

Outcome #	O U T C O M E S T A T E M E N T S					
	2004	2005	2006	2007	2008	2010
1	IUN faculty, staff, and administration agree on the student profile of academic excellence through achievement and engagement in learning and each constituency knows its role in producing that profile in all IUN graduates.	In the context of academic excellence, IU Northwest has a shared definition of a love of ideas, and achievement and engagement in learning, scholarship, discovery, creativity, and service for students, faculty, staff, and administration.	Relevant staff, faculty and administrators have aligned current standards for individual recognition, reward, and evaluation with the Academic Excellence Standards adopted by the campus in 2005 and have revised recognition, reward and evaluation documents to reflect that alignment.	Administrators have documented that their recognition, reward and tenure practices are in alignment with academic excellence.	A structure for rewarding academic excellence is created. Documentation should include how excellence contributes to the (faculty/staff's) unit's portfolio and development of students.	IU Northwest's value for academic excellence as defined by a love of ideas, and achievement and engagement in learning, scholarship, discovery, creativity, and service is clearly reflected in its performance, in its curricula, and in its recognition, reward, and tenure practices.
2	<i>There was no Outcome Statement for 2004</i>	Academic programs and relevant support programs have identified criteria to assess student preparation for lifelong learning, ethical practices, developing successful careers, and effective citizenship.	The campus has implemented the first phase of the updated General Education goals and objectives, as approved by the faculty, that ensure IU Northwest students are prepared for lifelong learning, ethical practices, developing successful careers, and effective citizenship.	The Faculty Organization has approved the learning experiences that deliver principles two and three of the General Education Program.	The campus has created a process to align co-curricular and extra-curricular activities with the on-going general education reform process.  Units have aligned their curricula to meet the general education requirements.	All academic programs and relevant support programs have implemented teaching and learning experiences that ensure they will prepare their 2014 graduates for lifelong learning, ethical practices, developing successful careers, and effective citizenship.
3	Campus community has created a shared code of professional conduct	The IU Northwest campus community will have knowledge of and be accountable for the IU Northwest Statement of Principles and the Shared Code of	IU Northwest demonstrates increased capacity to value and appreciate the contributions and aspirations of all members and	A) Relevant administrators, faculty and staff have completed merit-based salary and equity evaluations for all eligible faculty	By 2008 IU Northwest will enhance accountability for campus climate by  1. Completing its faculty and staff	IU Northwest students, faculty, staff, and administrators value and demonstrate respect for each other, and support individual and campus community aspirations and growth.

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		Conduct.* *See <i>Academic Handbook, Student Code, Staff Handbook and Professional Staff Handbook</i>	commits to cultivating respect throughout the campus community.	and staff, have used the results to develop a plan for funding and submitted it to the President and Board of Trustees. <b>B)</b> The Administration will complete the action items in the October 2006 list developed after the Campus Climate Survey and focus groups.	merit/equity study.  2. Obtaining from each administrator, dean and director a written description of the process used within the unit to promote respect and mutual support.  3. Communicating progress of 2007 action items.	
4	IUN has a shared definition and understanding of diversity as a critical part of academic excellence.  The Director of Equity and Diversity is in place.	IU Northwest will be using a formalized process for recruiting, retaining and developing diverse faculty (FRAME) and will have developed a similar process for staff and administrators in support of academic excellence.	IU Northwest has increased its efforts to recruit, hire, and retain a more ethnically and racially diverse faculty, staff, and administrative workforce; in order to be more reflective of our campus community, the primary focus of these recruitment, hiring, and retention efforts in 2006 will be African American and Hispanic/Latinos.	The Enhancing Minority Attainment (EMA) Committee has completed the Diversity Portfolio and external review process, part of which documents and contributes to IU Northwest's increased efforts to recruit, hire and retain a more diverse faculty, staff and administrative workforce.	IU Northwest demonstrates that it values diversity by completing the "IU Northwest Diversity Plan" and beginning to implement that plan.	IU Northwest values and is recognized for its commitment to diversity as a critical component of excellence in higher education as demonstrated through recruitment and retention of students, faculty, staff and administrators, employment practices, professional development, and its academic programs.
5	The program prioritization process will have established a way to address introduction of new programs.	Support programs will have been prioritized. A determination will be made on the future of all academic	I U Northwest demonstrates fiscal responsibility and flexibility to sustain excellence in its programs and	Relevant administrators, faculty and staff have developed recommendations for organizational	By December 31, 2008 all the units will go through the process of zero-based budgeting to assess its viability.	IU Northwest demonstrates fiscal responsibility and flexibility in collaborative ways to sustain excellence in its programs and services, and to respond to new

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		programs in the third tier.	services, and to respond to new opportunities for funding of programs that support the Vision, by reviewing its organizational structure and proposing a plan for revision of that structure.	structure, and have completed training on zero-based budgeting.		opportunities for funding of programs that support the Vision.
6	IUN has a shared understanding of the definitions of “sustainable regional vitality” and “cultural discovery and learning.”	Within the context of our unique identity, IU Northwest will have a shared understanding of the measurable characteristics that identify excellence in any academic program or support service.	<u>In support of its aspirations for academic excellence</u> , IU Northwest has defined its relationship with community colleges in the regions we serve.	In support of its aspirations for academic excellence, IU Northwest has defined its relationship with community colleges in the regions we serve.	Academic units assess their programs using the criteria in the Academic Excellence document, and develop annual improvement goals based on the results of the assessment.  Develop criteria to be used to identify academically excellent, non-credit bearing academic programs and services, and begin their assessment.	IU Northwest sets priorities and allocates resources to academically excellent programs and services that clearly foster sustainable regional vitality and/or cultural discovery and learning.
7	IUN will have reviewed and updated (as appropriate) the student-centered principles and have in place a mechanism for ongoing review and updating of the principles.	All units will articulate and communicate a sustainable service philosophy that is aligned with the Student Centered Principles and will have developed ongoing individual and unit measurements that	Chancellor, vice chancellors, deans, directors and department chairs make decisions consistent with relevant student-centered principles and unit service philosophies.	<i>There is no Outcome Statement for 2007</i>	The degree to which each unit on campus is meeting relevant student-centered principles has been measured.	Campus decisions, including the allocation of resources, follow and support applicable IU Northwest student-centered principles.

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		document the alignment.				
8	Based on the completed needs assessment for Newton County, IUN will implement one collaborative or cooperative program/project in Newton County and will have completed at least one additional needs assessment in one of the other counties in the service area.	A plan for sustaining outreach in Newton County will be developed, program activity in Starke County will be initiated, a needs assessment will be conducted in a third county for engagement, and an inventory of IU Northwest's collaborative/cooperative activities in Lake, LaPorte and Porter Counties will be completed.	IU Northwest has established a comprehensive plan for outreach including instruction and service, focused on our unique identity, which identifies and works with appropriate external partners in the regions we serve.	Indiana University Northwest has established a unified campus plan for instructional outreach focused on our unique identity.	A comprehensive instructional outreach plan has been developed.	IU Northwest successfully collaborates and cooperates in the regions it serves on issues relating to sustainable regional vitality and cultural discovery and learning.
9					Performance measures for the initial three performance categories have been identified, a process has been established for developing targets, and data collection has begun in accordance with the AQIP Action Project.	IU Northwest systematically measures effectiveness in its organizational structures and processes and uses data derived from those measures for continuous improvement.
10	Action plans based on the AQIP technology project will have been developed. <i>The AQIP action project titled, "Increase the Technological Capabilities of Faculty, Staff and Administrators," was adopted as Strategic Outcome #9 resulting in the elimination of this outcome.</i>					