



BE BOLD. Shape the Future.®
**Center for Learning and
Professional Development**

The BRIDGE

BREAKING SILOS, BRIDGING GAPS

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Changes to CLPD Leadership

As you may have seen in Hotline, effective June 1st, Dr. Busch has been recruited to launch NMSU's anti-hazing initiative. The full article is below if you missed it. Dr. Busch has been the director of CLPD for two years. We want to thank Dr. Busch for her contributions to CLPD and HRS and wish her good luck in her new position.

“As part of an important institutional priority, NMSU is launching a comprehensive anti-hazing initiative in response to past campus incidents and recent recommendations from the New Mexico Department of Justice. This initiative aims to ensure the safety and well-being of all members of our campus community and to foster a more supportive and inclusive educational environment.

Vanetta Busch, Ph.D., will serve as the director of Hazing Prevention and Organizational Development. Busch brings a strong background in campus-wide training and education, as well as valuable experience as a faculty member. Her expertise and leadership make her uniquely qualified to identify current best practices and research in the field, and to develop and deliver educational programs that will engage and inform our students, faculty and staff.

Under Busch's guidance, NMSU will take meaningful steps toward eliminating hazing and promoting a culture of respect, safety and accountability.” – [Hotline, June 6, 2025](#)

What does this mean for you?

We want to assure all of our training partners and customers that CLPD is still committed to providing all your professional and organizational development needs. If there are projects you have been working on with Dr. Busch, your project will be transitioned to one of the CLPD staff. Please continue to email trainingcentral@nmsu.edu for all your current and future needs.

**Check Out Our
Rewards and Recognition
Toolkit**

Contact Information
trainingcentral@nmsu.edu
575-646-7444

Website:
[Training Center home](#) | [New Mexico State University - BE BOLD. Shape the Future®](#)

BE BOLD. Shape the Future. **New Mexico State University**

New Employee Orientation (NEO) is an integral, but voluntary, part of the onboarding process at NMSU. NEO covers important parts of the university's **history**, lays out the **strategic goals** for new employees to understand, and attendees get a look at all the **perks** NMSU has to offer its employees. Not only is it facilitated by one of our trainers, NEO also features speakers from Aggie Health and Wellness. They provide information on health services available to employees. Next, Information Security informs employees on how to keep their data and information secure on and off campus. Of the most favorable information provided is the presentation given by the Benefits team. They go over the several types of insurances offered and walk through the process on how to enroll in benefits. Because NEO takes place during the workday, it is advised that those wishing to enroll communicate with their leaders first. - Nathan Jackson

Do you have **new hires** coming to your department? Have them visit the [NEO Website](#) to get to know our community and kickstart their career here at NMSU!

June's NEO Kahoot Winners

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

Christopher Crabb
GRCC Contract Programs

Nikki DeSimone
Social Work

David Doan

Daniel Evans
Admin and Pgm Unit San Juan Cnty

Ariana Otero
Cooperative Extension Service

Grace Salmon
Fishery and Wildlife Sciences

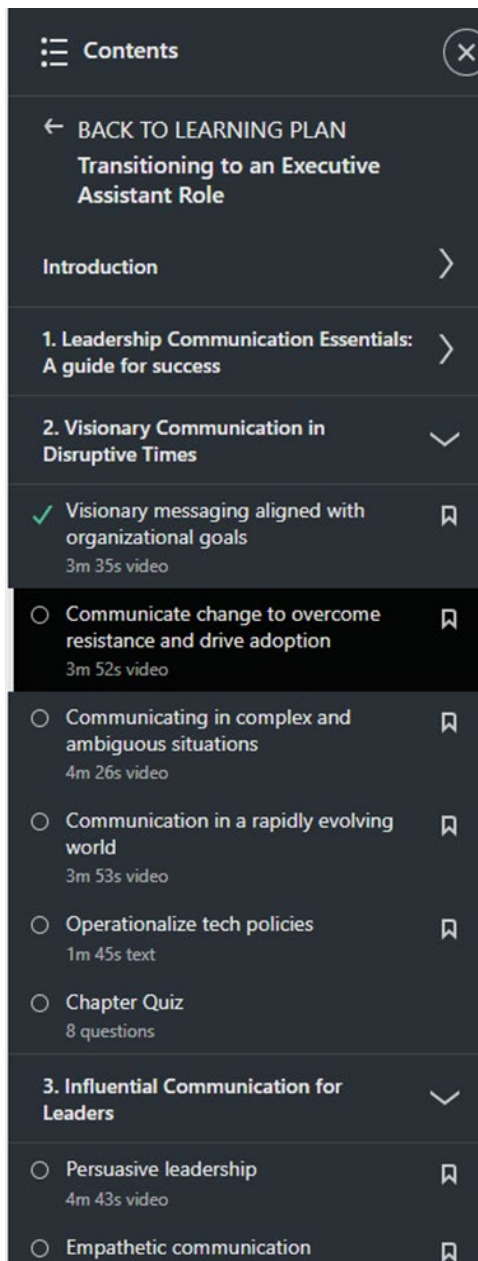
New Employee Orientation July Trainings

Recently hired?
Learn more about NMSU and your
benefits!

[Register HERE!](#)

Welcome back! To see previous articles on how to get your Career Journey started, please view my previous article from May in our CLPD [newsletter](#).

On the left, you'll see the "Contents" sidebar. This will help you keep track of your progress and allow you to save videos for easy access if you ever need to come back to a certain topic. These saved videos will be in "My Library" (Saved).

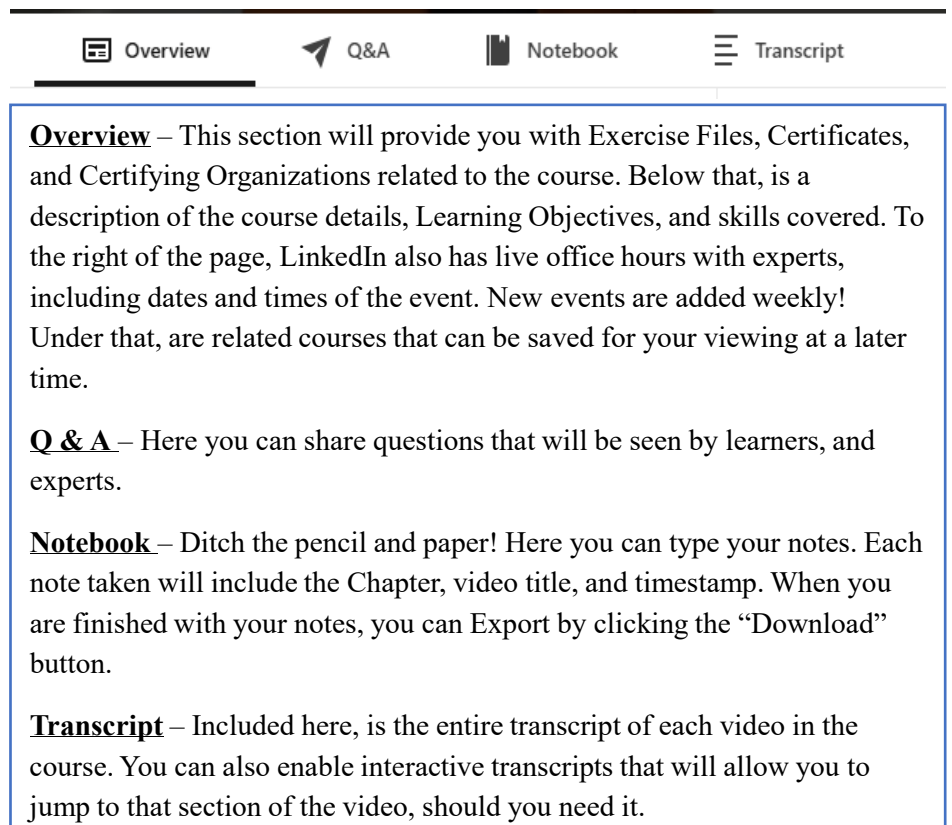


AI Coaching Feature

While watching LinkedIn Learning videos, learners can enhance their comprehension by getting instant summaries, explanations, and examples with the help of AI.

Learners can write prompts and ask questions about the video they are currently watching. For example:

- Key takeaways from this video
- Help me understand [insert topic from video] better
- How does [insert topic from video] apply to me?



Overview – This section will provide you with Exercise Files, Certificates, and Certifying Organizations related to the course. Below that, is a description of the course details, Learning Objectives, and skills covered. To the right of the page, LinkedIn also has live office hours with experts, including dates and times of the event. New events are added weekly! Under that, are related courses that can be saved for your viewing at a later time.

Q & A – Here you can share questions that will be seen by learners, and experts.

Notebook – Ditch the pencil and paper! Here you can type your notes. Each note taken will include the Chapter, video title, and timestamp. When you are finished with your notes, you can Export by clicking the "Download" button.

Transcript – Included here, is the entire transcript of each video in the course. You can also enable interactive transcripts that will allow you to jump to that section of the video, should you need it.



What do you have planned for July? Whether your much-needed vacation is coming up or you just enjoy the tranquility of a quiet campus, we hope you're enjoying the summer months and staying cool in this heat wave!

Summer at NMSU is a mixed bag; for some departments, it's a time to slow down and catch up while students are away, but for others the work escalates in these few months. For all of us, however, there comes a point towards the end of July when we realize that fall semester is right around the corner. This realization may lead to varying levels of excitement, stress, relief, panic, etc.

We want to remind you that CLPD is here to help! If you're looking to set the right tone to start the fall semester with your team, look to us to deliver a high impact training or facilitation experience. We cover many areas of integral workplace competencies, and we can customize our services to meet your team's needs.

If you're interested in setting up a custom facilitation for your team, now is the time to reach out in order to schedule a pre-Fall semester session. The first 2-3 weeks of August are often in high demand for our services, so the sooner you reach out to discuss your needs, the more likely we'll be able to schedule your session!

If you're interested to take advantage of our training sessions as an individual, we will also have open-enrollment sessions scheduled in early August. Keep a look out for our next newsletter and the [NMSU employee Hotline](#) for these announcements.

Last month, I had the privilege of attending and presenting at the Organizational Development Consortium (ODC) conference at Baylor University. ODC is a group of training, professional development, and organizational development colleagues who come together from higher ed institutions throughout the USA to share best practices.

There were so many great presenters and lots of notes taken. I won't bore you with all of my six pages of notes, but I will share some highlights.

How do you respond when asked what you do?

The first Aha moments came Wednesday evening during the meet and greet conference kickoff. I met a woman named Cheryl from Baylor University. I asked her what her role was. She responded, "I support Broc and Tim [our conference hosts]." Shortly after, she took the stage as the keynote speaker and was introduced as the VP of HR and Chief HR Officer. Whoa – mind blown! I don't think I've ever heard a leader express their role in such an empowering way.

The other thing Cheryl said Wednesday that really resonated with me was **"organizational development is not a support function; it is a strategic advantage."** I believe this statement with all my heart. Taking time to plan your organizational strategies ensure the organization is ready for whatever comes your way. This doesn't just mean having a strategic plan. It means putting a culture in place that empowers employees, seeks out process improvements, and manages changes. Partnering with CLPD on your organizational development plans positions you for success. The following day, Mark Slaine from TIAA Institute was our keynote speaker and he summed up the organizational development mission perfectly. "Our work is helping people feel heard and helping them connect to their calling."

AI and Professional Development

Ben Eubank, author of AI for HR and CEO of Lighthouse Research and Advisory, gave us lots to think about how AI is affecting professional development.

- Up to 40% of workers need to be reskilled due to AI integrations (making their jobs obsolete or changing their job responsibilities)
- 7 out of 10 learners are concerned about their skill disruption due to AI
- Only 13% of employees say their team and department are highly adaptable to change (meaning 87% are not prepared for change)
- More than 70% of workers have quit because they don't see growth opportunities in their current organization
- 7 out of 10 applicants want to know about development opportunities during the hiring process

These are some powerful statistics. It's a little scary to think about how far we need to go but it's also exciting to think of the possibilities. We have the power to turn these statistics around. Professional & organizational development is everyone's responsibility. It is up to the leaders to ensure employees have the resources and support they need to maintain and advance their skills. It is the employee's responsibility to take initiative to seek out professional development opportunities.

Getting Started

Tim Webb from Baylor University challenged all the participants at the conference and I am extending that challenge to every leader and employee at the NMSU.

Think about what your wildest dream is. If your leader came in tomorrow and said, 'go for it', what would your first step be? Do that thing now!

Real Life Examples Related to SET Training - Robert Curr

Sometimes, all of these training requirements may seem a bit too much, but let's see real examples of when things go wrong.



Phishing

Outcome: \$1.9 million stolen

At Southern Oregon University, Anderson Construction was hired to build a new pavilion. One day, Anderson contacted the university and notified them that \$1.9 million was due for this phase of construction.

The university dutifully wired the money to the account provided. Soon after, Anderson Construction contacted the university asking about the money, which wasn't in their account. This is called a business email compromise (BEC). They had sent the payment to hackers.

<https://www.itgovernanceusa.com/blog/one-phishing-email-costs-southern-oregon-university-1-9m>



Civil Rights

Outcome: \$271 million settlement

Some people may not know this, but part of the Civil Rights Act of 1964 includes a clause about people getting equal pay for their work.

In Colorado, both the University of Denver and Colorado University – Boulder were sued by female faculty because their pay was considerably lower than their male counterparts. Both cases were won by the plaintiffs in each suit, with a \$266 million settlement in Denver and a \$5 million one in Boulder.

<https://www.eeoc.gov/newsroom/university-denver-pay-266-million-and-increase-salaries-settle-eeoc-equal-pay-lawsuit>

<https://www.cpr.org/2024/11/15/4-5-million-settlement-cu-female-faculty-receive-back-pay/>



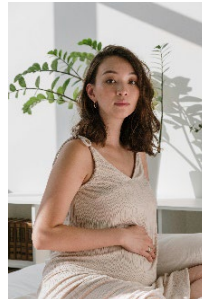
Hazardous Waste Management

Outcome: \$18,000 fine

At Washington University, An unannounced EPA inspection revealed hazardous waste containers without proper labels, containers that were left open unsealed, and a failure to train

employees about proper handling of hazardous waste. Not only were violations discovered in laboratories, but they were also found at campus art studios.

<https://kpug1170.com/news/297792-western-washington-university-fined-over-18000-for-improperly-storing-hazardous-waste-on-campus/>

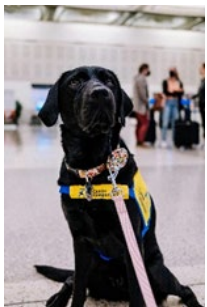


Title IX

Outcome: Implementing further measures to protect pregnant individuals

At Salt Lake Community College, a student requested accommodation because she was pregnant. Her male professor told her she needed to drop out of school and focus on her soon-to-be motherhood. Let's remember that Title IX is focused on protecting the rights of women and people with a broad variety of sex and gender identities from discrimination.

<https://www.sltrib.com/news/education/2022/06/15/pregnant-student-was/>



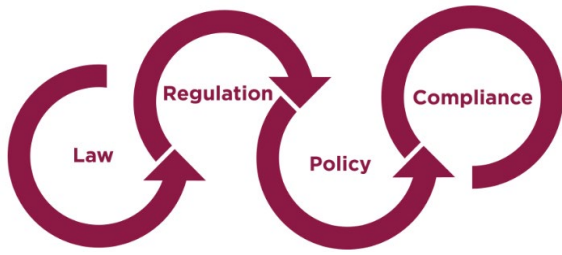
Service Animals

Outcome: \$140,000 settlement

At the University of Nebraska – Kearney, two students moved into their university apartments with their service animals. The manager of the campus apartments confronted them and told them animals were not permitted. The two sued and won because they were denied reasonable accommodations.

<https://www.justice.gov/archives/opa/pr/justice-department-and-university-nebraska-kearney-settle-lawsuit-over-rights-students>

July Reminders



Annual SET is here:

Visit our [SET page](#) to see what's new for **2025!**

Questions? You may find your answer [here](#).

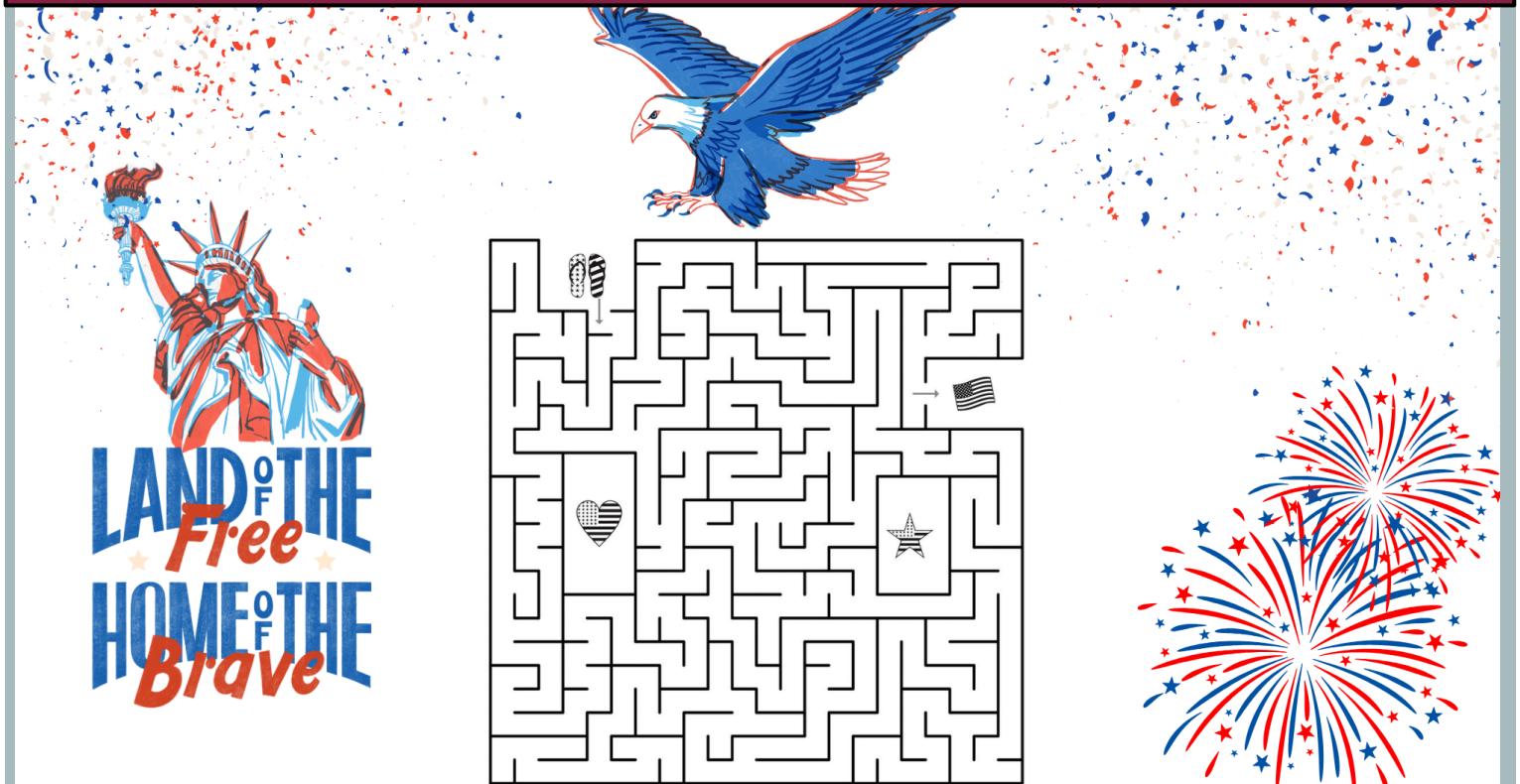
If you still have questions, email us at

trainingcentral@nmsu.edu

Important Dates



4th of July Maze



IDEAS for the BRIDGE?

Tell us here: [The BRIDGE Newsletter Ideas!](#)

Thank you for your input!