

Overall Organizational Goals for Fiscal Year 2009

These goals were developed by the Secretary and approved by the Regents. The Secretary will use these goals to assess the Institution's performance this year and will report on our progress to the Regents and external stakeholders. The Under Secretaries and Office Directors who report to the Secretary are working with their respective units to develop appropriate metrics and action steps that will help define how the Institution and its units will contribute to the achievement of these goals.

Planning for the Future

1. Develop an Institution-wide strategic plan, incorporating input from all Smithsonian units and representatives of stakeholder groups, to chart a future course for the Institution.
2. Initiate a national fundraising campaign.
3. Increase funds raised or earned from existing sources and develop new ideas to generate revenue from our collections, expertise and programs in ways that further the Smithsonian mission and enhance the Smithsonian's reputation.

Advancing Our Mission

4. Encourage and produce outstanding research in the sciences, history, arts and culture that builds upon Smithsonian collections and areas of intellectual expertise.
5. Produce excellent museum exhibits and educational programs and develop innovative ways to diffuse knowledge by enhancing and expanding our national and international outreach efforts and by harnessing technology to reach new and more diverse audiences.

Preserving Our Treasures

6. Improve the condition of the Smithsonian's physical infrastructure by addressing all the existing facilities maintenance and revitalization needs that can be met with the funds currently available and by identifying new sources of revenue to address needs in future years.
7. Strengthen collections care and management and make progress on digitization goals.

Aspiring to Best Work Place Practices

8. Promote diversity in all aspects of the Institution's operations
9. Implement and communicate efficient, rational and creative operational and administrative practices that enable staff to support the advancement of the Smithsonian mission while ensuring resources are wisely managed in a manner that reflects the Smithsonian's status as a public trust.
10. Build upon the existing relationships with our stakeholders (e.g., Congress, donors, peer institutions, public) and develop new relationships that enhance the reputation of the Smithsonian and increase awareness of our programmatic activities.
11. Improve communications to internal stakeholders and acknowledge and recognize staff's outstanding performance and achievements.