

College of Micronesia-FSM Mission Fulfillment Indicators

Mission Statement: *The College of Micronesia-FSM is a learner-centered institution of higher education that is committed to the success of the Federated States of Micronesia by providing academic and career & technical educational programs characterized by continuous improvement and best practices.*

Accreditation Standard I.A.2. The institution uses data to determine how effectively it is accomplishing its mission, and whether the mission directs institutional priorities in meeting the educational needs of students.

Mission fulfillment is determined by the college meeting a minimum threshold. Achievement of each individual indicator is measured relative to a range based on a corresponding threshold level and represented by achievement status.

- Green is achieved;
- Yellow is minimally achieved; and
- Red is not achieved.

COM-FSM is considered to be fulfilling its mission provided no more than seven (29%) of the 24 total indicators are at the red level so that the college attains at least 17 (71%) of its indicators within the achieved (green) or minimally achieved (yellow) range.

COM-FSM Status of Mission Indicators

Mission Statement Criteria	Measures of Success	Most Recent Indicator Data	Threshold	Type of Threshold	Achievement Status
The College of Micronesia-FSM is a learner-centered institution of higher education	Academic Challenge Benchmark (CCSSE 2016)	CCSSE Benchmark Score 50.1	CCSSE Benchmark Score: Green ≥50.0 Yellow =47.0-49.9 Red < 47.0	National benchmark	
	Student faculty interaction benchmark (CCSSE 2016)	CCSSE Benchmark Score 46.4	CCSSE Benchmark Score: Green ≥50.0 Yellow =47.0-49.9 Red < 47.0	National benchmark	
	Support for learners benchmark (CCSSE 2016)	CCSSE Benchmark Score 70.7	CCSSE Benchmark Score: Green ≥50.0 Yellow ≥47.0-49.9 Red <47.0	National benchmark	
	Percent credit hours taught by full time faculty (NCCBP 2016-17 Report)	98.06% of credits taught by full time faculty NCCBP %Rank >99%	Percent of credits taught by full time faculty: Green ≥75% Yellow =64-74.9% Red <64%	National benchmark	
	Average credit section size (NCCBP 2016-17)	16.32 students per credit section size NCCBP %Rank 33%	Students per credit section size Green ≤25.0 Yellow =25.1-30 Red >30	National benchmark	

Mission Statement Criteria	Measures of Success	Most Recent Indicator Data	Threshold	Type of Threshold	Achievement Status
	Percent full time students (NCCBP 2016-17 Report)	70.3% of students are full time (12 or more credits) NCCBP %Rank 98%	Students full time (12 or more credits) Green ≥70% Yellow =50-69% Red <50	National benchmark	
	Average student semester credits earned	9.3 average semester credits earned fall 2016	Average semester credits earned Green ≥9.0 Yellow =8.7-8.9 Red <8.7	Local benchmark	
that is committed to the success of the Federated States of Micronesia	College provides higher education (HE) access to all four states of the FSM (fall 2017 college)	<p>State Difference</p> <p>Chuukese 16.0% 47.4% -31.4%</p> <p>Kosraean 11.4% 6.4% 5.0%</p> <p>Pohnpeian 58.6% 35.1% 23.5%</p> <p>Yapese 13.3% 11.1% 2.2%</p> <p>Total 99.3% 100%</p> <p>(other = 0.7%)</p> <p>*Keeping in mind that not all factors are within the direct control of COM-FSM. However, the college is tasked with taking efforts to improve access and equity when there is imbalance in representation.</p>	<p>Census population for all four states compared to student population within COM-FSM:</p> <p>Green = COM-FSM provides HE access to all four states and at least 10% of the college's students will come from each FSM state.</p> <p>Yellow = Direct access is provided, but less than 10% of the college's students come from each FSM state; however college can document efforts to mitigate under-representation.</p> <p>Red = Either direct access to all four states is not provided or there is one or more under-represented population for whom the college cannot document actions to mitigate imbalance.</p>	Local benchmark	
	Number of certificates awarded	122 certificates earned AY2016-2017	Number certificates earned annually: Green ≥100 Yellow =90-100 Red <90	Local benchmark	
	Number of degrees awarded	246 degrees earned AY2016-2017	Number degrees earned annually: Green ≥280 Yellow =260-279 Red <260	Local benchmark	
	Graduate Employment Rates: % of students that completed a CTE program and are employed in related field.	% of students that completed a career program and are employed in a related field 18.50% (2016-2017)	Percent students that completed a career program and are employed in related field: Green ≥18% Yellow =14-17.9% Red <14%	Local benchmark	

Mission Statement Criteria	Measures of Success	Most Recent Indicator Data	Threshold	Type of Threshold	Achievement Status
		*acknowledging local labor market challenges			
	Teacher certification examination pass rate	84.0% examination pass rate (AY2016-2017)	Examination pass rate: Green $\geq 76\%$ Yellow = 70-75.9% Red $< 70\%$	Local benchmark	
	Programs linked to FSM developmental priorities as specified in the FSM Strategic Development Plan (2004-2023)	Agriculture (2), Education (2), HTM, FMI (3), Marine Science, HCOP, Public Health, and Nursing. Current total: 12	Green = 5 or more programs linked to the <i>FSM Strategic Development Plan</i> Yellow = 3-4 programs linked to the <i>FSM Strategic Development Plan</i> Red < 3 programs linked to <i>FSM Strategic Development Plan</i>	Local benchmark	
by providing academic and career & technical educational programs characterized by continuous improvement and best practices.	Active and collaborative learning benchmark (CCSSE 2016)	CCSSE Benchmark Score 62.2	CCSSE Benchmark Score: Green $\geq 50.0\%$ Yellow = 47.0-49.9% Red < 47.0	National benchmark	
	Guided pathways (local)	Two completed AY2016-2017	Local: Each year the college will create at least 2 guided pathways for its two-year programs: Green: ≥ 2 Yellow = 1 Red = 0	Local benchmark	
	Graduation rate 100% (2 years)	COM-FSM will be at least in the median graduation rate in the Western Pacific (PPEC) and meet its ISS of 6%. IPEDS data Pacific median graduation rate 2% (2011 cohort). COM-FSM rate 7.7%	Graduation rate (completed in 2 years): Green $\geq 6\%$ Yellow = 2-5.9% Red $< 2\%$	Regional benchmark	
	Graduation rate 150% (3 years) Percent full-time, first-time students that completed in 3 years (150%)	COM-FSM will be at least in the median graduation rate in the Western Pacific (PPEC) and meet its ISS of 16.0%. IPEDS data Pacific median graduation rate 8% (2011 cohort). COM-FSM rate 21.9%	Graduation rate (completed in 3 years): Green: $\geq 16\%$ Yellow = 8-15.9% Red $< 8\%$	Regional benchmark	
	Graduation rate 200% (4 years)	COM-FSM will be at least in the median graduation rate in the Western Pacific (PPEC) and meet its ISS of 25.0%. IPEDS data	Graduation rate (completed in 4 years): Green: $\geq 25\%$ Yellow = 12-24.9% Red $< 12\%$	Regional benchmark	

Mission Statement Criteria	Measures of Success	Most Recent Indicator Data	Threshold	Type of Threshold	Achievement Status
		Pacific median graduation rate 12% (2011 cohort). COM-FSM rate 29%			
	Transfer rate	COM-FSM will meet its ISS of 3% and be at least at the median transfer rate in the larger Pacific (PPEC and Hawaii Community Colleges) (IPEDS data Pacific median transfer rate 10%). COM-FSM 0.74% (2016-2017).	Pacific regional transfer rate: Green: ≥10% Yellow = 3-9.9% Red = <3%	Regional benchmark	
	Fall-to-spring persistence rate	Fall 2015-2016 persistence rate 88%	Fall-to-spring persistence Green ≥87.0% Yellow = 70-86.9% Red <70%	Local benchmark	
	Fall-to-fall persistence rate	Fall 2015-2016 persistence rate 64%	Fall-to-fall Persistence Green ≥61% Yellow = 55-60.9% Red <55%	Local benchmark	
	Course Completion Rate (% A, B, C, or P)	Percent Students that received an A, B, C, or pass grade 70.9% (fall 2016)	% Passing Grade (A, B, C, Pass) Green >70% Yellow = 68-69.9% Red <68%	Local benchmark	
	Institution-wide Credit Grades Success Rates (NCCBP Fall 2017) – Completion Rates	% Completed 94.0%	% Completed Green >91% Yellow = 84.5-91% Red <84.5%	Local benchmark	
	Meeting or exceeding Accreditation Standards	Accreditation Status – US Regional Accreditation	Green = Regional accreditation without sanction Yellow = Regional accreditation with warning status Red = Regional accreditation with probation or show cause status	Regional benchmark	

Tally of Benchmark Indicator Types

Mission Aspects	Local Benchmark Indicators	Regional Benchmark Indicators	National Benchmarks Indicators	Total Indicators
The College of Micronesia-FSM is a learner-centered institution of	1	0	6	7

higher education				
that is committed to the success of the Federated States of Micronesia	6	0	0	6
by providing academic, career and technical educational programs characterized by continuous improvement and best practices.	5	5	1	11
Total Indicators	12	5	7	24

Mission Achievement October 2017

Mission Aspects	Local Benchmark Indicators		Regional Benchmark Indicators		National Benchmarks Indicators		Total Indicators		
	Achieved	Total	Achieved	Total	Achieved	Total	Achieved	Total	Percent Achievement
The College of Micronesia-FSM is a learner-centered institution of higher education	1	1	n/a	0	5	6	6	7	85.7%
that is committed to the success of the Federated States of Micronesia	5	6	n/a	0	n/a	0	5	6	83.3%
by providing academic, career and technical educational programs characterized by continuous improvement and best practices.	5	5	4	5	1	1	10	11	90.9%
Total Indicators	11	12	4	5	6	7	21	24	87.5%
Percent Achievement	91.7%		80%		85.7%		87.5%		

COM-FSM has achieved (green), or minimally achieved (yellow), 87.5% (21/24) of its mission indicators, exceeding the required 71% (17/24) necessary for mission fulfillment.