

VMI	SI	GL	TSK	Objectives	Tasks	OPR
Strategic Initiative 1: Prepare Exceptional Leaders						
*	1	1		Teach, coach, mentor, guide, and direct cadets through the VMI training model to help them develop the knowledge, skills, and dispositions necessary to become effective leaders.		CLE, CMDT
	1	1	A		Continuously improve staff, faculty, and cadet leader development experience to produce authentic and adaptable graduates dedicated to public service.	CLE, CMDT
*	1	2		Ensure cadets receive mentally and physically challenging experiences that lead to meaningful personal and professional development.		CLE, CMDT
	1	2	A		Ensure mentally and physically challenging leader development experiences embedded across VMI Journey.	CMDT
	1	2	B		By AY 2025- 26, establish and implement a leadership portfolio for each cadet that tracks their leadership journey through their cadetship.	CMDT
*	1	3		Explore value-added opportunity of expanding the Institute's exceptional leadership training model and reputation in new innovative ways.		CLE, Dean
	1	3	A		Examine existing and future opportunities for mobile training teams or distance learning modules to export leadership training.	CLE
	1	3	B		Explore the establishment of a Department of Leadership in the Center for Leadership and Ethics to house all academic leadership programs, courses, and faculty.	Dean
	1	3	C		Examine the feasibility of adding graduate programs and certificates to the curriculum to meet the future needs of graduates.	Dean

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Strategic Initiative 2: Strengthen Academic Excellence						
*	2	2		Integrate technology into our educational and organizational processes.		Dean
	2	2	A		Create a faculty committee to assess the use of AI & VR consistent with Governors Executive Order 30.	Dean
*	2	3		Recruit, retain, and promote distinguished faculty with expertise in emerging fields.		Dean
*	2	4		Strengthen high-impact practices and experiential learning, such as undergraduate research, global learning, internships, and service-learning activities.		Dean
	2	4	A		Develop new courses or programs with embedded high-impact practices, as defined by American Association of Colleges and Universities.	Dean
	2	4	B		Increase cadet participation in internships.	Dean
	2	4	C		Increase cadet participation in global learning.	Dean
Strategic Initiative 3: Foster Esprit de Corps						
*	3	1		Advance efforts that foster a safe, diverse, and inclusive environment.		CMDT
	3	1	A		Evaluate moral, ethical, and values training for the Corps and employees.	CMDT, Chap
	3	1	B		Achieve a sense of belonging and being part of something greater than yourself.	CMDT, DOI
*	3	2		Provide a supportive work environment that enhances employees' well-being through effective recruitment, onboarding, development, engagement, and compensation.		CoS, HR

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	3	2	A		Ensure a competitive total reward system, including compensation, benefits, recognition, and career growth programs which strengthens VMI as a desirable long-term career option.	HR, DS F&S
	3	2	B		Increase professional development opportunities to develop and retain the Institute team members to learn and apply best practices in pedagogy, coaching, and support services and to advance as experts in their fields.	HR, Dean, DS F&S
	3	2	C		Develop and employ innovative recruiting techniques to attract diverse, best qualified talent from the military, industry, and higher education to serve across the Institute's that understand their role in developing future citizen-soldiers, citizen-leaders.	HR, CoS
*	3	3		Deepen VMI's connection with alumni, donors, and parents/guardians.		CoS
	3	3	A.		Improve collaboration with the VMI Alumni Agencies (VMIAA) to emphasize the strategic importance of philanthropy that provides margin of excellence support.	CoS
	3	3	B.		Expand and strengthen mentoring, networking, and affinity programs that facilitate increased integration and sense of belonging within the VMI Community.	DOI, HR
*	3	4		Provide experiential learning opportunities that will help cadets fully integrate within the VMI system, achieve their highest potential, and be productive members of a high performing Corps of Cadets.		CMDT

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	3	4	A		Expand professional and experiential development to prepare cadets for life after VMI, through increased participation in conferences and professional activities, increased global education opportunities, serving underserved populations and Communities, and cadet engagement with broader perspectives.	CMDT, Career Services
Strategic Initiative 4: Recruit Top Cadets, and Boost Success						
*	4	1		Adopt and integrate a strategic enrollment management model that integrates admissions, financial aid, marketing, and cadet support into one unit.		SEM
	4	1	A		Develop a Cadet Recruitment and Retention Center under the purview of Strategic Enrollment Management (SEM).	SEM
	4	1	B		Seek to improve affordability for high quality men and women to attend and prosper as cadets at VMI.	DS F&S
*	4	3		Provide quality core support services to the Corps of Cadets.		SEM
	4	3	A		Perform a needs assessment and analyze physical space and staffing needs of the VMI Infirmary, Center for Cadet Counseling (CCC), and athletic trainers, and options for nutritionist support to meet cadet needs.	DS F&S, SEM
Strategic Initiative 5: Delivering 21st Century Infrastructure						
*	5	1		Strengthen and enhance overall sustainment, restoration, and modernization of facilities to support 21st century requirements.		DS F&S
	5	1	A		Enhance and maintain state-of-the art facilities that inspire and support the pursuit of academic, athletic, and professional excellence.	DS F&S

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	5	1	B		Maintain the health, well-being and quality of life of the Corps of Cadets through regular investment in barracks and auxiliary services facilities.	DS F&S
	5	1	C		Modernize Information Technology infrastructure, services, and support in alignment with digital trends and standards in order to improve organizational processes to facilitate rapid assimilation of new software and hardware technologies for integration across academic and institutional Ops & Plns, including support for hybrid classrooms that provide flexible state-of-the-art instructional capabilities.	DS F&S
*	5	2		Advance capital investment.		DS F&S
	5	2	A		Collaborate with the VMI Alumni Agencies to advance the capital improvement plan.	DS F&S
	5	2	B		Update Capital Improvement Plan (CIP) annually to include modernization plan for facilities.	DS F&S
	5	2	C.		Collaborate with state and federal governmental relations partners to prioritize and secure funding for VMI's capital improvement plan.	DS F&S