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 Fine Arts 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)

1. The mission of the Department of Fine Arts is to:

   Educate students and the community in Fine Art. Degrees offered are Bachelor of Arts (B.A.), Bachelor of Fine Arts (B.F.A.), Bachelor of Arts in Art Education, a Minor in Art History, and a Fine Arts Minor. Students successfully completing the requirements of the Fine Arts degrees should be able to:

   - Understand the non-verbal language of art
   - Develop responses to visual phenomena, and organize perceptions and conceptualizations, both rationally and intuitively
   - Become familiar with and develop competence in a number of art skills
   - Make valid assessments of quality in works of art
   - Become familiar with the major achievements in the history of art, including the works and intentions of leading artists past and present
   - Understand and evaluate contemporary thinking about art Vision

The IPFW Department of Fine Arts will be a regionally recognized Fine Arts program, known for its regional impact and:

- the excellence, value, and accessibility of its training programs
- its exceptional academic curricula and facilities that foster unique teaching, learning, and student environments
- the scholarly and creative accomplishments of its faculty, students, and staff
- its contributions to the quality of artistic and creative life of the region.

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.
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FA Fine Arts

- 90% Hiring Rate of Art Education Graduates
- Doubled Art Education majors
- Started Study Abroad/Studio Program
- Increased number of minors in Art History and Studio
- Collaborated with VCD to comply with NASAD standards

**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.

Selected Faculty Accomplishments:

- **Invited or Juried Solo Exhibitions:**
  - **Christopher Ganz**
    - 4 solo or two-person shows 1 four person-person show
  - **John Hrehov**
    - 2 solo exhibitions and 4 group exhibitions
  - **Audrey Ushenko**
    - 1 solo exhibition and 2 group exhibitions
  - **Dana Goodman**
    - 4 group exhibitions
  - **Nancy McCroskey**
    - 2 Group exhibitions
  - **Peer Reviewed Papers and Panel Presentations:**
    - **Dr. Laurel H. Campbell**
      - 5 Paper Presentations
    - **Audrey Ushenko**
      - 2 Presentations
    - **Andrew Haslit**
  - **Visiting Artist or Invited Lecturer positions:**
    - **Christopher Ganz**
3 visiting artist/lecturer

John Hrehov

2 lectures

• Public Projects or Commissions:
  
  John Hrehov

  1 Commission

Nancy McCroskey

  1 Commission

Audrey Ushenko

  5 Public Works Created

  • Peer Reviewed Publications:

    Dr. Laurel Campbell

    1 Book

    6 Book Chapters

    • Journal Articles:

    Dr. Laurel Campbell

    1 Article

    • Reviews of Artwork:

    John Hrehov

    3 Published Reviews

Audrey Ushenko

4 Published Reviews

• Other Publicity:

John Hrehov

IPFW Featured Faculty Lecture

Nancy McCroskey

2 Newspaper Articles
Audrey Usheksno

1 Television Segment

• Awards/Grants:

Christopher Ganz

1 International Award

John Hrehov

2012 IPFW Featured Faculty Award

2 ORES Grants

Nancy McCroskey

1 Faculty Development Grant

Audrey Ushenko

1 Individual Artist Project Award

1 IPFW Grant

Andrew Haslit

1 DECCO Course Redevelopment Grant

**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.

• Creation of Saturday program for High School students
• Growth of the Art Education program (10% growth per year)
• Extensive and growing regional High School outreach (seeking 50% growth per year in freshman enrollment)
• Study abroad program in Italy (control program within unit)

**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.

Revised our curriculum to comply with the four year state mandated state graduation
Other Accomplishments - Please list any other significant accomplishments from the last three years that do not align with Plan 2020.

1. Please list any other significant accomplishments from the last three years not listed in question 2 (a bulleted list is fine):
   - Faculty Grants and Awards
   - Streamlined student advising (Three advisors coordinate meetings with students)

Accreditations - Program specific accreditation and status

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

NASAD (National Association of Schools of Art and Design) accredited (2014)

a. How do these constrain or benefit the work of your unit?
   - Increased workload of faculty to achieve and retain accreditation (constraint)
   - Increased recruiting (benefit)
   - Increased leverage towards campus to meet unit needs to retain accreditation (benefit)

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

NA

Laws and Mandates - Federal and state laws or mandates that your unit addresses

Federal and State Laws - What federal and/or state laws or mandates do you address, if any?

a. How do these constrain or benefit the work of your unit?
   - Safety mandates as overseen by campus
   - State teacher licensing mandates
   - Student privacy Family Educational Rights and Privacy Act (FERPA)

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

NA

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.

- Budget acclamation for Study Abroad program
- CONCUR
- Class Climate
- Multiple productivity reports
- Classroom delays from slow computer internet access and speed

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/

- Number of student enrollment: Fine Arts – 70, Art Education – 42, Total: 112

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 is written very well and specific. It could be made even stronger by providing baseline measurements of number of current students recruited with 3.0 GPA and above.

2. Comment on the goal's measures:

Appropriate.

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

Appears achievable with needed resources.

4. Comment on the goal’s relevance:

Relevant

5. Comment on the timeline of the goal:

Achievable

Possible opportunities for collaboration or suggestions for addressing a gap:

Admissions, Visual Communication and Design, Marketing Communications
**Question:** Unit Goal - What is your unit goal?

- Increase by 25% the recruitment of high school art students with 3.0 GPA and above

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

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

**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?

- Enhance relationships with high schools known for strong art programs
- Recruit students through Fine Arts high school art exhibitions
- Schedule faculty visits to high schools noted as strong art programs
- Produce video of Fine Arts student experiences at IPFW
- Produce systematic mailings of Fine Arts information to high schools
- Create email list of students entering high school exhibition
- Create video and promotional materials for recruitment purposes
- Creation of Friday workshops for high school students
- Continuation and enhancement of Saturday studio classes via Community Arts Academy (CAA)
- Workshops for regional art teachers
- Expand our reach of students from outside our region

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

- Chart enrollment of high ranking students who attend program or IPFW after contacting them through high school art exhibition
- Record percentage of students who attend Fine Arts program or IPFW after faculty visits

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

Partially

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

- Funding for Gallery Coordinator for high school exhibition
- Expertise creating video
- Tech support for Internet links
- Work study student for mailings
Question: Challenges - What challenges, other than financial resources, might affect your progress toward accomplishing this unit goal?

- Access to high schools for faculty visits
- Funding beyond current recruitment and retention monies to attract top students

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

To be achieved in three years

Criterion: #8: Goal Two - In this criterion, you will identify your unit goals and tell us how they align to Plan 2020, how they are measured, and what resources you need to meet them.

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

Appropriate.

2. Comment on the goal's measures:

First two metrics appear to be action steps. The words “ensure” and “most appropriate” do not appear to have measurable outcomes.

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

Achievable

4. Comment on the goal’s relevance:

Relevant

5. Comment on the timeline of the goal:

Appropriate

Possible opportunities for collaboration or suggestions for addressing a gap:

N/A

Question: Unit Goal - What is your unit goal?

Improve assessment procedures for Fine Arts degrees

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.
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FA Fine Arts

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

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

**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?

- Create a more thorough rubric for 100-level review assessment
- Require review of all degrees at 200 level
- Create a more thorough rubric for 200 level review
- Chart improvements or declines from 100 through 200 levels for all degrees
- Create additional procedures beyond portfolio reviews for clearance into Art Education and BFA degrees
- Require third-year review for Art Education and BFA degrees

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

- Create advisor intervention for students who decline between 100 and 200 level review
- Direct students to the Art Education and BFA degrees which best complement their skill sets
- Ensure that students at 300 and 400 level are engaged in the most appropriate degrees for their abilities

**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?

NA

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

Extra time from faculty to execute the added procedures

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

Completion by Spring 2017
#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.

**Criterion:**

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

Goal will be strengthened by including what the goal will improve or enhance in relation to students or faculty.

2. Comment on the goal's measures:

Unsure as to what more diversified means and how it will be measured. What is the target for the honor students?

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

More resources needed.

4. Comment on the goal’s relevance:

Relevant

5. Comment on the timeline of the goal:

Ongoing.

Possible opportunities for collaboration or suggestions for addressing a gap:

Division of Continuing Studies

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

Strengthen and broaden Study Abroad Program

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

- I.B.2 Expand impact and profile of Honors Program
- I.C.6 Increase support programs for international study for domestic students

**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?
FA Fine Arts

- Petition campus for more fluid actuation of trip procedures
- Petition for a Study Abroad Track within Fine Arts degrees
- Create a Study Abroad Honors class
- Broaden advertising to a larger spectrum of the campus
- Build stronger relationships with Education, History, and Language units; and create an International Study certificate
- Create and submit new class numbers and descriptions more specifically defined study abroad classes
- Create ‘touch point’ relationships (networking) with student services in Study Abroad countries

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

- Chart our recruitment results in consistently full rosters (collect data)
- The creation of a more diversified roster of student travelers
- Enrollment of Honors students

**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?

- Better cooperation with university units which affect Study Abroad programs
- Coordination of campus Study Abroad procedures
- More consistent contact with units which affect Study Abroad programs
- A consistent, predictable source of student funding to offset costs
- More consistent brochure and website updates

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

- A lack of campus oversight of trip procedures
- Lack of staffing to help produce advertising

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

Ongoing

**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:

Goal is focused on compliance which is an expectation not a goal. While important, does not need to be included in USAP report.

2. Comment on the goal’s measures:

See above.

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

See above.

4. Comment on the goal’s relevance:

See above

5. Comment on the timeline of the goal:

See above

Possible opportunities for collaboration or suggestions for addressing a gap:

N/A

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

Create a more comprehensive safety program within department

**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.

This goal does not align with a 2020 goal, but is important to our lab-oriented program. The safety procedures in our unit are best aligned with goal I.A.1: Improve quality and fidelity of assessment process of degree/certificate programs, General Education, and Baccalaureate Framework with dedicated resources.

**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?
• Designate a department safety officer
• Schedule a bi-yearly inspection of labs
• Assure that all Material Safety Sheets handbooks are displayed, accurate, and explained to students in each class
• Create better signage in labs
• Create a stronger wood shop safety program
• Petition for a wood shop supervisor
• Lab certification by Radiological and Environmental Management
• Increased security from theft and vandalism

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

Inspections by campus will be at highest standards

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

Partially

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

- Tech support to create video and web links
- Support to create signage
- Monies for shop supervisor
- Hall and Gallery Cameras

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

Coordination among all instructors

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

2016-2017

**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:

To make goal more meaningful, goal needs baseline and targets.

2. Comment on the goal's measures:

To make metrics more meaningful, baseline and targets are needed (i.e., define increase).

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

Yes with minimal financial support for work study.

4. Comment on the goal’s relevance:

Relevant

5. Comment on the timeline of the goal:

Ongoing

Possible opportunities for collaboration or suggestions for addressing a gap:

N/A

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

Maintain and enhance regional and state presence of Art Education program, currently the largest undergraduate program in northern Indiana.

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

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

**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?

Provide resources for the Director of Art Education to attend state conferences/meetings, to network with area teachers, and for a student NAEA chapter for art education majors.

**Question:** Metrics - With what metrics will you assess progress toward accomplishing this unit goal on an annual basis?
Increased numbers of students in program, increased numbers of cooperating teachers who host student teachers and observers, and increased job placement.

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

Partially

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

Work/study student help for advertising/marketing the program; keeping records, and coordinating meetings.

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

Additional help, such as work/study students, will be needed as administrative duties are increased with increased enrollment and recruitment activity in the area and statewide.

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

Ongoing

**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:

Vague goal with no specificity (i.e., what does support look like).

2. Comment on the goal's measures:

Baseline and target figures needed.

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

See above.

4. Comment on the goal's relevance:

See above.

5. Comment on the timeline of the goal:

See above.

Possible opportunities for collaboration or suggestions for addressing a gap:

N/A

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

Support faculty research

**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.

II.A. Project future regional, national, and international demand for research and collaboration.

**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?

Creation of internal research fund

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

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

No

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

- Need expertise in grant writing (attend workshops)
- University support for tenure-track and senior faculty research, (course release time and financial support)

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

- Time constraints
- Expertise and guidance in constructing grant applications
- Acquiring knowledge of additional grants sources

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

Ongoing

**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.

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

Purpose and objective are missing from goal.

2. Comment on the goal’s measures:

No measures listed.

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

Not achievable with current resources.

4. Comment on the goal’s relevance:

Not as written.

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

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

**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?

Action is not within departmental power. Administration must continue pursuing donors and funding

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

We have a designated, secure space expressly designed as a gallery

**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?

Financial resources

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

Campus and community support

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

Needed before the next NASAD visit and review in 2019

**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?

NA

**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?

**NA**

**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?

NA

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?