

SALISBURY UNIVERSITY HUMAN RESOURCES

RUBRIC FOR PRIORITIZATION CRITERIA

Essential for Daily Operations	Not required for daily functioning; operations unaffected without it	Minor inconvenience if not implemented	Some operational disruption, but manageable	Major operational impact without it; temporary workarounds possible	Absolutely critical; operations cannot continue effectively without it
Risk of Compliance/ Legal Issue	No compliance or legal implications	Very low risk; minor policy concern	Moderate risk; may need monitoring	High risk; potential fines or policy violations if not addressed	Severe risk; immediate legal or compliance violation if not implemented
Revenue-Generating or Cost-Saving	No impact on revenue or costs	Minimal financial impact (<1% of budget)	Moderate financial impact; noticeable but not critical	Significant financial impact (≥5% of budget); important to sustainability	Major revenue source or cost savings; critical for financial stability
Alignment with Strategic Goals	No alignment with strategic priorities	Weak alignment; marginal relevance	Somewhat aligned; supports secondary initiatives	Strong alignment; supports primary goals	Directly tied to top-level strategic priorities; essential for achieving mission-critical objectives
Impact on Student Experience	No noticeable effect on students	Minimal impact; students largely unaffected	Moderate impact; improves some aspects of experience	Significant impact on student satisfaction, engagement, or success	Transformational impact on student experience; directly affects retention, recruitment, or outcomes
Equity Considerations	No relevance to equity	Slight consideration for equity	Moderate equity impact; affects some underrepresented groups	Strong impact on promoting equity and inclusion	Essential for equity; significantly reduces barriers or improves inclusion for marginalized populations
No Viable Temporary Alternatives	Many temporary alternatives available	Some temporary alternatives available; minimal inconvenience	Few alternatives; would require effort to implement	Very limited temporary alternatives; costly or impractical	No viable temporary alternatives; cannot be postponed without major consequences