### AS Transformation Initiative Timeline

**Legend**
- Not Started
- In Progress - On Track
- In Progress - At Risk
- In Progress - Critical Issues
- On Hold
- Completed
- ---
- Potential Tasks
- ◇ Unachieved Milestone
- ⬤ Achieved Milestone
- D Dependency
- ⬦ Conducted Meeting
- ⬤♭ Planned Meeting

**Q4 - FY22**

#### Timekeeping
- **FY21 Timekeeping Replacement Implementation**
  - Start Date: 1/19/2021
  - End Date: 9/9/2022

#### Research
- **Research Datamart Redesign**
  - Start Date: 9/1/2021
  - End Date: 6/23/2023

- **Research Change Management - Phase 1**
  - Start Date: April 2022
  - End Date: July 2022

- **Research Change Management - Phase 2**
  - Start Date: September 2022
  - End Date: August 2023

#### Person
- **Implement Pronouns and Display Name**
  - Start Date: 3/15/2022
  - End Date: 12/22/2022

- **Person Entity Design - Phase 1**
  - Start Date: Current State

- **Person Program Discovery**
  - Start Date: 6/1/2022
  - End Date: 11/19/2022

- **CATracks Isolation**
  - Start Date: 5/15/2022
  - End Date: 11/18/2022

- **Software Selection Complete**
  - Start Date: 12/10/2022

- **Implementation Partner RFPs Complete**
  - Start Date: 2/10/2023

- **IR & Partner Contracts Complete**
  - Start Date: 2/24/2023

#### Alumni
- **Alumni Program Discovery**
  - Start Date: 6/1/2022
  - End Date: 11/19/2022

- **Alumni CRM Replacement Program**
  - Start Date: 4/24/2022
  - End Date: 8/31/2024

- **Alumni BI Transformation Implementation**
  - Start Date: 4/3/2023
  - End Date: 8/31/2024

- **Alumni Program Discovery - F24**
  - Start Date: 4/3/2023
  - End Date: TBD

#### HCM & FIN Systems
- **Pre-Discovery Work for HCM & FIN Transformations**
  - Start Date: 1/19/2023
  - End Date: 12/30/2023

#### Governance
- **ASAC Meeting**
  - July 11, 2022
  - October 13, 2022
  - January 19, 2023
  - April 14, 2023
  - July 20, 2023
  - ASAC Meeting (October 2023 - TBD)

#### Timeline As at 11/30/2022

Active projects are monitored weekly. The timeline activities and dates will be reviewed and updated quarterly based on scope, schedule, and resource changes that may occur. The next update will be published for Q3 FY23.

Transformation Initiative Dependencies

Successful and complete delivery of several projects depend on the Person projects:
- Alumni Transformation Implementation
- HR Transformation Implementation
- Financials Transformation Implementation
- Student Transformation Implementation

RISK: Synergy / Rework if not performed together

AS Transformation Timeline_Q2 FY23.xlsx