General Information gathering
*Enlist planning/process team
*Review existing purpose & related projects/initiatives
*Review Best Practices
*Create process framework (CDO)

March - May 2021

June-August 2021
*Identify key foundational elements of IE: Purpose/Why/What/How
*Host informational Presentation with invited IE Advisory committee members
*Review 2018 DEI Strategic Plan
*Develop sub-committees using 4 IE Dimensions
*Sub-Committees identify & establish 2021-22 IE goals (CDO & IE Advisory Committee)

September-November 2021
*Conduct strategic internal assessment to determine impact of current DEI activities
*Review/align IE goal with University Strategic Plan
*Review IE self study Documents
*Meet with Deans/Department Heads
*Identify potential growth opportunities
*Establish 2021/2022 Smart Goal(s)
*Post IE progress on DEI (CDO & IE)

December 2021

January-March 2022
*Analyze the IE strategic implementation process
*Determine needed adjustment
*Adjust as needed
*Sub-committee Review and submit progress report to IE Advisory Committee (CDO & Core Task Force)

April-May 2022
*Evaluate process
*Report IE findings
*Report high level high capacity curricular & co-curricular programming
*Identify/Establish IE Award protocol
*Continuously monitor, evaluate and update plan (CDO & Core Task Force)

June-July 2022
*Submit annual reports to leadership and university community
*Announce high effort/high-capacity IE facilitators (CDO & Core Task Force)

Key: ✔ = Complete; ☑ = In Progress; ☐ = Not Started