Program Summary

**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 Radiography 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.

**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 Radiography Program supports the mission of IPFW by providing local access to a degree granting program in radiography/medical imaging for students in our region. The IPFW Radiography Program is committed to preparing exceptional radiographers by integrating an outstanding academic education with a comprehensive clinical experience.

**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.
The Radiography Program completes an annual Assessment Report that documents the outcomes related to published student learning and program goals. The Radiography Program has consistently documented assessment data that demonstrates meeting or exceeding professional and/or program standards. Primary measures include:

- **5 Year Average American Registry of Radiologic Technologists (ARRT) Credentialing Examination Pass Rate:**
  - 2010-2014 100% (86/86 graduates passed on the first attempt)

- **Annual Program Completion Rate:**
  - 2014 100% (20 graduates / 20 initially enrolled)
  - 2013 100% (20/20)
  - 2012 95% (19/20)

- **5 Year Average Job Placement Rate:**
  - 2009-2013 89.55% (60 graduates employed within 12 months of graduation/67 graduates actively seeking employment)

The Radiography Program received approval in October 2014 to offer the Bachelor Science in Medical Imaging (BSMI) at IPFW. The current Associate of Science in Radiography degree will be phased out and the Program will transition to the BSMI over the next few years. The transition to the BSMI and elimination of the A.S. degree will foster greater alignment with the General Education Program and the IPFW Baccalaureate Framework.

The Program works closely with community partners to offer each enrolled student approximately 1300 hours of clinical education experience in various healthcare facilities. In the past two years, relationships have been established with 3 new community partners which has increased the number of possible clinical placements. The additional clinical sites not only offer a broader clinical experience for students and an increased opportunity for job placement, but will also allow the program to expand the number of enrolled students as we transition from the Associate to a Baccalaureate degree program.

**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.

- Radiography faculty participated in the development and implementation of Interprofessional Education (IPE) clinical simulation events with IPFW Department of Nursing and Department of Dental Education and the IU School of medicine. Simulation events were conducted in Spring 2012, Spring 2013, Fall 2013 and Spring 2014.

**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.
The Radiography Program hosted the Indiana Society of Radiologic Technologists annual conference in 2012. The conference offered professional continuing education to more than 200 medical imaging professionals and students in the region.

Radiography faculty regularly contribute to the professional development of imaging professionals in our region and across the nation providing presentations at professional conferences and events (approximately 8-10 presentations annually).

Radiography faculty also contribute to the professional development of imaging professionals in our region and across the nation serving:
- On the Board of Directors for the Indiana Society of Radiologic Technologists
- On Review Committees for the American Society of Radiologic Technologists
- On the Board of Trustees for the American Registry of Radiologic Technologists

**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.

- Maintained financial support for the program from a community partner / stakeholder:
  - Contribution to support IPFW Radiography Program = $132,020.00 2014
  - Contribution to support IPFW Radiography Program = $132,020.00 2013
  - Contribution to support IPFW Radiography Program = $132,020.00 2012

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

The Program moved operations to IPFW from Parkview in June 2010. As the Program has transitioned from a hospital-based program to the university, some of the significant accomplishments include:

- Effective implementation of changes in the Associate Degree curriculum to prepare for implementation of BSMI curriculum
- Development of Promotion and Tenure documents for Radiography Faculty
- Acquisition of radiology equipment and imaging equipment (acquired and funded primarily through gifts and grants)
  - Philips Diagnostic X-ray Machine
  - GE Diagnostic X-ray Machine
  - Digital Image Acquisition, Processing and Storage System
  - Ancillary Imaging Equipment
- Installation of Radiology Lab in Neff

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

**Question:** Accreditations - What program-specific accreditations and status do you have, if any?
The Program is accredited by the Joint Review Committee on Education in Radiologic Technology (JRCERT). The Program was awarded the maximum 8 year accreditation after completing the self-study and site visit in 2010. Annual Reports are submitted by the Program to the JRCERT, and an Interim Report is required at year 4 when an 8 year accreditation has been awarded. The IPFW Radiography Program submitted the Interim Report in October 2014.

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

Programmatic accreditation from the JRCERT benefits the program through verification that the Program offers high quality education in medical imaging, and that professional and educational standards are being met. However, one of the primary constraints related to JRCERT accreditation and meeting the defined standards is the limitation on program clinical capacity. (The clinical capacity of a program is calculated by the JRCERT based mostly on the number of x-ray machines available at the recognized clinical sites of the Program.) While the limit ensures the quality of education and clinical competence of Program graduates, the clinical capacity dictates the number of students that can be accepted into each cohort. The IPFW Program accepts 20 students in each cohort in order to comply with the clinical capacity limitation. The BSMI will increase the total capacity of the program from 40 students to 60 students. The BSMI will also allow additional students to enroll by offering previous graduates who have completed the A.S Degree the option to return and complete the BSMI (these students would not require any clinical placement).

**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?

- Program faculty, clinical preceptors and clinical site technologists must hold current American Registry of Radiologic Technologists (ARRT) registration in Radiography and Indiana State Department of Health (ISDH) Radiologic Technologist Licensure.
- Students enrolled in the professional Program must hold an ISDH Student Permit.
- Clinical sites must provide documentation that demonstrates Joint Commission accreditation and/or ISDH Radiation Machine Licensure.
- Energized Radiography Lab equipment must maintain ISDH Radiation Machine Licensure.
- Program policies must be maintained to coincide with current occupational radiation safety practices (e.g. personnel monitoring, pregnancy policy).

**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/

The Radiography Program is currently listed as part of the College of Health and Human Services IR Profile and Budget as it does not operate under a designated department. The Radiography faculty recently submitted a request to designate within the College of Health and Human Services a new Department, the Department of Medical Imaging and Radiologic Sciences, under which the BSMI would operate. (Request submitted September 2014.)

**IR Profile:**

As part of the Health Sciences IR Profile, the Program IR Profile includes data for undecided Health Science majors, Health Science Transfer Program majors, Pre-radiography majors, and Radiography majors; therefore, the data is easily misunderstood and not considered an accurate representation of the Program data.

**Budget:**

The Program Budget data is sometimes difficult to extract from the College of Health and Human Services Budget.

**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:

Clear

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

Requires external action

4. Comment on the goal's relevance:

Relevant

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?

**Establish Department Status as the Department of Medical Imaging & Radiologic Sciences (MIRS) (Presently, the AS degree in Radiography is offered as a program under the College of Health and Human Services.)**

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

- IV.B.2. Decentralize resource distribution and control to lowest level, mission focused administrative units.
- IV.B.5. Continue increasing transparency in resource allocation budget formation and administration, and personnel decisions.

**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 College and University administration to determine any need for follow-up and establish a timeline.

(A proposal from the Radiography Faculty to establish the Department of Medical Imaging was submitted to the College of Health and Human Services in August 2014.)
**Question:** Metrics - With what metrics will you assess progress toward accomplishing this unit goal on an annual basis?

*Approval to establish the Department from IPFW – anticipated by the end of the 2014-2015 academic year.*

*Approval to establish the Department from Purdue – anticipated prior to Fall 2015*

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

*Yes, current space and resources utilized for the Radiography Program will be utilized to support the MIRS Department.*

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

*N/A*

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

*The establishment of the Department of Medical Imaging and Radiologic Sciences is outside of our control as it depends upon approval from Higher Administration.*

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

*The goal is expected to be achieved within one year.*

**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):
   It’s not clear from what’s included if additional resources are needed. The reports states both that new faculty are needed and that they have the resources.

4. Comment on the goal's relevance:
   Relevant

5. Comment on the timeline of the goal:
   Ambitious

Possible opportunities for collaboration or suggestions for addressing a gap:

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

Implementation of the Bachelor of Science in Medical Imaging and phasing out of the Associate of Science in Radiography

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

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

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.

I.O.1a 30% graduation rate in 6 years
I.O.1b 1,600 baccalaureate degrees awarded annually
I.O.2a Number of recent graduates (one year) employed in field of study and/or attending graduate/professional school
I.O.2b Satisfaction of alumni with educational experience as related to career success

IV.O.2b Base funding reflective of growth in baccalaureate degrees granted

**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?

A. Begin offering new courses in Fall 2015 to students enrolling in the BSMI completion degree.

B. Accept first BSMI cohort in Fall 2016.

C. Reallocate the 2 current Part-Time Radiography Instructor Positions to 2 Full-Time Faculty Positions.

D. Identify additional modality credentialing needs of current / future faculty and provide support for faculty to obtain needed credentials.

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

A. At least 1 new course offered each semester until full implementation of curriculum.

B. Acceptance of first cohort in BSMI in Fall 2016 (graduation anticipated in May 2019).

C. Appointment of 2 Full-time Faculty – Anticipated Fall 2015.

D. Credentialing of faculty meets the needs of the program or faculty are pursuing identified credentials – Anticipated Fall 2016.

**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?

N/A

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

N/A

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

The implementation of the BSMI is expected to begin within the next year, and the accomplishment of specific tasks related to the implementation is identified above, however; the first cohort completing the BSMI is expected to graduate in May 2019.

**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

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):

Lots of external factors

4. Comment on the goal's relevance:

Possibly Relevant

5. Comment on the timeline of the goal:

Ambitious

Possible opportunities for collaboration or suggestions for addressing a gap:

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

Secure space in basement of Neff for second Imaging Equipment Laboratory & install stored equipment.

**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.O.2b Satisfaction of alumni with educational experience as related to career success

**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?

Identify space that could be utilized to support the imaging equipment.

Pursue possible grant/gift funding, if needed, to assist with installation expenses.
Metrics - With what metrics will you assess progress toward accomplishing this unit goal on an annual basis?

- Identification of Space - Spring 2015
- Approval of Space - Spring 2015
- Identification of Funds - Spring 2015

**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?

Funding for Installation of x-ray equipment is needed.

Approximate cost of installation = $35,000-$40,000.

Cost savings of equipment storage = $849.00 annually.

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

Allocation of space in Neff will be required to meet this goal.

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

Ideally, the goal would be achieved within a year, prior to the beginning of the Fall 2015 semester. However, depending on the availability of space and funding, the timeline for accomplishing the goal may be pushed out to Fall 2016.

**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:**
Program Write-up with Task Force Comments
RAD Radiography

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):
   Again, it's not clear about the resources—the report claims both that the unit has the resources and that they lack the expertise.

4. Comment on the goal's relevance:
   Relevant to regional hub

5. Comment on the timeline of the goal:
   Ambitious

Possible opportunities for collaboration or suggestions for addressing a gap:
Continuing Studies, Health Sciences Consortium

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

Provide Continuing Education courses and programs for imaging and healthcare professionals in the IPFW 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.

I.M. 2 Post-graduation success

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

II.M.3 Internal and external academic collaborations

III.B. Provide access to outstanding intellectual programming.

III.O.1a All events are aligned with needs of the community and region and the university’s core mission.

**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?

Identify courses and programs of interest to the professionals in the IPFW community.

Establish partnerships within and outside of IPFW that will support the educational offerings.

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

At least 1 course and/or program offered to imaging and healthcare professionals annually.

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

Yes, current resources will be utilized to achieve this goal.

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

N/A

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

Lack of expertise required to offer specific programs or courses requested.

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

At least one course and/or program is expected to be offered within one year.

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:**

Unclear what the Honors Curriculum would look like (how many courses?). Perhaps the goal is more accurately to “Explore developing . . .”

2. **Comment on the goal's measures:**

Presumes the outcome of meeting with Honors Director.

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

4. **Comment on the goal’s relevance:**

Relevant

5. **Comment on the timeline of the goal:**

2017 timeline (mentioned under metrics but not timeline)

Possible opportunities for collaboration or suggestions for addressing a gap:

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

Develop Honors Curriculum for BSMI.

**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.2. Expand impact and profile of Honors Program.

I.O.6a 250 enrolled (honors)

I.O.6b 50 students complete annually (honors)

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

II.O.2b 100% of honors students participating in scholarly activities

**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?

Meet with the Director of Honors Programs to determine timeline and establish requirements.
**Question:** Metrics - With what metrics will you assess progress toward accomplishing this unit goal on an annual basis?

Completed development of BSMI of Honors Curriculum – Tentatively Spring 2017

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

Yes, we plan to utilize current resources to achieve this goal.

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

N/A

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

Noneforeseen.

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

The timeline for achieving this goal is unknown at this time. The unit plans within one year to have met with the Director of Honors Programs and to be in the process of establishing requirements for the BSMI Honors Curriculum.

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

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

2. Comment on the goal's measures:
The measures would be improved with the inclusion of quantifiable objectives

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

4. Comment on the goal's relevance:
Need help reaching out to community

5. Comment on the goal's relevance:
Relevant

6. Comment on the timeline of the goal:
Ongoing

Possible opportunities for collaboration or suggestions for addressing a gap:

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

Establish a scholarship for Medical Imaging Students.

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

IV.C.2. Implement a strategy for sustainable external funding of strategic priorities.

IV.C.4. Enhance volunteer engagement in support of strategic goals and fundraising.

IV.M.2 Philanthropic and public support for university priorities

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

Low

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

Meet with the Development Office to determine timeline and develop a plan.

**Question:** Metrics - With what metrics will you assess progress toward accomplishing this unit goal on an annual basis?
Establishment of Medical Imaging Scholarship - Tentatively Spring 2018
Funds raised - Spring 2018
Funds awarded – Fall 2019

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

Yes, we plan to utilize current resources to develop our plans and fund drives.

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

The Unit will need to develop an initial fund drive as well as ongoing annual fundraisers and potential donors.

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

Management of scholarship and establishment of criteria.

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

This goal is expected to take longer than one year.

**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?

**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?