

Draft outline of GCMRC Strategic Plan

1. **Vision** – 5 year timeframe (FY05-09)
 - Well-integrated, objective science
 - Data and results shared in real time
 - Regular and valued SCORE report
 - Total relevance to needs of AMP
 - National and international recognition as CRE and AM experts
 - A great place to work
2. **Mission** -
To provide credible, objective scientific information to the Glen Canyon Dam Adaptive Management Program on the effects of operating Glen Canyon Dam on the downstream resources of the Colorado River ecosystem, utilizing an ecosystem science approach.
3. **Linkages**
 - AMP Strategic Plan
 - USGS Strategic Plan
 - NRC recommendations
 - MATA results
 - Input from Science Advisors
 - Other relevant historical documents
4. **Evaluation of strengths and weaknesses**
 - What are the areas that we currently have capacity to accomplish?
 - What are the areas that we need to develop to have capacity in the future?
 - What are the opportunities/critical needs in the future?
5. **Drivers and emerging issues (What are the “big” science questions?).**
FOLLOWING ARE POSSIBLE EXAMPLES
 - Core monitoring
 - Long-term research plan
 - TCD
 - Drought/global change
 - Compliance monitoring
 - Invasive species
6. **Corporate values**
 - Responsiveness to AMP [Goals, MO's, IN's]
 - Product-oriented
 - Diversity
 - Rewarding environment
 - Accountability (personal and \$)
7. **Strategic direction for accomplishing our mission**
 - Willing to promote greater risk taking with promising research
 - Diversify pool of contractors, cooperators and collaborators
 - Work w/ TWG to establish clear SOP's
 - Workforce planning (staff and skills needed)
 - Staff involvement in direction of GCMRC

8. **Goals**

- Regular SCORE report (biennial) in 1 year
- Major revamp of web site in 1 year to facilitate access to state-of-the-art information on GCE
- Achieve target federal staff size of 20 FTEs in 2-4 years
- Develop criteria for sustaining a reasonable amount of in house research and monitoring activity (based on cost effectiveness, staffing capabilities, and solid peer review)
- Implement best organizational structure in 1 year
- Establish a Science Council in 1 year

9. **Strategic action plans**

- Develop a comprehensive business plan (w/ org. chart) in 6 months following completion of Strategic Plan
- Implement web-based SCORE report updated annually
- Complete Core Monitoring Plan
- Complete Long-term Research Plan
- Increase public outreach with major products