Indiana University-Purdue University Fort Wayne (IPFW)
Program Write-up with Task Force Comments

IAVC Information Analytics and Visualization Center

Program Summary

Task Force: Suggestion: Goals 1-5 see examples of goals, actions and metrics on USAP website. Metrics should all be specific and measureable, 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).

Question: For your Timelines Goals 1-5 nothing is listed, so we assume they will be evaluated on a yearly basis. Does this mean you have a date by which you will annually assess the progress you are making on your goals? How do you/will you record your progress throughout the year?

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.

Other Comments:

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)

The Information Analytics and Visualization (IAV) Center strives to support the mission of IPFW by serving as a valuable resource for northeast Indiana that supports excellence in teaching and learning at IPFW and contributing to the development of the region through research and innovative endeavors.

The mission of the IAV Center at IPFW is

• to promote and conduct research pertaining to information analytics and visualization;
• to provide state-of-the-art resources for faculty and students to engage in multidisciplinary research in the areas of visualization, information processing and visual analytics, virtual reality technology, data mining and knowledge discovery, and mobile technology;
• to actively seek partnerships with regional business, industry, and government enterprises to collaborate on projects of mutual interest, to obtain state and federal grants, and to offer seminars and workshops addressing contemporary research, technology, and applications.
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.

- Promote and support scholarly activities for enhancing students’ learning, competency, and career development
  - Over 20 students participated in scholarly projects sponsored by the IAV Center. Several students produced the following notable outcomes.
  - Working with three engineering students, a CS undergraduate student who studied at the IAV Center earned the 1st place at CRANE Engineering Undergraduate Design Contest, Naval Surface Warfare Center Crane Division.
  - Three students completed two research projects supported by the IPFW Undergraduate Summer Research Support Programs.
  - Two students delivered two presentations at The IPFW Student Research and Creative Endeavor Symposium.
- Two graduate students carried out two research projects for completing their M.S. degree in Applied Computer Science with the thesis option. The IAV Center director served as the major dissertation advisor for both theses.
- The IAV Center sponsored three CS senior design projects.
- Developed and provided students self-leaning material for teaching mobile technology and graphics programming on mobile devices.

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.

- Published 10 refereed papers
  - Four journal articles
  - Two papers in series publications
  - Four conference proceedings
- With two CS faculty, developed and completed two year-long projects funded by the National Science Foundation via the Security and Software Engineering Research Center.
- Developed and conducted five interdisciplinary projects with seven IPFW faculty in the Education, Engineering, Fine Arts, Geoscience, and Psychology departments.

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.
• Developed and completed a collaborative project in the amount of approximately $60,000 sponsored by a regional business, Raytheon Company
• Developed and competed two Technical Assistant Project in the amount of $12,000
• Delivered presentations to over 1,300 IPFW visitors, K-12 students and parents, and the local public
• Executed five collaborative projects with regional businesses including Medical Protective, Allied Payment Network, Inc., Zoom Information Systems, Martin Riley Architects, and Chalk Labs
• In the process of developing a collaborative project with Parkview Medical Research Center
• Established research collaboration in visualizing medical images with the Intelligent Image Processing Lab at Ritsumeikan University in Japan
• Delivered presentations and had meetings for developing collaborative projects with over 10 different regional businesses including Orthoworx, BAE Systems, Raytheon Company, Advanced Technology Services, Inc., American Axle, Structural Composites, etc.
• Participated and presented demonstrations at various recruitment events hosted by IPFW and ETCS including IPFW Open House, IPFW Campus Visit Day, ETCS New Tech Showcase, Middle School Career Day, College connection program, etc.

**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.

N/A

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

• Awarded over $113,000 grant from external funding agencies and IPFW
• Submitted over $292,000 grant proposals to external funding agencies and IPFW
• Delivered seven presentations at international conferences or professional meetings that were related with scholarly activities and granted projects

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

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

N/A

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

N/A

**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?

N/A

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

N/A

**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.

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

Goal One is broad and would benefit from a more specific tie to the IAV center. The goal as written could apply to almost any university unit. Incorporating some of the ideas listed in the action steps of this goal could make the goal clearer.

2. Comment on the goal’s measures:

See Suggestion at conclusion of Feedback Form for Goals 1-5 & Actions. The metrics do not tell us how many projects or students IAV would like to have involved with the center.

Also the actions are not actions, they are more general goals. If these were written in behavioral terms they would be actions.

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

It is difficult to comment on ability to achieve this goal since a specific target was not stated.

4. Comment on the goal’s relevance:

A more specific goal to IAV center would be more relevant.

Suggestion: For this goal, student participation was mentioned as a challenge. Either a more specific goal, or different action steps could plan for increased student participation. Ideas for how to promote student participation could be incorporated into the action plan.

5. Comment on the timeline of the goal:

See Question at conclusion of Feedback Form for Goals 1-5.

Possible opportunities for collaboration or suggestions for addressing a gap:

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

Promote and support students’ scholarly activities for enhancing learning, competency, and career development

**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.B.1. Increase opportunities for engaged and experiential learning including service learning and internship programs.

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.

II.B. Promote mentoring relationships between faculty and students engaged in 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.

High

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

- Promote student participation in scholarly projects conducted at the IAV Center
- Regularly sponsor senior design project(s)
- Provide technical support to student projects pertaining to visualization, computer graphics, and mobile computing
- Develop and provide students’ learning material for the advanced technology

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

- Number of projects or activities having student involvement supported by the IAV Center
- Number of students participating in scholarly projects conducted at the IAV Center

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

Yes, if the current 0.5 FTE staff is available. The staff will

1. Provide technical support to projects conducted at the IAV Center
2. Develop instructional material for utilizing modern computing technology

**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?

Students’ participation

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

**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:

Goal Two is also broad and would benefit from more specifics. Again, incorporating some of the ideas listed in the action steps of this goal could make the goal clearer.

2. Comment on the goal’s measures:

See Suggestion at conclusion of Feedback Form for Goals 1-5 & Actions. The metrics do not tell us how many scholarly projects, interdisciplinary or cutting edge technology IAV would like to produce/support. Also the actions are not actions, they are more general goals. If these were written in behavioral terms they would be actions.

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

It is difficult to comment on ability to achieve this goal since a specific target was not stated.

4. Comment on the goal’s relevance:

The goal is relevant, but a more specific goal would help.

5. Comment on the timeline of the goal:

See Question at conclusion of Feedback Form for Goals 1-5 & Actions.

Possible opportunities for collaboration or suggestions for addressing a gap:

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

Develop and conduct Computer Science and interdisciplinary projects pertaining to information analytics and visualization

**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.C.1 Develop and promote interdisciplinary programs where there are sufficient university assets available and anticipated employment needs.

I.E.1. Identify and develop signature programs that respond to regional needs, build on faculty expertise, and uniquely distinguish IPFW from other institutions.

II.B. Promote mentoring relationships between faculty and students engaged in creation, integration, and application of knowledge.

III.A. Expand meaningful collaborations and research opportunities with regional, national, and global partners.

**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?

- Expand scholarly projects in visualization, visual analytics, virtual reality, and mobile technology
- Develop interdisciplinary projects with faculty at IPFW and beyond
- Expand scholarly topics reflecting cutting-edge technology
- Promote student participation in scholarly projects conducted at the IAV Center

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

- Number of projects / activities conducted at the IAV Center
- Number of students involved in scholarly projects conducted at the IAV Center
- Number and quality of scholarly publications

**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?

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

- Lack of faculty time and mediating resources to find and establish collaboration with scholars in other disciplines

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

**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:

Clear – could be a little more specific

2. Comment on the goal's measures:

See Suggestion at conclusion of Feedback Form for Goals 1-5 & Actions. The metrics do not tell us how many partners or what expanded collaborations IAV would like to have involved with the center. Also the actions are not actions, they are more general goals.

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

It is difficult to comment on ability to achieve this goal since a specific target was not stated.

Question: Since the goal is to “enhance”, what is the baseline for partnerships and collaborations right now, and where do you want the IAV center to go?

4. Comment on the goal’s relevance:

Very relevant to 2020 IPFW goals

5. Comment on the timeline of the goal:

See Question at conclusion of Feedback Form for Goals 1-5 & Actions.

Possible opportunities for collaboration or suggestions for addressing a gap:

Great collaboration opportunity could be with IPFW Engagement Office and Innovation Center (unless you are already doing this?)

Question: Unit Goal - What is your unit goal?

Enhance partnership and expand collaborative projects with regional businesses 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.

I.E.3. Build and strengthen relationships with regional partners to increase research and scholarly collaborations in signature programs.

II.C. Promote the development of opportunities for faculty and student engagement with the community for the application and integration of knowledge.

III.A. Expand meaningful collaborations and research opportunities with regional, national, and global partners.

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?

- Meet with Professional Advisory Board members to enhance existing partnerships
- Solicit project proposals and their sponsorship from regional partners
- Contact regional businesses to develop joint projects

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

- Number of senior design projects jointly sponsored with regional partners
- Log of collaborative projects with regional business
- Amount technical assistance agreement-like contracts and consultations

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

Yes, if the current 0.5 FTE staff is available. The staff will

1. Provide technical support to externally sponsored projects
2. Explore the emerging technology for developing new collaborative projects with regional business

**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?

- Lack of faculty time and mediating resources to find and establish partnerships with regional businesses
- Finding collaborative project topics including mutual interests

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

**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:

Increasing visibility, accessibility and value of IAV center is specific, it just needs more specific action plans in order to be achieved.

2. Comment on the goal’s measures:

See Suggestion at conclusion of Feedback Form for Goals 1-5. The metrics do not tell us how IAV will measure if they are increasing visibility and accessibility or improving the value that IAV has to IPFW and the community. Also the actions are not actions, they are more general goals.

Question: How will you know when you have increased your visibility and accessibility and improved the value to IPFW and the community? What specific measures will tell you that you are improving? What is your baseline for improvement?

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

It is difficult to comment on ability to achieve this goal since a specific target was not stated.

4. Comment on the goal’s relevance:

In order to be effective it makes sense for IAV to increase its profile within IPFW and outside IPFW with the community. It therefore is a relevant goal.

5. Comment on the timeline of the goal:

See Question at conclusion of Feedback Form for Goals 1-5 & Actions.

Possible opportunities for collaboration or suggestions for addressing a gap:

Exploring how marketing can help IAV center is certainly worthwhile. If possible it would seem appropriate for several of the Centers for Excellence to combine marketing efforts and educational outreach.

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

Increase visibility, accessibility, and value of IPFW and the IAV Center to the community

**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.A. Expand meaningful collaborations and research opportunities with regional, national, and global partners.

III.B. Provide access to outstanding intellectual programming.

III.D. Provide non-credit enrichment experiences for the community.

III.F. Serve as an exemplar of free and open discourse.
**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?

- Actively participating in events promoting IPFW, ETCS, and CS Dept
- Serve as an IPFW showcase to visitors from regional businesses, national and foreign institutions, and the community
- Deliver projects demonstration to regional K-12 students and parents, perspective incoming students
- Enhance presentation material representing the capability and quality of education at CS Dept and IPFW

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

- Number of participated events and demonstrations to the public
- Number of guests visited the IAV Center

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

Yes, if the current 0.5 FTE staff is available. The staff will

1. Deliver presentations to visitors of IPFW, ETCS, and CS Dept
2. Participate in events promoting our programs
3. Enhance presentation material

**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.

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

   Serving as a "hub" for technical support and resources is specific and makes sense given the stated Mission of the IAV center.

2. Comment on the goal's measures:

   See Suggestion at conclusion of Feedback Form for Goals 1-5 & Actions. The metrics do not tell us how many projects or students IAV would like to have involved with the center. Also the actions are not actions, they are more general goals.

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

   It is difficult to comment on ability to achieve this goal since a specific target was not stated.

   Question: How will you know when you are serving as a “Hub”?

4. Comment on the goal’s relevance:

   This seems to be a very relevant goal, tied to the mission of the IAV center.

5. Comment on the timeline of the goal:

   See Question at conclusion of Feedback Form for Goals 1-5.

   Possible opportunities for collaboration or suggestions for addressing a gap:

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

   Serve as a hub providing technical support and resources to students and faculty in the areas of visualization, visual analytics, virtual reality, and mobile technology

   **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.B. Provide access to outstanding intellectual programming.

   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.

   Medium

   **Question:** Actions - What action(s) does your unit plan to take to support this unit goal?
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- Study and acquire proper skills about cutting-edge technology
- Provide technical support to students and faculty projects pertaining to visualization, computer graphics, and mobile computing
- Manage and provide available computing devices and resources to students and faculty exploring visualization, 3D vision, mobile technology, computer graphics, and Human Computer Interaction

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

- Log of projects / activities supported by the IAV Center
- Log of acquired and utilized resources available at the IAV Center

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

Yes, if the current 0.5 FTE staff is available. The staff will

1. Provide technical support to projects pertaining to visualization, computer graphics, and mobile computing
2. Manage hardware and software available at the IAV Center
3. Explore the modern computing technology

**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.
Questions:

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

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

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

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

**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?

**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.

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

**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.

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

**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?
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**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?

**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?