This 500-Day Plan guides the daily and long-term direction of the Kem C. Gardner Policy Institute. It includes our vision, mission, values, strategic objectives, action steps and metrics to measure success. This one-page summary is a condensed version of the complete plan.

**Vision**

To be a vital gathering place and center for independent economic, demographic and public policy thought leadership. In applied terminology, we want to be the “Brookings/AEI of Utah” so we can help our community prosper.

We also seek to help our home college, the David Eccles School of Business, achieve its vision of becoming a top 25 business school in the country.

**Mission**

To develop and share economic, demographic and public policy data and research that help people in the community make INFORMED DECISIONS™.

**Committable Core Values**

1. Responsibility to the community
2. Research integrity and relevance
3. Accountability
4. Collaboration
5. Positive and passionate
**Foundational Pillars**

- Exemplary work
- Superb communications
- Great interpersonal relationships

**Strategic Objectives and Major Action Steps**

1. **Build talent base**
   a. Support employee development
   b. Identify, train and mentor deputies
   c. Provide opportunities for interns and fellows
   d. Recruit and utilize senior advisors
   e. Secure funding for and make strategic hires

2. **Enhance existing and develop new areas of excellence**
   a. Strengthen existing areas of expertise
   b. Develop new areas of expertise (public finance, health care, tech, life sciences, civic leadership and training)

3. **Magnify relationships with the community**
   a. Enrich our relationships with our strategic partners
   b. Develop a “Partners in the Community” program
   c. Support the service of Institute employees on community boards

4. **Strengthen student and faculty connection**
   a. Cultivate outstanding relationships with our campus partners
   b. Consult with Campus Advisory Team
   c. Teach classes as guest lecturers and adjuncts
   d. Utilize faculty advisors
   e. Provide meaningful experiential learning for graduate assistants, interns, and fellows.

5. **Create a central gathering place**
   a. Host Newsmaker Breakfasts
   b. Convene annual Leavitt-Romney symposium
   c. Host the Utah Legislature’s policy summit every other year

6. **Create long-term sustainability**
   a. Secure “Partners in the Community”
   b. Participate actively in the Hatch Institute discussions
   c. Achieve long-term budget objectives

**Metrics**

We measure success through a series of metrics and key performance indicators. See the complete 500-Day Plan and our Gardner KPIs for a tracking of our progress.

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“This quote, by Kem Gardner’s favorite poet, inspires the research mission at the Institute. Research sheds light and opens doors for informed decisions and a more prosperous community.”

- Emily Dickinson

“Not knowing when the dawn will come I open every door.”