



Strategic Planning Timeline: DRAFT

Roles

Strategic Planning Committee

Adopt pillars

Provide input and guidance in the plan content prior to full board review

Leadership

Given the Strategic Pillars which the BOV approved, develop the supporting strategies to accomplish the plan in the timeline agreed upon

Oversee implementation

Board of Visitors

Review proposed plan; suggest additional changes

Adopt Strategic Plan, including metrics and timelines for deliverables

Phases Overview

Aug	Sept	Oct	Nov	Dec	Jan	Feb	March	April	May	June
Phase One										
			Phase Two							
									Phase Three	



STRATEGIC PLANNING

Phase One: Adoption of Pillars and Guidepost Goals

Date		Action and Notes
Role of the...		Action
August		
Aug 12	JMU Leadership	Incorporate Strategic Planning Overview into the University Welcome
Aug 20		Launch Idea Forums
Aug 21	Strategic Planning Committee	Launch work of committee
Aug 21		Begin compiling pertinent documents in ON BOARD under “2026 Strategic Plan”
September		
Sept 18	Board of Visitors	Review initial plans
Ongoing		Attend one listening session each with President Schmidt
Ongoing	JMU Leadership	Hold Idea Forums and meetings with stakeholders
Ongoing	Strategic Planning Committee	Attend one listening session each with President Schmidt
October		
TBD	JMU Leadership	Provide BOV Strategic Planning Committee with visioning recommendations
TBD		Receive input into visioning recommendations
Oct 21		Identify and contact potential chairs for Vision Teams <i>Note: Teams will lead strategy development and refine guidepost goals</i>
Ongoing		Continue to review and refine strategic priorities in conversation with board priorities (Division Heads)
TBD	Strategic Planning Committee	Receive update and provide feedback to University Leadership
Early Oct		Develop themes for Vision Teams



STRATEGIC PLANNING

Phase Two: Implementation Plan and Strategic Vision

Date		Action and Notes
Role of the...		Action
November		
Nov 14	Board of Visitors	Review and provide feedback on Vision Team themes and pillars
Nov 14	JMU Leadership	Announce vision team themes and all-call for participation
Nov 14		Announce pillars (BOV meeting and all-campus announcement)
Nov 1		Finalize Vision Team co-chairs
Dec 2		Select members of Vision Team
Dec 2		Hold kickoff meeting for co-chairs
Dec 3		Send invitations to serve on vision teams
Nov XX	Strategic Planning Committee	Review pillars and provide feedback to JMU Leadership
December		
Dec 11	JMU Leadership	Hold kick-off meeting for all Vision Team members
Dec 11		Vision Teams begin meeting
Dec 11		Vision Teams set schedule for spring meetings
January		
Jan XX	Board of Visitors	Receive report and provide feedback
Jan 3-20	JMU Leadership	Vision Teams begin to meet weekly to develop strategies and refine guidepost goals <i>Note: Spring classes begin Jan. 20, 2026. Ten-month instructional faculty typically return to campus on the same date and are not generally available the two weeks prior, when committees will be meeting. Process should include a method by which these faculty are fully included to support buy-in and increase transparency.</i>
Jan XX	Strategic Planning Committee	Hold special meeting and share report with BOV



STRATEGIC PLANNING

Date		Action and Notes
Role of the...		Action
February		
Feb 12	Board of Visitors	Review interim reports from Vision Teams
Feb 12	JMU Leadership	Vision Teams provide interim reports to President Schmidt, Division Heads, and Board of Visitors Strategic Planning Committee
Feb 12	Strategic Planning Committee	Update provided to BOV for final revision and feedback
Mid-Feb	JMU Leadership	Division Heads continue to shape and refine strategic priorities
Mar 1	JMU Leadership	Implementation teams are formed that will be responsible for crafting timeframes and processes to implement the plan's strategies
March		
Mar XX	Board of Visitors	Receive updates from JMU Leadership and committee, provide comments
Mar 13		Final reports due with any feedback from BOV incorporated
Mar 18		Division Heads finalize pillars, guidepost goals, and strategies
Mar 23		Summary of reports/plan published for public comment
Mar 30		Implementation teams draft initial timelines to include in the plan
Mar XX	Strategic Planning Committee	Hold special meeting of the committee and share report to BOV
April		
Apr 6	JMU Leadership	Public comments reviewed and incorporated into final version
Apr 12	Strategic Planning Committee/JMU Leadership	Final report developed in advance of April 23 BOV meeting
Apr 23	Board of Visitors	BOV considers and approves plan
Ongoing	JMU Leadership	Implementation teams continue crafting timelines and implementation strategies



STRATEGIC PLANNING

Phase Three: Strategic Plan Implementation Developed

Date		Action and Notes
Role of the...		Action
May		
May XX	Board of Visitors	Receive update from JMU Leadership which include proposed goals for Year One of plan
May 15	JMU Leadership	Update Board of Visitors Planning Committee, including proposed goals for year one of plan
May XX	Strategic Planning Committee	Develop detailed timelines, proposed resources, success benchmarks, and performance metrics (Implementation Teams)
May XX		Provide updates to Division Heads and President for review and input (Implementation Teams Leads)
June		
June XX	Board of Visitors	Review and approves implementation timeline and goals for year one of plan
June 1	JMU Leadership	Receive recommendations from Implementation Teams
June XX	Strategic Planning Committee	Present recommendations to Division Heads and President for approval (Implementation Team Leads)



Strategic Planning Process



Listen

August - October 2025

JMU leaders and BOV members engage the campus community to gather ideas and draft key pillars



Envision

November - February 2026

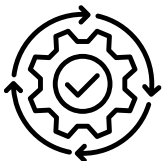
Vision Teams develop strategies to achieve key pillars



Create the Plan

March - April 2026

JMU leaders integrate key pillars, goals, and strategies into a multi-year plan approved by the BOV



Implement

April - June 2026

Plan champions develop implementation strategies to achieve the vision

Ways to Engage

Attend Idea Forums to share vision for JMU

Provide your thoughts through digital idea boards

Participate on a Vision Team

Share your feedback on a draft of the plan during an open comment period

Contribute to the plan's success



Strategic Planning Process

Stage One: Listen



Target Dates and Actions:

August 12: Strategic planning process kick-off during University Welcome
August 20: College/Unit/Divisional meetings are launched
August 21: Board of Visitors Strategic Planning Committee (SPC) formally begins work
September 2: Campus invited to participate in Idea Forums
September 9: First Idea Forum is held
September 18: Board of Visitors receives first progress report
September 19: Idea Forum #2
September 22: Idea Forum #3
September 24: Presidential Listening Tour kicks off
September 25: Idea Forum #4
October 8: Idea Forum #5
October 13: President Jim provides BOV SPC with recommendations for key pillars and guidepost goals

Stage Two: Envision



October 13: BOV SPC works with JMU leadership to develop vision themes that align with recommended pillars and guidepost goals
October 21: Invitations are sent to Vision Team co-chairs
November 14: BOV considers and endorses key pillars and guidepost goals
November 14: **Key pillars and guidepost goals are announced to the campus**
November 14: Campus-wide all-call for Vision Team participation announced
December 2: Kick-off meeting for Vision Team co-chairs held
December 3: Invitations to serve on Vision Teams are sent
December 11: Kick-off meeting for Vision Teams held
January 20: Vision Teams begin meeting
February 11: Vision Team co-chairs share updates at BOV SPC meeting
March 1: Vision Team co-chairs share update with JMU leadership

Stage Three: Create



March 1: Implementation teams are formed based on preliminary reports from Vision Teams
March 13: Final reports from Vision Teams are due
March 17: Draft of Strategic Plan is provided to BOV SPC for input
March 23: Draft of Strategic Plan is made available for public comment
March 30: Implementation teams draft initial timelines to include in the plan
April 6: Public comments are reviewed and incorporated into the plan where possible
April 23: **Final plan is approved by the Board of Visitors**

Stage Four: Implement



May 15: Implementation teams provide detailed timelines, proposed resources, and success benchmarks
May XX: BOV SPC provides input on implementation reports
June 1: Implementation teams provide recommendations on year one plans to JMU leadership
June XX: BOV reviews and approves implementation timelines and goals for year one of the plan