**ACADEMIC STRATEGIC PLAN IMPLEMENTATION ROAD MAP**

**PHASE ONE**
**JULY 2021 - OCT. 2021**
- Environmental and landscape analysis
- Subcommittee development

**PHASE ONE OUTCOME**
- Complete two summits
- Generation of ideas and themes
- Synthesize patterns from both summits

**PHASE TWO**
**NOV. 2021 - FEB. 2022**
- Distribution of pattern report from phase one
- Create theme working groups to develop proposals for each theme
- Joint summit
- Determination of final themes to move forward with

**PHASE TWO OUTCOME**
- Joint group finalizes focus areas for implementation
- Complete summit
- Formation of Implementation Committee and theme working groups
- Provost receives proposals from theme working groups

**PHASE THREE**
**MARCH 2022 - JUNE 2022**
- Provost approves proposals
- Identify milestones and resources and build out growth strategies
- Develop metrics for monitoring and evaluation against strategic plan metrics
- Establish regular reporting and integration amongst key stakeholders

**PHASE THREE OUTCOME**
- Collaborate with Strategic Partners Committee
- Develop timeline for theme implementation (years one through three)
- Implementation of theme action plans
- Theme working groups report out on baseline metrics and measurements

**PHASE FOUR**
**JULY 2022 - JUNE 2024**
- Phase in themes as they become actionable
- Recommendations made for future implementation, monitoring and evaluation
- Review new proposals every two years

**PHASE FOUR OUTCOME**
- Replicable multi year planning process
- Build a culture of inclusiveness and breakdown silos
- Forecast necessary resources
- Develop growth strategy for the institution