COST	WILL TAKE ONE YEAR	WILL TAKE TWO - FIVE YEARS	WILL TAKE MORE THAN FIVE YEARS
HIGH	Request Additional R&D Funds from the State to Support Sponsored Research (SD 5)	Develop a well-funded research library at the University of Maine (SD 4) Provide a robust slate of high quality, complete, strategically selected Distance Education undergraduate, graduate, and certificate programs and assess and utilize technology to effectively support distance education (SD 3) Conduct market research to verify where the University of Maine System is and it wants to be every two years. (SD 9)	Provide effective Financial Aid programs to support student success (SD 1) Refine and reach compensation goals (SD 2) Renew capital assets to maintain and upgrade facilities (SD 7 - *Business Operations*) Provide appropriate staff to support faculty (SD 2) Increase number of endowed professorships/chairs (SD 2)
MEDIUM	Develop and support collaborative programs and course delivery structures (SD 1) Complete PeopleSoft Financials implementation (SD 7 - *Human Resources*)	Expand the statewide integrated digital library through increased collaboration between UMS and Maine State Library (SD 4) Continue expansion of the wellness program using the moderately centralized model currently deployed (SD 7 - *Human Resources*) Make Faculty Development Center offerings at UM and USM available to System faculty (SD 2) Increase Graduate Student Funding (SD 5) Enhance partnerships, both financial and non-financial, with Maine's community colleges, K-16 DOE initiatives, and within our UMS organizations to create seamlessness. (SD 7 - *Business Operations*)	Establish a permanent base-budget investment in UMS digital library resources and investments (SD 4)
LOW	Build strong articulation programs for transfer students, including two-plus-two programs (SD 1) Establish a Distance Learning Advisory Council (SD 3) Implement a clear and comprehensive vision for the future of libraries in the System and throughout the state (SD 4) Enhance and strengthen the effectiveness of the UMS Library Consortium (SD 5) Expand Opportunities for Undergraduate Research (SD 5) Establish improved system of internal and financial controls (SD 7 - *Business Operations*) Design and implement a new classification program for hourly paid employees (SD 7 - *Human Resources*) Review draft policies on Violence in the Workplace, Domestic Violence in the Workplace and Weapons on Campus (SD 7 - *Human Resources*) Develop a system-wide policy on background checks and require all new employees to undergo a conviction background check. (SD 7 - *Human Resources*) Create an "Aspirations" Recruiting Campaign focused on the value of higher education (SD 9) Create a television campaign that depicts and promotes the "open doors" and the high quality of Maine's Public Universities. (SD 9) Build effective K-12 and Maine Community College System—University of Maine System Alignment and Collaboration Strategies. (SD 1)	Rename Distance Education program and begin marketing campaign (SD 3) Strengthen Sponsored Research by Coordinating the Process of Requesting Increased Funding (SD 5) Enhance role of CFOs within our institutions (SD 7 - *Business Operations*) Adopt an integrated model for delivering employee development programs (SD 7 - *Human Resources*) Highlight opportunities available in Maine at our public universities (SD 9) Build effective program review focused on student success outcomes (SD 1) Strengthen criteria and implementation for faculty review (SD 2) Enhance the Graduate Education Experience and Build the System's Research and Scholarly Capacity (SD 5)	Build effective program review focused on student success outcomes (SD 1) Launch an information/awareness campaign highlighting the importance of charitable giving to public higher education. (SD 9)

KEY

SD 1 - Academic Quality
SD 2 - Faculty and Staff Development
SD 3 - Distance Education
SD 4 - Libraries
SD 5 - Research
SD 6 - Accountability
SD 7 - Shared Administrative Services
SD 8 - Campus-Based Strategic Plans
SD 9 - Advocacy

Items in *italics* not included.