

College of Micronesia – FSM
Institutional Effectiveness and Quality Assurance (IEQA)
FY 2013 4th Quarter Performance Report[1]
July - September 2013

Mission Statement

Historically diverse, uniquely Micronesian and globally connected, the College of Micronesia-FSM is a continuously improving and student centered institute of higher education. The college is committed to assisting in the development of the Federated States of Micronesia by providing academic, career and technical educational opportunities for student learning.

Vision

College of Micronesia-FSM will provide educational opportunities of the highest quality and will embrace the life-long pursuit of knowledge and the enrichment of the diverse Micronesian communities we serve.

Strategic Directions:

- *Focus on student success*
- *Emphasize academic offerings in service to national needs*
- *Be financially sound, fiscally responsible, and build resources in anticipation of future needs*
- *Invest in and build a strong capacity in human capital*
- *Become a learning organization through development of a learning culture guided by learning leaders*
- *Evoke an image of quality*

Focus on student success

Office	Accomplishments	IEMP #	ACCJC Standard
IRPO	<p>Student surveys for fall 2013 systemwide registration and orientation were conducted during the registration process and the student orientation. Forms were given to students to fill out and then all collected information were analyzed on the surveymonkey. Submitted copies of the registration result to OARR, Counseling Office, and the state campuses. It can also be found at:</p> <p>http://www.comfsm.fm/?q=irpo-survey-reports</p>		IB
IEQA	<p>Assessment teams have been identified for the following General Education courses to develop a Common Assessment Assignment (CAA) for each course: SS150, EN120b, MS100, SC120, and the ESS courses. CAAs will be prepared by assessment team by the end October. The purpose of the General Education CAAs is to establish common assessment for General Education across the COM-FSM system. The data will allow the General Education program to identify areas for improvement in relation to student success/ achievement. The new CAAs will provide the college/ General Education program with accurate and consistent data on student performance. The results/data will allow the General Education program to focus on improving the program. The CAAs will be developed and piloted in Fall 2013 and administered in Spring 2014 and again in Fall 2014. (SPG 1.1)</p> <p>http://wiki.comfsm.fm/Assessment Coordinator and Assistant-ALO</p>		
IEQA	<p>In collaboration with the dean of academics, a process was developed for linking COM-FSM's CSLOs (general) with COM-FSM's ISLOs. This process was presented to the CAC on October 9, 2013, and adopted and approved by the CAC in the same meeting. Division Chairs will be responsible for ensuring that the linkage process will be completed by the beginning of Spring 2014 [completed]. (SPG 1.1)</p> <p>http://wiki.comfsm.fm/Assessment Coordinator and Assistant-ALO</p>		
ITO	<p>Networks: IT continues to work toward improving the overall COM-FSM technology system.</p> <p>IT is actively pursuing potential options to make existing networks faster and therefore services we offer more</p>		

effective. Yap, Chuuk and Kosrae Campuses have now all had their primary connections for internet services changed to DSL a type link at rates of 1537/768 kbps each. Pohnpei campus switched to a DSL link also at 1537/768 kbps but their T1 utilization remains for overhead and local connection needs for e-mail and SIS. FMI campus retains their T1 link to Yap campus as their primary internet service line. The link type change offers larger bandwidth speeds for internet and viable options for bandwidth and associated services inter campus over a secondary DSL link.

The second DSL type connection at a lower data rate for Yap, Chuuk and Kosrae Campuses is now used for intercampus bound traffic only such as VoIP, SIS and COM-FSM e-mail only, at 1024 kbps asymmetric.

Cost for changes are approximately \$2000 more per month compared to the previous service contract with FSMTC.

Others:

- Adjusted LDAP server shutdown for longer wait (was 3s, now 10s) on all LDAP servers
- Updated aliases/LDAP interface to better support nested aliases and private list security; LDAP/SIS interface updated to improve restricted list security
- Full implementation of e-mail rate limit; removed milter-limit from blacktip; monitoring and verification
- Non-UTF8 content causing Javascript error on News Item form; cleaned record from MySQL database
- Update LDAP.php to include privileged sub-alias members when generating the admin list for restricted mailing lists, and nonenabled members for private mailing lists; updated MTAMailingList form with Priv column on sub-lists
- Updated logwatch custom scripts for Milter and Spamassassin messages we can ignore; sync'd copies of scripts between shark and blacktip primary servers
- Installed additional wireless access points in dark areas at National Campus.
- Routing change on www; directed public IP network traffic for Pohnpei campus to public IP on National campus router (was directed to private IP interface)
- Updated NAT logging on campus servers to stop logging to console (shark, pohnpei done)
- Completed syslog changes (kosrae, chuuk, yap)
- SFTP access issue with IRPO and DCR users (had /sbin/nologin as shell)
- Started work on IMAP quota issue; working on strategy to expunge Trash, and then INBOX messages if necessary; work in ~/src/email/imap.php, Integrated over-quota "trimming" into emailMaintenance, clean-up after a couple failed rsync backups off shark

	<ul style="list-style-type: none"> ● Errant system at PNI campus (IDCARD); blacklisted and notified for service; removed blacklist entry ● Cleanup on failed paths from urlblacklist.org; expand nas:/dev/Linux/bob by 300G ● Addressed blocked content looping on pohnpeigw; pushed new version of blocked.cgi to all state campuses with newly supported content types (mp4, ico) ● PacketFence v.3.6.1 install finalized to match COM-FSM version at Pohnpei campus first, all others as well. ● Research squid load glitch at Kosrae (blocked js file); update squid configs at state campuses to allow caching of static Drupal content; updated blacklist doDaily update script to skip empty patch files; proxy config for remaining PacketFence servers. Installation and testing of PacketFence v.4.0.6; DNS caching issue with MacOS creating problems ● Attempt to connect Pohnpei satellite network service (failed), working with ISP in Australia for further details. 		
ITO	<p><i>SIS Developments</i></p> <p>The progress on work towards the goals of continuous improvement of the COM-FSM SIS database continue. The ability to accept credit card payments is unresolved and we had to move ahead without the capability. Update of work completed:</p> <ul style="list-style-type: none"> ● Continue work on grade restrictions for course pre-requisites installed and tested in development database ● Consulting on first-time online registration usage; updating of SIS Documentation wiki ● Created SORSuperA form for management of online registration data ● Documentation for Online Registration ● Researching source of /null URL from prod SIS; unable to replicate (related to Open Sections report) ● Verifying online registration operation; found issue with student records not being created as needed (fixed) ● System recovery after LDAP database corruption: Adjusted LDAP server shutdown for longer wait (was 3s, now 10s) on all LDAP servers ● Modify Balance Due Hold report to allow optional display of all current holds ● Installed changes for Facility Fee into production SIS ● Started work on grade restrictions for course pre-requisites ● Updated aliases/LDAP interface to better support nested aliases and private list security; LDAP/SIS interface updated to improve restricted list security 		

- Research and correct issue with ar.termBalance calculation; configuration of new BALT transaction code caused it to be included in both the FA and non-FA half of that calculation. Research BALT generating receipt numbers, and make recommendation for how to address the issue.
- Created current issues table in SIS documentation wiki
- Fixed check batch balance problem (reported by Business Office); removed ar.termBalance view from refund Check.php and fetchChangeBatchEntry.php to eliminate performance issue with view
- Fixed Remote Suggestions cache bug (not re-querying for values when the request falls at the end on an incomplete server response)
- Enrollment List report modified to support generating a CSV file Updated Check Batch form with option to display only credit balance batch entries
- Update Check Batch Summary report and Check Batch form for support of CSV output; installed in production SIS

Online Registration occurred mainly at National and Pohnpei Campus during the November early registration period. Overall, about half of registrations are being made via SOR. As of 11/18/13 these are the results. (*SOR: Student Online Registration)

	Campus	Advisors approving students	Students Approved by Advisors	Students Registered using SOR	Sections registered via SOR	Credits registered via SOR	Total Sections registered	Total Credits registered	Percent Sections via SOR	Percent Credits via SOR	
Nov 12, 2013	All		36	170	123	427	1372	885	2837	48.25%	48.36%
	Pohnpei			88	71	237	783	283	933	83.75%	83.92%
	National			82	52	190	589	602	1904	31.56%	30.93%
Nov 13, 2013	All		46	167	138	428	1375	776	2465	55.15%	55.78%
	Pohnpei			88	85	260	860	317	1035	82.02%	83.09%
	National			79	53	168	515	459	1430	36.60%	36.01%
Nov 14, 2013	All		40	97	130	380	1162	685	2125	55.47%	54.68%
	Pohnpei			49	64	150	476	241	765	62.24%	62.22%
	National			48	66	230	686	444	1360	51.80%	50.44%
Nov 15, 2013	All		38	81	99	289	916	631	2004	45.80%	45.71%
	Pohnpei			40	45	118	385	242	772	48.76%	49.87%
	National			41	54	171	531	389	1232	43.96%	43.10%
Current	All		61	514	418	1487	4709	2905	9204	51.19%	51.16%
	Pohnpei			261	225	749	2449	1055	3412	71.00%	71.78%
	National			253	191	738	2260	1850	5792	39.89%	39.02%

Overall, about half of registrations are being made via SOR.

Focus on student success – Measures of success

Student Performance

- Course completion rates (ABCORP) will be at least 69% fall & spring semester 2013/2014.
- Overall withdrawal rates will be less than 8.3 percent for fall semester 2013 and 9.5 percent for spring semester 2014.
- General Education Assessment – Course completion rates for EN 120A & 120B for fall 2013 and spring 2014 will be at least 63% for EN 120A & 64% for EN 120B.
- Institutional Student Learning Outcomes Assessment – students will average at least 2.1 on the American Association of Colleges and Universities Value: Valid Assessment of Undergraduate Education components for Oral Communication, Written Communication and Foundation and skills for life-long learning outcomes rubrics for AY 2013/14.

Completion and Transfer

- Certificate and degree completion rates for the FY 2013 cohort of new full time students at 150% will be 14.4%, FY 2014 cohort of new full time students at 150% will be 16.4% and FY 2015 cohort of new full time students at 150% will be 18.4%.
- Performance at transfer institution: To be established in AY 2013/14.

Retention and Persistence

- Fall-spring persistence rate of will be a minimum of 78% for new full time students cohort in fall 2013 who persist to spring 2014, fall-fall retention rates will be a minimum of 65% for new full time students cohort in fall 2013 who return in fall 2014.

Job Market

- Career program completer’s employment status (within FSM): Baseline data to be established in AY 2013/14.
- Employer rating: Revised employer survey to be delivered in fall 2013 for establishment of baseline data.
- Internship experiences: Baseline data to be established in AY 2013/14.

Satisfaction and Engagement

- CCSSE & CCFSSSE: Targets to be set by September 2013 based on CCSSE and CCFSSSE administered in spring 2013.

Emphasize academic offerings in service to national needs

Office	Accomplishments	IEMP #	ACCJC Standard

Emphasize academic offerings in service to national needs – Measures of Success

Articulation and Partnerships

- Articulation agreements: a) One additional articulation agreement will be added annually and b) transcript analysis in summer 2013 will be used to establish baseline data for student transfer to institutions with articulation agreements.
- Partnership agreements: a) Two partnership agreements will be added over the period of the strategic plan and b) students' participation in partnership programs.

Certification examinations

- Percent of students passing certification examinations based on testing options available in the FSM (Career and Technical Education (CTE) is working to establish the FSM as a testing center for critical CTE certifications).
- Percent of graduates passing FSM Teacher Certification (target to be established fall 2013).

Training and Opportunities

- Percent increase in training opportunities based on baseline data to be established in summer 2013.
- Assessment of impact of training on work performance, based on survey of program participation, meeting training goals within 3 months of conclusion of training. Assessment criteria to be included in training design.

Be financially sound, fiscally responsible, and build resources in anticipation of future needs

Office	Accomplishments	IEMP #	ACCJC Standard
IEQA	IEQA has been operating without the position of Director of Development and Community Relations for five months, and has determined departmental reorganization, cross-training, and additional training will allow for the discontinuance of this director position, achievement of efficiencies in operations, and aid fiscal responsibility. IEQA submitted formal approval for reorganization and reclassification October 15, 2013.		
ITO	Further consolidation of COM-FSM system-wide communications billing, resulting in cost reductions from cancellations of ghost accounts and services.		

**Be financially sound, fiscally responsible, and build resources in anticipation of future needs –
Measures of success**

Endowment and Fund balance

- Percent decrease in fund balance per year will not exceed five (5) percent.
- Dollar amount and percent change in endowment per year. Target for fundraising is \$50,000 annually. The Friends of the College of Micronesia – FSM foundation is currently being organized and will be setting endowment targets in AY 2013/14.

Revenue Sources and Allocations

- Diversity of revenue sources: Target to set summer 2013.

Invest in and build a strong capacity in human capital

Office	Accomplishments	IEMP #	ACCJC Standard
IRPO	Multiple trainings concentrated on & individual follow-up with TracDat trainees from administrative services, student services, instructional staff, and other programs via Skype had the outcome of populating their 2012/2013 program outcomes, strategies, targets and results. As a result, all were more familiar and able to fill/input their data. Our current update on the TracDat inputting was that the Administrative Unit have completed their 2012/2013 program outcomes, strategies, targets and results into the TracDat.		IB
IEQA	In collaboration with deans in Yap (including FMI) and Chuuk, Assessment Coordinator and Assistant ALO conducted eight trainings for staff and faculty for TracDat, General Education Assessment, ISLO/program assessment, and Tracking CSLOs/ Student Engagement from October 8-18, 2013. In Yap(including FMI), 100% of faculty 90% and staff attended all the trainings, 95.5% of attendees strongly agreed or agreed that the training outcomes were met. In Chuuk, 98% of faculty attended all the trainings, 95.3 of attendees strongly agreed or agreed that the training outcomes were met. Evidence: http://wiki.comfsm.fm/Assessment_Coordinator_and_Assistant-ALO		

Invest in and build a strong capacity in human capital – Measures of success

Credentialing

- Tracking of faculty and staff credentials based on aspirational credentialing to be set by September 2013

Professional Development

- Percent allocation of professional development funds against prioritized capacity development needs based on prioritized to be established summer 2013.
- Impact of professional development on work performance based on employee and supervisors survey within three (3) months of completion.

Become a learning organization through development of a learning culture guided by learning leaders

Office	Accomplishments	IEMP #	ACCJC Standard
IRPO	<p>To assist with conceptualizing what is a learning organization, how you implement a learning organization and what principles help guide decision making in a learning organization, a series of models of a learning organization were presented to the Management Team on October 8, 2013. It was also recommended that an online survey (https://hbs.qualtrics.com/SE/?SID=SV_b7rYZGRxuMEyHRz from the Harvard Business Review) be taken to help understanding and placement of the college as a learning organization. Based on these reviews the Management Team did recommend in the October 8, 2013 meeting that O'Banion's Six Principles of a Learning Centered Community College should be considered as the guiding model for implementing the concepts of a learning organization at the college. Links to websites that support developing a learning organization were also provided: http://www.luminafoundation.org/ Lumina Foundation, http://www.achievingthedream.org/ Achieving the Dream (especially see the promising practices section), http://www.league.org/ League for innovation in community colleges, http://www.carnegiefoundation.org/ Carnegie Foundation for advancement of teaching, and http://www.solonline.org/?home Society for Organizational Learning (Senge).</p>		IB

**Become a learning organization through development of a learning culture guided by learning leaders
– Measures of success**

Learning Organization

- Assessment of the college as a learning organization centered on Peter Senge’s Five Disciplines: Systems thinking, Personal mastery, Mental models, Building shared vision, and Team learning. Assessment to be based on evidence generated by the governance structure: committee and team minutes, policy assessment, and program reviews, etc.: Baseline data to be established using a learning organization survey in September 2013.
- Examine organizational culture and organizational leaders for evidence of “proactivity, commitment to learning to learn, positive assumptions about human nature, belief that the environment can be managed, commitment to truth through pragmatism and inquiry, positive orientation toward the future, commitment to full and open task-relevant communication, commitment to cultural diversity, commitment to systemic thinking, and believe that cultural analysis is a valid set of lenses for understanding and improving the world” (Schein, 2010).

Communications

- CCSSE and CCFSSSE analysis: Targets to be set by September 2013 based on CCSSE and CCFSSSE administered in spring 2013.

Policies

- One hundred (100%) percent of policies to be reviewed and updated by 2016.
- Percent of policies assessed as per policy assessment cycle (95%)

Evoked an image of quality

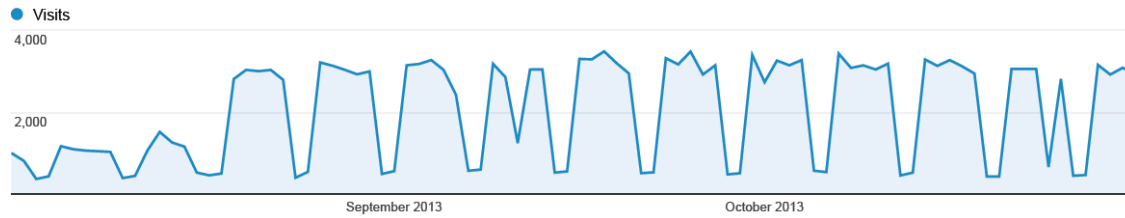
Office	Accomplishments	IEMP #	ACCJC Standard
IRPO	Prepared data to assist and support evidence based decision making at the college. The IRPO website has been expanded to include a “Data Trends Section” that provides multi-year trends in key indicators for the college. The data trends for the college can be found at http://www.comfsm.fm/?q=irpo-trends .		IVA
ITO	<p>WebSite improvement efforts continue. IT continues collaboration efforts with different units to accommodate website updates and relevancy. The effort is to further improve the website by improving speed and accuracy of news content from our sites to their constituents as well as to a broader audience.</p> <p>Master Planning Calendar and search of the Master Calendar are new features on the website.</p>		

Audience Overview

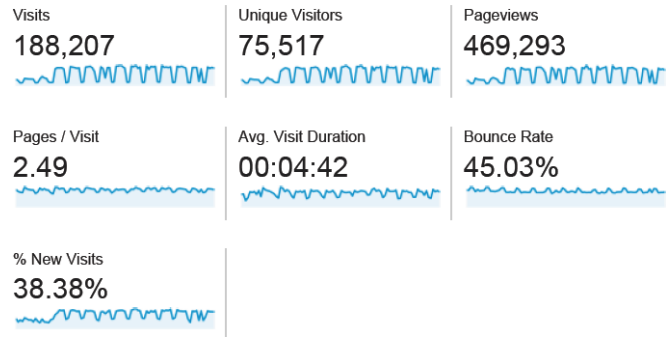
Aug 1, 2013 - Oct 31, 2013

All Visits
100.00%

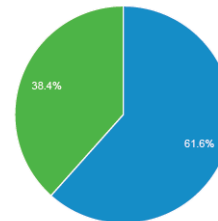
Overview



75,517 people visited this site



Returning Visitor New Visitor



Language	Visits	% Visits
1. en-us	183,188	97.33%
2. en	2,417	1.28%
3. en-gb	1,816	0.96%
4. ja	105	0.06%
5. zh-cn	96	0.05%
6. en-eg	92	0.05%
7. fil	50	0.03%
8. ja-jp	50	0.03%
9. en-ca	42	0.02%
10. fr	27	0.01%

[view full report](#)

<p>ITO / DCR</p>	<p>DCR Quarterly Summary (August – October 2013)</p> <p>For the month of August to October 2013 DCR has accomplished the following:</p> <ul style="list-style-type: none"> · 55 News Stories posted on the college’s newsfeed · 47 Announcements posted on the college’s newsfeed · Released 2 Issues of the College’s E-Newsletter · Designed & Printed 8 Publications · Publicized 2 All-Campus Meetings <p>News Stories:</p> <ol style="list-style-type: none"> 1. National Campus Conducts 3-Day Freshmen Orientation http://www.comfsm.fm/myShark/news/item=592/mod=02:29:42 2. Yap UB Summer Bridge Program Graduates 19 Students http://www.comfsm.fm/myShark/news/item=594/mod=02:29:42 3. Satellite Dish and Solar Panels Installed at Campuses http://www.comfsm.fm/myShark/news/item=598/mod=02:29:42 4. New Students Attend Freshmen Orientation Fall 2013 at Yap Campus http://www.comfsm.fm/myShark/news/item=600/mod=02:29:42 5. STEP-UP High School Students Present Research Projects at National Institutes of Health Symposium http://www.comfsm.fm/myShark/news/item=602/mod=02:29:42 6. Fall 2013 Orientation for New Students at Kosrae Campus http://www.comfsm.fm/myShark/news/item=603/mod=02:29:42 7. Kosrae Campus Installs Solar Powered Charging Station http://www.comfsm.fm/myShark/news/item=605/mod=02:29:42 8. Five Faculty Challenges: Be Better Than OK. http://www.comfsm.fm/myShark/news/item=607/mod=02:29:42 9. New Look at National Campus LRC 		
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	<p>http://www.comfsm.fm/myShark/news/item=608/mod=02:29:42</p> <p>10. Yap Campus Holds All Campus/General Assembly Meeting for Fall 2013 http://www.comfsm.fm/myShark/news/item=610/mod=02:29:42</p> <p>11. STAP Filipino Organization Awards Scholarships to COM-FSM Students http://www.comfsm.fm/myShark/news/item=615/mod=02:29:42</p> <p>12. Have You Met... http://www.comfsm.fm/myShark/news/item=619/mod=02:29:42</p> <p>13. PPEC Meeting Held at National Campus http://www.comfsm.fm/myShark/news/item=620/mod=02:29:42</p> <p>14. College Raises \$40,000.00 http://www.comfsm.fm/myShark/news/item=621/mod=02:29:42</p> <p>15. College Holds 20th Anniversary Convocation http://www.comfsm.fm/myShark/news/item=622/mod=02:29:42</p> <p>16. College Gives away \$20,000 at 20th Anniversary Celebration http://www.comfsm.fm/myShark/news/item=623/mod=02:29:42</p> <p>17. Information Technology Equipment Bid http://www.comfsm.fm/myShark/news/item=624/mod=02:29:42</p> <p>18. Have You Met... http://www.comfsm.fm/myShark/news/item=627/mod=02:29:42</p> <p>19. Board of Regents Issues Actions and Directives after September Meeting http://www.comfsm.fm/myShark/news/item=631/mod=02:29:42</p> <p>20. National Campus Elects Faculty/Staff Senate Officers http://www.comfsm.fm/myShark/news/item=633/mod=02:29:42</p> <p>21. Yap Campus Holds SBA Swear-In Ceremony During All Campus Meeting http://www.comfsm.fm/myShark/news/item=635/mod=02:29:42</p> <p>22. Standing Committee Officers for 2013-2014 http://www.comfsm.fm/myShark/news/item=636/mod=02:29:42</p>		
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	<p>23. Kosrae Campus Welcomes New SBA Officers for SY 2013-2014 http://www.comfsm.fm/myShark/news/item=637/mod=02:29:42</p> <p>24. Reporting Incidents/Emergencies http://www.comfsm.fm/myShark/news/item=638/mod=02:29:42</p> <p>25. National Campus Welcomes Student Body Association Officers for SY 2013-2014 http://www.comfsm.fm/myShark/news/item=639/mod=02:29:42</p> <p>26. Did you know... http://www.comfsm.fm/myShark/news/item=640/mod=02:29:42</p> <p>27. Have You Met... http://www.comfsm.fm/myShark/news/item=643/mod=02:29:42</p> <p>28. National Campus Hosts EducationUSA College Fair 2013 http://www.comfsm.fm/myShark/news/item=644/mod=02:29:42</p> <p>29. National Campus Holds Induction Ceremony for New SBA Officers http://www.comfsm.fm/myShark/news/item=645/mod=02:29:42</p> <p>30. Public Health Mobile Clinic Held at FMI Campus http://www.comfsm.fm/myShark/news/item=646/mod=02:29:42</p> <p>31. UBP-Pohnpei Holds 13th Annual Award Ceremony http://www.comfsm.fm/myShark/news/item=647/mod=02:29:42</p> <p>32. Have You Met.. http://www.comfsm.fm/myShark/news/item=649/mod=02:29:42</p> <p>33. Yap Campus Donates 60% of Raffle Winnings to the Endowment Fund http://www.comfsm.fm/myShark/news/item=650/mod=02:29:42</p> <p>34. President Daisy Visits Kosrae Campus http://www.comfsm.fm/myShark/news/item=651/mod=02:29:42</p> <p>35. COM-FSM Sharks Newsletter: Volume 6 Issue 8 http://www.comfsm.fm/myShark/news/item=654/mod=02:29:42</p>		
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	<p>36. Annual Security and Fire Safety Report Now Available On-Line http://www.comfsm.fm/myShark/news/item=656/mod=02:29:42</p> <p>37. Final Standing Committee Officer List for 2013-2014 http://www.comfsm.fm/myShark/news/item=658/mod=02:29:42</p> <p>38. New Schedule on Issuance of Meal Ticket http://www.comfsm.fm/myShark/news/item=659/mod=02:29:42</p> <p>39. Did you know... http://www.comfsm.fm/myShark/news/item=660/mod=02:29:42</p> <p>40. Have You Met... http://www.comfsm.fm/myShark/news/item=661/mod=02:29:42</p> <p>41. CRE to Participate at World Food Day & International Day for Disaster Relief http://www.comfsm.fm/myShark/news/item=663/mod=02:29:42</p> <p>42. Bookstore Hosts National Students Day Celebration http://www.comfsm.fm/myShark/news/item=664/mod=02:29:42</p> <p>43. Have You Met... http://www.comfsm.fm/myShark/news/item=666/mod=02:29:42</p> <p>44. SBA Hosts Welcoming Party & Induction Ceremony at National Campus http://www.comfsm.fm/myShark/news/item=668/mod=02:29:42</p> <p>45. Pohnpei Campus Staff Pass Photovoltaics Examination http://www.comfsm.fm/myShark/news/item=670/mod=02:29:42</p> <p>46. CPR Refresher Course Completed in Yap http://www.comfsm.fm/myShark/news/item=672/mod=02:29:42</p> <p>47. Agriculture Club Students Participate in World Food Day and International Day for Disaster Relief Activities http://www.comfsm.fm/myShark/news/item=682/mod=02:29:42</p> <p>48. Veteran Hawaii Education Executive Joins Friends of COM-FSM, Inc.</p>		
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	<p>http://www.comfsm.fm/myShark/news/item=683/mod=02:29:42</p> <p>49. Have You Met... http://www.comfsm.fm/myShark/news/item=687/mod=02:29:42</p> <p>50. Yap Upward Bound Commits Saturday for Community Service Project http://www.comfsm.fm/myShark/news/item=689/mod=02:29:42</p> <p>51. FSM FMI Inducts Cadets for SY 2013 – 2014 http://www.comfsm.fm/myShark/news/item=692/mod=02:29:42</p> <p>52. Professor Leads Research on Mortlock Islands Flying Fox http://www.comfsm.fm/myShark/news/item=693/mod=02:29:42</p> <p>53. Have You Met... http://www.comfsm.fm/myShark/news/item=694/mod=02:29:42</p> <p>54. Yap Campus Celebrates Completion of Two New Buildings http://www.comfsm.fm/myShark/news/item=696/mod=02:29:42</p> <p>Announcements:</p> <p>1. [Announcement] National Campus-Class Cancellation http://www.comfsm.fm/myShark/news/item=593/mod=02:29:42</p> <p>2. [National] All Campus Meeting for August 2013 http://www.comfsm.fm/myShark/news/item=595/mod=02:29:42</p> <p>3. [Announcement] Deadline for admission for 3rd Year Certificate of Achievement in Teacher Preparation http://www.comfsm.fm/myShark/news/item=596/mod=02:29:42</p> <p>4. [Application Deadline] 4th Year Partnership BA in Elementary Education & Student Internship for the Spring 2014 http://www.comfsm.fm/myShark/news/item=597/mod=02:29:42</p> <p>5. [Reminder] Designation of Disability Parking Slots</p>		
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	<p>http://www.comfsm.fm/myShark/news/item=599/mod=02:29:42</p> <p>6. [Announcement for Students] Available Classes for National http://www.comfsm.fm/myShark/news/item=601/mod=02:29:42</p> <p>7. [National] Yes! Club Elections http://www.comfsm.fm/myShark/news/item=604/mod=02:29:42</p> <p>8. [Announcement] Faculty/Staff Senate General Assembly TODAY http://www.comfsm.fm/myShark/news/item=606/mod=02:29:42</p> <p>9. Did you know... http://www.comfsm.fm/myShark/news/item=609/mod=02:29:42</p> <p>10. [Announcement] Yap Campus Students Elects SBA Officers for Fall 2013 http://www.comfsm.fm/myShark/news/item=611/mod=02:29:42</p> <p>11. [Announcement] 20th Anniversary Convocation http://www.comfsm.fm/myShark/news/item=612/mod=02:29:42</p> <p>12. [Announcement] PTK General Meeting http://www.comfsm.fm/myShark/news/item=613/mod=02:29:42</p> <p>13. [Announcement] National Campus SBA Officers Screening and Election Week http://www.comfsm.fm/myShark/news/item=614/mod=02:29:42</p> <p>14. [Announcement] Additional NO PARKING Areas at National Campus http://www.comfsm.fm/myShark/news/item=616/mod=02:29:42</p> <p>15. Did you also know... http://www.comfsm.fm/myShark/news/item=617/mod=02:29:42</p> <p>16. [Announcement] 20th Anniversary Celebration & 50/50 Raffle Draw http://www.comfsm.fm/myShark/news/item=618/mod=02:29:42</p> <p>17. [Announcement] National & Pohnpei Campus Sports Intramurals 2013 http://www.comfsm.fm/myShark/news/item=625/mod=02:29:42</p>		
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	<p>18. [Announcement] Faculty/Staff Senate Elections For National Campus http://www.comfsm.fm/myShark/news/item=626/mod=02:29:42</p> <p>19. [National] All Campus Meeting for September 2013 http://www.comfsm.fm/myShark/news/item=628/mod=02:29:42</p> <p>20. [National] Introduction to Music Class Schedule http://www.comfsm.fm/myShark/news/item=629/mod=02:29:42</p> <p>21. [Announcement] College Fair 2013 http://www.comfsm.fm/myShark/news/item=630/mod=02:29:42</p> <p>22. [Announcement] All Campus Meeting for Kosrae Campus http://www.comfsm.fm/myShark/news/item=641/mod=02:29:42</p> <p>23. [National] Take Outs at Dining Hall http://www.comfsm.fm/myShark/news/item=642/mod=02:29:42</p> <p>24. [Announcement] Lucky Raffle Draw Tickets Still Available http://www.comfsm.fm/myShark/news/item=648/mod=02:29:42</p> <p>25. [Announcement] US Embassy Soliciting Candidates for the United States Service Academies Class of 2018 http://www.comfsm.fm/myShark/news/item=652/mod=02:29:42</p> <p>26. [Announcement] National Campus Fall 2013 Intramural's http://www.comfsm.fm/myShark/news/item=653/mod=02:29:42</p> <p>27. [Announcement] National Campus Bookstore to Honor Students on National Student Day Celebration http://www.comfsm.fm/myShark/news/item=655/mod=02:29:42</p> <p>28. [Announcement] Pohnpei Campus HTM Fundraiser http://www.comfsm.fm/myShark/news/item=657/mod=02:29:42</p> <p>29. [National] Dining Hall Menu http://www.comfsm.fm/myShark/news/item=662/mod=02:29:42</p> <p>30. [Announcement] National Campus SBA Welcoming Party http://www.comfsm.fm/myShark/news/item=665/mod=02:29:42</p>		
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	<p>31. [Announcement] Dining Hall Closing for Lunch on October 12 http://www.comfsm.fm/myShark/news/item=667/mod=02:29:42</p> <p>32. [Announcement] Pohnpei Campus Blue Plate Café Opens for Breakfast http://www.comfsm.fm/myShark/news/item=671/mod=02:29:42</p> <p>33. Job Interview Workshop for National Campus Students http://www.comfsm.fm/myShark/news/item=673/mod=02:29:42</p> <p>34. Job Fair at National Campus http://www.comfsm.fm/myShark/news/item=674/mod=02:29:42</p> <p>35. [Announcement] Pohnpei Campus Blue Plate Café Open for Brunch on UN Day http://www.comfsm.fm/myShark/news/item=675/mod=02:29:42</p> <p>36. [National] Dining Hall Menu Oct 21-27, 2013 http://www.comfsm.fm/myShark/news/item=676/mod=02:29:42</p> <p>37. [Announcement] Delegation of Responsibilities http://www.comfsm.fm/myShark/news/item=677/mod=02:29:42</p> <p>38. [National] All Campus Meeting TODAY http://www.comfsm.fm/myShark/news/item=678/mod=02:29:42</p> <p>39. [National/Pohnpei] Intramurals 2013 Softball Schedule http://www.comfsm.fm/myShark/news/item=679/mod=02:29:42</p> <p>40. Administrative Services Attends Workshop on Procedural Manual Development http://www.comfsm.fm/myShark/news/item=680/mod=02:29:42</p> <p>41. Laboratory Equipment Donated to Natural Science and Mathematics Division http://www.comfsm.fm/myShark/news/item=681/mod=02:29:42</p> <p>42. Dining Hall Menu Oct.28-Nov.03, 2013 http://www.comfsm.fm/myShark/news/item=684/mod=02:29:42</p> <p>43. [Announcement] All Campus Meeting for Kosrae Campus http://www.comfsm.fm/myShark/news/item=685/mod=02:29:42</p>		
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	<p>44. [Announcement] Ribbon Cutting for the Newly Renovated Students Recreation Center http://www.comfsm.fm/myShark/news/item=686/mod=02:29:42</p> <p>45. [National] Halloween Spirit Giveaways at Bookstore http://www.comfsm.fm/myShark/news/item=688/mod=02:29:42</p> <p>46. [Pohnpei] Halloween Costume Competition 2013 http://www.comfsm.fm/myShark/news/item=690/mod=02:29:42</p> <p>47. [National] Graduation Applicants for Fall 2013 http://www.comfsm.fm/myShark/news/item=691/mod=02:29:42</p>		

Evoke an image of quality – Measures of success
<p>Internal</p> <ul style="list-style-type: none"> • Recognition of excellence awards annually. • Accreditation reaffirmation <p>External</p> <ul style="list-style-type: none"> • Alumni and employer survey: Surveys to be revised based on strategic plan and administered in fall 2013 to set baseline data. • Survey of FSM political and traditional leadership on perceptions of the college: Baseline data to be set fall 2013.

Department Response to Self-Identified Issues: Planning Agendas

Office	Planning Agenda Item	ACCJC Standard	Work Completed & Evidence
IEQA	Continue to revisit the mission at the annual president's retreat	IA1(1 of 4)	<p>President Daisy eliminated the term retreat, as it contained past negative connotations and feelings of exclusion. Instead the term summit is now utilized. The mission was reviewed during 2012-2103 via the Visioning Summits, Board of Regents Visioning Exercise, the Mission Statement Working Group, the Strategic Plan Working Group, a college-wide survey and the Executive Committee. The history of this process is captured in the 2013 Accreditation Reports:</p> <ul style="list-style-type: none"> ● Combined Midterm and Follow Up Report http://www.comfsm.fm/accreditation/2013/midterm-report/MidTerm_and_Follow_Up_Report_2013_Final.pdf ● Supplemental Report http://www.comfsm.fm/accreditation/2013/supplemental-report/Supplemental_Report_May_2013_Final.pdf <p>With reaffirmation of accreditation June 2013, and in compliance with the Commission's <i>Policy on Substantive Change</i>, IEQA will submit a substantive change report to the Commission in November 2014, for approval to change the college mission statement.</p> <p>Moving forward, the VPIEQA will request the Executive Committee review, deliberate and recommend to the Board of Regents, the expected process for mission review, both informally and formally.</p>
IEQA	Continue to evaluate and assess the effectiveness of our mission statement.	IA1 (2 of 4)	Evidenced under I.A.1.
IEQA	Revise the mission statement as needed in light of changing environmental factors such as outward migration, workforce needs, reduced funding allocations, and regional and global factors.	IA1 (3 of 4)	Evidenced under I.A.1

IEQA	Develop specific goals and objectives for addressing the “uniquely Micronesian” component of the mission.	IA1 (4 of 4)	This matter has been resolved, and is captured in the Visioning Summit Reports of fall 2012 and Accreditation Reports from spring 2013. <ul style="list-style-type: none"> ● Combined Midterm and Follow Up Report http://www.comfsm.fm/accreditation/2013/midterm-report/MidTerm_and_Follow_Up_Report_2013_Final.pdf ● Supplemental Report http://www.comfsm.fm/accreditation/2013/supplemental-report/Supplemental_Report_May_2013_Final.pdf
IEQA	Continue to revisit the mission on a regular basis and revise as necessary.	IA2-4 (1 of 3)	Evidenced under I.A.1.
IEQA	Include questions in annual stakeholder survey related to knowledge, understanding, and support of the mission.	IA2-4 (2 of 3)	Annual stakeholder surveys have not been conducted. However, data on the mission from stakeholders is captured in the Visioning Summit Reports of fall 2012 and the Board of Regents Visioning Exercise. <ul style="list-style-type: none"> ● Visioning Summit 2012: August 8-9, 2012, National Campus http://www.comfsm.fm/irpo/visioning-summit/Visioning-Summit-2012-REPORT.pdf ● Chuuk Campus: ChAWG Report on Chuuk Min-Summit http://www.comfsm.fm/accreditation/2013/midterm-report/MiniSummitRpt_Chruik.pdf ● Kosrae Campus Report: Phase II Visioning Summit http://www.comfsm.fm/accreditation/2013/midterm-report/Report_on_Phase_II_Visioning_Summit_at_Kosrae_Campus.pdf ● Yap Campus Mini Visioning Summit Report http://www.comfsm.fm/dcr/misc/yap/Mini-Visioning-Summit-Report_Yap.pdf ● Board of Regents Visioning Exercise http://www.comfsm.fm/accreditation/2013/midterm-report/COM-FSM.Visioning_Exercise_Summary.8.10.12.pdf .
IEQA	Develop strategies to demonstrate the link between board actions and directives to show the college’s mission and goals.	IA2-4 (3 of 3)	
IRPO	Continue efforts to increase data driven decision making with committees, programs, departments,	IB1 (1 of 3)	Through direct access to the COM-FSM website, IRPO has been able to provide updated trends data that are accessible by the college community. Data trends include: headcount, FTE, credits, average credits (enrolled, attempted and earned), full time (>=12 credits)

	and divisions across all campus sites.		enrolled and earned, breakdowns by majors, graduation rates, completers, course completion, all generated data has been shared and posted on the College website. http://www.comfsm.fm/?q=irpo .
IRPO	Continue efforts to provide timely and easy access to institutional data through the college website.	IB1 (2 of 3)	Data Reporting same as IB1 (1 of 3) above Quarterly Report <ul style="list-style-type: none"> FY2013 3rd Quarterly Performance Reports prepared, and submitted the approved report to FSM President’s Office and SBOC Office on Wednesday, August 14, 2013. Reports are published on the IRPO website.
IRPO	Regularly update and publish the college annual fact book, enrollment management indicators, and “institutional scorecard”.	IB1 (3 of 3)	The annual fact book has been published and placed on college website: http://www.comfsm.fm/?q=irpo-grads . The College fact book is published every other spring semester.
IEQA	Continue to increase awareness of the Institutional Assessment Plan across all sectors of the college.	IB2 (1 of 3)	
IEQA	Improve communication and timely sharing of assessment results between and among the various standing committees and stakeholders.	IB2 (2 of 3)	
IEQA	Establish clear timelines for transmitting recommendations and	IB2 (3 of 3)	

	decisions regarding changes of funding levels in order to restructure stated goals and objectives.		
IEQA IRPO	Continue to develop institution wide understanding and acceptance of the assessment program review process and its relationship to resource allocation.	IB3-4 (1 of 4)	TracDat was purchased in FY 2013 and being actively implemented in FY 2014. TracDat allows ready access to assessment data and results for use in setting resource allocations.
IEQA	Ensure leveling of learning outcomes over time.	IB3-4 (2 of 4)	Neither the meaning nor genesis of this planning agenda could be determined.
ITO	Increase bandwidth to allow for easier communication and regular and meaningful input by all campuses	IB3-4 (3 of 4)	<p>Yap, Chuuk and Kosrae Campuses have now all had their primary connections for internet services changed to DSL a type link at rates of 1537/768 kbps each. Pohnpei campus switched to a DSL link also at 1537/768 kbps but their T1 utilization remains for overhead and local connection needs for e-mail and SIS. FMI campus retains their T1 link to Yap campus as their primary internet service line. The link type change is offers larger bandwidth speeds for internet and viable options for bandwidth and associated services inter campus over a secondary DSL link.</p> <p>The second DSL type connection at a lower data rate for Yap, Chuuk and Kosrae Campuses is now used for intercampus bound traffic only such as VoIP, SIS and COM-FSM e-mail only, at 1024 kbps asymmetric.</p>
IEQA	Seek to increase participation in college governance.	IB3-4 (4 of 4)	<p>The history of this PA to date is captured in the spring 2013 Accreditation Reports:</p> <ul style="list-style-type: none"> • Combined Midterm and Follow Up Report http://www.comfsm.fm/accreditation/2013/midterm-report/MidTerm_and_Follow_Up_Report_2013_Final.pdf • Supplemental Report http://www.comfsm.fm/accreditation/2013/supplemental-report/Supplemental_Report_May_2013_Final.pdf

IEQA IRPO	Continue to increase data driven decision making.	IB5 (1 of 5)	Same as IBI (1 of 3) Through direct access to COM-FSM website, IRPO has been able to provide updated trends data that is accessible by the college community. Data trends include trends data for: headcount, FTE, credits, average credits (enrolled, attempted and earned), full time (>=12 credits) enrolled and earned, breakdowns by majors, graduation rates, completers, course completion, etc.
IEQA	Continue to publish and communicate information and reports on institutional quality to internal/external stakeholders.	IB5 (2 of 5)	<p>All accreditation reports, since 2003, are available to the public on the college website. http://www.comfsm.fm/?q=reports-archive The ALO communicated quality assurance issues and successes to the college community via the community meetings held during the 2011-2012 and 2012-2013 Board of Regents meetings, site visits to all campuses 2011-2012 and 2012-2013, government hearings, the college newsfeed and monthly all campus meetings. Additionally, in 2012 and 2013 informational articles were placed in the Kasehleria Press. The ALO also generated a public broadcast for Island Chat in Yap that aired for two weeks during February 2013.</p> <p>The ALO, at all times adheres to the ACCJC <i>Policy on the Role of Accreditation Liaison Officers</i>. The ALO regularly collaborates with the president, college units and the governance structure to update internal stakeholders on quality assurance matters of importance, such as evolving accreditation standards, USDE regulations and potential areas of deficiency that require attention. The ALO reports, on behalf of the president, to the Board of Regents each quarter on quality assurance matters, and includes attention to Standard IV.B.</p> <p>However, Standard I.B.5 states, “The institution uses documented assessment results to communicate matters of quality assurance to appropriate constituencies.” To this end, IEQA is working to develop a quick link on the college website to transparently report and share, in layman terms, results of program assessments and student learning outcomes data by November 2013. We have modeled our forms on the approach taken by Los Medanos College</p> <ul style="list-style-type: none"> • http://www.losmedanos.edu/programassessment/ • http://www.losmedanos.edu/programassessment/BiologyDepartmentProgramAssessment.asp <p>Following the California Community Colleges’ Student Success Initiative: Student Scorecard, IEQA will also establish a quick link to student achievement data from the College website by November 2013.</p>

			<ul style="list-style-type: none"> • http://scorecard.cccco.edu/scorecard.aspx • http://scorecard.cccco.edu/scorecardrates.aspx?CollegeID=421
	Raise the profile of the college through enhanced research and reporting.	IB5 (4 of 5)	
IEQA	Develop and implement a plan for assessing if the college is effectively communicating institutional quality within the college and externally.	IB5 (5 of 5)	
IEQA IRPO	Conduct a formative assessment of the continuous improvement cycle.	IB6-7 (1 of 2)	A review of the impact of new policies for communication, governance is being undertaken to determine first if the continuous improvement policy is still valid prior to any assessment.
IEQA	Make necessary improvements as needed [to continuous improvement cycle].	IB6-7 (2 of 2)	
IEQA	<p>The college will improve its ability to demonstrate that all instructional programs meet the mission of the college and needs of the students by:</p> <ul style="list-style-type: none"> • Including surveys or questions of student engagement in the overall student satisfaction survey to help identify appropriate instructional strategies. • Having the curriculum committee conduct semester review and evaluation of effective 	IIA1a-c (1 of 1)	

	<p>instructional strategies and by a) providing an annual update of the IAP Handbook with appropriate instructional strategies and b) providing training during the annual staff development day and in other venues.</p> <ul style="list-style-type: none"> • Evaluation of the program review and assessment recommendations by the Curriculum Committee to ensure appropriate implementation for positive impact on student learning. 		
IEQA IRPO	<p>The college will improve its tracking of the current competency levels required of its graduates by:</p> <ul style="list-style-type: none"> • Developing processes and procedures for the use of advisory committees and their evaluation. • Improving the dissemination of research findings and information from employer surveys. • Using other modes of obtaining information on current and future competency requirements. 	IIA2b (1 of 1)	IRPO is revising the employer survey for fall 2013 to reflect the new strategic plan 2013-2018 and new Institutional Learning Outcomes (ILOs).
IEQA ITO	<p>The college will look at mechanisms for automation of its course and program assessment, and program review system. The college web site</p>	IIA2e-f (1 of 1)	<p>Progress on this PA is captured in the spring 2013 accreditation reports.</p> <ul style="list-style-type: none"> • Combined Midterm and Follow Up Report http://www.comfsm.fm/accreditation/2013/midterm-report/MidTerm_and_Follow_Up_Report_2013_Final.pdf

	will provide access to institutional, program, and course level student learning outcomes and assessment reports and program reviews.		<ul style="list-style-type: none"> Supplemental Report http://www.comfsm.fm/accreditation/2013/supplemental-report/Supplemental_Report_May_2013_Final.pdf
IEQA IRPO	The college is currently conducting both a project to streamline programs and services at the college to meet changing enrollment and economic conditions as well as developing an academic master plan. Which programs and services to maintain eliminate or significantly change is considered in both activities. The college will adhere to the processes and procedures established in its Curriculum Handbook for programs that will be eliminated or significantly changed to minimize impact on students.	IIA6b (1 of 1)	
IEQA IRPO	The college is currently developing an academic master plan. Once the plan is completed, a review will be conducted of all academic program missions, program goals, and student learning outcomes to ensure consistency and integrity in its publications.	IIA6c (1 of 1)	The Integrated Education Master Plan (IEMP) was completed in March 2013 and is available on the college website: http://www.comfsm.fm/vpia/misc/IEMP.pdf ; & http://www.comfsm.fm/vpia/misc/IEMPsheet.pdf . The academic program prioritization for spring 2014 will include a review of program missions, goals and student learning outcomes.
IEQA/IRPO	Supplemental training will be provided to improve the quality and	IIB1 (1 of 2)	Multiple trainings concentrated on & individual follow-up with TracDat trainees from administrative services, student services, instructional staff, and other

	identification of SMARTer outcomes/objectives/strategies and to aid in the identification of appropriate measures for improvement and assessment plans and reports, with an emphasis on linkages to performance budget development.		programs via Skype had the outcome of populating their 2012/2013 program outcomes, strategies, targets and results. As a result, all were more familiar and able to fill/input their data. Our current update on the TracDat inputting was that the Administrative Unit have completed their 2012/2013 program outcomes, strategies, targets and results into the TracDat. All trainings by IRPO were also concentrate for implementation of TracDat has included emphasis on quality issues for developing outcomes, strategies and targets to reflect what is in the IEMP and strategic plan and address impact on measures of success.
	The college will improve its understanding of student's interests and needs through student focus groups which will be assembled and conducted at all sites in 2010 in order to provide a basis for enhancing the design of programs and services that will assist in matching students' needs and interests to programs and services provided.	IIB3b (1 of 2)	
IRPO	The college will continually monitor and analyze the effectiveness of the COMET. All new COMET test data will be added into the SIS to allow tracking of students against COMET test data. At least two previous COMET administration test data will be entered into the SIS for analysis purposes.	IIB3e (1 of 2)	OAR has responsibility for entry of COMET information into the SIS. IRPO will analyze and track student success against COMET scores once data are available.
IRPO	The college will conduct a formal	IIB3e (2 of	IRPO has focused on the effectiveness of COMET as a entrance selection instrument in a

	analysis of the COMET and its effectiveness as an entrance selection instrument. Consideration should also be given to modification of the COMET to serve as a diagnostic tool	2)	tracking report of the 2008 cohort. Additional cohorts has been selected and analyzed. This planning agenda is tied to IIB3e (1 of 2) and entry of COMET data into SIS.
ITO	The college will start developing an electronic archive of hard copies of students' records.	IIB3f (1 of 1)	Research continues
IEQA IRPO	The college will be monitoring the IAP process and conducting a formal review/evaluation of the college's continuous improvement cycle in spring/summer 2010. Appropriate action and modifications will be taken on the review	IIB4 (1 of 1)	Monitoring of the IAP process has been automated through implementation of TracDat. Status reports on implementation of IAP at the college will be compiled annually beginning spring 2014.
ITO	To enable as many members of the Information Communications Technology Committee (ICTC) to be present for the decision-making and planning process, the chair of ICT committee will call a meeting at least twice each semester as called for in the terms of reference (TOR).	IIIC (1 of 3)	http://wiki.comfsm.fm/Committee_Terms_of_Reference/INFORMATION_COMMUNICATIONS_TECHNOLOGY_COMMITTEE
ITO	The designated ICTC subcommittee should continue negotiations with FSM Telecom to improve the speed and reliability of internet	IIIC (2 of 3)	This responsibility now lies with IT. Negotiations for newest contract are complete. Future changes are considered as needs and situations change. The current connectivity contract for primary lines expire in three years.

	connections. The faster and more reliable connections will improve communications among sites.		
ITO	The ICTC membership will be reviewed annually with a goal of having acceptably diverse representation as mandated by the TOR.	IIC (3 of 3)	http://wiki.comfsm.fm/Committee_Terms_of_Reference/INFORMATION_COMMUNICATIONS_TECHNOLOGY_COMMITTEE
ITO	The information technology office director and vice president for administrative services ensure that technology planning is integrated into the college's strategic plan as mandated in the continuous improvement cycle.	IIC1a (1 of 1)	
ITO	ICTC and the Staff Development Committee will continue to evaluate training needs and provide as much training as resources allow, throughout the year.	IIC1b (1 of 3)	
ITO	IT office will continue to conduct training when needed and provide collaboration and support for computer labs, libraries, and all other computer training facilities.	IIC1b (2 of 3)	

ITO	New technology will continue to be purchased to replace or upgrade older technology as needed and as facilities and funding allows according to set schedules for all computer training laboratories and support infrastructure.	IIIC1b (3 of 3)	Purchase of student support technology in computer labs and in support of networks for those labs continues on schedule.
ITO	As recommended in Standard IIIC1a, ICTC should meet on a regularly scheduled basis at least twice a semester to address any key technology issues.	IIIC1c (1 of 2)	http://wiki.comfsm.fm/Committee_Terms_of_Reference/INFORMATION_COMMUNICATIONS_TECHNOLOGY_COMMITTEE
ITO	New technology will continue to be purchased to replace or upgrade older technology as needed and as facilities and funding allow according to set schedules for all computer laboratories and support infrastructure.	IIIC1c (2 of 2)	Purchase of student support technology in computer labs and in support of networks for those labs continues on schedule.
ITO	The college will continue to secure funding for technology resources for all sites through its technology fee. When possible, IT will seek funding approval to use tech fee funds through the ICTC to be used to equip all sites with more computers and replace or upgrade equipment when needed.	IIIC1d (1 of 1)	

ITO	Whenever available premises and funding permit, acquisition of technological resources are obtained to equip sites to be able to improve their work capabilities to achieve goals previously set as institutional priorities.	IIIC2 (1 of 1)	
IRPO	To evaluate the existing budget process to ensure efficiency of the college's planning and resource allocation.	IIID1d (1 of 1)	A budget handbook was developed for the college in spring 2013 is available on the IRPO Website .
ITO	To create a Business Office webpage so that financial reports can be conveniently accessed by the college community at any time.	IIID2b (1 of 1)	
ITO	To develop a website for business office to provide easy access to all fiscal policies and procedures including templates of forms and reports to the college community.	IIID2g (1 of 1)	
IEQA	To finalize and implement the assessment tools that will be used by offices in assessing the effectiveness of respective programs and services	IIID3 (1 of 1)	
IEQA	The college will finalize, implement, and evaluate its communication	IVA (1 of 2)	

	<p>improvement plan. Such plan will include mechanisms to enhance communication throughout the system between and among the board, administration, faculty, staff, and students as well as the constituencies served by the college in the community with particular emphasis on providing feedback on the college's decision making process as well as enhancing communication within the various divisions of the college. The Vice President for Administrative Services will assume the primary responsibility and finalization, implementation, and evaluation of this plan, which will be implemented by the end of January 2010. Such efforts will be evaluated no later than one year from the time of implementation.</p>		
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Institutional Effectiveness Indicators Update[2] *(dashboard approach)*

NOTE: IRPO will prepare recommendations on what should be reported each quarter, but generally this section is intended to be a quick overview of critical Institutional Effectiveness Indicators related to Students, Human Resources, Finances, Financial Aid, Facilities & Security, etc. **For example (what indicators to report on may vary from quarter to quarter):**

Institutional Effectiveness Indicators

Students

- § Enrollment by campus, gender, state of origin, student type, etc.
- § Percent of students full time enrolled and earned 12 or more credits
- § Average students credits enrolled, attempted and earned
- § Percent of students in good academic standing
- § Enrollment by genders, state of origin and campus
- § Student/faculty ratios
- § Student success rates in ACE and General Education Programs
- § Student success rates by campus and degree type
- § Resident Halls fill ratio
- § Average class size
- § Tutor and counseling contacts
- § LRC usage rates
- § Etc.

Financial Aid

- § Percent of students receiving financial aid
- § Percent of students on financial aid suspension
- § Percent of students receiving scholarships
- § Average financial aid received

Financial

- § Expenditures by funding sources (ESG, SEG, etc.)
- § Expenditures against strategic direction
- § Expenditures against cost category

Human Resources

- § Retention rates for faculty and staff
- § Faculty/staff by state of origin
- § Percent of filled positions
- § Instructional faculty work load
- § Student/student services staff ratio

Facilities & Security

- § Tracking of Total Cost of Ownership against targets
- § Summary of security incidents

Assessment

- § Percent of program reviews completed
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[1] College of Micronesia – FSM website: <http://www.comfsm.fm/> for additional information contact rschplanning@comfsm.fm

[2] Additional detail may be found on the college website: <http://www.comfsm.fm/> and IRPO <http://www.comfsm.fm/?q=irpo>. For questions contact: rschplanning@comfsm.fm.