Program Summary

**Task Force:** Suggestion: See examples of goals, actions and metrics on USAP website. Metrics should all be specific and measurable, use action verbs and be able to support with data that at the time period specified, you did what you set out to do, or made steps toward achieving your goal(s).

Thank you for the work that went into this report. Through the USAP process, we are working to create at IPFW a culture of continuous improvement, and we think that setting specific and measurable goals is an important part of getting individuals and units at IPFW to think differently about planning and the future.

**Criterion:** #1: Mission - How does your unit support the mission of the university? This may include your mission and vision statements. (no more than 200 words)

**Question:** Mission - How does your unit support the mission of the university? This may include your mission and vision statements. (no more than 200 words)

Department Mission:

The mission of the Department of Management and Marketing is to provide globally recognized quality education in management and marketing to meet the needs of Northeast Indiana region and beyond through excellence in teaching, intellectual contributions, and service.

**Criterion:** #2: Accomplishments - Please list significant accomplishments from the last three years as they align with Plan 2020 goals

**Question:** I. Foster Student Success - Please list significant accomplishments from the last three years as they align with Plan 2020 goal area I: Foster student success.

1. All core courses that were assessed for AACSB accreditation purposes met the performance metrics.
2. Delivering more courses online - Eight courses designed and delivered
3. Changes were made to the content of many courses
4. Curriculum enhancement through new courses based on student assessment and survey - (1) Business Simulation, (2) Project-Based Service Learning, (3) Social, Legal, and Ethical Implications of Business Decisions etc.
5. Increase in the number of "client projects"

**Question:** II. Creation of Knowledge - Please list significant accomplishments from the last three years as they align with Plan 2020 goal area II: Promote the Creation, Integration, and Application of Knowledge.

1. 100% of the T/TT faculty are academically qualified
2. 90% of LTL/CL are professionally qualified
III. Regional Hub - Please list significant accomplishments from the last three years as they align with Plan 2020 goal area III: Serve as a Regional Intellectual, Cultural, and Economic Hub for Global Competitiveness.

1. We have international visiting scholars every year
2. Arranged BUS-D490 class trips to India, China and Morocco.
3. Increase in the number of faculty doing joint projects with international scholars

**Question:** IV. - Create a Stronger Univ - Please list significant accomplishments from the last three years as they align with Plan 2020 goal area IV: Create a Stronger University through Improving the Support of Stakeholders and the Quality and Efficiency of the Organization.

1. We met the AACSB standards for successful re-accreditation via assurance of learning, intellectual contributions and service to the community and profession.

**Question:** Other Accomplishments - Please list any other significant accomplishments from the last three years that do not align with Plan 2020.

1. Successful recruitment of three women faculty. We are the most diverse department in the school.

**Criterion:** #3: Accreditations - Program specific accreditation and status

**Question:** Accreditations - What program-specific accreditations and status do you have, if any?

Our BSB and MBA programs are accredited by AACSB International - The Association to Advance Collegiate Schools of Business.

**Question:** Constraints/Benefits - How do these accreditations constrain or benefit the work of your unit, if applicable?

**Benefits:**
Recognition, hiring qualified faculty, attracting quality students, and student placement

**Constraints:**
1. All the programs/certificates have to meet the AACSB requirements.
2. Affects the time and resources needed to offer new/innovative programs.

**Criterion:** #4: Laws and Mandates - Federal and state laws or mandates that your unit addresses

**Question:** Federal and State Laws - What federal and/or state laws or mandates do you address, if any?
None

**Question:** Constraints/Benefits - How do these federal and state laws or mandates constrain or benefit the work of your unit?

None

**Criterion:** #5: Inefficiencies - Activities that you spend resources on inefficiently or in ways that do not support the mission.

**Question:** Inefficient use of resources - On what activities, if any, do you spend resources (money, time, people, etc.) inefficiently or in ways that do not support the mission of your unit or the university? List as many as apply.

None.

**Criterion:** #6: IR and Budget Review - Review of your department profile and budget

**Question:** Contextualize IR data - Upon review of your IR Department Profile (for academic units) and FY 14-15 Budget information, are there any data you want to correct or contextualize? To view your profile or budget visit the Office of Institutional Effectiveness website: http://www.ipfw.edu/offices/ir/profiles/

None

**Criterion:** #7: Goal One - In this criterion, you will identify your unit goals and tell us how they align to Plan 2020, how they are measured, and what resources you need to meet them.

**Task Force:**
Goal Statement: Use assessment data to improve student learning.

1. Comment on the specificity of the goal:

We recommend that this goal be labeled as the I.A.2 under Foster Student Success in the Vision 2020 strategic plan. The goal proposed is too broad/general and we recommend that the focus needs to be narrowed.

Questions: What measurements will you use? And, what is your action plan for implementation?

2. Comment on the goal's measures:

What is your baseline right now? Do you have it broken down by freshman, sophomore, junior or senior?

3. Comment on the unit’s ability to achieve the goal (include a consideration of the departmental profile and budget data):

Yes, it is likely that they will achieve this goal.

4. Comment on the goal’s relevance:

How is this different from what you have been doing in the past? It’s not clear if this goal is a change from what you are currently doing.

5. Comment on the timeline of the goal:

Annual activity – maybe add some checkpoints in throughout the year.

Possible opportunities for collaboration or suggestions for addressing a gap:

**Question:** Unit Goal - What is your unit goal?

Use assessment data to improve student learning

**Question:** IPFW Goal - What 2020 goal(s) does this unit goal align with? List as many as apply. If it does not align, you may write “NA” or clarify.

I. Foster Student Success

**Question:** Priority Level - Is the unit goal high, medium, or low priority? Limit your high-priority unit goals to 3 to 5.

Top priority due to AACSB accreditation requirements.

**Question:** Actions - What action(s) does your unit plan to take to support this unit goal?

Implement school level assessment procedures
Question: Metrics - With what metrics will you assess progress toward accomplishing this unit goal on an annual basis?

Over 70% pass rate in core courses and at the 70th percentile nationally in the capstone course

Question: Resources - Are you able to accomplish this unit goal with your current resources?

Yes.

Question: Needed Resources - If you don’t have enough resources, what additional resources do you need to accomplish this unit goal?

None.

Question: Challenges - What challenges, other than financial resources, might affect your progress toward accomplishing this unit goal?

None.

Question: Timeline - If achieving this unit goal will take longer than one year, what is your timeline for implementing and accomplishing it?

Annual activity. It is conducted in Spring semester.

Criterion: #8: Goal Two - In this criterion, you will identify your unit goals and tell us how they align to Plan 2020, how they are measured, and what resources you need to meet them.

Task Force:
1. Comment on the specificity of the goal:

The goal is specific, but we ask that you look at the Vision 2020 strategic plan and select a 2020 goal that is under the foster student success section.

2. Comment on the goal’s measures:

The metrics listed for this goal are actually action steps. For your next report, we recommend clarifying which of your action steps can and cannot be accomplished without a new faculty line, and provide clear, measurable metrics that can demonstrate the accomplishment of specific steps and of the goal as a whole.

3. Comment on the unit’s ability to achieve the goal (include a consideration of the departmental profile and budget data):

The success of this goal is dependent on a new faculty line.

Question: Is there something that your department can do to start this goal without the new hire?

4. Comment on the goal’s relevance.

This goal is very relevant to Vision 2020.

5. Comment on the timeline of the goal:

2017-2018 – Suggestion: We recommend adding some checkpoints to evaluate progress on the goal.

Possible opportunities for collaboration or suggestions for addressing a gap:

Suggestion: We recommend a possible collaboration with the DSB advisory board and Northeast Indiana Regional Partnership for the collection of data on regional needs.

**Question:** Unit Goal - What is your unit goal?

Identify and develop courses in response to regional needs and beyond

**Question:** IPFW Goal - What 2020 goal(s) does this unit goal align with? List as many as apply. If it does not align, you may write “NA” or clarify.

1. Foster Student Success

**Question:** Priority Level - Is the unit goal high, medium, or low priority? Limit your high-priority unit goals to 3 to 5.

Top priority.

**Question:** Actions - What action(s) does your unit plan to take to support this unit goal?

1. Comprehensive review of the curriculum in 2014-15
2. Review every 3 years thereafter
Question: Metrics - With what metrics will you assess progress toward accomplishing this unit goal on an annual basis?

1. Make changes in the course content and delivery based on the assessment data.
2. Possibly offer 3 new courses in 2015-16 based on the review.
3. Explore possible minor/track/certificate

Question: Resources - Are you able to accomplish this unit goal with your current resources?

Existing resources are stretched to the limit and new faculty lines are required for additional offerings and funds required to carry out assurance of student learning.

Question: Needed Resources - If you don’t have enough resources, what additional resources do you need to accomplish this unit goal?

New faculty are necessary based on the extent of offerings.

Question: Challenges - What challenges, other than financial resources, might affect your progress toward accomplishing this unit goal?

New tracks or significant programs can’t be offered without new faculty lines. We are at 100% capacity utilization. We are depending significantly on LTL and CL to teach upper-level courses.

Question: Timeline - If achieving this unit goal will take longer than one year, what is your timeline for implementing and accomplishing it?

Year 2017-18.

Criterion: #9: Goal Three - In this criterion, you will identify your unit goals and tell us how they align to Plan 2020, how they are measured, and what resources you need to meet them.

Task Force:
1. Comment on the specificity of the goal:

The overall outcome of the goal is specific, but we recommend doing more to describe concretely the specific action steps that will be taken.

2. Comment on the goal’s measures:

Suggestion: It would help to have a statement of where you are now with the number of engagements produced and where you would like to go, or would you like to maintain the current number? Whichever would be more appropriate to your unit’s goal, i.e. something that would help us to know if you are running at capacity, or if you would like to increase your current production? What is your baseline? For example, increase the number of “client” projects by 20% from X to X in year one.

3. Comment on the unit’s ability to achieve the goal (include a consideration of the departmental profile and budget data):

The unit will definitely be able to reach this goal.

4. Comment on the goal’s relevance:

This goal is very relevant to Vision 2020.

5. Comment on the timeline of the goal:

2020 – Suggestion: We recommend adding some checkpoints to evaluate progress on the goal. What can be accomplished in one year? 5 Years?

Possible opportunities for collaboration or suggestions for addressing a gap:

Suggestion: We recommend a possible collaboration with the Office of Engagement or consider having student groups enter state and regional competitions.

**Question:** Unit Goal - What is your unit goal?

Increase student engagement with “real life” problem solving

**Question:** IPFW Goal - What 2020 goal(s) does this unit goal align with? List as many as apply.
If it does not align, you may write “NA” or clarify.

I. Foster Student Success

**Question:** Priority Level - Is the unit goal high, medium, or low priority? Limit your high-priority unit goals to 3 to 5.

Top priority

**Question:** Actions - What action(s) does your unit plan to take to support this unit goal?

1. Connect with regional businesses for solving problems
2. Use real life cases/simulations
**Question:** Metrics - With what metrics will you assess progress toward accomplishing this unit goal on an annual basis?

1. Increase the number of “client” projects by 20% by 2020
2. Increase number of co-op/internships by 10% annually
3. Increase the number of courses using case/simulation methods by 10% by 2020

**Question:** Resources - Are you able to accomplish this unit goal with your current resources?

Adequate

**Question:** Needed Resources - If you don’t have enough resources, what additional resources do you need to accomplish this unit goal?

None

**Question:** Challenges - What challenges, other than financial resources, might affect your progress toward accomplishing this unit goal?

None

**Question:** Timeline - If achieving this unit goal will take longer than one year, what is your timeline for implementing and accomplishing it?

Year 2020.

**Criterion:** #10: Goal Four - In this criterion, you will identify your unit goals and tell us how they align to Plan 2020, how they are measured, and what resources you need to meet them.

**Task Force:**
1. Comment on the specificity of the goal:

The project proposed is too broad / general. The focus needs to be narrowed.

2. Comment on the goal's measures:

Question: Can you break down this metric into sections?

3. Comment on the unit’s ability to achieve the goal (include a consideration of the departmental profile and budget data):

The unit indicated that they are currently do not have the resources to accomplish this metric. If you break down the actions and change the metric, what can you do to further this goal with the resources that you do have? Can you increase one by the first year?

4. Comment on the goal’s relevance:

This goal is relevant to Vision 2020.

5. Comment on the timeline of the goal:

2020 – Suggestion: We recommend adding some checkpoints to evaluate progress on the goal. What can be accomplished in one year? 5 Years?

Possible opportunities for collaboration or suggestions for addressing a gap:

**Question:** Unit Goal - What is your unit goal?

Flexible course offerings to increase student enrollment

**Question:** IPFW Goal - What 2020 goal(s) does this unit goal align with? List as many as apply. If it does not align, you may write “NA” or clarify.

I. Foster Student Success

**Question:** Priority Level - Is the unit goal high, medium, or low priority? Limit your high-priority unit goals to 3 to 5.

Top priority.

**Question:** Actions - What action(s) does your unit plan to take to support this unit goal?

Serve students through increased online/hybrid course offerings

**Question:** Metrics - With what metrics will you assess progress toward accomplishing this unit goal on an annual basis?
1. Potential delivery of the entire management program online by 2020

**Question:** Resources - Are you able to accomplish this unit goal with your current resources?

Currently not adequate resources to accomplish this goal.

**Question:** Needed Resources - If you don’t have enough resources, what additional resources do you need to accomplish this unit goal?

Additional faculty lines are needed.

**Question:** Challenges - What challenges, other than financial resources, might affect your progress toward accomplishing this unit goal?

Without new lines it is not possible.

**Question:** Timeline - If achieving this unit goal will take longer than one year, what is your timeline for implementing and accomplishing it?

Year 2020.

**Criterion:** #11: Goal Five - In this criterion, you will identify your unit goals and tell us how they align to Plan 2020, how they are measured, and what resources you need to meet them.

**Task Force:**
1. Comment on the specificity of the goal:

The overall outcome of the goal is specific, but we recommend doing more to describe concretely the specific action steps that will be taken. Question: What is the department going to do to help Faculty do this?

2. Comment on the goal's measures:

Question: Are you currently at this level right now? What is the baseline?

3. Comment on the unit’s ability to achieve the goal (include a consideration of the departmental profile and budget data):

It appears that you have adequate resources to achieve this goal; however, you state that it will be a challenge to achieve 100% of this goal.

4. Comment on the goal's relevance:

The goal is a good fit for the strategic plan.

5. Comment on the timeline of the goal:

Timeline for the completion of the goal is unclear.

Possible opportunities for collaboration or suggestions for addressing a gap:

**Question:** Unit Goal - What is your unit goal?

Continue to improve the quantity and quality of faculty intellectual contributions

**Question:** IPFW Goal - What 2020 goal(s) does this unit goal align with? List as many as apply. If it does not align, you may write “NA” or clarify.

II. Promote the Creation, Integration, and Application of Knowledge

**Question:** Priority Level - Is the unit goal high, medium, or low priority? Limit your high-priority unit goals to 3 to 5.

Top priority.

**Question:** Actions - What action(s) does your unit plan to take to support this unit goal?

2 PRJ and 5 other IC by all T/TT faculty

**Question:** Metrics - With what metrics will you assess progress toward accomplishing this unit goal on an annual basis?
100% T/TT faculty Scholarly Academic (SA)/ Practitioner Academic (PA) as defined in AACSB Accreditation standards.
2. 90% of LTL/CL faculty Scholarly Practitioner (SP) / Instructional Practitioner (IP) as defined in AACSB Accreditation standards.

**Question:** Resources - Are you able to accomplish this unit goal with your current resources?
Adequate.

**Question:** Needed Resources - If you don’t have enough resources, what additional resources do you need to accomplish this unit goal?
Need support for conference attendance, journal submissions, professional organizational membership fees, and for acquiring computer hardware, software and databases.

**Question:** Challenges - What challenges, other than financial resources, might affect your progress toward accomplishing this unit goal?
Without resources it is difficult achieve 100% of targeted goal.

**Question:** Timeline - If achieving this unit goal will take longer than one year, what is your timeline for implementing and accomplishing it?
Year to year basis.

**Criterion:** #12: Goal Six - In this criterion, you will identify your unit goals and tell us how they align to Plan 2020, how they are measured, and what resources you need to meet them.

**Task Force:**
1. Comment on the specificity of the goal:

The overall outcome of the goal is specific, but we recommend doing more to describe concretely the specific action steps that will be taken. Also, we ask that you look at the Vision 2020 strategic plan and select a 2020 goal that is under the Promote the Creation, Integration, and Application of Knowledge section.

2. Comment on the goal's measures:

Question: What is your baseline? How many do you have right now?

3. Comment on the unit’s ability to achieve the goal (include a consideration of the departmental profile and budget data):

You stated that you have adequate resources to achieve this goal; however, you wrote that it will be a challenge to achieve it. Question: What can you accomplish now?

4. Comment on the goal’s relevance:

This goal is relevant to Vision 2020.

5. Comment on the timeline of the goal:

2020 – Suggestion: We recommend adding some checkpoints to evaluate progress on the goal. What can be accomplished in one year? 5 Years?

Possible opportunities for collaboration or suggestions for addressing a gap:

**Question:** Unit Goal - What is your unit goal?

Promote research engagement between students and faculty

**Question:** IPFW Goal - What 2020 goal(s) does this unit goal align with? List as many as apply. If it does not align, you may write “NA” or clarify.

II. Promote the Creation, Integration, and Application of Knowledge

**Question:** Priority Level - Is the unit goal high, medium, or low priority? Limit your high-priority unit goals to 3 to 5.

Medium priority.

**Question:** Actions - What action(s) does your unit plan to take to support this unit goal?

1. Student participation in research and scholarly activities under faculty supervision.
2. Supervise students in Honors projects

**Question:** Metrics - With what metrics will you assess progress toward accomplishing this unit goal on an annual basis?
1. 3 to 5 student presentations annually in local/regional/national academic conferences
2. 3 to 5 Honors projects by 2020

**Question:** Resources - Are you able to accomplish this unit goal with your current resources?

Adequate resources.

**Question:** Needed Resources - If you don’t have enough resources, what additional resources do you need to accomplish this unit goal?

Additional resources needed to support student research collaborations with faculty.

**Question:** Challenges - What challenges, other than financial resources, might affect your progress toward accomplishing this unit goal?

None.

**Question:** Timeline - If achieving this unit goal will take longer than one year, what is your timeline for implementing and accomplishing it?

Year 2020.

**Criterion:** #13: Goal Seven - In this criterion, you will identify your unit goals and tell us how they align to Plan 2020, how they are measured, and what resources you need to meet them.

**Task Force:**
1. Comment on the specificity of the goal:

The overall outcome of the goal is specific, but we recommend doing more to describe concretely the specific action steps that will be taken. Also, we ask that you look at the Vision 2020 strategic plan and select a 2020 goal that is under

the Serve as a Regional Intellectual, Cultural, and Economic Hub for Global Competitiveness section.

2. Comment on the goal’s measures:

Question: Is this per year? And, what is your baseline? Hard to determine

3. Comment on the unit’s ability to achieve the goal (include a consideration of the departmental profile and budget data):

Question: What can you accomplish with the faculty here across campus?

4. Comment on the goal’s relevance:

This goal is relevant to Vision 2020.

5. Comment on the timeline of the goal:

2020 – Suggestion: We recommend adding some checkpoints to evaluate progress on the goal.

Possible opportunities for collaboration or suggestions for addressing a gap:

**Question:** Unit Goal - What is your unit goal?

Promote collaboration with faculty across the campus and also international faculty.

**Question:** IPFW Goal - What 2020 goal(s) does this unit goal align with? List as many as apply. If it does not align, you may write “NA” or clarify.

III. Serve as a Regional Intellectual, Cultural, and Economic Hub for Global Competitiveness

**Question:** Priority Level - Is the unit goal high, medium, or low priority? Limit your high-priority unit goals to 3 to 5.

Medium priority

**Question:** Actions - What action(s) does your unit plan to take to support this unit goal?

Expand collaborations and research opportunities with regional, national, and global partners

**Question:** Metrics - With what metrics will you assess progress toward accomplishing this unit goal on an annual basis?
MGMT Management and Marketing

1. 6 international visiting scholars by 2020
2. 2 faculty serving as visiting scholars in other institutions
3. Joint projects with regional/national/international researchers

**Question:** Resources - Are you able to accomplish this unit goal with your current resources?

Not adequate facilities and resources.

**Question:** Needed Resources - If you don’t have enough resources, what additional resources do you need to accomplish this unit goal?

Need additional facilities to house the visiting scholars.

**Question:** Challenges - What challenges, other than financial resources, might affect your progress toward accomplishing this unit goal?

Need support from central administration for facilities.

**Question:** Timeline - If achieving this unit goal will take longer than one year, what is your timeline for implementing and accomplishing it?

Year 2020.

**Criterion:** #14: Goal Eight - In this criterion, you will identify your unit goals and tell us how they align to Plan 2020, how they are measured, and what resources you need to meet them.

**Task Force:** 1. Comment on the specificity of the goal:

The project proposed is too broad / general. The focus needs to be narrowed.

2. Comment on the goal's measures:

It would be great for us to know how much of this is already happening.

3. Comment on the unit’s ability to achieve the goal (include a consideration of the departmental profile and budget data):

Question: What can you accomplish with the resources that you currently have?

4. Comment on the goal’s relevance:

This goal is relevant to Vision 2020 – labeled Medium priority.

5. Comment on the timeline of the goal:

2015

Possible opportunities for collaboration or suggestions for addressing a gap:
Question: Unit Goal - What is your unit goal?

Prepare students for global business environment.

Question: IPFW Goal - What 2020 goal(s) does this unit goal align with? List as many as apply. If it does not align, you may write “NA” or clarify.

III. Serve as a Regional Intellectual, Cultural, and Economic Hub for Global Competitiveness

Question: Priority Level - Is the unit goal high, medium, or low priority? Limit your high-priority unit goals to 3 to 5.

Medium priority.

Question: Actions - What action(s) does your unit plan to take to support this unit goal?

Offer courses that enhance global preparedness

Question: Metrics - With what metrics will you assess progress toward accomplishing this unit goal on an annual basis?

1. Student participation in BUS D490 - Special Studies in International Business Administration
2. Student enrollment in BUS D300 - Introduction to International Business Administration
3. Students are required to take two courses - a foreign language course and ILCS-I350 International Communication course
4. Student participation in global business competitions.

Question: Resources - Are you able to accomplish this unit goal with your current resources?

The current resources are not adequate.

Question: Needed Resources - If you don’t have enough resources, what additional resources do you need to accomplish this unit goal?

Substantial amount of funds are needed to continue BUS-D490 course offering.

Question: Challenges - What challenges, other than financial resources, might affect your progress toward accomplishing this unit goal?

Existing funds will be exhausted by the end of 2014 academic year.

Question: Timeline - If achieving this unit goal will take longer than one year, what is your timeline for implementing and accomplishing it?
Indiana University-Purdue University Fort Wayne (IPFW)
Program Write-up with Task Force Comments

MGMT Management and Marketing

Year 2015.

**Criterion:** #15: Goal Nine - In this criterion, you will identify your unit goals and tell us how they align to Plan 2020, how they are measured, and what resources you need to meet them.

**Task Force:**
1. Comment on the specificity of the goal:
   Define how you will offer courses that enhance global preparedness.

2. Comment on the goal's measures:
   Suggestion: We recommend that you set a clearer quantitative measure that will signify achievement of the goal. How will you measure your success? How will you assure that there was student learning?

3. Comment on the unit’s ability to achieve the goal (include a consideration of the departmental profile and budget data):
   Unit stated that they have adequate resources.

4. Comment on the goal's relevance:
   This goal is relevant to Vision 2020 – labeled “top” priority.

5. Comment on the timeline of the goal:
   Annual activity – timeline for completion of goal is unclear.

Possible opportunities for collaboration or suggestions for addressing a gap:

**Question:** Unit Goal - What is your unit goal?

Support DSB efforts for national recognition

**Question:** IPFW Goal - What 2020 goal(s) does this unit goal align with? List as many as apply. If it does not align, you may write “NA” or clarify.

IV. Create a Stronger University through Improving the Support of Stakeholders and the Quality and Efficiency of the Organization

**Question:** Priority Level - Is the unit goal high, medium, or low priority? Limit your high-priority unit goals to 3 to 5.

Top priority.

**Question:** Actions - What action(s) does your unit plan to take to support this unit goal?
Question: Metrics - With what metrics will you assess progress toward accomplishing this unit goal on an annual basis?

1. Assurance of student learning
2. Meet AACSB standards for faculty qualifications (Standards 2 and 15)

Question: Resources - Are you able to accomplish this unit goal with your current resources?

Adequate resources.

Question: Needed Resources - If you don't have enough resources, what additional resources do you need to accomplish this unit goal?

Expenses related to AACSB accreditation maintenance - annual fees, attendance at AACSB conferences, and costs associated with the visiting accreditation team.

Question: Challenges - What challenges, other than financial resources, might affect your progress toward accomplishing this unit goal?

None.

Question: Timeline - If achieving this unit goal will take longer than one year, what is your timeline for implementing and accomplishing it?

Annual activity.

Criterion: #16: Goal Ten - In this criterion, you will identify your unit goals and tell us how they align to Plan 2020, how they are measured, and what resources you need to meet them.

Question: Unit Goal - What is your unit goal?

Question: IPFW Goal - What 2020 goal(s) does this unit goal align with? List as many as apply. If it does not align, you may write “NA” or clarify.

Question: Priority Level - Is the unit goal high, medium, or low priority? Limit your high-priority unit goals to 3 to 5.
Question: Actions - What action(s) does your unit plan to take to support this unit goal?

Question: Metrics - With what metrics will you assess progress toward accomplishing this unit goal on an annual basis?

Question: Resources - Are you able to accomplish this unit goal with your current resources?

Question: Needed Resources - If you don’t have enough resources, what additional resources do you need to accomplish this unit goal?

Question: Challenges - What challenges, other than financial resources, might affect your progress toward accomplishing this unit goal?

Question: Timeline - If achieving this unit goal will take longer than one year, what is your timeline for implementing and accomplishing it?