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 Dental Hygiene is critical to IPFW and we greatly appreciate the time you spent on this significant endeavor. Thank you again for being part of this important initiative.

Other Comments: Although the goals themselves are ambitious, we hoped a program of this size and importance should have reported on more than two goals. In addition, each unit that is directly responsible for student learning (whether the unit is academic or academic support) should have included at least ONE unit goal (among its other goals) that aligns with EITHER Goal I.A.1 or I.A.2. Please establish this goal for your unit and ensure it is included on next year’s report.

**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)
MISSION: The mission of the Dental Hygiene Program at Indiana University-Purdue University Fort Wayne is to educate students for future roles as dental health professionals. The program is committed to excellence in the theory and practice of dental hygiene and in the development of competent, socially sensitive and ethically responsible professionals.

GOALS:

Graduates of the IPFW Dental Hygiene Program will be able to:

1. Demonstrate breadth of knowledge in principles of social sciences, basic and dental sciences.

2. Demonstrate proficiency in assessing, planning, treating and evaluating oral conditions and diseases.

3. Interpret and evaluate current dental literature and apply that knowledge to make sound, evidence-based decisions and continue life-long learning.

4. Demonstrate the highest levels of personal integrity and professional ethics in the delivery of dental hygiene services.

5. Promote the dental hygiene profession through service learning activities, affiliations with professional organizations and partnerships with the community.

6. Design, implement and evaluate community oral health programs appropriate for the diverse, multicultural communities of northeastern Indiana.

7. Demonstrate knowledge and skills necessary to be responsible dental professionals and leaders in local, regional, national and international organizations and communities.

8. Demonstrate proficiency in critical thinking, reasoning, questioning and decision-making.

9. Demonstrate the written, oral, and multimedia skills necessary to communicate effectively in diverse professional and educational settings for multicultural audiences.

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.

- Process Goal: Improve measurement of student learning

In the previous three years, the Dental Hygiene program implemented:

- Classroom Assessment Techniques (CATs)
- Student Self Assessments in clinical classes
- Outcome Assessments for multiple courses
- North East Regional Board Exam of clinical skills/licensure: 97% pass rate- first try
- ADA Joint Commission on National Dental Examinations Board Exam of didactic knowledge/licensure: 99% pass rate on first try
Process Goal: Increase Student Engagement, Experiential Learning, Service Learning

- Service Learning, Patient Treatment at Matthew 25 Health and Dental Clinic. Each student completes at least 40 hours of dental treatment at Matthew 25 Health and Dental Clinic during 3 semesters of clinical experiences.
- Public Health Educational Rotations (DHYG H347 Community Dental Hygiene extramural visits to Northeast Indiana public, parochial and Amish schools, nursing homes, pregnancy centers and battered women recovery and homeless shelters.) Each student completes 30 hours of a variety of oral health care screenings and educational programs to a diverse group of participants of varied ages, cultures and ethnic backgrounds.
- Case-Based Learning and Clinical Treatment of Dental Hygiene Patients in the IPFW Dental Hygiene Clinic. Each student completes approximately 200 hours per semester developing and mastering their clinical skills with a diverse population of patients.
- Student and Faculty Participation in Medical/Dental Mission Trips to Honduras and Dominican Republic.
- Students participate in local, state and national components of the Student American Dental Hygiene Association (SADHA) and attend meetings and service projects with members of the local Isaac Knapp Dental Hygienists’ Association (IKDHA).
- Advising interventions in conjunction with CHHS Student Success Center for mentoring and tutoring assistance with peers and professional advisors.
- Individual Competency Instruction (ICI) available for all Dental Hygiene students to help master their clinical and instrumentation skills.
- Flipped classroom and case-based instructional techniques utilized throughout the dental hygiene curriculum to develop students’ critical thinking skills.

Process Goal: Increase Interdisciplinary and graduate programs and internationalization of the curriculum

- Participation in the “Great American Smoke-Out” and IPFW Health Fair every year, working in conjunction with the other health care programs on campus.
- Interprofessional Education (IPE) programs conducted through simulation with the IPFW Nursing, Radiography and Dental students for last three years.
- Participation with other healthcare providers at Healthy Cities Health Fair, providing service for under-served, multicultural patients.
- Attend Guest Lectures hosted by the IU Medical School, Cancer Services of North East Indiana and the IPFW Nursing and Radiography Departments.
- International Agreement with dental school at Pontificia Universidad Catolica Madre y Maestra (PUCMM), Santiago, Dominican Republic for oral health education and training while on mission trip.

Process Goal: Increase the diversity of the IPFW community

- Extramural assignments for students at Neighborhood Health and Dental Clinic and Matthew 25 Health and Dental Clinic providing treatment for culturally diverse patient base.
- AHEC summer camp and internship programs - Strong participation in on-going summer camp programs for area elementary, middle school and high school students from diverse cultural, ethnic and racial backgrounds to encourage diversification of health care workforce (and IPFW student body) from under-represented groups.

Process Goal: Develop signature programs

- Worked with Indiana State Legislature and Indiana State Board of Dental Examiners to develop additional expanded duties for licensed dental hygienists (local anesthesia administration and prescription supervision laws).
- Dental Hygiene Local Anesthesia Course - Developed, implemented and repeated at least annually to respond to recent legislation allowing licensed dental hygienists to administer local anesthesia, after completing the approved continuing education course and passing a licensing examination.
- Have maintained rigorous admission and academic standards within the Dental Hygiene Program to produce high graduation rates and successful licensure rates for past 50 years.
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- Strong regional partnerships with Matthew 25 Clinic, Neighborhood Health Clinic, St. Francis University, the IU School of Dentistry, the IU School of Medicine at IPFW, McMillen Health Center and area hospitals for student and graduate training and continuing education experiences.

**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.

- **Process Goal: Project future demand for research and collaboration**
  - Individual Dental Hygiene Faculty have authored and co-authored articles published in national and international journals.
  - Individual faculty have authored textbooks.
  - Individual faculty have contributed authoring in textbooks/textbook chapters.
  - Individual faculty serve on editorial boards for several dental hygiene journals.
  - Individual faculty have presented continuing education seminars nationally and internationally.

- **Process Goal: Promote mentoring relationships between faculty and students engaged in the creation, integration and application of knowledge**
  - Mentoring relationships established between Dental Hygiene faculty, students and practicing dental hygienists within the community through SADHA and IKDHA.
  - Strong mentoring relationships exist between the Dental Hygiene faculty and the cohort of current students in the dental hygiene program, which continues post-graduation into their professional lives.

- **Process Goal: Promote development of opportunities for faculty and student engagement with the community for the application and integration of knowledge**
  - On-going involvement with McMillan Health Center to promote oral health education for pre-school children through “Brush!” campaign.
  - On-going involvement with patient oral care treatment and education at Matthew 25 Clinic and Neighborhood Health Clinic and Neighborhood Health Clinic to improve access to dental care by under-served population
  - On-going oral health educational projects offered at wide variety of schools and family assistance locations throughout NE Indiana.
  - Mission trip collaboration continued with IPFW faculty and students to assist in Dominican Republic and Honduras.

  - Recently renewed the IPFW Dental Hygiene Program relationship with Neighborhood Health Clinic to increase the students’ opportunities to work with varied population groups and healthcare providers in unique and varied settings.

- **Process Goal: Continue on-going relationships between the IPFW Dental Hygiene Program with the Matthew 25 Health and Dental Clinic and many area public and private school systems to promote the diversification of the profession and encourage new processes for healthcare delivery.

**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.
• **Process Goal: Expand meaningful collaborations and research opportunities with regional, national and global partners**
  - Faculty member visited the Yonsei Dental Hygiene School in Seoul, Korea and the Seoul National University and spoke at the Korean Association of Dental Hygiene Professors National Symposium.
  - Faculty and students participated in a Dominican Republic mission trip providing dental treatment, patient education on oral hygiene and giving dental education instruction to dental students at Pontificia Universidad Catolica Madre y Maestra University in the Dominican Republic.
  - Faculty participated in a dental mission trip, in conjunction with the Lion’s Club and Sonrisas Siempre organizations, to Comayagua, Honduras.

• **Process Goal: Provide access to outstanding intellectual programming**
  - Local Anesthesia 5-day continuing education seminars "Local Anesthesia for the Dental Hygienist," given multiple times.
  - Cancer survivor and guest lecturer, Dan Shapiro, presented continuing education seminar, hosted collaboratively between the CHHS and Cancer Services of Northeast Indiana.

• **Process Goal: Provide non-credit enrichment experiences for the community**
  - Dental health and oral hygiene education provided at health fairs such as Healthy Cities Health Fair, the IPFW Health Fair and McMillen Oral Health Summit. In addition, the students provide oral health education at public and private schools, pre-schools and Head Start programs.

• **Process Goal: Serve as an exemplar of free and open discourse.**
  - Program Director is actively involved in the local dental community and serves as a liaison between the area dentists, dental hygienists and dental assistants and the university.
  - Faculty maintain membership and leadership roles in local, state and national professional associations and boards of partnering agencies.

**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.
Process Goals: Measures and Metrics

- The Dental Hygiene Program has a full series of performance competencies for each procedure performed in the clinical and laboratory classes across the curriculum. In addition, a series of Observed Clinical Simulation Examinations (OSCEs) is performed to further evaluate students’ performance.
- The Dental Hygiene Program is fully accredited by the American Dental Association Commission on Dental Accreditation (ADA CODA), which evaluates the program’s academic and non-academic performance through a series of six in-depth standards and corresponding metrics. These standards cover Institutional Effectiveness; the Educational Program; the Administration, Faculty and Staff; Educational Support Services; Health and Safety Provisions; and Patient Care Services.
- The Dental Hygiene Program (all the Dental Programs) undergoes a complete accreditation review every seven years. The program has been fully accredited since it was established in 1964. The last site visit was conducted in Fall 2011. The Dental Hygiene Program successfully passed that accreditation review, without report.
- In addition, the Dental Hygiene Program must complete a yearly ADA CODA report annually to maintain accreditation status.
- Graduation from a CODA accredited program is required for all dental hygienists to secure a license to practice dental hygiene nationwide.

Process Goal: Efficiency

Not applicable

Process Goal: Philanthropic Support

Dental Hygiene program works closely with IKDDS, the Isaac Knapp Dental Education Foundation and the Isaac Knapp Dental Hygienist’s Association. These organizations and their members were instrumental in establishing the Dental Education programs and continue to support/contribute to the university through funding our clinical facilities and student scholarships and serving as clinical faculty.

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

- Successfully established the curriculum for a Bachelor of Science in Dental Hygiene (BSDH) degree and are instituting that program starting in Fall 2015.
- First IPFW Clinical track faculty to achieve promotion to full professor.

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

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

American Dental Association Council On Dental Accreditation (CODA)

Question: Constraints/Benefits - How do these accreditations constrain or benefit the work of your unit, if applicable?
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- ADA CODA accreditation: We maintain this accreditation and successfully meet the high program standards. This is a benefit by enabling our graduates to maintain eligibility for licensure anywhere in the United States.
- HIPAA requirements: The need to comply with HIPAA regulations, especially in our current clinical setting is becoming increasingly difficult, due to the open concept of the physical clinic itself. Maintaining patient confidentiality is an on-going concern.

**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?

1. Faculty must maintain current licenses to practice Dentistry or Dental Hygiene.
2. HIPAA regulations

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

State laws mandate that all of our full and part-time clinical faculty must maintain a current dental or dental hygiene license. In addition, the clinical dentists must be present in the clinic when all patient treatment takes place. These laws help maintain the high standards of our clinical program and provide for patient safety. However, sometimes securing the participation of licensed dentists to supervise the clinic can be difficult to achieve. Having a full time faculty member that is a licensed dentist has been useful in fully complying with these regulations.

Also, all radiographic equipment is monitored annually to operate in compliance with state laws. This is a benefit in providing operator and patient safety in our clinics.

**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.

Not Applicable

**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/
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: 1. Comment on the specificity of the goal:
Specific

2. Comment on the goal's measures:
Not provided; references metrics used in maintaining accreditation. Need to clarify what will count as successful implementation of the B.S. degree.

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

4. Comment on the goal's relevance:
Very relevant

5. Comment on the timeline of the goal:
Reasonable

Possible opportunities for collaboration or suggestions for addressing a gap:

Question: Unit Goal - What is your unit goal?

Implement the curriculum for the Bachelor of Science in Dental Hygiene (BS-DH) degree, starting with the admission of the first BS-DH class in August 2015.

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.
All four 2020 Goals...Student Success; Creation, Integration and Application of Knowledge; Serving as a Regional Intellectual Hub for Global Competitiveness and Creating a Stronger University through Improving the Quality of the Organization.

I - Foster Student Success

II - Promote the Creation, Integration and Application of Knowledge

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

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.

High

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

Implementation of the approved BS-DH curriculum, starting in August 2015, with admission of our first class of BS-DH students. We will continue an on-going analysis/review of the proposed curriculum, related to faculty and student needs.

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

We will utilize the same metrics used to evaluate our AS-DH curriculum, as mandated by our accreditation.

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

Faculty requirements are O.K. but we are unsure of the additional secretarial needs generated by the larger student base. We are very concerned that we will need the half-time secretary approved with this degree proposal, but not yet hired or in place.

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

Possibly more secretarial help, as outline above.

**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?

It will be a three-year process to fully implement the BS-DH curriculum and continue to monitor students’ success.

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:

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):

Dependent on coordination with other departments as well as external factors, such as increased financial resources. This is probably an expensive goal.

4. Comment on the goal’s relevance:

Relevant.

5. Comment on the timeline of the goal:

Seems optimistic. We think it might take longer.

Possible opportunities for collaboration or suggestions for addressing a gap:

A number of units on campus have mentioned this goal, so clearly there is campus-wide need and a coordinated effort to promote this goal.

Question: Unit Goal - What is your unit goal?

Build a new Dental Hygiene Clinic and/or academic building for the entire CHHS.

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.
All 4 of the 2020 Goals:

I. Foster Student Success;

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

III. Serve as a Regional Intellectual Hub for Global Competitiveness;

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.

High

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

- Dedicate Time and Effort to design an efficient clinical facility to provide the best learning environment for the DH students and the clinical patients.
- Promote a variety of fundraising methods to generate funds through grants, donations and fundraising events.

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

Develop building plans and goals for fundraising

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

- We are not able to accomplish this goal with our current resources, although we have some monies set aside to help with this. We will work to raise funds from within the campus and off campus sources

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

- Consultation with dental equipment and design experts to secure current information on the most modern dental equipment and techniques to make a "state of the art" facility.

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

- Administrative acceptance and state approval.

**Question:** Timeline - If achieving this unit goal will take longer than one year, what is your timeline for implementing and accomplishing it?
Have architect draw plan in first year.

Have five-year plan to design, fund and build the clinic or building

**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.

**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?
#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.

**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:** #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.
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**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:** #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.
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**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?

**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.

**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?
#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?
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?