

109 Potential Strategic Issues (submitted by external stakeholders during focus groups, and staff via the EWR ALL Survey)

Accountability	Culture of Respect	Field Staff Appreciation	Leadership Development	Public Assistance	Water Quality
Adaptive Management and Monitoring	Customer Service	Filling Vacancies	Long Term Issues	Public Awareness	Water Supply
Ag Impacts	Data Analysis	Fiscal Integrity	Mandated Work	Public Engagement	Water Sustainability
Area of Concern	Data Collection	Fiscal Responsibility	Matrix Improvements	Public Expectations	Watershed health
Bee and Bat impacts	Data Governance	Forest Management	MBS Appreciation	Public Support	Website
Biological Diversity	Data Sharing	Funding	MBS Funding	Recruitment and Retention	White-nose Syndrome
Budgeting	Decision-Making	Global Data Management	MBS Lab Space	Regulations	Work Prioritization
Buffers	Demographics	Government Scrutiny	Mentorships	Relationships	Workforce Planning
Building Partnerships	Division Cohesion and Collaboration	Groundwater	Mining	Response to aging dams	Workload
Career Development	Division Diversity	Habitat	Multiple Solutions	Retirement plans	
Clean Water	Division Mission and Goals	Holistic Decision-making	Native Prairies	Reviews	
Climate change	Division Organization	Improve Interdivisional Communication and Collaboration	new Technology	SLAM	
Co/Region Communication	Drainage law	Integrated Management	Old Growth Forest	Staff Resources	
Collaboration	Ecosystem services	Interagency Coordination	Onboarding	Sustainability	
Communication	Education and Outreach	Internal Communication	Permitting	Team Participation	
Competing Goals	Energy	Invasive Species	Planning	Training	
Conservation	Environmental Justice	Lake Superior	Political Support	Vision	
Consistency	External Communications	Land Acquisition	Pollinators	Water	
Creative Problem-Solving	External Coordination	Land Use	Program Balance	Water management	
Critical and Rare	Fees	Leadership Communication and Concerns	Project Execution	Water Monitoring	