

## GOAL III – Foster Excellence in Research

### OBJECTIVE 1: Fully fund existing research endowments for Anthropology and Paleontology Departments

TIMELINE	STRATEGIES
	<ul style="list-style-type: none"> <li>Complete funding at minimum base level for each endowment – \$2,000,000. Currently, about half completed for Colbert Endowment (paleontology) and about one third completed for Danson Endowment (anthropology).  <b>Assigned: MNA Director, Director of Development, Curator of Anthropology, Curator of Paleontology, MNA Board of Trustees</b>  <b>Est. Cost:</b></li> </ul>
30 September 2006	STEP 1: Provide overview of Anthropology and Paleontology research activity and role at MNA as a prospectus for presentation to donors and organizations.
31 December 2007	STEP 2: Recruit funds from individual donors and organizations.
31 December 2007	STEP 3: Recruit funding through planned giving and estate planning.
	STEP 4: Involve MNA Board in planning and fundraising for each endowment.
	<ul style="list-style-type: none"> <li>If exceed the minimum base level, extend endowments to include research support staff.  <b>Assigned: MNA Director, Director of Development, Curator of Anthropology, Curator of Paleontology, Human Resources Manager</b>  <b>Est. Cost:</b></li> </ul>
30 September 2006	STEP 1: Draft amendments to each endowment, as needed, to include support for technicians and contract personnel in each endowment.
31 December 2006	STEP 2: Present amendments to MNA Board as an expansion for each endowment.
31 December 2007	STEP 3: Continue fundraising for each endowment.
31 December 2006	STEP 4: When endowments are sufficient to include support staff, initiate OBJECTIVE 3.

### OBJECTIVE 2: Begin building endowments in Biology/Ecology, Art, and Ethnology

TIMELINE	STRATEGIES
	<ul style="list-style-type: none"> <li>Generate written endowment for Biology/Ecology, Art, and Ethnology.  <b>Assigned: MNA Director, Director of Development, MNA Curators</b>  <b>Est. Cost:</b></li> </ul>
30 September 2006	STEP 1: Draft endowment: needs, goals, and strategy.
31 December 2006	STEP 2: Review with MNA staff and MNA Board of Trustees.
31 December 2006	STEP 3: Inform prospective donors and peer institutions.
	<ul style="list-style-type: none"> <li>Fully fund each endowment at minimum base level – \$2,000,000.  <b>Assigned: MNA Director, Director of Development, MNA Curators</b>  <b>Est. Cost:</b></li> </ul>
31 December 2006	STEP 1: Provide overview of Biology/Ecology, Art, and Ethnology research plans and role at MNA as a prospectus for presentation to donors and organizations.
31 December 2006	STEP 2: Recruit funds from individual donors and organizations.
31 December 2007	STEP 3: Recruit funding through planned giving and estate planning.
?	STEP 4: Involve MNA Board in planning and fundraising for each endowment.
	<ul style="list-style-type: none"> <li>If exceed the minimum base level, extend endowments to include research support staff.  <b>Assigned: MNA Director, Director of Development, Curator of Anthropology, Curator of Paleontology, Human Resources Manager</b>  <b>Est. Cost:</b></li> </ul>
31 December 2006	STEP 1: Draft amendments to each endowment, as needed, to include support for technicians and contract personnel in each endowment.
31 December 2006	STEP 2: Present amendments to MNA Board as an expansion for each endowment.
31 December 2007	STEP 3: Continue fundraising for each endowment.
31 December 2007	STEP 4: When endowments are sufficient to include support staff, initiate OBJECTIVE 3.

**OBJECTIVE 3: Improve research support staff and equipment infrastructure**

TIMELINE	STRATEGIES
	<ul style="list-style-type: none"> <li>Establish junior-level curator positions in each research department. <b>Assigned: MNA Director, MNA Curators, Human Resources Manager</b> <b>Est. Cost:</b></li> </ul>
31 December 2006	STEP 1: Develop job descriptions for junior-level curators in each department.
31 December 2007	STEP 2: Insure funding from endowments, general funds, outside sources.
31 December 2007	STEP 3: Initiate hiring with Human Resources.
	<ul style="list-style-type: none"> <li>Establish technician positions in each research department. <b>Assigned: MNA Director, MNA Curators, Human Resources Manager</b> <b>Est. Cost:</b></li> </ul>
31 December 2006	STEP 1: Develop job descriptions for specific technician requirements in each department.
31 December 2007	STEP 2: Insure funding from endowments, general funds, outside sources.
31 December 2007	STEP 3: Initiate hiring with Human Resources.
	<ul style="list-style-type: none"> <li>Assess equipment and facilities infrastructure in connection to MNA research <b>Assigned: Facilities Manager, MNA Curators</b> <b>Est. Cost:</b></li> </ul>
30 September 2006	STEP 1: Determine needs for each department; e.g. safety and performance standards in each discipline.
31 December 2006 and Ongoing	STEP 2: Develop plan and budget for upgrades.
December, Annually	STEP 3: Periodically review equipment and facilities infrastructure.

**OBJECTIVE 4: Develop an emphasis in past and present regional biological and cultural diversity**

TIMELINE	STRATEGIES
<i>Mention library?</i>	<ul style="list-style-type: none"> <li>Continue MNA's tradition of excellent research. <b>Assigned: MNA Curators, Research Staff, Library Staff</b> <b>Est. Cost:</b></li> </ul>
31 December 2006	STEP 1: Identify current needs and trends in research as appropriate to each discipline, and that are consistent with the MNA mission: Colorado Plateau and surrounding areas.
Ongoing	STEP 2: Facilitate traditional and innovative research programs in each discipline.
Ongoing	STEP 3: Encourage external, interdisciplinary collaboration between MNA curators and associated scholars.
Ongoing	STEP 4: Develop existing and new research programs through internal collaboration, through grants and sponsored research activities.
	<ul style="list-style-type: none"> <li>Seek funding for departmental research priorities/projects. <b>Assigned: MNA Director, Development Director, MNA Curators</b> <b>Est. Cost:</b></li> </ul>
31 December 2006	STEP 1: Identify funding sources
31 December 2006	STEP 2: Actively recruit donors and organizations for funding of projects, utilizing research prospectuses (generated through OBJECTIVES 1 and 2).
December, Annually	STEP 3: Establish realistic funding for research in each department, and create realistic budgets based on funding availability.
Ongoing	STEP 4: Maintain appropriate relationships with donors: thank-yous, social events, and periodic communications.
<i>Move to Goal VI: Invest in our Staff &amp; Volunteers?</i>	<ul style="list-style-type: none"> <li>Fund professional development for Curators and Research Staff: workshop attendance, annual meetings of professional societies, museum visits for scholarly research, new skills training <b>Assigned: MNA Curators, Development Director, Human Resources Manager</b> <b>Est. Cost:</b></li> </ul>
31 December 2006	STEP 1: Assess professional development needs in each department.
December, Annually	STEP 2: Prioritize needs, and consider traditional and innovative development approaches and service providers.
December, Annually	STEP 3: Fund professional development.

**OBJECTIVE 5: Encourage and support research publications; e.g. dissemination of research results in Plateau magazine and other MNA publications, and in professional journals**

TIMELINE	STRATEGIES
	<ul style="list-style-type: none"> <li>Establish publication schedule and topics for Plateau Magazine and MNA Bulletin series with two-year scope. <b>Assigned: Plateau and MNA Bulletin Editors, MNA Curators, Research Associates</b> <b>Est. Cost:</b></li> </ul>
December, Annually	STEP 1: Contact curators, research associates, and others associated with MNA to assess publication needs and ideas.
31 December 2006	STEP 2: Confirm agreements for content and schedule.
	<ul style="list-style-type: none"> <li>Continue publication in professional journals and elsewhere in keeping with professional standards of research and dissemination. <b>Assigned: MNA Curators</b> <b>Est. Cost:</b></li> </ul>
Ongoing	STEP 1: Prepare manuscripts and illustrations.
Ongoing	STEP 2: Submit to appropriate journal or other venue.
	<ul style="list-style-type: none"> <li>Establish staff and volunteer support for publication, especially illustrations, data management, and photography. <b>Assigned: MNA Director, MNA Curators, Human Resources, Volunteer Coordinator</b> <b>Est. Cost:</b></li> </ul>
31 December 2006	STEP 1: Develop job descriptions and/or volunteer descriptions.
30 June 2007	STEP 2: Identify contract vendors or recruit technical help.

**OBJECTIVE 6: Diffuse knowledge and appreciation of science and art to the general public; e.g. dissemination of research and current issues to MNA audiences through exhibits and outreach**

TIMELINE	STRATEGIES
	<ul style="list-style-type: none"> <li>Establish venues for dissemination: special exhibits, permanent exhibits, traveling exhibits, public lectures. <b>Assigned: Public Programs Committee, MNA Curators</b> <b>Est. Cost:</b></li> </ul>
31 December 2006	STEP 1: Identify concepts, curators, and guest curators.
December, Annually	STEP 2: Discuss venues and pre-proposals, esp. exhibit proposals, to Public Programs Committee.
	<ul style="list-style-type: none"> <li>Develop accepted pre-proposals, esp. exhibits. <b>Assigned: MNA Curators, Guest Curators</b> <b>Est. Cost:</b></li> </ul>
December, Annually	STEP 1: Prepare proposal with content, goals, and budget.
December, As Needed	STEP 2: Review proposal with Public Programs Committee, and prepare final draft of story line, content, schedule, and marketing plan.
31 December 2006	STEP 3: Develop implementation schedule, budgets/funding, and staff responsibilities.
	<ul style="list-style-type: none"> <li>Initiate curriculum development that parallels exhibit content and goals. <b>Assigned: Education Team, MNA Curators</b> <b>Est. Cost:</b></li> </ul>
31 December 2006	STEP 1: Assess state and national curriculum standards.
Ongoing	STEP 2: Draft curriculum for adoption in public school classrooms.
Ongoing	STEP 3: Produce curriculum materials.
Ongoing	STEP 4: Distribute curriculum materials.