



INDIANA UNIVERSITY
PURDUE UNIVERSITY
FORT WAYNE

University Strategic Alignment Process (USAP)

Unit Meetings

AGENDA

- Overview of USAP
- Unit Report
- Goals, Action Steps, Metrics
- Next Steps
- Q&A

USAP GOAL

Produce recommendations on how to better align university resources based on data and strategic level planning

USAP OUTCOMES - Review

- Recommend strategies to improve overall efficiency and effectiveness
- Recommend necessary steps to meet accreditation demands
- Gather unit level goals and data to:
 - Create manageable database of unit level information and objectives
 - Allocate resources to strengthen the institution
 - Inform future budget decisions

WHAT WE'RE LOOKING FOR

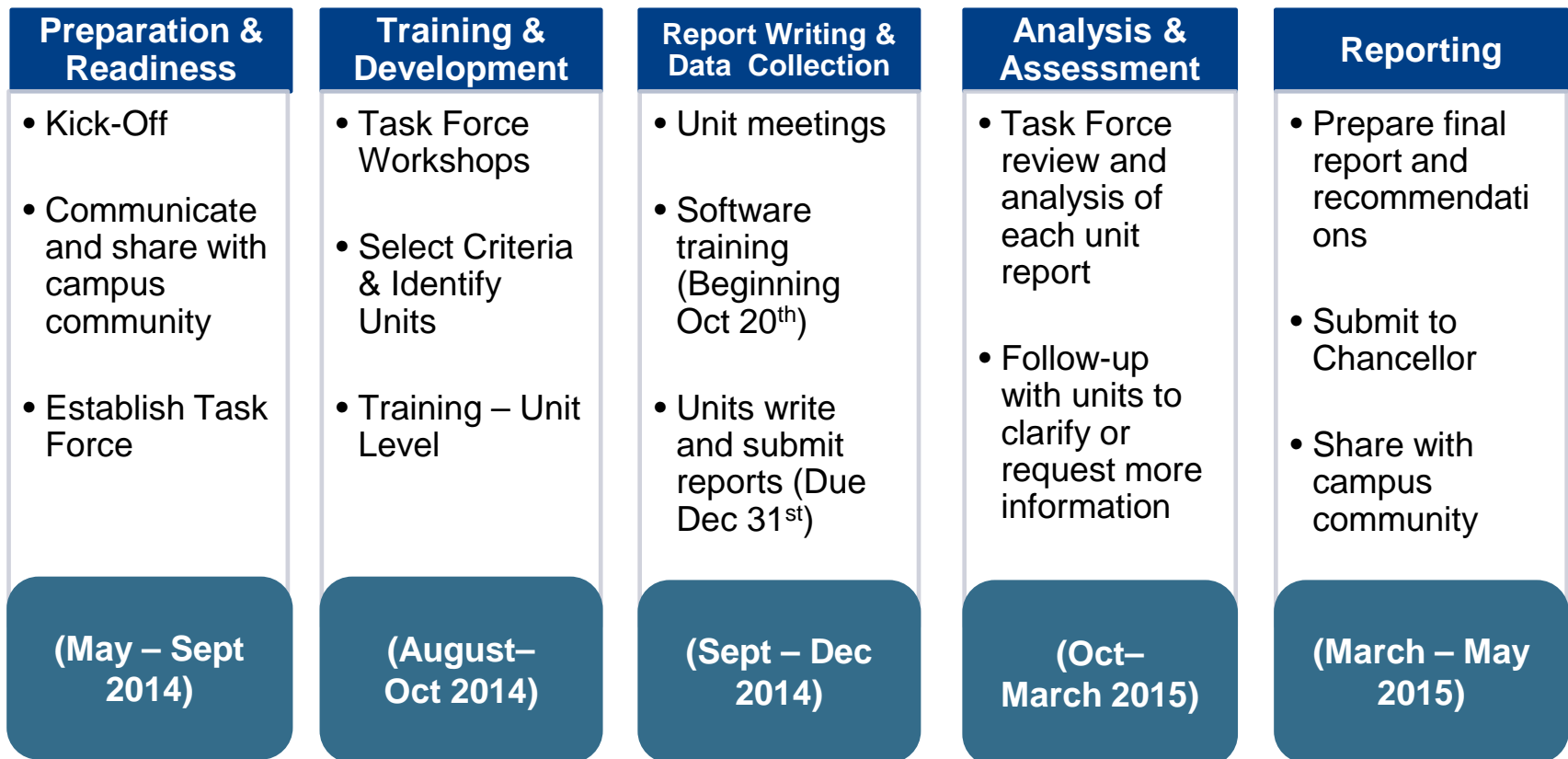
Unit-Level

- Are unit/program goals in place?
- Based on your metrics, can progress towards these unit goals be assessed annually?
- Are the goals aligned to the IPFW strategic plan?

University-Level

- What are the long-term trends, common themes, challenges and opportunities?
- Where are there gaps in operationalizing the strategic plan?

PROCESS OVERVIEW & TIMELINE



STRATEGIC PLAN AND 2020 OUTCOMES

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

+

- 2020 Metrics and Outcomes

UNIT REPORT COMPONENTS

Part 1

- Unit's support of IPFW Mission
- Accomplishments
- Accreditations
- Legal Mandates
- Resource, IR, Budget Review

Will report
one time

Part 2

- Alignment with IPFW strategic plan and 2020 metrics
- Goals
- Actions
- Metrics
- Challenges
- Timeline

Will report
for each goal
(up to 10
goals)

GOALS – PART 2

- Identify your unit goals
 - Report 3 to 5 high priority goals + any others
- Goals should identify specific performance targets:
 - What you want to accomplish
 - How you're going to do it
 - Who's going to be responsible

REQUIRED GOALS FOR STUDENT LEARNING

Any unit responsible for student learning should include at least ONE unit goal that aligns with IPFW goal of improving measurement of student learning:

I.A.1. Improve quality and fidelity of assessment process of degree/certificate programs, General Education program, and Baccalaureate Framework with dedicated resources.

I.A.2. Use assessment data to improve student learning.

GOALS SHOULD BE... SMART

S – Specific (Who, What, When, Where, Which, Why?)

M – Measurable (If you can't measure it, you can't manage it)

A – Achievable (the goal should be feasible given available or potential resources)

R – Relevant (Goals are in alignment with the IPFW mission and strategic plan)

T – Timely (Specific time frame for achieving)

ACTIONS and METRICS

- **Actions:**
 - What are the necessary steps to achieve your goal?
- **Metrics:**
 - Be specific and measurable
 - Use action verbs
 - Remember: If you can't measure it, you can't manage it

EXAMPLE #1

Unit Goal

- Improve academic advising process within unit/college

IPFW Goal

- I.B.4. Expand use of high-impact instructional and advising interventions.

Actions

- Create advising guidelines that are followed across the college
- Assign each student an advisor
- Train all advisors on shared practices
- Develop survey to capture student ratings

Metrics

- Each student has an assigned advisor
- Academic advising is rated as “excellent” by 75% of current students

EXAMPLE #2

Unit Goal

- Increase faculty research engagement to 100% of faculty with a research assignment.

IPFW Goal

- I.E.3. Build and strengthen relationships with regional partners to increase research and scholarly collaborations in signature programs.
- II.O.1a. 100% of faculty scholarly products with research assignment meet departmental expectations
- III.A. Expand meaningful collaborations and research opportunities with regional, national, and global partners.

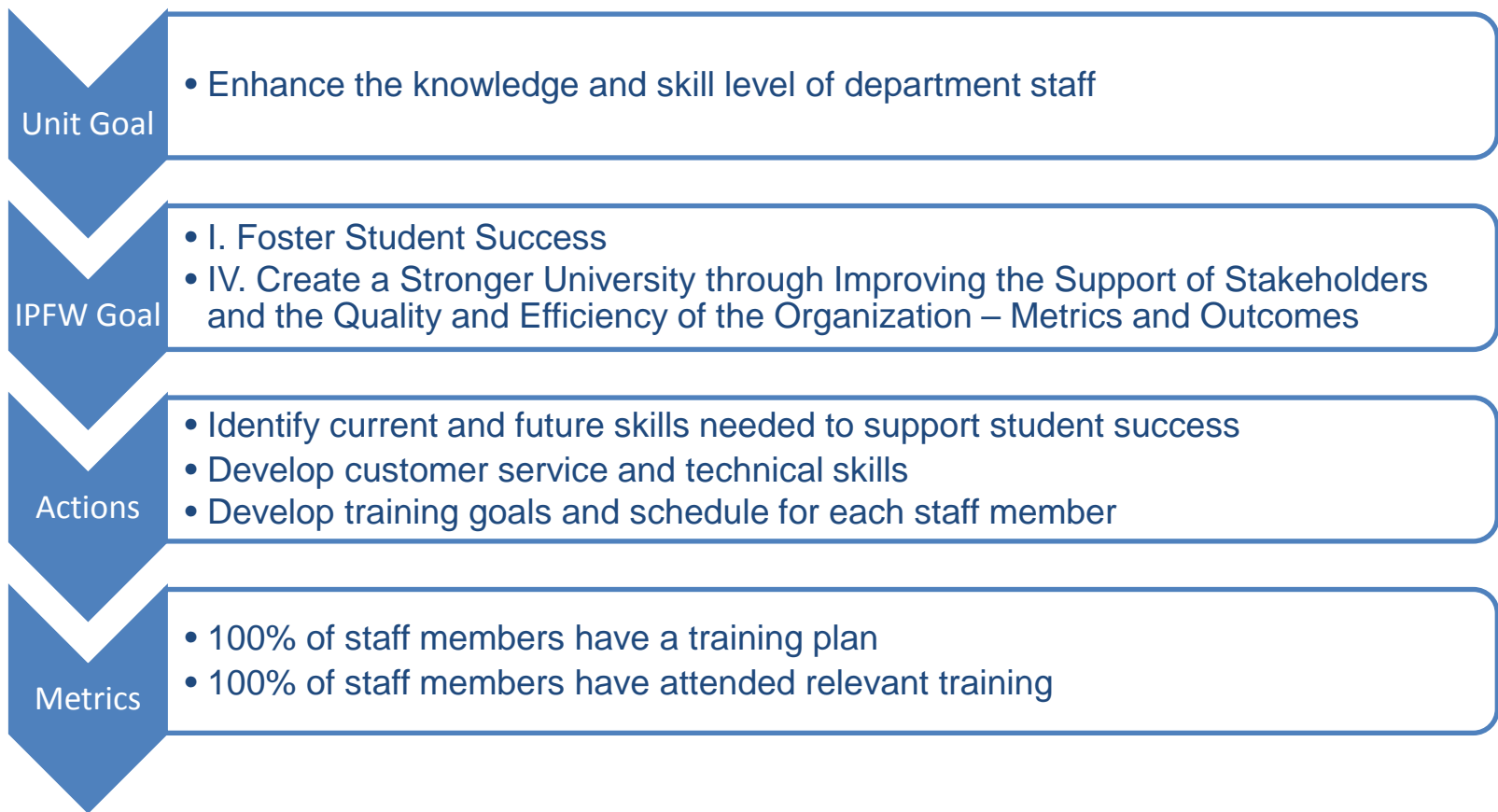
Actions

- Set departmental criteria for expectations for research engagement for post-tenure faculty members.
- Determine what percentage of full-time faculty with a research assignment currently meet the criteria.
- Chair will work with faculty not meeting the criteria to develop plans for re-engaging in research.

Metrics

- Increase baseline percentage of faculty meeting departmental criteria by 5% each year, to reach 100% meeting the criteria by 2020.

EXAMPLE #3



CONSIDERATIONS

- Do you have adequate resources to achieve your goals?
- If not, what other resources do you need?
- What challenges, other than financial resources, might affect your progress?
- What is your timeline for completing the goal?

GOING FORWARD WITH THE TASK FORCE

- The task force will interact with you throughout the process:
 - Coach and mentor
 - Answer questions
 - Provide feedback on unit report

NEXT STEPS

- Software Training begins week of October 20th - watch for announcements via email, on USAP website and Inside IPFW.
- Reports due December 31st
- Next Town Hall – Topics: Budget and Accreditation
 - October 22nd at 12pm (SB 185)
 - November 21st at 10am (KT G46)

Questions & Answers

INDIANA UNIVERSITY
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FORT WAYNE



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USAP TEAM

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