## Rationale
- Unit head/college/institution
- Faculty
- Program external review

## Challenges
- Faculty buy-in
- Common vision
- Resources - funding, information, support

## Foundation
- College/head facilitation groundwork
- Strategic planning
- Faculty encouragement for innovation

## Stage setting
- Information gathering, faculty opportunities - workshops, models
- Team identification
- Sowing seeds - gauging readiness, issues

## Assess readiness
- Timing
- Faculty buy-in
- Resource availability

## Initial steps
- Faculty leader - identify, empower
- Exploratory committee - external and internal scan, data gathering, rationale
- Plan development

## Faculty vote
- Faculty leader and committee prepare presentation of data findings
- Full faculty meeting for discussion
- Vote to proceed

## Development
- Working groups
- Resources and timeline of outcomes
- Transparency - regular, open meetings

## Implementation
- Logistics
- Sequencing
- Transition