

College of Micronesia-FSM

Strategic Planning Working Group Core Values Review and Recommended Changes Report



Submitted to:

The COM-FSM Executive Committee

By

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December 19, 2016

COM-FSM Core Values Recent History of Review

College of Micronesia-FSM (COM-FSM) described seven college values through 2013 as learner-centeredness, professional behavior, innovation, honesty and ethical behavior, commitment and hard work, teamwork, and accountability (Table 1).

Table 1. College of Micronesia-FSM values.

VALUES (<i>College of Micronesia-FSM General Catalog 2012-2013</i>)
Learner-centeredness Learners are our primary focus and we provide quality instruction and services in a nurturing and safe environment.
Professional behavior We are competent, service-oriented professionals with a commitment to life-long learning and a commitment to provide excellent and exemplary service to students, colleagues and the community.
Innovation We provide a dynamic, creative, up-to-date, and innovative environment to allow the college community to function effectively in a global economy.
Honesty and Ethical Behavior We are honest and abide by the COM-FSM code of Ethics in all our personal and professional interactions to create and maintain trust and unity among ourselves and with our community.
Commitment and Hard Work We commit and invest our time, energy and resources to create a rigorous, high-quality learning environment.
Teamwork We live in a community where collaboration, open-mindedness, respect and support for each other helps us achieve our mission.
Accountability We are responsible for and accountable in our daily activities to our partners and the community we serve. We comply with all applicable regulations and use our resources efficiently and effectively to maintain a high level of trust and confidence.

During April 8-16, 2013, as part of the strategic planning process, VPIEQA in collaboration with the Strategic Plan Working Group, conducted a college-wide survey and asked participants to list their top three to five values. A total of 204 respondents took the survey, of those 197 respondents provided at least two values, 193 provided at least three values, 183 provided at least four values, and 174 provided five values. Those values were captured in a word cloud (Figure 1).

We value:



Figure 1. Top two to five core values articulated by college employees during an April 2013 college-wide survey (n = 197). Size and thickness of font indicates most frequently occurring words. Color and orientation are for aesthetic purposes only and do not convey meaning.

August 2015 through March 2016, a college-wide *Core Values Working Group* conducted a core values review and proposed revised core values (Figure 2). That review process included input from all campuses as well as from a special January 2016 *Governing Summit*. On 25 March 2016, a [Core Values Working Group Report](#) was submitted to the Executive Committee, endorsed by the Executive Committee, and presented to the Board of Regents during their 03 May 2016, meeting.

- Core Values Working Group Report 25 March 2016: http://www.comfsm.fm/dcr/misc/Core%20Values%20Working%20Group%20Report_March2016.pdf
- January 4-5, 2016, Governing Summit Report: http://www.comfsm.fm/irp/Reports/Summits/2016/Governance_Summit/2016_Governance_Summit_Report.pdf
- EC Minutes from 22 April 2016, reflecting receipt of the draft report: <http://www.comfsm.fm/executive/minutes/4-22-16%20EC%20Minutes.pdf>
- Board of Regents: <http://www.comfsm.fm/?q=bor-Agenda-05-16>

College of Micronesia-FSM core values and principles of best practices

We value the higher education community in which we work and those diverse island communities we serve. As members of these communities, we strive to embody these core values and to demonstrate them through the following best practices



*Adapted from Dartmouth's Core Values Model <http://www.dartmouth.edu/~rpd/corevalues/list.html>

Figure 2. COM-FSM Core Values May 2016.

The Strategic Planning Working Group

During 3-5 October 2016 retreat, the Strategic Planning Working Group (SPWG) reviewed the COM-FSM Core Values against the results of the Visioning Summit Reports from August-September 2016.

- Visioning Summit Report Pohnpei: http://www.comfsm.fm/irpo/visioning-summit/2016/Visioning-Summit-2016-Report_29SEP2016.pdf
- Visioning Summit Report Yap: <http://www.comfsm.fm/irpo/visioning-summit/2016/Yap%20MINI%20Visioning%20Summit%20REPORT%20September%2030%202016c.pdf>
- Visioning Summit Report Chuuk: <http://www.comfsm.fm/irpo/visioning-summit/2016/Chuuk%20Campus%20Summit%20Report-1.pdf>
- Note: Kosrae's report was 46MB and unable to be linked here due to its large file size.

Composition

The SPWG consisted of the following members:

- Faustino Yarofaisug, Director of Financial Aid
- Francisco Mendiola, Director of Facilities and Maintenance
- Frankie Harriss, VPIEQA, ALO, National Campus, facilitator
- Grilly Jack, Pohnpei Campus and Career and Technical Education Director
- Kind Kanto, Dean of Chuuk Campus
- Lourdes Roboman, Dean of Yap Campus and FMI
- Nena Mike, Dean of Kosrae Campus
- Phyllis Silbanuz, Instructor, Pohnpei Campus
- Richardson Chiwi, Instructor, Chuuk Campus
- Roselle Togonon, Comptroller

Recommendations for Changes

The SPWG does not propose too many changes to the Core Values, as these had only been recently generated. Moreover, the summit reports showed high percentages of participant agreement for most of the Core Values and their supporting principles of best practice. The SPWG focused on those areas where summit participant agreement was less than 97%. Proposed changes are provided in Table 2 and represented in Figure 3.

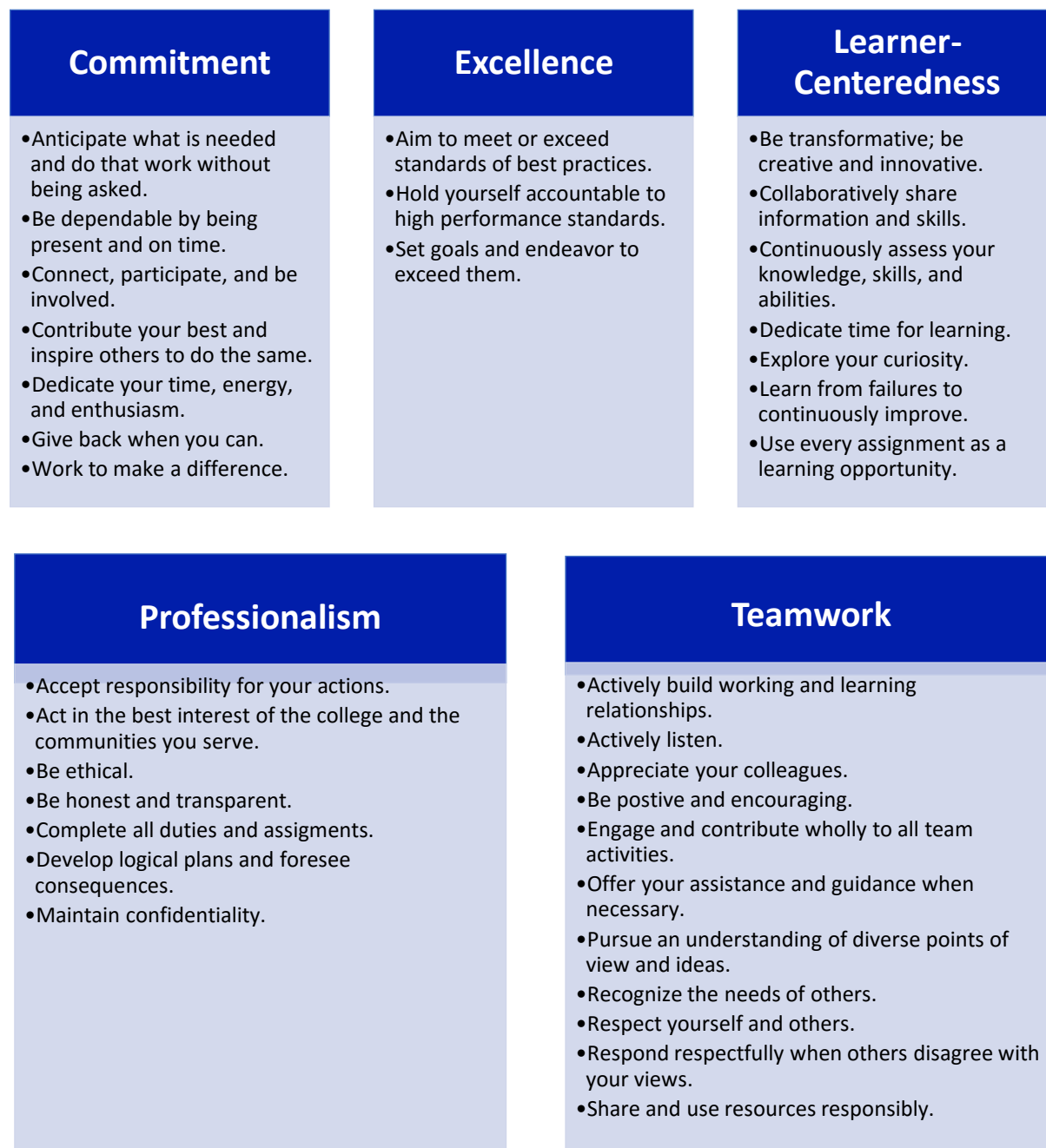
Table 2. Proposed changes to the COM-FSM Core Values

	Proposed Change	Rationale
	General Change	
1.	Place the core values, and the principles of best practice under each core value, in alphabetical order.	Currently, the core values are not displayed in alphabetical order, but their order also is not reflective of any priority or ranking of importance. Thus, it makes sense to order them alphabetically to avoid unintended implications of importance by order. This rationale also applies to the principles of best practice listed under each core value.

Excellence	
2.	<i>Complete all duties and assignments</i> should be moved to Professionalism .
	It was determined that this is being professional rather than demonstrating excellence. One is expected to do these things, whereas excellence implies going above and beyond. This is supported by only 84.1% of summit participants' agreement with this being excellence.
3.	<i>Be positive and encouraging</i> should be moved to Teamwork .
	This statement seemed more reflective of behaviors one demonstrates when working as part of a team, and thus fit better under Teamwork. And, is further supported by only 86.8% of summit participants' agreement with this being excellence.
Learner-Centeredness	
4.	<i>Be transformative, think outside the box</i> , was recommended to be changed to: <i>Be transformative; be creative and/or innovative</i> .
	Members felt that using explicit terminology rather than colloquialisms was essential to avoid confusion.
5.	Learner-Centeredness may be listed as Learner-Centered.
	This term posed some challenges. Centeredness is a noun. Centered is an adjective. Since the other core values forms are nouns, it is perhaps best to retain that pattern and <i>centeredness</i> . However, some attention and educational efforts would be necessary to help employees understand this does not apply to merely the classroom, but that every employee as well as our students should exhibit learner-centeredness.
6.	<i>Explore your curiosity</i> .
	Some summit participants had struggled with <i>curiosity</i> . Again, likely employee educational efforts need to occur around what is intended by this principle. Curiosity is defined as "a strong desire to know or learn something" Oxford Dictionary of English. The principle should be retained.
7.	<i>Solicit input and suggestions from stakeholders</i> was proposed as an additional principle of best practice.
	This was considered distinctive from, <i>Pursue an understanding of diverse points of view and ideas</i> , as listed under teamwork. Soliciting input and suggestions was considered part of the learning process for one who is learner-centered.
Professionalism	
8.	<i>Do no harm</i> , <i>Be ethical</i> . Instead, <i>Be ethical</i> .
	The phrase "do no harm" was confusing for some, and it was agreed that simply directing one to <i>Be ethical</i> was sufficient and avoided confusion.

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Figure 3. Proposed, revised COM-FSM Core Values December 2016.