

**2013-14 GOALS FOR GREGORY GRAY, PRESIDENT
CT BOARD OF REGENTS FOR HIGHER EDUCATION**

1. Meet with each Regent at least twice a year to solicit advice on restoring trust and integrity to the system.
2. Determine most effective manner to communicate with full Board of Regents, and among Executive Staff and communicate in this manner.
3. Build a first-class management team by filling crucial executive vacancies by March 2014 with outstanding individuals capable of developing a world-class organization. (The current overall organizational structure will soon be shared with the Board's Administration Committee so there is an understanding of staffing and the ability to implement Board policies)
4. Create an excellent working environment whereby departures and separations are less than industry averages.
5. Advocate on behalf of and promote ConnSCU to establish positive relationships with elected stakeholders, particularly the Governor and State Legislators, local as well as nationally elected leaders, bargaining unit heads, academic senate leaders, private sector leaders and other primary stakeholders.
6. Encourage student retention and student success initiatives and measure results expecting 3% improvement.
7. Work with staff and BOR to continue strategic planning initiative and implement the fundamentals of the mission statement and reestablish trust and integrity for the system, build system infrastructure and establish fiscal efficiency and accountability measures.
8. Develop metrics which emphasize the relationship between strategic planning, enrollment planning and budget allocation.
9. Provide leadership for the system's effort in achieving the five goals listed in the strategic plan.
10. Bring about proper balance between "central authority" and "college autonomy" whereby system provides overall guidance for the colleges.
11. Immediately establish a process for annual evaluation of system office personnel, including the college presidents.
12. Complete system remediation plan and implement consistent with state legislation.
13. Continue the Transfer & Articulation initiative (with at least 20 disciplines being approved by the BOR by June 30, 2014).
14. Enhance Internal Audit auditing processes to ensure system integrity by filling two vacant auditor positions.
15. Ensure IT hardware, processes and personnel are state-of-the-art.
16. Establish a systemic (college and university) commitment to achieving continuing administrative efficiency while providing maximum learning opportunities for our students.
17. Provide oversight for implementation of system-wide policy manual that selects and codifies policies of the previous constituent unit boards.
18. Oversee Maguire project and implement strategies to promote enrollment management, retention and completion across the system and achieve target enrollments by fall 2015.
19. Assure our colleges and universities remain on the cutting edge of learning innovation while limiting student tuition and fee increases.
20. Encourage all 17 institutions to work closely with the "feeder" public schools to develop early college programs.
21. Begin to explore a system/state-wide fund raising campaign.
22. Implement transparent budget/fiscal management systems for all 17 institutions and the system office whereby each has responsibility and accountability.
23. Build an environment which passionately seeks excellence in the classroom, in our processes, within the administrative system office and with the Board of Regents.