

**F&A Strategic Plan
Two-Tier Retreat, January 2005
SWOT ANALYSIS – F&A Summary**

Strengths	Weaknesses
<p>Staff – competent, knowledgeable, dedicated, staff with a diversity of skill sets, longevity and experience</p> <p>Strong customer relations and working relationships, both internal and external</p> <p>Good reputation/Best practices</p> <p>Integrity/Ethics</p> <p>Responsive, flexible, adaptable problem solvers</p> <p>Work environment – UCAR and F&A</p>	<p>Technologically Challenged – not using technology to the greatest extent possible, due to budget resource constraints</p> <p>Staffing ratios to workload</p> <p>Resistance to change – challenging the status quo</p> <p>Inability to overcome negative customer perceptions: Roadblock, enforcers, excessive regulations, lack of value</p> <p>We haven't been effective at integrating ourselves in division and programs planning and end up having to be reactive as a result</p> <p>Inability to “say no” and taking on demands for services without first assessing the full impact or priority</p>
Opportunities	Threats
<p>Leverage new and current technologies to the best of our abilities</p> <p>Cross training/Staff Development</p> <p>Customer education</p> <p>Utilizing and sharing current staff skill sets</p> <p>Redesign and automation of processes</p> <p>Strengthen and enhance relationships and partnerships, within F&A, divisions and programs, and external organizations</p> <p>Help the organization save money</p>	<p>Loss of NSF cooperative agreement</p> <p>Budget and funding cuts</p> <p>The “wall” - negative perceptions</p> <p>Governmental regulatory and legislative changes</p> <p>Increasing demands, expectations vs. reality of capacity limitations</p>