



Selected / Signature Roadmap Goals and Programs	Status as of September 2022	Launch Date
Adopt a new university wide statement of principles on diversity, equity, and inclusion.	Adopted new DEI statement concurrent to the Roadmap endorsement by the board.	December 2021
ODI Infrastructure/Staffing Investment	Five key roles filled as of December 2021. Additional positions targeted for FY 2023 budget cycle (beginning July 2022).	Spring 2022
Faculty Diversity Initiative 2.0 (DLC)	In May 2022, the University announced the launch of the Fannie Gaston Johansson Faculty Excellence Program (formerly the Target of Opportunity Program). Selection process to begin in July 2022 and announcement of selected clusters targeted for September 2022	Spring 2022
Vivien Thomas Scholars Initiative	VTSI received more than 200 applications in the first admission cycle; an inaugural cohort of 20 scholars from HBCU and MSIs will arrive on campus in Fall 2022.	Fall 2022
CUE2 Review	Faculty in the Krieger School of Arts and Sciences and Whiting School of Engineering developed draft plans for the CUE2 undergraduate foundational abilities, including the ability to engage as "citizens of a diverse world." Faculty and governance bodies in the schools will review those plans and establish an implementation plan.	Planning process AY 2022-23 Target launch AY 2023-24



Selected / Signature Roadmap Goals and Programs	Status as of September 2022	Launch Date
Community Engagement Innovations Fund	The newly renamed and expanded Office of Economic Development and Community Partnerships is working with the Provost's Office to develop a proposed framework and committee structure for the program	Target launch Fall 2022
Campus Climate Survey	Vendor selection is underway for a comprehensive campus climate study. Development of survey, in collaboration with community stakeholders, planned for Fall 2022	Target launch Fall 2022 (planning) Spring 2023 (survey)
Employee Innovation Fund	<p>Career architecture initiative, which creates defined pathways for employees to understand how to develop skills to pursue new professional opportunities, will kick-off in Fall 2022 and include new job family networks, competency mapping, standardized job descriptions, and market-based salary structure.</p> <p>Tuition benefit expansion, for employees pursuing undergraduate or graduate degrees, was announced in July 2022 and will be implemented beginning Fall 2022.</p> <p>The HR strategic planning process is in development with key stakeholders across JHU and aiming for delivery later in FY 2023.</p>	Target launch FY 2023 (beginning July 1, 2022)



Selected / Signature Roadmap Goals and Programs	Status as of September 2022	Launch Date
Staff and Student Governance Bodies	Initial benchmarking was completed in Spring 2022 for the staff and student advisory councils, and proposals for the establishments of university-wide interim councils and planning committees are in development, with a targeted launch of Fall 2022.	Target launch Fall 2022
Alumni Engagement Survey	Development and Alumni Relations (DAR) is in the process of selecting an entity to conduct the alumni engagement survey	Target launch Fall 2022 (planning) Listening Sessions Spring 2023 4 th quarter of 2023 (survey)
