Program Summary
The faculty hiring process for Technology Departments in ETCS would have to take an outside the box approach. Indeed, the expectation of the academic/professionals credentials as well as the academic rank between the academic and administration does not converge. In essence, the Dean's office would like to explore the possibility of developing a proposal (with the unit input) to extend the P&T process to include continue instructors and/or clinical faculty such that, in due time, the expectations (terminal degree, practical experience, etc.) from both administration and unit can be met.

Task Force: Thank you for the time and effort you put forth in your report. Through the USAP process, we are working to create a culture of continuous improvement; setting specific and measurable goals is an important step in the process of moving IPFW toward this culture of improvement. Part of this effort is getting individuals and units at IPFW to think differently about planning and the future. The work of Manufacturing and Construction Engineering Technology is critical to IPFW and we greatly appreciate the time you spent on this significant endeavor.

Even in those situations when the department recognized the need for internally driven change, these changes were connected to externally driven actions. The report would be substantially improved by the inclusion of at least one goal that is within the power of the department given its current resources.

Thank you again for being part of this important initiative

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)

The mission of MCET is to support the career aspirations of undergraduate and graduate students, and to fulfill the needs of their current and future employers. The Department offers, develops, and continuously improves educational programs to meet these needs. The programs are accessible to traditional and nontraditional students, and support evolving career objectives by emphasizing lifelong learning.

We provide excellent undergraduate education in Mechanical Engineering Technology, Industrial Engineering Technology, and Construction Engineering Technology. At this time, our only Graduate offering is in Industrial Technology.

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.
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.

**Question:** 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.

**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.

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

MET/ET course enrollment increased 12% this academic year, 3% last year, and 6% the year before (a net increase of 22%), at a time when overall campus enrollment has declined. MET/ET course enrollment has grown 69% in the last decade, while MET staffing was cut in half.

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

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

Our programs are accredited by ETAC/ABET. Accreditation helps students transfer to other campuses, and helps graduates find work.

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

The constraint is the lack of support by the Administration in providing the required release time for faculty to write the accreditation application. The Department requested quarter-time release for each of three program coordinators to write their respective reports; the Administration countered by offering a quarter-time release to a single faculty member, which means that two of the reports will not be written.

**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?
House Enrolled Act 1220

Senate Enrolled Act 182

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

House Enrolled Act 1220 required the Mechanical Engineering Technology B.S. program to drop 4 courses from the curriculum (courses in engineering technology, public speaking, calculus, and general education). This law has reduced the value of the B.S. degree in the marketplace.

Senate Enrolled Act 182 requires all degrees to contain 30 credits of general education. As a consequence, both the Mechanical Engineering Technology and Industrial Engineering Technology programs moved general education courses into the A.S. degrees, and moved technical core courses into the B.S. degrees, lowering the quality of the A.S. degrees.

This law also requires us to recognize an IVY Tech A.S. graduate’s coursework as equivalent to the first two years of our B.S. degree. The faculty are concerned that IVY Tech transfer students will be underprepared on arrival, and that this law sets students up for failure. While the law states that we must accept “all the credits earned for the student's associate degree… so that the student may begin the baccalaureate degree as a junior status student,” it is not clear whether we can require transfer students to take prerequisite courses for junior and senior level IPFW courses, if these prerequisites are not part of the IVY Tech curriculum.

**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.

N/A

**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/

N/A

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

At least 4 distinct goals are identified, several of which are specific on their own. Taken together, they undermine the specificity of the goal.

2. Comment on the goal's measures:

Given the limitations of the diverse goals identified, the measures are okay. They could be improved by stating quantitative objectives and established baselines.

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

Although the goal is organized in such a way that it appears to be entirely external to department control (it requires the granting of additional faculty lines), several of the goals could be addressed regardless (e.g., increase minority and female representation among majors).

4. Comment on the goal's relevance:

The goals within the department’s control are relevant and we encourage the department to work toward those goals regardless of whether or not additional faculty lines are approved.

5. Comment on the timeline of the goal:

The goals within their control should be the focus of ongoing efforts.

Possible opportunities for collaboration or suggestions for addressing a gap:

Question: Unit Goal - What is your unit goal?

Fully staff the Mechanical Engineering Technology program with a diverse faculty so that we can offer classes more often (enabling students to graduate faster), attract more female & minority students, and develop a graduate program in MET.

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.D. Increase the diversity of the IPFW community.

I.E.2. Develop activities and experiences that promote success in student achievement through programs with strong student learning outcomes, high graduation rates, and strong job placement prospects.

I.E.4. Promote majors and programs with strong job placement opportunities in the region and beyond.

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?

Request MET faculty lines.

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

Faculty/student ratio of 25-30 in the MET program; speedier graduation; increased female/minority representation among the students and faculty.

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

No.

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

Additional faculty lines and the freedom to set credential requirements at the Department level.

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

The Department requires full control over credential requirements. In recent years, the Administration caused two of the Department's tenure-track searches to fail by requiring unrealistic credentials, over the objection of the faculty and department chair.

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

3 years.

**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:**
Comment on the specificity of the goal:

It's difficult to evaluate the specificity of this goal because it is not clear if the department is currently accredited.

Comment on the goal's measures:

While the measures are clear, it is difficult to evaluate them. No action steps are identified. Action steps should be articulated or should include appropriate identification of accreditation needs.

Additionally, it is not clear how this goal or its measures are addressing assessment.

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

It is not clear if the unit can achieve this goal with current resources. One concern raised is the lack of college assessment standards. More information about this lack, and how addressing the lack will improve the department's position, would improve the report.

The possible need for lab equipment for accreditation is mentioned, but the role of the lab equipment in accreditation standards is not clearly articulated. If new lab equipment is mandated, this should be made clear.

Comment on the goal's relevance:

The lack of context for this goal makes it impossible to determine the relative relevance of this goal.

Comment on the timeline of the goal:

The lack of context for this goal makes impossible to determine the relevance timeline for the goal.

Possible opportunities for collaboration or suggestions for addressing a gap:

Assessment with the other departments in the College or the College Administrative Office

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

6-year ETAC/ABET accreditation in every academic program.

**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.A.1. Improve quality and fidelity of assessment process of degree/certificate programs.

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

High

**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?

Full accreditation without 3-year interim report.

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

No.

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

Quarter-time release for the author of each application. Sufficient funds to purchase and maintain up-to-date laboratory equipment (for example, the tensile testing machine controls use 1950s-era vacuum tubes...an out-of-date technology).

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

Lack of College assessment standards.

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

TBD

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:

This goal includes two clearly defined but distinct goals

2. Comment on the goal's measures:

Measures are clear, but they rely entirely upon actions external to the department.

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

The activities associated with the goal are entirely external to the department.

4. Comment on the goal's relevance:

Relevant

5. Comment on the timeline of the goal:

The timelines are inconsistent. The timeline for the first goal is perhaps too long, and the timeline for the second goal is perhaps too short.

Possible opportunities for collaboration or suggestions for addressing a gap:

Office of Engagement

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

- To learn about students' success and to incorporate the results to further improve IET curriculum and to better satisfy both students and employers by running exist and alumni surveys.
- To increase annual undergraduate enrollment by 3 students per year in next 3 years.

**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.E.2. Develop activities and experiences that promote success in student achievement through programs with strong student learning outcomes, high graduation rates, and strong job placement prospects.
- I.E.4. Promote majors and programs with strong job placement opportunities in the region and beyond.

**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?

Request support from Office of Engagement

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

- Improve in both students’ and employer’s ratings of the IET curriculum.
- Increase in the number of freshmen in IET.

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

No

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

Supports in terms of points of contact, and marketing from Office of Engagement.

**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?

3 years

**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:
   Clear

2. Comment on the goal's measures:
   Clear

3. Comment on the unit's ability to achieve the goal (include a consideration of the departmental profile and budget data):
   While the goal and its measures are clear, the actions required to achieve the goal are entirely external to the department.

4. Comment on the goal's relevance:
   Unknown

5. Comment on the timeline of the goal:

Possible opportunities for collaboration or suggestions for addressing a gap:

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

Hire full-time CNET faculty to take the place of the 3 faculty members who recently retired

**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.E.2. Develop activities and experiences that promote success in student achievement through programs with strong student learning outcomes, high graduation rates, and strong job placement prospects.

I.E.4. Promote majors and programs with strong job placement opportunities in the region and beyond.

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

Highest

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

Request CET faculty lines.

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

Decrease in the number of Limited Time Lecturers.
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**Question:** Resources - Are you able to accomplish this unit goal with your current resources?

No

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

More full-time faculty lines and the freedom to set credential requirements at the Department level.

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

The Department requires full control over credential requirements. In recent years, the Administration caused two of the Department’s tenure-track searches to fail by requiring unrealistic credentials, over the objection of the faculty and department chair.

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

3 years

**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.

**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?
#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.

**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?

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.

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?

**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.

**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?
#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.

**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?

**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?