

Prioritization of Initiatives Based on SUOAF Labor Impact				
Priority	Initiative	Rationale	SUOAF Appointee	Rank within category
Highest – Ownership	Organizational Efficiency and Effectiveness	IT professionals are SUOAF personnel	<u>Kevin Gill, ECSU</u>	1
	IT Systems Assessment	IT professionals across the system are SUOAF personnel	<u>Jon Derman, BOR</u>	2
	Evening and After Hours Support	Affects work schedule of SUOAF personnel in all student-service offices	<u>Stacy Kowaluk, BOR</u>	3
	Revenue Management	Most SUOAF positions are State funded; revenue drives personnel and operating budgets	<u>Patricia Zibluk, SCSU</u>	4
High	Veteran Recruitment	SUOAF administrative faculty conduct recruitment/admission activities and provide targeted as well as general student support to this population	<u>Jody Barr, SUOAF</u>	1a
	Improving Recruitment of Non-Residents	Recruitment professionals are SUOAF personnel	TBA	1b
	Graduate Student Recruitment	Recruitment and Admissions professionals are SUOAF personnel	<u>Lisa Galvin, SCSU</u>	1c
	Seamless System-wide Transfer and Articulation	Admissions and Advising personnel as well as Academic Support and Student Activities personnel at the 4-year institutions are SUOAF personnel	<u>Myrna Garcia-Bowen, CCSU</u>	2
	System-wide Policy Transparency	Policy changes affect tasks, functions, and responsibilities of SUOAF job descriptions	<u>Lisa Bigelow, CCSU</u>	3
	Faculty Skill & Development	Administrative faculty seem to be left out of this initiative; administrative faculty will require faculty development, too, as their jobs change	<u>Cheryl McCann, BOR</u>	4
	Academic Advising	All undeclared majors and many others are advised by SUOAF personnel; Transform goals centering around career development and placement involve advising activities conducted by SUOAF personnel	<u>Justine Gamache, CCSU,</u>	<u>AnnMarie Puleo, WCSU</u>
	First Year Student Experience	A successful FYE program involves participation by all instructional and administrative faculty	<u>Meg Leake, CCSU</u>	<u>Sal Rizza, SCSU</u>
	Blended Learning/Online Course Delivery	IT professionals in SUOAF provide training in the delivery of online content	<u>Mike Palumbo,</u>	<u>Cheryl McCann, BOR</u>

			<u>ECSU</u>	
	Academic Program Optimization	Academic advising, recruitment, transfer, and Registrar personnel are SUOAF Personnel	<u>Frank Ladore, SCSU</u>	8
	Philanthropic Support for CC Transfer	Development professionals at the 4-year institutions are SUOAF personnel	<u>Heather Rowe, SCSU</u>	9
Moderate	Cross-Campus Registration	IT and Registrar professionals are SUOAF personnel	<u>Mark McGuire, CCSU</u>	1
	Enhancing Career Services	Advising professionals are SUOAF personnel	<u>Justine Gamache, CCSU</u>	2
	Improve Study Abroad Offerings	International Education professionals are SUOAF personnel	<u>Mike Schindel, SCSU</u>	3
	State of the Art Classrooms	IT professionals install, update, and service the technology of these facilities; IT professionals are SUOAF personnel	<u>Lisa Washko CCSU</u>	4
	Study Skills for Online Learning	Academic support professionals (e.g., advising, tutoring, special student services) are SUOAF personnel	<u>Cheryl McCann, BOR</u>	5
	Graduate Research	Primarily associated with teaching faculty	<u>Rod Waterman, CCSU</u>	<u>Vinnie Casella, SCSU</u>
	Code Compliance	All end-users of campus facilities, including SUOAF personnel, are affected by code violations	TBA	7
Low	Career Pathway Alignment CT Tech	Primarily affects community colleges		
	Career-Related Programs and PTech	Primarily affects community colleges	<u>Anthony Ciarleglio, WCSU</u>	
	Early College Programs	The CSUs seem to have been left out of this initiative; Early College Programs on those campuses need to be nurtured and further developed	<u>Aaron Washington, SCSU</u>	
	Go Back to Get Ahead	Primarily a Charter Oak State College initiative	TBA	
	K-12 System Alignment	Primary activities involve curriculum	<u>Nil Rezai, ECSU</u>	<u>Micheal Ben-Avie, SCSU</u>
	Shared Metrics	Primarily affects how data is collected and reported	<u>Cheryl McCann, BOR</u>	

	Strengthening Liberal Arts Core	Primarily affects curriculum at CCs		
To Be Determined	Collaboration with Business Community	Insufficient information to determine priority	Jessica Hernandez, CCSU	
	Facilities Master Plan	Insufficient information to determine priority	TBA	
	Invest in Co-Curricular Student Experiences and Residence Life	Insufficient information to determine priority	Rob Demezzo, SCSU/	Angela Bazin, ECSU
	Labor Needs and Workforce Programs	Insufficient information to determine priority	Maureen Gernert, WCSU	
	Portfolio of Excellence	Insufficient information to determine priority	Isabel Carvalho, WCSU	
Suggest Removal	IT Organizational Structure	A majority of the offices/functions targeted for efficiency are staffed primarily by SUOAF administrative faculty	Jon Derman	