

# EA Practice Maturity Levels

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The [EA Maturity Model Home](#) defines a progression of maturity across five levels. It recognizes that a particular EA practice may be at different levels of maturity in different attributes. The first level of maturity is flexible in recognition of the vast variety of approaches to initiating a practice. The fifth and last level of maturity is flexible in recognition of unique approaches that an EA practice must develop to be a “glove fit” to its organizational context.

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| <b>Level 1: Initiating</b><br><i>(Identify)</i><br>The EA practice is not yet formally recognized. Visioning, socialization, and planning help develop organizational readiness to initiate an EA practice. During this iterative process, value can be obtained from applying EA concepts, growing engagement, and making changes that prepare an organization to form the EA practice. | <b>Level 2: Formed</b><br><i>(Validate)</i><br>The EA practice is formally recognized and resourced. The practice is still determining how to best serve the organization. Projects with the potential to deliver EA value are identified reactively and opportunistically and key outcomes are validated. | <b>Level 3: Defined</b><br><i>(Repeat)</i><br>The scope and capabilities of the EA practice are clearly defined. It is delivering value in repeatable ways (such as structured engagements, services, governance, training, etc.) and its results are visible. | <b>Level 4: Managed</b><br><i>(Change)</i><br>The work and capacity of the EA practice are controlled and measured. The EA practice is able to change to meet the priorities of the organization. It is sustainably embedded in the organization. | <b>Level 5: Improving</b><br><i>(Future)</i><br>The EA practice is being continually improved. Though the practice is well-established, the future of EA in higher education remains uncertain. Continuous improvement of the EA practice will take different directions based on, for example: the evolving role of IT in the institution; evolution of each institution’s business models and leadership; and industry changes. |
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