 18th

Register Here! [Registration for New Employee Orientation \(2025\)](#)

Celebrating NMSU Black History Month!

NMSU's Black Programs Director, **Cecil Rose**, provides the opportunity to bring awareness and history of Black culture to the Las Cruces campus and community. In honor of **Black History Month**, there are multiple planned events to create space for mentorship and connection with one another. These events are **FREE** and open to **EVERYONE**. If time permits, we encourage faculty and staff to show your support by attending!

For more information about Black Programs and upcoming events, please click here:
[Black Programs | New Mexico State University | BE BOLD. Shape the Future.](#)

DATE	EVENT	TIME
Thu 02/06/2025	Black History Month Meal <i>Sponsored by Sodexo, NMSU Black Programs, and NMSU Black Student Association-Taos Cafeteria, NMSU Campus</i>	11:00AM - 2:00PM
Sat 02/15/2025	Black Student Association Recognition <i>NMSU Men's Basketball Versus FIU-Pan American Center, NSMU Campus</i>	7:00PM - 8:00PM
Sat 02/22/2025	Cultural Mosaic: Voices and Rhythms of Diversity Variety Show <i>NMSU Men of Color Initiative, Black Programs, and Latin American Programs-Corbett Center Student Union Auditorium, NMSU Campus</i>	7:00 PM - 9:00 PM
Tue 02/25/2025	Marsha P. Johnson Craft Night <i>Black Programs, LGBT+ Programs, Residential Life, and Black and Brown Queer Alliance-Garcia Hall Residential Dorms, NMSU Campus</i>	6:00 PM - 8:00 PM
Thu 02/27/2025	Celebrating The Firsts <i>NMSU Athletics, Doña Ana County NAACP, and NMSU Black Programs Celebrating Fredd Young, and Delano Lewis-Fulton Center, 3rd Floor-Aggie Memorial Stadium, NMSU Campus</i>	12:00 PM - 1:00 PM

Recognizing our Training Partners – Nathan Jackson

The Center of Learning and Professional Development (CLPD) is the data custodian for employee training records. This means, similar to the registrar on the student side, CLPD manages the system that houses employee transcripts. This does not mean CLPD controls all employee trainings, it only means CLPD manages the system of record for employee trainings.

For example, when a student takes a class in the Management Department with the College of Business, the student follows the approved curriculum that is governed by HLC. Once completed, grades are transferred to the registrar that contributes to degree obtainment. When a student wants to receive a transcript, he/she goes to the registrar for the transcript – not the school of business. When an employee wants a copy of the classes/workshops/events he/she's attended, they can print their employee transcript located in **Training Central (TC)**.

Although **Training Central (TC)** is the system CLPD uses to track employee training records, CLPD is not the only department that creates employee training. **Training Partners (TP)** collaborate with CLPD to create employee trainings (instructor led and web-based) and/or launch job and compliance specific web-based trainings. Our new Cornerstone Training System will allow CLPD to meet the training needs of university training stakeholders by increasing partnership capacity with flexibility and support. We've organized training partnership in three ways: **Primary, Secondary, and Tertiary Partners (see next column)**

The benefits of being a Training Partner (TP) now include:

- increased exposure and attendance in your workshops/trainings,
- accurate reporting of your training efforts and training records
- Cornerstone support and access to higher ed learning communities *Primary Partner Only

Primary Partners (LMS Administrator)

Our primary partners will possess a learning management system (LMS) security role. They will be able to create their own training content, control the set up, email notifications for their domains, help determine user needs, system configuration for their respective areas within the Cornerstone Training Central system. They will also have access to Cornerstone success center where they can collaborate with other higher education institutions through learning communities.

Secondary Partners (Instructor)

Our secondary partners create their own content OR they utilize content created by external vendors, but depend on CLPD to upload content, administer the content, schedule offerings and manage class rosters. These partners will be able to access reporting features within their content areas.

Tertiary Partners (Reporting)

Our tertiary partners' Training Central records are fully administered by CLPD. We collaborate with many of these partners on the design & development of the training.

If you are responsible for administering any training within your department/division/unit/ or specialty area and have not already partnered with CLPD, please copy the link and fill out the form. <https://forms.office.com/r/naQb9GHnmi>

See Upcoming Trainings for Partners on Last page

CLPD Training Partner Request
Form



Strategic Planning or Action Planning – Jennifer (Jenn) Gabel

“Without ambition one starts nothing. Without work one finishes nothing. The prize will not be sent to you. You have to win it.”

Ralph Waldo Emerson

Strategic planning and action planning are two sides of the same coin. Without action planning, strategic planning is unattainable. Without strategic planning, action planning is aimless.

Strategic Planning	Action Planning
Future State	Current State
3-5 year projections	1 year maximum
Created by leadership	Implemented by teams and individuals
Looking at the “forest”	Looking at the “trees”

According to Andrea Belk Olson’s article in the [Harvard Business Review](#) on why strategies fail, 60 – 90% of strategic plans fail. Military strategists have recognized the fragility of strategic plans since Sun Tzu wrote the Art of War around 475 BCE. Helmuth von Moltke, a Prussian military commander and strategist in the 19th century expanded on Sun Tzu’s work and said, “No plan of operations reaches with any certainty beyond the first encounter with the enemy’s main force.” This is more commonly paraphrased as “no plan survives first contact with the enemy.”

Because strategic plans are always created from “BAD” decisions; based on “**B**est **A**vailable **D**ata”, it is inevitable that they don’t fully come to fruition at the end of the plan period. Can you, with certain accuracy, honestly predict where we will be in five years? For those that say yes, I call your attention back to early 2020 or September 11, 2001, or...need I go on? There will always be change. There will always be things beyond our control that irrevocably change the way we think, the way we work, and even how we envision the future. Sometimes these changes are monumental, like the pandemic. Sometimes they are internal changes, like a new university president. Sometimes, they are even smaller, like a new system implementation or a new team member joining your department. Change happens. It’s how we deal with change that determines if our strategic plan survives first contact.

Does this mean you shouldn’t have a strategic plan? Absolutely not! Strategic plans serve a valuable role in any organization. They are our driving principles, the basis for all our actions. But we need to view them for what they are; a vision of where we want to be, not the road to get us there. That’s where action planning comes in. Action plans give us a fighting chance to survive first contact.

In the action planning sessions I facilitate, you will generate a lot of ideas. We’ll use a nominal group technique to whittle the list down to a manageable number based on the resources you currently have and what will have a big impact on your unit.

Action planning ensures that all your projects, tasks, new acquisitions, create a path to success and align with your strategic goals. You can’t do everything at once, nor should you try. By focusing on a few “big wins” each year, you make continuous progress toward your goal. Additionally, by making incremental changes, you create buy-in and acceptance. The enthusiasm created when a project culminates in a big impact is contagious and people want to continue to be successful and are eager to take the next step.

Every project in your action plan must have a strategic purpose. Change for the sake of change is never a good thing. Change has to be purposeful. The only way to know if your project has purpose is to know how it will affect the organization in the present and future. How often have your heard people say (or maybe you said) that we are being “reactive” vs. “proactive”. Reaction is a response to a situation rather than creating or controlling it (Oxford Dictionary). Reaction without planning is a hard thing to maintain long term. And without a plan, your goals will never be met. You may get a lot done. But are you getting the right things done?

So, you see, strategic planning and action planning need each other in order for either one to be successful. Strategic plans are our destination. Action plans are our vehicles to get there. Where will your plans take you?

Important Dates To Remember – COMING SOON

Training Central “Go Live” and Training Partner Training Dates

CLPD staff Pilot Testing/Training
January 3 – February 7, 2025

OnDemand Cornerstone Training
(LMS administrators only – 7 hr course)
Opens February 10, 2025

Training Partners Access to Pilot
February 17-28, 2025

CLPD and Training Partner “Go Live”
Week of March 3, 2025

NMSU “Go Live” (Tentative)
March 10, 2025

2025 Annual SET Compliance Training

March 24 – April 24, 2025

Updates on NMSU LinkedIn Learning

To check it out, click on the link
and begin learning

[NMSU’s LinkedIn Learning
Login Page](#)

*sign in using your myNMSU
username and password.*

VALENTINE’S DAY WORD SEARCH

F A L L I N L O V E T X Q Y R Y H
P I N K E S W J A F K Y E Y A N Y
G R I V A L E N T I N E U K B D A
O A D M I R E R D H F C K C D P I
B E M I N E F E B R U A R Y D P V
I E H U A W Z L B K I S S Z B G C
L Y Y Z G R Y N P M R O M A N C E
O F H L L I C U P I D Z X E Q T S
V L A K O N S D B E H U G I F T X
E O F N H C A X D Y L U T Q X I K
Y W C W R E D F F J B G C A N D Y
O E J P R W B V F X E H E A R T Q
U R A F W P R Z A M R P S Y N S N
A S B A B G F S W E E T H E A R T
R O S E S B O U Q U E T Y L O V E
T A F F A M E C H O C O L A T E L
B G J U Z C X I F K U Y S O J V P

VALENTINE
FLOWERS
RED
CHOCOLATE
I LOVE YOU
ADMIRER
HUG

ROMANCE
CUPID
KISS
BE MINE
GIFT
SWEETHEART
PINK

LOVE
BOUQUET
HEART
ROSES
FALL IN LOVE
FEBRUARY
CANDY



Happy Valentine’s Day!

As we celebrate the season of appreciation, we want to take a moment to express our gratitude for each and every one of you. Your hard work and dedication make a difference, and we’re thankful to be a part of such a wonderful organization. Wishing you all a day filled with joy, kindness, and positivity!



IDEAS for the BRIDGE?

Select here and tell us more: [The BRIDGE Newsletter Ideas!](#)

Thank you for your input!