# SCOT Assessment At-A-Glance

## Strengths
- Professional, collaborative, supportive and competent staff
- Excellent employee and labor relations
- Excellent external relations
- Committed to ingenuity, innovation and continuous improvement
- Positive University financial indicators
- Beautiful well-functioning campus
- Committed to diversity and sustainability
- Committed to campus health and safety
- Active promotion of employee wellness, development and engagement
- Strong administrative systems
- Supportive University administration
- Committed to providing the best service possible

## Opportunities
- Improving and developing administrative systems and business practices
- Expanding collaboration and partnerships with both external parties (including individuals and entities) and University stakeholders (including faculty, staff and students)
- Expanding the pursuit of multiple funding sources to support the facilities development plan
- Assisting in the waterfront and other facility development
- Developing sustainability initiatives and seeking campus support for them
- Enhancing the use of benchmark data and feedback to measure service delivery and customer satisfaction

## Challenges
- Effectively communicating division information to the campus community
- Analyzing and updating business practices
- Efficiently using existing and leveraging new technology
- Strengthening the workforce
- Establishing and maintaining a living long-term, cross-divisional consolidated facilities development plan for the campus *(not just updated every two years)*
- Maintaining facilities and equipment
- Addressing parking needs, campus transportation and access issues
- Maintaining a comprehensive and thorough emergency management program
- Competing needs for limited resources
- Developing effective training programs

## Threats
- Declining state appropriations
- Federal, state and local government regulations and requirements, and unfunded mandates
- Recruitment, retention and workforce morale is threatened by compensation challenges and availability of candidates
- Increasing number of emergency incidents across the nation and rising expectations for appropriate planning and response
- State administrative department restructuring and turnover