

## 10-YEAR WORKING VISION

Be the vibrant, sustainable, and resilient CVM that impacts the world.



### ENGAGEMENT OF PEOPLE

**3 YEAR GOAL:** *Create a vibrant environment where our people have a strong sense of belonging and CVM pride in work and learning.*

#### Strategies 12-18 months:

- Create realistic expectations and provide support to potentiate individual and team success in alignment with the college mission.
- Support a growth mindset through increased emphasis on professional development and mentorship.
- Create spaces and opportunities for enhancing community, collaboration and problem-solving.
- Dedicate time and support to individual, team and college-wide efforts to improve DEI literacy and action to create transformative change.



### INFRASTRUCTURE

**3 YEAR GOAL:** *Modernize and prepare our physical infrastructure, resources, and processes for the future.*

#### Strategies 12-18 months:

- Develop metrics and norms for operational excellence and efficiency.
- Evaluation and needs assessment for digital infrastructure and systems.
- Evaluation and needs assessment of buildings, spaces, and other physical infrastructure
- Prioritize our needs and develop funding models.



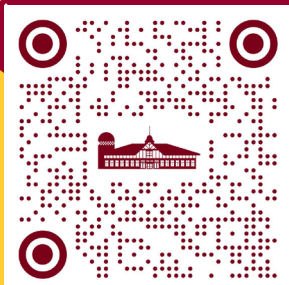
### PARTNERSHIPS + CONSTITUENTS

**3 YEAR GOAL:** *Advance our external relationships to allow new ways to deliver our mission to meet the needs of tomorrow.*

#### Strategies 12-18 months:

- Conduct a gap analysis of CVM partnerships, including current relationships and expansion opportunities and needs.
- Define partnerships and management strategies at each level.
- Identify and eliminate barriers for effective partnerships.

#### MORE INFO HERE!



For more information and updates, visit [z.umn.edu/CVM-SP](https://z.umn.edu/CVM-SP)

## VISION

To be a global leader in advancing education, health, and research at the interface of animals, humans, and the environment.

## MISSION

Build a globally diverse and inclusive community to improve the health of animals, humans, and the environment.