8.2 **Strategic Resource Allocations –** Develop and align resource allocations to adequately support the University's annual strategic priorities

The University has implemented the following strategies:

1. **Budget Council Restructure**: The Council is responsible for ensuring that all budget and reinvestment/reallocations are in alignment with the University's strategic plan, annual strategic priorities and unit internal priories identified through divisional planning that are in alignment with University's strategic plan. In 2019-20, the council was expanded to include representation from faculty, student affairs and the dean's council. The Council, chaired by the provost and vice president for finance and administration makes recommendations to the President for proposed base budget and reinvestment/reallocations.

2. **Strategic Resource Allocations**: The University identified for 2020-21 the following annual strategic priorities. These priorities are in alignment with the University's mission, 2017-2022 Strategic Plan, and Board of Governors strategic plan and initiatives. The University will allocate $13.3M in performance-based funding to support these initiatives.
   - Academic Advisement
   - Student Success Initiatives
   - Transfer Services
   - Student Financial Support
   - Faculty and Staff Retention
   - Security Infrastructure Upgrades
   - Technology Infrastructure Upgrades
   - Strategic Initiatives
   - Operations (Finance)
   - Operations (Academic Affairs)

3. **Strategic Hiring Process**: This strategy establishes a process for the recruitment and hiring of faculty and staff that requires the approval of the Provost and Vice President for Finance and Administration. This process requires that the hiring manager submit justification addressing the following:
   a. The function of the position and the direct impact on core and essential business operations.
   b. Identification of the negative impact on essential or critical business operations of suspending, delaying, or freezing the requested action.
   c. Explanation of the other methodologies and/or options that have been explored and exhausted to avoid the exception request.