

# MINI VISIONING SUMMIT REPORT



COLLEGE OF MICRONESIA-FSM

YAP CAMPUS  
&  
FISHERIES AND MARITIME INSTITUTE

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# MINI VISIONING SUMMIT REPORT



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## Executive summary

The College of Micronesia-FSM, Yap and FMI Campuses brought together a spectrum of internal and external stakeholders to gather input about issues concerning the current and future environment of the College. Held on November 15, 2012 at the College of Micronesia-FSM Yap Campus, the dialogue session built on the College's Visioning Summit held in August 2012 and the new Integrated Educational Master Plan. Participants included students, staff, faculty, parents, traditional leaders, government officials and public and private sector employees. Participants reviewed the following topics:

Mission and Values

Current Strategic Plan

Integrated Educational Master Plan

Communications Plan

Stakeholders expressed strong feelings about the mission of the college and collective stewardship of the responsibility for the future of FSM citizens. The college administration appreciates the ideas, perspectives, and vision shared by the participants at the dialogue sessions and will incorporate the feedback into its Integrated Educational Master Plan.

## Introduction

On April 20, 2012, the College of Micronesia-FSM (COM-FSM) released a "presidential white paper," that laid down a roadmap for the future of the College. Essentially the paper outlined thirteen tasks to be addressed by the college community during the 2012-2013 academic year. It served as a mandate to move beyond the Proficiency Level of Institutional Effectiveness in the areas of program review, planning and student learning outcomes to achieve the Continuous Quality Improvement as stipulated by accreditation standards. Inspired by the positive momentum, the Yap and FMI campuses community have responded to President's 'call of action' with clear focus and intent. Through workshops, committee meetings and all-campus meetings, campus community engaged in purposeful dialogue and embraced accreditation as an ongoing process designed for institutional improvement. On August 8 and 9, 2012, the COM-FSM hosted a 'Visioning Summit' to foster purposeful dialogue with internal and external stakeholders and to review key planning documents. As a follow-up of this visioning summit, Yap and FMI campuses hosted a mini-summit to share the feedback and information to internal and external stakeholders and to gather additional input into college's new strategic plan and to review priority issues pertaining to State campuses.

Objectives of the mini visioning summit were to:

- Review the college's existing Strategic Plan to ascertain what was accomplished and to make recommendations on aspects of the plan still relevant

- Review the current college Mission and Values in view of changing conditions and determine what might still be pertinent in developing and/or revising the Mission and Values of the college
- Review and make recommendations on the college's Integrated Educational Master Plan (IEMP) to better align the plan for greater impact on improving student learning and achievement
- Review and discuss the Assessment of the College's Communications Plan: Purposeful Dialogue at COM-FSM

These objectives were adopted from the COM-FSM Visioning Summit, with the aim to share the feedback and results to internal and external stakeholders and to gather additional input into college's new strategic plan and to review priority issues pertaining to Yap State Campuses.

### Participants

Since purposeful dialogue is an everyday activity that is tied to the Mission and Strategic Plan of the college, and reflects the special characteristics of cultural diversity and geographic location of each campus, a spectrum of internal and external stakeholders was invited to this first ever mini visioning summit held at the State campus. A total of 178 participants comprised of students, staff, faculty, parents, government officials, traditional leaders and public and private sector employees attended the summit (Appendix 3). The College believes such a state-wide dialogue helped the college community to gain a comprehensive perspective of the institution, its mission and inputs for emerging action plans (see summit session responses and evaluation results below).

### Mini visioning summit process

Agenda of the mini visioning summit is included in Appendix 1. The event consisted of the following:

1. Registration: A sign-in sheet where participants signed in and picked up meeting agenda, summit handouts and an evaluation form
2. Introductory remarks from Campus Dean, Ms. Lourdes Roboman and summit logistics from Mrs. Rosa Tacheliol
3. Four breakout sessions of five groups of participants engaged in facilitated group discussions, where participants collectively made their responses against each of the assignments given
4. A reporting session in which representatives of each group presented key stakeholder responses to all summit participants
5. An evaluation session at the end of all breakout



sessions where participants evaluated days' events against a set of given questions. Evaluation responses are given in Appendix 5.

## Guiding principles

Facilitators of breakout sessions followed certain guiding principles for the entire summit process to be successful. The visioning summit ground rules were:

- Everyone participates
- Active questioning and dialogue is encouraged
- Facilitator retains the right to move along
- Start on time
- Engage, share, explore, dialogue
- Listen, learn, consider
- Respect, support, encourage, validate
- Follow directions, ask for clarification
- Agree to disagree
- Create, inspire, and hope
- Silence means agreement
- Have some fun

## Stakeholder groups and breakout sessions

Group 1: Government officials, public sector employees, traditional leaders

Group 2: Private sector employees, parents

Group 3: Staff/Faculty

Group 4: Students

Group 5: Students

Stakeholders deliberated on the following topics during the breakout sessions:

Breakout session 1: Where are we? Mission alignment

Breakout session 2: Where we are: A review of our strategic plan

Breakout session 3: Review of integrated educational master plan

Breakout session 4: Review of communications plan

## Summit results

A total of 178 internal and external stakeholders signed in for all four breakout sessions: 33 for Group 1, 31 for Group 2, 40 for Group 3, 40 for Group 4, and 34 for Group 5. Summarized responses given below

against each guiding question represent stakeholders' views, suggestions or concerns.

In reviewing all the suggestions, concerns, comments and/or queries received from breakout sessions, it is apparent that stakeholders place a tremendous value on the College. There are strong feelings about the mission of the College and collective stewardship of the responsibility for the future of FSM citizens.

Many stakeholders felt threatened as individuals due to perceptions about the College's accreditation status as a threat to "take something away" from what they value personally. Understandably, these perceptions are more direct and relevant and therefore, call for appropriate strategies in the College's new master plan under preparation. Nonetheless, stakeholders demonstrated that they desire a mission to reflect its core purpose, identity, values and goals of the college and the resultant plans and policies need to support its mission.

### Breakout Session 1: Where We Are: Mission Alignment

Guiding Questions	Yap Campus responses
<p>1. What does a mission statement mean in the context of higher education? [Terms – promise, contract, purpose, guarantee, pledge, oath, vow]</p>	<p>Stakeholders (Parents/Private Sector) Group</p> <ul style="list-style-type: none"> <li>• Mission statement is a statement of purpose</li> <li>• Too wordy</li> </ul> <p>Students Group</p> <ul style="list-style-type: none"> <li>• Provide higher education</li> <li>• To serve our nation, islands and state &amp; communities</li> <li>• To provide workforce</li> <li>• To provide guidance and direction</li> <li>• Promise to the students, a guarantee that is given to the students, to the parents, to the community that the college is giving education to the Micronesian community</li> <li>• It is a purpose of the institution</li> </ul>
<p>2. How does the current strategic plan align with and support the mission? Are we fulfilling the (current) mission's promise? What components might be missing in fulfilling the promise of the mission?</p>	<ul style="list-style-type: none"> <li>• <u>Stakeholders (Govt. officials and agencies; traditional leaders) Group</u></li> <li>• sg#3 – change to 'enhancing' rather than 'create'</li> <li>• sg#5 – already past this stage, switch to 'continue to invest, enhance'</li> <li>• sg#7 – outdated, 'strengthening' a partnership</li> <li>• Same reaction as item #1 due to limited knowledge of college background and current challenges, we would only suggest emphasis on implementation, accountability and positive end results anticipated.</li> <li>• Update some of the goals</li> <li>• SLO's should be one of the highest priorities</li> <li>• Some goals are too broad</li> <li>• College should continue to stress Micronesian history/style</li> <li>• Nursing program needs to be offered</li> <li>• Students in Pohnpei (National Campus) from the states have financial hardships therefore offer degree programs at State campuses</li> <li>• FMI - traditional skills should be taught</li> </ul>



### Stakeholders (Parents/Private Sector) Group

- Suggestion that there is home economic program offer here at Yap campus
- Suggestion: offer more vocational courses at Yap campus, e.g., welding, mechanics, steel man, computer tech.,
- Yap campus is not fulfilling our part in our mission statement because we are not offering Voc. Ed. Courses that fits Yap State. Goal #2/#7
- Goal 1 – some instructors still do lectures only, no other activities.
- Goal 3 – Suggestion for more activities for students outside of class.
- Suggestion: Make sure that we serve all students, including those with special needs at full capacity.
- Suggestion: “No child is left behind.” E.g. COMET
- Goal 4-5 ok
- Goal 6 –Not enough support from National and State. Student tuition, what does COM-FSM do with it? Stay at state level???
- Goal 6 & 7: Funding should be available in order for the college to offer the programs needed by the Yap state communities.
- Goal 7: Advisory council for Yap state campus (members are the COM-FSM stakeholders)
- Goal 8: Campus can allow certain days to dress traditionally.
- Goal #9 ok

### Staff/Faculty Group

- The college is not meeting its mission and goals especially in terms of academic, career and technical opportunities for student learning.
- Plenty room to improve on, need to identify and utilize FSM human resources.
- Need to produce career oriented students, need to provide adequate services to cater to population needs.
- Be an incubator, equip students, produce capable students and streamline services for better transitions into the workforce.
- Student perspective: they know what they want, but the college does not provide it, thus migration
- The college is not financially equipped to provide all relevant services, however, need to search, identify and implement safety nets for those instances, and find means to assist transitions.
- Improvement is evident, especially at Yap Campus, however, the system as a whole needs to be more goal-oriented.
- Institutional assessment should be prioritized.
- Identify needs unique to each population and formulate programs and services to address those needs.
- Self-evaluation for better and effective improvement

*Terms that are unclear:* Focus on the mission statement is too broad in terms of lack of internal accountability, financial stability

Issues to address:

- Graduates are finding difficulty for job placement.
- Weak link of communications between College, Government and Private sectors/stakeholders
- Communication is weak



- Government and private sector should have plan, e.g. 5 years

#### *Strategic goals*

- Improvements in terms of providing educational and vocational plan that will enable students fit into the work force
- Advance training for upgrading government and private sectors.
- Courses that will bring challenge and expertise in the field of work.

#### Students Group

[Historically diverse, uniquely Micronesian and globally connected] (Strategic goal 8) the College of Micronesia-FSM is a [continuously improving] (Strategic goals 4, 5, 6, and 9) and [student centered institute of higher education] (Strategic goal 2, 3, 9) 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.] (Strategic goals 1, 3 and 7)

- Technical must be changed to vocational
- Improve strategic goal 7... “ support to students when they go out and support to graduates when they look for the job”
- Networking from branches of the government to COM
- Work-study alignment ... student’s major should be considered in placing them in the work-study program.
- Students were placed in some agencies where they will learn and do good job
- Lobby government and other organizations for support and money- (look for more benefactors) (for facilities and sports, and for future growth)

3. How might we better define our mission and promise to the nation? What about missing components – how would they define the mission? Some clarifying questions that might be considered:

- Who are we?
- Who do we serve?
- What is our social and political basis, mandate, or need?
- How do we respond to this basis?
- How do we respond to stakeholders?
- What do we value?
- How are we distinctive?

#### Stakeholders (Govt. officials and agencies, traditional leaders) Group

- Focus on primary beneficiaries as students, teachers, and faculty
- Too broad, vague
- Needs to be just broad enough to identify mission, too wordy; more focused and oriented.
- Include ‘sustainable’ prior to ‘developmental’ in mission statement.
- Rather than ‘assisting’, substitute ‘leading’ as the nation’s institution of higher learning.
- Why “uniquely”? What makes it unique?
- What about student commitment?
- Is it commitment only to the development of the FSM, not economic/ financial stability?
- Who are we? Not stated
- Who are our clients? Micronesians only?
- What is the basis of our existence? What law established us?
- Where are we in terms of geographical location?
- What differentiates us from other educational institutions within the region and the world?
- What is our expertise?
- The mission statement itself is sufficient, however, we would recommend rephrasing to address the commitment to the community and

and nation (in relation to the summary responses from the National Summit)...emphasizes its promise and purpose.

- Current challenges: in regards to WASC i.e. economic,
- College needs to do more with public awareness on the challenges they are facing
- Lofty wording
- Academic standards should be connected to the mission statement
- Agree with the comments from Pohnpei summit
- More time needs to be spent to put all the ideas together
- Needs to be better worded
- Needs of students who wish to continue higher education should be addressed
- Unique: not clearly stated who we are i.e. Is the college only for Micronesians?
- Where are we in the Pacific? Are we part of an educational group in the Pacific?
- What can we expect from our students? Do we have certain expertise that we can contribute to other countries?
- Delete the last three words from the mission statement
- More involved in cultural aspect of learning, i.e. navigational skills and values



#### Stakeholders (Parents/Private Sector) Group

- Should the mission statement have a time frame?
- Can the COMET not be a requirement? Have open admission.
- Do we have enough programs for our health care careers?
- Can we have more degree programs at the state level?
- Can we have the state campuses offer 2 year programs and National offer 4 year programs?
- Advertise the college more

#### Staff/Faculty Group

- Agree on the response of Pohnpei summit in regards to this guiding question

#### Students Group

#### Guiding Question a. Institute of Higher Education/Learning

- Public college
- The only institute of higher education of Micronesia (Univ. of South Pacific-online)  
UOG –summer session for DOE
- Multi-campus institution/ College is a System
- Globally connected/ Competitive?
- All credits we got at COM were recognized/accepted/carried to other institutions

Guiding Question b. We serve the community, state, and federal governments and businesses, high schools, parents, present students, prospective students, alumni(graduates), country

Guiding Question c. As a public or government institution it mandated by the constitution (ARTICLE IX: Legislative-FSM Constitution- to promote education and health by setting minimum standards, coordinating state activities relating to foreign assistance, providing training and assistance to the states and providing support for post-secondary educational programs and projects.

Amend the Law about 14 years old on having education-change to 18 years old

Guiding Question d. Establish an institute of higher education for the entire states of FSM, to educate citizens of FSM, assist the citizens of FSM to be well-educated, prosperous, globally-connected, accountable, healthy and able to live in harmony with the environment and the world community.

Guiding Question e. State colleges under COM-FSM should offer various programs in Degree, Certificate, and Vocational Education Programs. The college should be accredited by an institutional accrediting body like the Accrediting Commission for community and Junior Colleges (ACCJC) of the Western Association of Schools and Colleges (WASC).

Guiding Question f. Learner-centeredness, professional behavior, innovation, honesty and ethical behavior, commitment and hard work, teamwork and accountability( COM-FSM Values) service-oriented, safe-environment, respect human rights, protect the environment

Guiding Question g.Historically diverse, uniquely Micronesian, globally connected--culture and language are unique. Woleai is where most of the students come from

4. How realistic and achievable are the changes to the mission we are defining? What are our strengths (what we are doing well) and weaknesses (what are the gaps from where we want to be and our current status) that will allow us to meet the mission requirements? Is this a mission we can deliver on?

Stakeholders (Govt. Officials and agencies; traditional leaders)

Group

- Mission statement goals, etc. should be in English (referring to the phrase Wasahn Kamarain)
- Graduates returning to limited employment opportunities
- Need for improved collaboration with DOE
- What is the entrance test given to COM-FSM students? For students with lower test scores, how are they assisted?
- Improve vocational program
- Non-college courses, i.e. Certificate program to be improved to better assist students
- All problems boil down to funding – need commitment to launch education to the next level

	<p><b><u>Stakeholders (Parents/Private Sector) Group</u></b></p> <ul style="list-style-type: none"> <li>• Don't agree with our graduates not meeting US standards because we are an accredited school and our goals say so.</li> <li>• Our students don't meet college level. DOE – are the standards up to what we want for college level? We need Peace Corps and English speaking volunteers to help.</li> </ul> <p><b><u>Staff/Faculty Group</u></b></p> <ul style="list-style-type: none"> <li>• The current mission statement is alright no further changes needed, it serves its purpose and can be used up to 5 years more.</li> </ul> <p><b><u>Students Group</u></b></p> <p><i>Strengths</i></p> <ul style="list-style-type: none"> <li>• Our culture</li> <li>• Unique &amp; diverse</li> <li>• We're hardworking</li> <li>• Productive</li> <li>• One college six campuses working together to serve the nation</li> </ul> <p><i>Weaknesses</i></p> <ul style="list-style-type: none"> <li>• More training for teachers – on how to effectively teach and deliver on student learning</li> <li>• Better networking of COM-FSM and stakeholders for the workforce. Students must play their part</li> </ul>
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## Breakout Session 2: Where we are: A review of our Strategic Plan

Guiding questions	Yap Campus responses
1. What are our commitments in the existing strategic plan? What commitments did we make to our stakeholders (students, parents, general community, college community, business and political leaders, other external stakeholders) through the existing strategic plan?	<p><b><u>Stakeholders (Govt. Officials and agencies; traditional leaders) Group</u></b></p> <ul style="list-style-type: none"> <li>• To promote and provide a better learning</li> <li>• Promote Micronesian culture and history.</li> <li>• More focus on coordination between primary and secondary schools</li> <li>• Improvement in the number of students graduating and going on for further education</li> <li>• Improve teaching quality</li> <li>• Improvement of communication skills</li> <li>• Can we offer a four year degree? Night classes for working students.</li> <li>• Employees (faculty and staff) are mostly expatriates. Need to have highly qualified local staff – bring Micronesians back home to work</li> <li>• Nursing and health education programs needs to be strengthened</li> <li>• Focus on student learning outcomes</li> <li>• Agreed with what the Summit in Pohnpei already stated. Need more reflection on goals especially in Yap</li> <li>• More commitment to those in remote areas, i.e. outer islands</li> <li>• Include more outside research experience for students</li> <li>• Strategic goals 3, 5, 7, need to be updated.</li> <li>• Have more publications from college.</li> </ul>

- Need a comprehensive database system that can be used for planning.
- Need a monitoring and evaluation system for course tracking.
- Plan to have graduates continue on with higher education abroad - give feedback to community for employment and services.
- The commitments are clearly provided in the strategic plan to all stakeholders, primarily to the students of the FSM. In order to provide a justified response, the public should be aware of the current challenges faced by COM-FSM, challenges in producing anticipated outcomes and meeting international standards, and obviously economic barriers

2. Which of the components of the strategic plan are still relevant for the college? What has changed since 2005 (economic, accreditation, expectations of students and faculty, social changes, regulatory change (PELL grant, etc.) technological changes, distance learning, student achievement trends, college readiness of high school graduates, competition from other IHEs) that might affect the relevancy of different components of the strategic plan?

Stakeholders (Govt. Officials and agencies; traditional leaders) Group

- All still relevant except for goals #3, 5, 7 which needs updating

Staff/Faculty Group

- Still, but little change.
- Not enough job opportunities in the FSM.
- Changes, because no choice-somebody is making rules that we follow, so what can we change.

Students Group

- What has changed since 2005?
- Tuition increase – less money in the students pockets
- Facilities – we have more
- Increased enrollment
- More/new computers – new technology
- More cars
- Gas price increase – things more expensive
- More visitors and people from outside FSM
- Female cadets at FMI
- More diseases in Yap (dengue, STI, diabetes)

**SPG9. Provide for continuous improvement of programs, services and college environment**

- Need night time classes and Saturday classes for the workers.
- Walk path, renovate Voc. Ed buildings
- Library opens at night-time
- Sports equipment and facilities
- Need more books, bigger library, bigger computer lab, need bigger snack shop
- CHS – needs professional teachers
- College 101 – Preparatory course

3. How well has the college fulfilled its commitments/promises to the various stakeholders? Are there commitments/promises that have not been fulfilled? Where are the gaps between our commitments and delivery?

Stakeholders (Govt. officials and agencies; traditional leaders) Group

- Recruitment of quality staff – majority of employees are expats – why not aim to develop highly qualified local staff?
- Equal incentive to encourage Micronesian citizens to come back and work for the state

Stakeholders (Parents/Private Sector) Group

- We are sending more students to National campus due to not having other degree programs here. Suggestion: To offer more programs here that meets our community's needs, e.g. need more local nurses

Staff/Faculty Group

- Lot of areas to look at but one aspect is the gap between students and careers—the core problem.
- Students should be able to study locally (in home island) in order to minimize culture shock.
- Utilize the students while in school so they can apply after graduation

4. Where do we want to be (in 1 year, 3years, and 5 years)? How realistic and achievable are these ideas/desires/wants?

Stakeholders (Govt. Officials and agencies; traditional leaders) Group

- Need more local professors, instructors, overall faculty
- Publications by college especially in collaboration with researchers.
- Improved collaboration with DOE.

Stakeholders (Parents/Private Sector) Group

*In 3 years:*

- More Degree programs should be offered at the state campuses, Yap Campus.
- Move into distance learning
- Offer traditional navigation at FMI in partnership with TNS (Traditional Navigation Society)
- More building on campus to meet our students' need.
- More articulation agreements with other IHE

*In 5 years:*

- Don't agree with the statement "maintain six campuses may be difficult". We want it to say "the college should ensure that we maintain six campuses. Make Yap campus our first choice."

*Reasons:*

- In the future Scholarship might be reduced
- Cost effective to live at home
  
- More Degree programs should be offered at the state campuses.
- WE ARE VERY HAPPY!



#### Staff/Faculty Group

- Agree that accreditation is important to be dealt with
- Concerns—student activities and orientation
- Need an increase in enrollment but more Micronesians going off -island

#### Students Group

In YAP/FMI = In 1 year

- Open the snack shop and the new buildings at Yap Campus
- The students and teachers will be meeting US standards
- Accreditation reaffirmed/fully accredited, long term funding identified

In YAP/FMI

- All buildings must be operational
- Covered walk-way
- Hotel management courses
- Construction & engineering courses
- Home Economics courses like sewing
- Offer more courses on teacher prep program so the students can finish early
- Hiring and retention of qualified instructors
- Dormitories for outer island students
- Sports management
- Autonomous Yap campus.

#### Yap –In 5 Years

- Have a sports gym
- Our students will be comparable to other community college graduates in the US in all subjects

5. How well does our current strategic plan align with what we want to be?

#### Stakeholders (Govt. Officials and agencies; traditional leaders) Group

- Need database system that monitors implementation of goals through activities
- Activities and programs to be aligned with revised goals & mission
- Monitoring and evaluation in place to help with tracking decisions
- College needs to have goals that are SMART: specific, measureable, achievable and time- bound

#### Stakeholders (Parents/Private Sector) Group

- Alignment is ok. Sometimes we do not record what we do to show as evidence.

#### Staff/Faculty Group

- Some are strongly aligned and some not
- COM need to look at all SLO's and align with (mission statement)

## Breakout Session 3 & 5: Alignment with Integrated Educational Master Plan (IEMP)

Guiding questions	Yap Campus responses
<p>1. Review of Integrated Educational Master Plan</p> <p>a. What are the major elements of each plan?</p> <p>b. Are the priorities clear?</p> <p>c. Is it clear when the strategy/actions will be undertaken?</p> <p>d. Is it clear who is responsible for accomplishing the strategy/action?</p> <p>e. Is it clear how you will know if the strategy/action was successful?</p> <p>f. Do the key performance indicators reflect what is to be accomplished?</p> <p>g. Are the different sections of the plan integrated with the instructional component?</p> <p>h. What else might be included in the plan?</p> <p>i. What might be eliminated from the plan?</p> <p>j. What kind of problems might arise in implementing the EMP? What mitigation might be undertaken?</p> <p>k. Other questions?</p>	<p><u>Stakeholders (Parents/Private Sector) Group</u></p> <p>Instructional Plan:</p> <ul style="list-style-type: none"> <li>• 1.5a What is PPEC? Why focus only on marine science students? What about the other programs? Even without funding source, the college should be proactive in finding funding sources for them.</li> <li>• 1.7b &amp; c: Why DOE Pohnpei only?</li> <li>• We should collaborate with Yap DOE to improve instruction from K-12.</li> <li>• 1.12 Encourage more of our students (if we see potential students) to go into 4 year programs.</li> <li>• 1.17 Trail counselor's program (a certificate program) going to be offered at National? Why, when we offer the program at the state level?</li> <li>• 6.2 Have course outline for Micronesian culture. (college level)</li> <li>• 6.3–Is 6.3 the same as talking about Micronesian culture?</li> <li>• 7.1 Suggestion: To collaborate with Traditional Navigation Society</li> </ul> <p><u>Stakeholders (Govt. Officials and agencies; traditional leaders) Group</u></p> <p>On the CRE/Land Grant Plan</p> <ul style="list-style-type: none"> <li>• There is a general agreement with objectives and strategies but there are no timelines for completion of projects</li> <li>• Agreed with most of the items.</li> <li>• #9 &amp; 10: Are they similar?</li> <li>• #9 Develop the old ways of planting indigenous plants and apply new research based methods to grow these indigenous plants so that harvesting and food production can be continuous</li> <li>• Research on how to increase the production and its negative effect due to climate change.</li> <li>• Suggest government to set aside one day a week for employees to do gardening on pay status. It must be monitored.</li> <li>• On #10 add aquaculture development.</li> <li>• #11: May be a need for an Agricultural Institute but where will funding come from? If an Institute is formed will there be collaboration among States and COM?</li> <li>• #12: Reduce to one laboratory</li> <li>• #13: Similar to #6. There is always room for improvement.</li> <li>• Yap State Law says that all money coming to the State must now be appropriated by the Legislature before it can be spent is now being implemented. This may cause a delay in implementation of programs and money may be lost.</li> <li>• #15: Objective too broad and ambitious. Is COM-FSM trying to take over the responsibilities of the National and States' Governments?</li> <li>• #19: Good objective. Coordinate efforts</li> <li>• The plan should identify as few persons as possible to be responsible, to avoid finger pointing later</li> <li>• Make sure that we actually do what is already planned</li> </ul>
<p>Alternate set of sample questions that might be used (from James Mulik–Sandy Pond):</p> <p>a. Do the goals/objectives enhance student learning? Why or why not?</p> <p>b. Do the goals/objectives advance the effectiveness of the institution? Why or why not?</p> <p>c. Is the goal really a priority for the college? Why or why not?</p> <p>d. Does the goal advance the 9 strategic goals of the college? Why or why not?</p> <p>e. Does the estimate cost of accomplishing the goal justify pursuing the goal? (This could a discussion regarding return on investment; could the money be spent better elsewhere, etc.)</p>	

- f. Does the goal have a solid assessment plan? If not, then I suggest that the goal either needs to develop one; be rewritten/reconsidered; or not funded. Assessment of the goals/objectives are crucial as they are the proof/evidence that the goal has been met and the college has changed for the better as a result of the resources spent. NOTE: My feeling is that all goals and objectives must have stated, good assessment/evaluation plans before any resources are dedicated to them.
- g. Can any goals and/or objectives of the various plans be combined so that work is not done in Silos? NOTE: Having all of the goals and objectives in one, master template will assist with making linkages (and identifying competing ideas) among the various goals and plans.
- h. Is the goal and/or objective data informed? i.e. has good use of data been used to develop and support the need for the goal/objective?
- i. How well does our draft/tentative mission statement/promise statement align with our Integrated Educational Master Plan? Identify gaps
- j. Explore the linkages between the EMP, draft/tentative mission and SLOs (Institutional, Program, and Course), Program Assessment and Program Review as a stepping board to completing the Strategic Plan

#### • Staff/Faculty Group

- The master plan is a framework of strategies and action steps for the college for the next 5 years. A timeline is established to increase the success rate of first year students through implementing a first year experience program, improve employability of graduates, recruit & retain qualified instructors, improve adequate learning resources, improve communication as it relates to instructional affairs and integrate local language and culture into instructional programs.
- This group feels the program is very thoroughly researched and well put together. However, we feel that a re-assessment of services provided should be further reviewed and analyzed. Collection of data is on-going at the college, however, we need to study these data and make sure future services are influenced by the data collected. The college needs to compile baseline data to figure out if our objectives and goals, not only for the education master plan, but other action plans, are being met. Data is collected. How are they used to effectuate and enhance services is the question.
- Do the goals/objectives enhance student learning? Recommendation: part-time teacher training. Need to provide training to all instructors to make sure they not only know their material, but they know how to convey/deliver it to students. This group feels that student learning outcome (SLO) is loosely used.
- Do the goals/objectives advance the effectiveness of the institution? Goals/objectives need to be tweaked/revise to enhance effectiveness, too broadly stated, and too broadly used.

#### • Students Group

- Make sure that important points and learning outcomes of the courses taught across all campuses are consistent and continuous.
- Establish career and job placement program.
- Consider reformatting plan with electronic links to make it more accessible to students and outsiders. This is more a communication issue...students were not aware of this plan.
- We need to prove to employers that our graduates are the best.
- Other programs students would like to see; Welding
- HCOP students would like an opportunity to observe real life situations at the hospital (practical applications)
- Would like to be able to graduate students at Yap Campus in HCOP
- Should have separate servers at Yap Campus and FMI
- At Yap Campus, need to regularly remove viruses from computers.
- Students are not able to find enough information in the Encyclopedias.
- Students can loan a laptop and deduct it from their refund.
- At FMI, need to update Library books and materials, most are outdated.
- Need tutors in FMI
- Improvement of the food being served (FMI)
- At the hospital, CHS students only have 3 computers to use.
- Provide bigger and separate classrooms for students at the hospital.
- A classroom that is not so close with those sick patients.

## Breakout Session 4: Review of Communications Plan

Guiding questions	Yap Campus responses
<p>1. Review of the communications plan assessment and recommendations</p> <p>a. In general, how are we doing in communications at the college?</p> <p>b. What are the major finds of the Communications Plan Assessment? Do we agree with those findings?</p>	<p><b>Stakeholders (Govt. Officials and agencies; traditional leaders) Group</b></p> <ul style="list-style-type: none"> <li>All Pohnpeian phrases, i.e. Wasahn Kamarain, should be in English!</li> </ul> <p><b>Stakeholders (Parents Group/Private Sector) Group</b></p> <ul style="list-style-type: none"> <li>Communication is much better</li> <li>No communication from COM-FSM. Parents have to call to get information.</li> <li>Parents getting false information from faculty (communication problem??)</li> <li>Suggestion: Monthly or quarterly parent/admin. Meeting.</li> </ul> <p><b>Staff/Faculty Group</b></p> <ul style="list-style-type: none"> <li>This group feels that communication is improving since we were put on sanctions. We also feel that this has been the practice for the college for so many years, we wait until the problem gets worse then that's when we use the "bandage" solution method. We need to set up plans and make sure that all staff, faculty, administration personnel of the college are in compliance. Another communication shortfall is between campuses. National-State is [communication] improving, state-to-state needs to communicate for consistency of services provided.</li> </ul> <p><b>Student Group</b></p> <ul style="list-style-type: none"> <li>Confidentiality</li> <li>Communication internally and externally is okay, but college needs to improve on "putting words into action".</li> <li>Need to inform students about events ahead of time (example – this Mini Summit, one student was just informed yesterday)</li> <li>There must be a meeting informing us on the communication plan (symposium)</li> <li>A time should be set up for training on the use of the communication tool.</li> <li>FMI need to have an organized SIS.</li> <li>It is not appropriate for the entire Micronesia to use "Wasahn Kamarain" because it only represents Pohnpeian language/culture and not everybody understands the word/language... should be in English!</li> <li>Improve communication/announcement through radio, brochure, post in bulletins at public places, student handbook, catalog</li> </ul>



## Making it happen ...

Purposeful dialogue with internal and external stakeholders is at the heart the self-evaluation process for the college to gain a comprehensive perspective of the institution. The mini visioning summit ended with a clear understanding of collective stewardship and commitment. Stakeholder responses will help guide the COM-FSM's strategy update process. Therefore, the college administration will critically review those responses and incorporate appropriate strategies in the new strategic plan.



Appendix -1

COLLEGE OF MICRONESIA- FSM

Mini Visioning Summit Agenda

15 November, 2012  
Yap Campus

8:00 AM – 3:15 PM

8:00 - 8:30	Registration / Coffee and Refreshments
8:30 - 8:40	Welcoming Remarks: Lourdes Roboman
8:40 - 9:00	Overview of the Summit: Rosa Tacheliol
9:00 - 9:45	Breakout Session 1: Mission Alignment
9:50 - 10:50	Breakout Session 2: Strategic Goals
11:00 - 11:30	Report from groups on Breakout Session 1 and 2
11:30 - 12:30	Lunch break
12:30 - 1:30	Breakout Session 3 and 5: Educational Master Plan
1:30 - 2:30	Breakout session 4: Communications Plan Review
2:30 - 3:00	Report from groups on Breakout Session 3 & 5 and 4
3:00 – 3:15	Closing Remarks: Rosa Tacheliol

## Appendix -2

### COLLEGE OF MICRONESIA- FSM

#### Mini-Visioning Summit Logistics

Chair: Lourdes Roboman

Vice Chair: Joy Guarin

#### Working Committees

##### 1. Program Invitation, Evaluation

Teresa Filepin – Group Representative  
Lourdes Roboman  
Alex Rauiklur  
Jake Sohlith

##### 2. Documentation, Publication

Geraldine Mitagyow – Group Representative  
Lourdes Roboman  
Rosa Tacheliol  
Susan Guarin  
Ezra Choay Yoror  
Regina Faimau  
Dr. Muru

##### 3. Registration

Rosemary Manna – Group Representative  
Clotilda Dugwen  
Alice Pagal  
Mercedes Tiningmow  
Percy Rasug – Student Representative  
Renee Edgar – Student Representative

##### 4. Facilities

Moses Faimau – Group Representative  
Pius Mirey  
Christopher Igem  
Andy Yoruw  
Security staff

##### 5. Refreshments

Fidelia Gilmar – Group Representative  
Monica Rogon  
Borten Ruwekugbung

##### 6. Breakout session facilitators

Joy Guarin – Group Representative  
Yap Campus Faculty  
Cecilia Dibay  
Julie Waathan  
Alex Rauiklur  
Joe Falmed  
Penijamini Nailati  
Benjamin James  
Alvin Sinem  
Augustine Sanemai  
Michael Mailiuw  
Teresa Filepin  
Geraldine Mitagyow

## Appendix 3

### Summit participants

#### Group 1

1. Gilmoon	Retired	350-2898	
2. Robert Gorongfich	Division of Youth Services	350-3775	
3. Rosa Tacheliol	COM- FSM		
4. Sophiano Limol	Yap Chamber of Commerce	350-8990	
5. Vincent Figir	Public Works and Transportation	350-2125	
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7. Hon. Sebastian Anefal	Governor		
8. Charles Chieng	Senator, State Legislature		
9. Hilary Tacheliol	Council of Tamol	350-3169	
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25. Ashley Laeigrerh	Student		
26. Vivian Yagsemal	Student		
27. Yilbuw J. Kugdigo	Student		
28. Sephina Falee	Student		
29. Zita Yateng	Student		
30. Arnold Ulith	Student		
31. Roland Sheotaifil	Student		
32. Lynnsey T. Sighrah	Student		
33. Clethus Faimaw	Student		
34. Dorothy Sighrah	Student		
35. Jacklynn	Student		
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Appendix 4  
Summit evaluation form

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**COM-FSM  
YAP CAMPUS MINI-SUMMIT**

**EVALUATION FORM**

Thank you very much for your active participation during the mini-summit here at Yap Campus. We value your input. Please take a few minutes to answer the questions below to help us do better next time. Kamagar.

1. What do you think about the Visioning Summit? Please explain.

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2. How satisfied were you with the issues being discussed during the summit?

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3. On a scale of 1-10, with 1 being the worst and 10 being the best, please rate how well the delivery of the issues during the summit.

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4. What issue(s) would you like to be discussed in the next visioning summit?

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5. Any other comments?

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## Appendix 5 Summit evaluation responses

1. What do you think about the Visioning Summit? Please explain.

### Group 1 (Stakeholders-Govt. Officials and agencies; traditional leaders)

- It allows key stakeholders and all concern to discussed what's best for the college
- It would have been better if the whole process started out with the communities/stakeholders or bottom's up approach rather than COM-FSM to stakeholders.
- It is a good start for awareness of what the State and National campuses are envisioning.
- The Visioning Summit is a good one but the problem is not much time for all the materials during the summit.
- It is fine except on CRE/Land grantplan was not very clear.
- It does not provide sufficient time to work on the contents of the conference.
- Good and important. It educated a lot of people and me mostly.
- It is an excellent way to get an overview of different perspective with regards to the college mission, goals, and objectives.
- Has promoted awareness on a personal if not public level of current challenges faced by the college.
- It is a pretty good Summit but since it's the first I observe we are a little confused by what and how to input and ask questions, a gap should be pre-informed. But it was good.
- It is a good opportunity to share ideas in visioning the future of our fellow young generation.
- It's an important mission (Summit) conducted in controlled and limited time. While it's true we don't own time, but we direct it.
- Pretty good, things are presenting clearly and informatively.
- Not enough background info to effectively provide a comprehensive assistance on subject.
- Enlightening. It cleared up issues and suggestions were given out.
- I think it went well.
- Resourceful and informative.
- Well organized, explained, and sincerely appreciate efforts by all in inviting stakeholders to listen and participate in visioning a plan for our college.
- I think it's a great effort. Everyone is involved.
- A great opportunity to involve all stakeholders.
- I think the visioning summit is very important.
- Well-coordinated, well planned. The COMFSM staff, faculty, students involved were well prepared. Facilities and logistics flow well.
- It is good, but it can be better. Need to have relevant materials.
- Many important issues were addressed.
- Good. Need more informational resources on the issues.
- This is a very important and wonderful Summit. We should have more and involve different agencies.

### Group 2 (Stakeholders –Parents; Private Sector)

- Very interesting and productive. Hopefully, we will see something coming out of this and not just another one of "Those"
- What I see is very interesting and this is the first time and I participate in this summit.
- Well informed and advertised but it needs to be more organized. Good idea of grouping the participants.
- Very good.
- It is a great opportunity for the COMFSM community to come together to share and input info.
- It's really good 'cause' this makes the parents understand what's going on.
- I think it is a great idea because we come to know what's going on in here (on Campus)
- Good
- Overall, the Summit was a good exercise to gain inputs from the community at large

- I think we should be more prepared 'cause' the handouts were really confusing.
- This is something that we should do more often to improve our college services
- This summit was a very important exercise and could have been much better if there was a little more time.
- I think that the suggestions and the discussions were clear to the people (students and parents)
- It's a great opportunity for the stakeholders to be aware of what is going on at the college
- I think it is good and it should happen more often and get more parents involved.
- This is very important if we want our college to be headed in a right direction.

### Group 3 (Faculty and Staff)

- It was so interesting and that it is really helpful to all the six (6) campuses.
- Very good 'cause we learn more from it
- The visioning summit was exciting. Lot of things we learned from this summit
- OK.. learning a lot.
- It is very informative. More time could have been given to study the goals/objectives better
- It gives us a chance to give our views regarding the COM-FSM strategic plan
- It's good.
- I like it. We should do this for the college every year.
- Summit was well organized; information well presented; good discussions; great participation from students and community.
- Informative
- Well organized.
- Good idea, execution & implementation is crucial as all documents are "living documents"
- I think it's a very good summit & should be held regularly so stakeholders are informed about what's happening at the college.
- Very good. Learned a lot about the college, their programs, and understood their desire to improve.
- Very informative. Because it was relating to who we are as a college and more importantly learning our weaknesses and strengths.
- I think the visioning summit is good that all the important information for the COM-FSM is shared to all faculty, staff, students and the Yap State stakeholders..
- Good. 1st time. New sight to most.

### Group 4 (Students)

- I think it was really good because we learn lots from it. We know things that we haven't have here at COM or FMI or what we already have, and also what we need to improve.
- The summit was so good, and organized very well, but some contents are not stated clearly to all of us.
- Very helpful for us in the future.
- I think that this visioning summit is the best way for us students to share our thoughts.
- Not enough food for staff, went pretty well needs more improvement.
- Not enough time given for discussions. Too broad and confusing questions. Therefore, it is good way of improving weaknesses of the schools.
- I think it is good, that all students and faculty agree upon all the terms discussed.
- I think it is really good because it help our college improve more.
- I think it is better because we can know others opinion to put together as one.
- Was very good. No improvement needed.
- The visioning summit was coherent and well organized.
- It was good, everything that has been discussed was important to know.
- Well, it was good and that is because us, as students have learned something and we also have a part to tell what's on our mind.
- Visioning summit, it's helpful to me because we go up on our concern to improve our college.
- It is a good thing for the students, the government, and community to participate in summits so they will know

what is going on with the college.

- It's much pretty good because this is the other way of gathering together other ideas that can improve education, etc.

#### Group 5 (Students)

- I thought that visioning summit is valuable and important to us because it shows what skills we need and where we are
- I love it. The way things are really organized is very great and acceptable
- It is really helpful to fully understand the mission statement, purpose and some of the students' right.
- It is good because we share anything that our campus need to improve.
- It is a good opportunity for the students, staff, and stakeholders to give their opinion about the strategic plan. It serves as a good communication strategy for the college.
- I think it is a good visioning summit because I learn a lot of things about our college and how things went.
- It is good but try to be more prepared and be well-maintained and be specific.
- Helpful and important to the public to be aware of issues in the college and be able to correct or improve by getting feedback and ideas.
- Visioning summit is very good meeting for everybody to help our campuses improve more.
- It is a good idea. Topics of discussions very important issues.
- Good idea—should have more with longer time to ponder and answer issues.
- It is very helpful and I'm sure it will help our campus improve
- Good 'cause there is food.
- I think it is very helpful. I am glad we have this because I don't understand some of it before.
- I think that it talks more about the COM campuses and how to improve it.
- It is clear and reasonable.
- It was a great opportunity to us and to the public, so we can share and outline what we need to improve & change to make our college improve.
- Satisfactory.
- The Visioning Summit is good to learn something.
- I think it will help us especially our campus will act more, better way. Even students will understand something to help for their learning.
- It's very helpful because we discussed most of the things we need to be improved.
- The visioning summit is very important to all students because they need to know all what we discussed.
- In my own point of view, I think it's not really clear on how we student should really understand the overall of the outputs.
- I think it will help our school more and better than before. And it's great it's really improving some great changes; and I wish it would help the school change.
- Good enough.
- It is a very good summit because it helps us students know more, a lot more about the college, especially me.
- It is very helpful.
- I think this visioning summit is very helpful to us students.
- I think that it is a good gathering that the staffs and students do; to share their ideas, goals, mission, and feedbacks of the students on how to improve the college.
- It helps students to share in what things they have hardship overcoming in college.
- I think it was very helpful because we get to share what we need to improve our campus.

#### 2. How satisfied were you with the issues discussed during the summit?

#### Group 1 (Stakeholders-Government officials and agencies; traditional leaders)

- Yes, (but) not too much and overwhelming

- Not enough public awareness and education before bringing everyone to the table to support the institute of higher learning in the nation. Get input from communities first, compile them and go back for review. This should have been an on-going process to have fine tuning along way.
- To some, extend. It should be a two days summit.
- The issues are there but not enough time to go over the documents presenting to them for better outcome of information to address them accordingly.
- For our group, Group 1, some of our inputs were not mentioned (in the Output presentation).
- Was okay, however time was very limited.
- Good enough.
- Satisfied
- I was satisfied, though. I feel we really should take time to focus on specific areas in the overall workforce to address so improvements and issues can be addressed in the near future.
- Okay.
- I wouldn't really state any satisfaction for I was a bit confused, but the effort for the college were measureable.
- Should be more thorough instead of taking only from the top or under the hat. COM is a living phenomenon, thus future course is important.
- Very satisfied, thank you.
- Time was of the essence and a few hours was not adequate for the task.
- Quite satisfied as we are made aware of the specific goals of the institution.
- I agreed with the issues being discussed.
- Okay with it.
- Very satisfied with issues and documents provided for stakeholders' input.
- It should be longer than one day.
- Good
- Very satisfied and also eye-opening. Many issues discussed were new to me.
- These were all relevant issues although, like all else, the time went too fast.
- Again it's good but can be better.
- The issues were important and the small group discussions were good. It's always good to get a variety of view-points.
- Satisfied, but like more discussion on students' success.
- So satisfied and gave more visions and dreams, more on the kids for the future.

#### Group 2 (Stakeholders –Parents ; Private Sector)

- Need more time. Too many to discuss in a short time.
- Very much satisfied because I know if this mini-summit continue like next year because I will know what my kids doing and even you, staff
- I wouldn't say strongly satisfied because this is my first time attending this summit. Well informed, but not really organized.
- Very good.
- Satisfied.
- Very much, but time is much needed
- Very satisfied
- Good
- The topics discussed were satisfactory. The only problem was perhaps not enough time to fully discuss all aspects in a thorough enough fashion.
- I wasn't satisfied with some of the answers to my questions
- Very satisfied and I enjoyed working with the group I am part of.
- The issues were fine and important. There wasn't enough time to have a good discussion on them.
- It was great
- Moderately satisfied. I think the summit is mainly for my enlightenment but the policy and the procedures of the

college is for other people to make.

- Very satisfied
- There were too many to discuss: items, issues, and more, however, very insightful and important to our kids and their education

### Group 3 (Faculty and Staff)

- It very satisfied me by learning new stuffs which will help our campuses improve.
- Very satisfied
- I satisfied myself by learning a lot of things during our discussion. Accreditation for this Yap campus.
- OK
- Satisfied-seems like the issues mentioned can be targeted and solved
- Just fine
- Very satisfied-feel good to know what's going to happen with the campus
- Some but not enough. We need more time.
- The participants should have had the documents prior to the summit. It was difficult to hold some discussions because documents were long and detailed.
- Satisfied and learn a lot.
- Satisfied but not completely.
- Loved it! Also learned a lot about Strategic plan for COM-FSM that I wasn't aware of
- Satisfied
- Not entirely satisfied. I thought there were other issues of equal importance that should have been included, for example, the plan to better improve interaction between state campuses.
- Was very satisfied and a great learning experience

### Group 4 (Students)

- Fair
- Satisfied with all the issues discussed.
- Very satisfied because students get to speak up for themselves.
- Well, I am not really satisfied with the questions that had been discussed.
- Very important but boring.
- I am definitely not satisfied for the issues. I want in the next summit a much more detailed, specific, and organized program and given issues!
- Satisfied because is being agreed upon everybody.
- I'm completely satisfied.
- I satisfy with those issues that we were discussing.
- Very satisfy.
- All issues that was brought up in the visioning summit was relevant. Resolution in all issues are very well discussed. It was very satisfied.
- Very satisfied, we the students have our chance to say what is in our mind.
- I was very satisfied because we the students have chance to let out what's on our mind and what we also improved on our campus.
- I satisfied with this summit, it makes me feel good on what we are discussing about.
- Very satisfied.
- I'm really satisfied with all those information about the way of wishes for changes.

### Group 5 (Students)

- It is good 'cause most of the students' needs came up in our discussion.
- Very satisfy. I think this is a very helpful way for the students and the community to understand more/better about what's going on.
- Very satisfy because I come to understand lot of things

- The issues discussed is clear enough so maybe next time we need to be more clear.
- I was very satisfied
- I am very satisfied because I got to learn new things and I also got a chance to complain about things that need to be renew or restore.
- Satisfied but not very
- Very satisfied. Everything's clearer and hopefully the plans discussed be implemented as well as the non-compliance areas.
- I am very satisfied with the issues being discussed during the summit. It was a good opportunity to me.
- Satisfied with issues but not enough time given.
- Fairly satisfied except for the timing on the discussions.
- Very satisfied.
- Very satisfying.
- Average, understandable discussions.
- I was satisfied, even though I understand a little bit but I mainly understand the important stuff.
- 100% satisfied
- Excited to hear people discuss about the summit which is very interested to me. But the most is there is refreshments.
- Good.
- I can understand to discuss during the summit because it is big time.
- Much satisfied but we need more if it's possible.
- Not so satisfied, there are some other things that we did not really discuss which I think it is better to discuss. Things about instructors.
- Not satisfied because we need to discuss more about our school rules.
- Not really satisfied, for there are still some issues that are not being mentioned, but most of all are satisfied enough.
- To me I have to verify; I am really satisfy with the discussion and it helps me understand some purpose of the College mission statement.
- More than satisfied.
- I am very satisfied with the issues discussed
- I am very satisfied with every issue being discussed this summit.
- I think that I am satisfied with everything that have been discussed. It gives answers to all my questions.
- I was very much satisfied with the things being discussed... I hope that everything that is planned to be presented is already presented to us, students.
- So far, so clear.
- Very satisfied.

3. On a scale of 1-10, with 1 being the worst and 10 being the best, please rate how well the delivery of the issues during the summit

Overall rating: 8.37

Group 1 (Stakeholders-Government officials and agencies; traditional leaders)

Average rating: 7.85

- Noting that there allows room for improvement
- Clarifications & questions were answered and provided to allow to effective engagement
- Could be improved through circulation of current impending issues faced by the College prior to the Summit

## Group 2 (Stakeholders –Parents ; Private Sector)

Average rating: 8

- Like I mentioned, not enough time to touch or discuss the topics
- Better than before, I believe
- Overall, the delivery of the issues is great except there are some questions that cannot be answered.

## Group 3 (Faculty and Staff)

Average rating: 8.09

## Group 4 (Students)

Average rating: 8.87

- Very good
- Not very clear
- Very good visioning summit
- It went very good and organized

## Group 5 (Students)

Average rating: 9.06

- There's a lot of input from participants.
- Very good
- The delivery of the issues during this summit was very well.
- Joy and Mangarwen did a very good job in delivering and explanation.
- Delivery of issues was good. Time was short.
- Everything was clearly explained.

## 4. What issue (s) would you like to be discussed in the next visioning summit?

### Group 1 (Stakeholders-Government officials and agencies ; traditional leaders)

- Centering the college to be more assistive in addressing the need of state & national--manpower training and development
- Education Master Plan review and refining to have a consensus for going forward.
- The issues and priorities of the college as well on the state is there and will be good to revisit them if need to make changes as fit especially with the climate change.
- More public awareness of the standpoint of the institution before commencing.
- How the governments and the college could work together.
- Accomplishment from now until the next one and hopefully on brighter future.
- Current workforce problem issues and thus weakness allotted to the students coming out of the college.
- Whatever issues pending.
- Specific plans for the college and its intentions, and where they stand through accreditation.
- Next level of direction and more community involvement.
- Student activities on campus.
- COM-FSM moving forward, improvement, and all.
- More in-depth discussion on the EMP.

- More relating to Island arts—especially the traditional arts
- Perhaps more focus on student learning and program implemented at the Yap branch; relevant to the economic development of this State.
- Overview of courses being offered, students' standing and stats; monitoring and evaluation of progress.
- Accreditation and SLOs.
- Same, but more focused
- Improvement of campus COM-FSM and its curriculum.
- Strategic goal and objectives of the college; more defined to respective campuses.
- Student's rating and accomplishments. (academically)
- Mission statement. It is always good to address all issues in light of the mission statement. It's also good to revisit the mission statement itself periodically.
- The financial and accreditation.
- Student success

#### Group 2 (Stakeholders-Parents ; Private Sector)

- Education of Yap State. Not just college but high school as well as elementary schools
- The Session 4 (Communication Plan)
- Maybe it will be the things we discussed during this summit. I will like to know the outcomes of this summit, feedbacks from parents and stakeholders.
- Communication Plan
- College's progress, accreditation status, Pell grant status
- All
- The grade system
- Recreation
- Update on accreditation standing: timetable, etc.
- Intervention rather than tutoring only for students who may not graduate or not college materials □
- To make Yap Campus become a two-year full time college—offering associate degrees in all needed field of studies.
- All of them. It is important that they all have regular reviews
- As for me, none
- Financial aid for students and why the pre-registration when the SEG or PELL grant have not been received? Do you mean the students with money are the first priority to choose classes?
- Degree program at state level ; Financial aid for students
- College policy applied to students on campus
- Communication between state campus & national campus
- Degrees and programs; accomplishments, and needs to improve

#### Group 3 (Faculty and Staff)

- Instructional plan
- I might suggest that all the issues will be discussed in the next summit to continue improving the 6 campuses.
- How to improve work between the students and staff
- The gap between students and their career or job
- I would like to have in the next summit about drugs not allowed on campus
- More job placements for graduates
- Faculty summit
- What to do to improve our campus
- Culture activity in classroom curriculum
- Financial stability—more on this. Some expectations do not match with realities.
- More of the same stuffs with support or informational documents.

- To re-visit this annually!
- Local languages to be considered in the next plan
- Issues were all present. Need time to highlight and analyze.
- I will email it to the Dean.
- Would be very interesting to see how SPG7 has progress, change or improve

#### Group 4 (Students)

- Students run to outer islands; giving out advance final exam; students club, students council.
- The promotion of quality staffs.
- Same
- The most important thing is learning outcome. It is the top priority we need to improve to meet the US standard.
- Outcome of the first mini summit.
- The roles & responsibilities of all staff and students including problems that recently and has been occurring.
- About the students life styles
- About the policy we have putting in like speaking English on campus and the equipment.
- I think we will know what this summit are going means that it's more improve to the college or not and then we will know what our mistakes and we will do it in the next visioning summit.
- So far there are none, issues that need to be discussed are the upcoming ones.
- Have nothing in mind by now.
- Yes, because we will know what we will be saying but as of now at this time, we know less because this is our first but it also good to discussed about our summit.
- Discipline of students.
- About some needs to be changes, if we see further about those things that is not change.

#### Group 5 (Students)

- More explanations of the Facebook
- I don't know. Perhaps something useful and sensible.



- Depends on what will come up next.
- Campus improvement.
- I don't have one more to raise now
- I don't know yet. When the time comes, I'll know.
- Anything regarding the learning of the students, and improvement of everything that can help the students and get their benefits from it.
- Haven't decided yet.
- Master Plan ; Communication
- Accreditation status; Master Plan; Communication Plan ; Financial Resources
- New programs offered for 3rd year teacher students—during the semesters and not only in the summer.
- The same discussion that was discussed in this summit.
- None
- Advantage of using the computers in the lab and so more, etc.
- I would like to hear in the next visioning summit about the answers to the questions that was ask.
- How COM will become in the near future.
- More on communications
- All about the campus to be a good place for learning.
- Putting cameras in all classrooms. Some teachers are wasting students' time.
- The issue we need to discuss in the next visioning summit is about our Pell Grant.
- More on us the Hospital or Medical field students.
- I am not really sure but more issues on the college and students will be better, like services and others.
- How the feedbacks of the students is already being worked on, improved or even taken into consideration.
- More about the needs of students
- The improvements on Campus facilities; more about the needs of students
- First, I would look at our college and see if there's still improvements that need to be done, then we will discuss more about them.

##### 5. Any other comments?

###### Group 1 (Stakeholders- Government officials and agencies; traditional leaders)

- College to address training need for manpower need if state and nation.
- Let's all be proactive in our approach and have a continuous process of planning, developing, and implementing.  
Thanks.
- Schedule it at a time where all stakeholder can participate-summer might be best.
- Time is the concern for covering important points of where the institution is heading.
- This is very educational for all the participants as it does for myself.
- Vocational training should have more focus.
- Thank you for the opportunity and very much enjoyed.
- I believe there should be better communication to stakeholders.
- None at this time.
- Thank you.
- Groups should be more than five.
- Provide enough time and teasing in preparation for the summit before it actually takes place.
- Thank you for the invitation. It was a good time spent learning as well as contributing to the discussions.
- The institute should focus more on students achievement rather than its system achievements.
- Thank you for your hospitality!
- See how to improve our Yap extension as well as the national campus.
- Thank you.

#### Group 2 (Stakeholders-Parents ; Private Sector)

- Not enough time for the visioning summit
- I thank all the staff for this mini-summit
- The staff or faculty must have the love for each other and the students.
- Involve more gov't officials (leaders)
- We need more qualified personnel in order for all our students to be successful in the future.
- Keep up the good work and thank you for educating our children, our future. Your evaluation form should be in an easy to answer form.
- For something this important, ample time should be allowed unless this is just a futile exercise to get number of people together to satisfy some other motive.
- I think Yap Campus is improving and doing their best. It's the National to improve more on communication

#### Group 3 (Faculty and Staff)

- To have an instructional summit, if possible
- The facilitators need to be well prepared prior the summit takes place
- Organizers did a great job!
- Thank you.
- Nope! I am happy that this summit has finally happened.
- Thank you for the informative and fulfilling day!
- Very good summit.

#### Group 4 (Students)

- Good
- We are looking forward to see if there are changes to be made after this summit according to the discussions.
- Thanks for having us.
- Not enough refreshments and really confined area; need a bigger and much more comfortable place.
- Stick with what we put in, make it strong.
- It's good to put in ourselves what we discussed to improve. We will put into action to become better for next year.
- Concerning about our college is good.
- Wish and hope as this the beginning and it will be happening forever.

#### Group 5 (Students)

- Thanks a lot for the lunch. Taste great.
- Thanks for the sweet lunch.
- Need to be more organized.
- The mini-summit is an excellent way for communication between the students, staffs, and the different campuses.
- I am satisfied.
- Try to involve more people and invite them to the next mini-summit
- Should have maybe two days for summit day so we can have more time to discuss
- Should have summit at least two days. Community, student, government and private sector should be more involved. Need improvement in organization & coordination
- Shortage of lunches
- Thank you all for your time and help... and refreshments.
- I like this summit. I really enjoy the refreshments, especially.
- Everything is good, the speaker is loud and clear. Also bit funny at the last part.
- Moving the great moment with the rest of the group.
- Thank all those who provide us refreshments and others...Provide more bread next time.
- I want to continue next time.
- Stop hiring worthless teachers.
- I wish we meet again.
- More refreshments and speakers.
- I like to attend if there is a next time.
- Thank you all for the visioning summit.
- I hope we could have this kind of summit every semester.

Appendix 6

Glimpses of the mini visioning summit







For more pictures of the event, please visit: <https://www.box.com/s/1h2b22qh80umrpegvqfa>