Program Summary

The College of Health and Human Services meets the mission and vision of the University through its academic and community initiatives. All programs meet a need in the regional and state employment market and the graduates are sought after for their abilities and experiences. Every student enrolled in the College participates in a clinical, internship, or residency experience during the program. These “real” world opportunities allow students to synthesize and apply knowledge acquired in the classroom in a professional setting.

Students are well prepared for their professions which is evidenced by pass rates above state and national norms on examinations in all disciplines, which require professional credentialing, and high employment rates for graduates. The faculty maintain currency in their profession by participating in professional continuing education, practicing in the discipline and engaging in scholarly and community activities.

The College through the Student Success Center in conjunction with the faculty, will continue to mentor and advise students to improve retention in the College and University, while maintaining the high standards demanded by the profession and the consumers of health care and hospitality services.

**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 the Health and Human Services Dean’s Office 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 College of Health and Human Services (CHHS) supports the mission of the University through our academic programs, community outreach initiatives and clinics. The CHHS Mission is as follows:

The mission of the College of Health and Human Services is to provide the highest quality education to future and current healthcare and hospitality practitioners by providing a learning environment that supports the development of culturally competent, caring, compassionate, and accountable professionals. Our undergraduate and graduate programs prepare graduates who are dedicated to the autonomy, dignity, and diversity of the people they serve.

The College is committed to excellence in teaching, service and scholarship and to the elimination of health disparities in our community. Our graduates will value lifelong learning and have a professional work ethic based on professional standards and best practices. The College of Health and Human Services specifically identifies and addresses the ever-changing health and hospitality needs of the community served by Indiana University – Purdue University Fort Wayne (IPFW) through service, leadership and the development of knowledge.

**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.

- Achieved or maintained full accreditation in programs with specialized accreditation.
- Opened the ACE Place for Student Success and implemented high impact instructional and advising interventions for students in the College.
- Implemented or continued experiential learning opportunities for every student admitted to an academic program in CHHS
- Achieved excellent success on state and national certification examinations and job placements for graduates of the College.

**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.

**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.

**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.

- Developed and implemented the Center for Healthy Living in conjunction with the Department of Human Resources. The campus clinic had previously been run in conjunction with Parkview Occupational Health. This relationship was unsatisfactory and the restraints on billing resulted in limited use of the clinic by campus employees. The implementation of the Center for Healthy Living: Campus Clinic and Wellness Programs allows for a more robust clinic experience and billing system thereby allowing students, faculty, and community to utilize the clinic.

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

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

**Question:** Accreditations - What program-specific accreditations and status do you have, if any?
The departments in CHHS will report on this individually but as an overview:

Dental Assisting, Dental Hygiene, Dental Laboratory Technology, Nursing and Radiography are all accredited by specific accrediting agencies. Commission on Dental Accreditation (CODA), Accreditation Commission for Education in Nursing (ACEN) and the Joint Review Committee on Education in Radiologic Technology (JRCERT)

Human Services is preparing for initial accreditation and Hospitality and Tourism is part of the Hotel Schools of Distinction.

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

These accrediting agencies both constrain and benefit the unit. Accreditation guidelines may constrain the programs by limiting enrollment, mandating number and qualifications of faculty and dictating professional curricular content and experiential learning. In the alternative, the accreditation process benefits the programs by allowing graduates to sit for credentialing examinations, acquiring employment in the discipline and/or allowing eligibility for admission to graduate or other professional programs.

Programs are required to maintain affiliation agreements with all agencies, internship or clinical education facilities in which IPFW students are engaged in educational experiences. Many of these agreements must be updated on an annual basis which requires program faculty or staff to engage with the organization, hammer out the terms, meet legal review on both sides and acquire appropriate signatures. In some cases this is as many as 50-75 sites per semester or year depending on the terms of the agreement.

**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?

Almost all programs in the discipline are governed by some state or federal laws or regulation including but not limited to: Health Insurance Portability and Accountability Act (HIPAA), Nuclear Regulatory Commission (NRC), Indiana Board of Health and Indiana Board of Nursing.

All students in Dental, Radiography, Nursing and Human Services undergo a background check prior to participating in a clinical or internship. Hospitality students must undergo a check on the sex-offender registry prior to a hotel residency or internship experience.

**Question:** Constraints/Benefits - How do these federal and state laws or mandates constrain or benefit the work of your unit?
State and Federal laws constrain and benefit the College in many ways. The federal privacy guidelines in HIPAA constrain and dictate how our clinics operate and how information regarding student competency and performance is relayed back to the programs from our clinical education settings. Systems have had to be implemented which ensure the privacy of protected health information. Our facilities in many ways inhibit our ability to comply with the federal privacy guidelines which is one of the many reasons why the College number one goal is classified as high priority.

State laws dictate the number of students assigned to clinical sites and the qualifications of the individuals who must work with the students in internal clinics and external facilities.

The benefit of the state laws for our graduates is that upon graduation and successful completion of a credentialing examination where applicable are eligible to work in a healthcare or hospitality setting.

**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.

The College has eliminated any inefficiencies in the past two years during the initial rounds of budget cuts. Those programs or initiatives which did not meet the mission and vision or were not financially viable were eliminated.

All current programming is being monitored to identify activities which could be handled in a more efficient and cost effective way. Currently, manual clinical assessment processes in programs are being reviewed to see if a less time consuming and more effective electronic system can be adopted.

**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 reports from IR are difficult to decipher. The numbers as reflected in the IR report, are misleading as for several years pre-radiography, radiography and health science undecided students as well as students enrolled in "transfer programs" who were completing pre-requisite course work in order to apply for admission to health science programs at IUPUI which are not offered at IPFW, were lumped together in either Allied Health or Health Science. Students were reported in several codes, often with the same enrollment intention, so it is virtually impossible to determine the accuracy of the numbers reported for CHHS. We are working with IR to get more accurate data – the numbers for pre-radiography and radiography will be resolved once they receive departmental status.

The budget numbers indicate a significant amount to money allocated for S and E. This number actually reflects not only S and E but resources which have been placed in contingency to pay for lab assistants who work in the dental clinics and lab. The amount designated for the lab assistants is approximately $369,000. The S and E budgets are not adequate for the programs and as is the case in the rest of the University, have not been modified to meet the growth and/or changing lab/clinic needs of the programs.

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:

Very specific:

2. Comment on the goal's measures:

High:

The measurements are not very specific most likely due to the fact that the actions must be accomplished before specific measurements/metrics are put into place.

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

Not able to accomplish goal with current resources.

4. Comment on the goal's relevance:

Goal is extremely relevant to the Strategic Plan.

5. Comment on the timeline of the goal:

HHSD – comment:

The timeline is 3-5 years but this may not be realistic in light of need to raise money for project and receive approval from the state to build a facility on IPFW campus.

Possible opportunities for collaboration or suggestions for addressing a gap:

Question: Unit Goal - What is your unit goal?
Develop, Design and Build a clinic, simulation/imaging center and academic building for CHHS in conjunction with Counseling in CEPP and Communicative Disorders in COAS

**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

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

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

I.C.7. Establish links between baccalaureate and post-baccalaureate programs.

I.C.8. Respond to regional demand with appropriate post-baccalaureate credentials.

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

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.

HIGH - this is a critical priority for the College. Currently clinics are shoved in small spaces across campus not easily accessible by the campus community or the general public. Clinics must meet state and federal requirements for privacy and current spaces are not conducive to meeting these legal obligations.

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

1. Meet with each area to determine space and facility needs

2. Develop building plan based on needs of each clinic area.

3. Design building plan

4. Work with Advancment to create a development plan for possible federal, state and private funding opportunities.

**Question:** Metrics - With what metrics will you assess progress toward accomplishing this unit goal on an annual basis?
facility and equipment needs for all areas assessed

Preliminary development plan created

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

Not able to accomplish this goal with current resources

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

All resources will need to be raised through an organized development plan. Funding should include appropriate mix of public and private funding.

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

Challenge may be in seeking approval from legislature for funding and construction of facility

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

The timeline is 3-5 years but this may not be realistic in light of need to raise money for project and receive approval from the state to build a facility on IPFW campus.

**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:

Specific

2. Comment on the goal's measures:

High: Goal's measures seem reasonable.

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

HHDS says that they are unable to achieve this goal with current resources. They are requesting additional financial support to cover costs of site visits in Nursing and Human Services. Additional faculty position in Dental Technology.

QUESTION: Could any of this goal be achievable with current resources?

4. Comment on the goal's relevance:

Aligns well with the Strategic plan.

5. Comment on the timeline of the goal:

Timeline is manageable.

Possible opportunities for collaboration or suggestions for addressing a gap:

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

Transition all programs to baccalaureate level and achieve accreditation in all program where appropriate.

**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.

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

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

I.C.7. Establish links between baccalaureate and post-baccalaureate programs.

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

I.E.2. Develop activities and experiences that promote success in student achievement through programs with strong 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.

High

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

Complete process in conjunction with the Vice Chancellor for Dental laboratory Technology associate program to transition to Bachelor degree in Dental Technology.

Work with Department of Human Services as they pursue initial program accreditation.

Work with the Department of Nursing as they pursue accreditation for DNP and reaccreditation of entire program under new accreditor.
**Question:** Metrics - With what metrics will you assess progress toward accomplishing this unit goal on an annual basis?

**YEAR One:**

Approval by Indiana University Board of Trustees and ICHE for Bachelor of Science in Dental Technology

Completion of Self Study in Human Services

Completion and submission of Self Study in Nursing in anticipation of January 2016 site visit.

**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?

- additional financial support to cover costs of site visits in Nursing and Human Services
- Additional faculty position in Dental Technology

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

- obstacles in accreditation and ICHE approval process arise throughout the process.

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

- Dental Lab - End of Spring Semester 2015
- Human Services Academic year 2016-17
- Nursing Fall 2015 - Site visit January 2016

**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:

**QUESTION:** What is the current usage?

2. Comment on the goal's measures:

Measures/metrics addresses increasing the % of support, students and departmental usage. Do we know what the current usage is?

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

This goal seems achievable however, who will be the primary coordinator for Ace Place?

4. Comment on the goal’s relevance:

Very relevant to the Strategic Plan.

5. Comment on the timeline of the goal:

Continual timeline

Possible opportunities for collaboration or suggestions for addressing a gap:

CASA, Writing Center, Math Lab, ITS (for queries), MAP- Works

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

To increase usage in ACE Place (Neff 120) center for student success.

**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.

High

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

- Increase collaboration with other units/organizations to present workshops/programs in Ace Place
- Continue partnership with CASA
- Query students regarding academic goals/support needs, etc.
- Promote space for faculty to encourage student use
Question: Metrics - With what metrics will you assess progress toward accomplishing this unit goal on an annual basis?

- Increase number of support offering in Ace Place by 20%
- Increase number of students utilizing Ace Place Services and Programs by 25%
- Increase departmental usage of Ace Place for support services by 20%

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

For the most part, yes.

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

- dedicated phone line for Ace Place
- additional technology to support program offerings

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

- Getting students to recognize the value of participation in mentoring and coaching session offered by student success.

- Overcoming the student self imposed or societal imposed stigma associated with remediation and support services

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

- Programs and offerings may change as student needs change but the process will be continual.

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:

QUESTIONS: Would this be a Health & Human Services general education course that would inform students about Health & Human Services degree programs? Would this be a 1 credit course? What does a variable credit course entail?

2. Comment on the goal's measures:

QUESTION: Is it possible to have this course created, approved, and implemented by Fall 2015?

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

This may be feasible with current resources/budget.

4. Comment on the goal’s relevance:

Seems relevant

5. Comment on the timeline of the goal:

Does not seem feasible

Possible opportunities for collaboration or suggestions for addressing a gap:

Possible review of, or collaboration with, Engineering, & Business as they have introductory courses that explore their majors.

Collaboration with Mastodon Advising Center, CASA, Writing Center, Career Services, Library, for course content.

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

To create a General Education course with variable credit that will enable students to get connected to their college and major as well as experience a freshmen success course

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

**I.B.5.** Transform the concept of the college classroom and the delivery of education.

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

- Investigate Gen Ed requirement for variable credit
- Investigate implications, if any, on credit hours with accrediting agencies
- Promote with Department chairs and faculty
- Create rigorous, college-level curriculum

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

Approval by general education sub-committee

Enroll students in course Fall 2015

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

The course would be taught by College advisors but supplemental resources may be needed if honorariums or overloads are needed for instruction

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

- may need additional classroom supplies and materials

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

- Buy-in by college departments
- Gen Ed approval
- Minimize increase in number of required credit hours for students

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

Course implemented by Fall 2015

**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:

Seems well aligned with the Strategic Plan.

2. Comment on the goal's measures:

Metric of funding and hiring the position is not a metric.

Other metrics say what metrics will be included but is not specific.

QUESTIONS: Are you saying that the scholarly articles will increase as a result of this position? Are you saying that grants will be acquired as a result of this position? Are you saying that the number of external partnerships will increase as a result of this position?

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

This goal cannot be reached without additional funding including; salary, technology, office space, and supplies.

4. Comment on the goal's relevance:

QUESTION: Is there a need for this position?

5. Comment on the timeline of the goal:

Timeline is Fall 2016.

Possible opportunities for collaboration or suggestions for addressing a gap:

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

Create a Scholarly endeavor and community outreach position in the College of Health and Human Services or work with another College to create a joint position designed to mentor and assist faculty in the areas of scholarship and to expand community outreach opportunities.

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

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

IIIC. 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.

Medium

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

- Develop position description
- Identify resources to cover the recurring cost of the position

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

- position funded, approved and hired

Following hire:

metrics will include:

- Number of scholarly articles published by faculty with mentorship
- Number of grants acquired in conjunction with college faculty
- Number of external partnerships acquired for internships, clinicals, and research collaboration.

**Question:** Resources - Are you able to accomplish this unit goal with your current resources?
Would need resources to hire the position.

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

Office - most likely in Neff B50

Office technology and supplies

Salary for position

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

identifying an individual with global perspective able to cross disciplines to seek out interdisciplinary opportunities for scholarship and community outreach.

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

Hire for fall 2016

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

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

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

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

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

**Question:** Metrics - With what metrics will you assess progress toward accomplishing this unit goal on an annual basis?
Question: Resources - Are you able to accomplish this unit goal with your current resources?

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

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

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

Criterion: #13: Goal Seven - In this criterion, you will identify your unit goals and tell us how they align to Plan 2020, how they are measured, and what resources you need to meet them.

Question: Unit Goal - What is your unit goal?

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

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

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?
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?
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?
Indiana University-Purdue University Fort Wayne (IPFW)
Program Write-up with Task Force Comments
HHSD Health and Human Services

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?