



Long Term Goals and Initiatives (FY 12-14)

**Objective 1: Provide for the Safety of NIH
tangible and intangible assets**

Goal 1.1: Improved Policies and Procedures

Initiatives:

- Gather proofs of compliance for the Commission on Accreditation for Law Enforcement Agencies (CALEA) Accreditation
- Continue to update Manual Order of Rules, as necessary
- Modify/ Update on-campus and off-campus post orders as necessary
- Update the “standards of training” for the various aspects of the DP training program, as needed

**Objective 2: Maximize safety with minimal
inconvenience at the best price**

Goal 2.1: Strengthen the Division of Police Strategic Plans

Initiatives:

- Conduct gap analysis of Individual Development Plans (IDPs) and correct any deficiencies noted
- Continue with yearly review of strategic plan/ strategic initiatives

Objective 3: Stay ahead of potential threats

Goal 3.1: Improve DP Operations

Initiatives:

- • Commission on Accreditation for Law Enforcement Agencies (CALEA) Accreditation: Apply for accreditation and prepare for the evaluation
- • Address and correct any Commission on Accreditation for Law Enforcement Agencies (CALEA) deficiencies

Objective 4: Improve the well-being of the Division of Police workforce

Goal 4.1: Improve Environment

Initiatives:

- • Continue incorporating supervisor/management training into each Police Management Information Forum

Objective 5: Maximize use of automated performance management systems

Goal 5.1: Implement Useful Management Information Systems

Initiatives:

- • Ensure accuracy population and update of “Records Retention” system. Perform system Audit
- • Ensure population and update of Individual development Plans (IDP) and other Division of Police tracking systems

Objective 6: Ensure KSAs of the workforce are in line with potential threats

6.1: Strategic Alignment

Initiatives:

- • Review and Update Plans and coordination for Special Teams; Update/ Train as necessary

6.2) Improved Communication

- • Continue Town Hall meetings
- • Continue Police Management Information Exchange Forum (PMIEF) and Yearly Review of Short, Medium and Long-term goals

Objective 7: Maximize funding for Division Readiness

7.1) Improved Business Acumen

Initiatives:

- • Continue to work closely with Office of Research Services (ORS,) Office of Financial Management (OFM), Budget Office and other stakeholders in preserving DP budget integrity.
- • Appoint/ reappoint budget liaison, as necessary