

A word cloud of threats to department heads. The words are arranged in a roughly circular pattern, with 'economic issues' being the largest and most prominent. Other significant words include 'social justice', 'infrastructure', 'tax burden', 'backing away from too much criticism', 'not thinking outside the box', 'states impact on home rule', 'future of university', 'other cities more interested in new development', 'defunded maintenance', 'increased demands for non-core services', 'failure in economic development', 'aging infrastructure', 'changing government direction', 'other cities more welcoming', 'affordable housing', and 'state legislation'.

state legislation  
affordable housing  
other cities more welcoming  
aging infrastructure changing government direction  
failure in economic development  
increased demands for non-core services  
other cities more interested in new development defunded maintenance  
tax burden reducing standards to follow sales tax  
backing away from too much criticism **economic issues**  
not thinking outside the box social justice  
states impact on home rule  
future of university infrastructure