

# Strategic Plan 2018-2023



## College of Micronesia-FSM

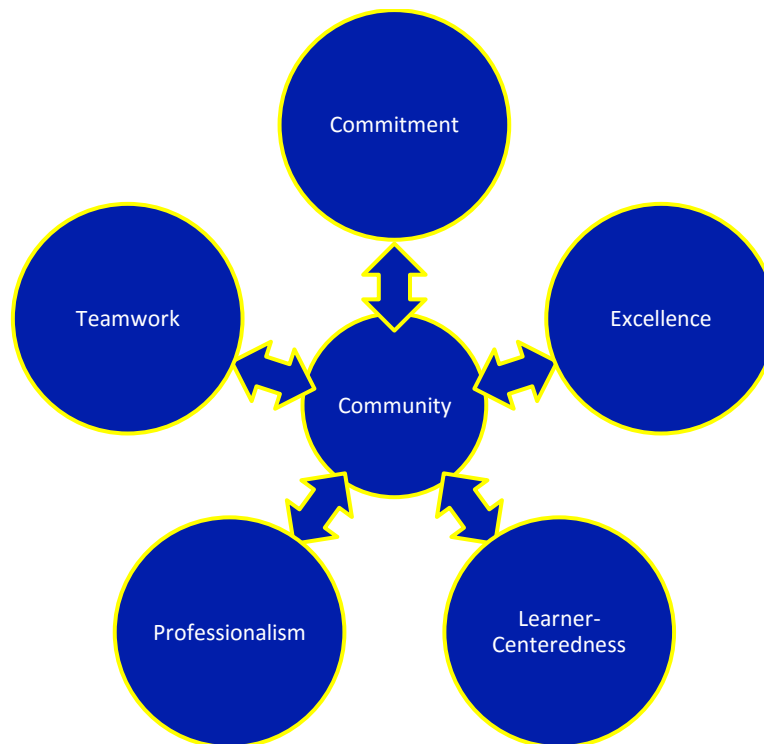
## Mission

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

## Vision

We provide quality education today for a successful tomorrow.

## Core Values



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## College of Micronesia-FSM Core Values and Principles of Best Practices

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

### Commitment

- Anticipate what is needed and do that work without being asked.
- Be dependable by being present and on time.
- Connect, participate, and be involved.
- Contribute your best and inspire others to do the same.
- Dedicate your time, energy, and enthusiasm.
- Give back when you can.
- Work to make a difference.

### Excellence

- Aim to meet or exceed standards of best practices.
- Hold yourself accountable to high performance standards.
- Set goals and endeavor to exceed them.

### Learner-Centeredness

- Be transformative; be creative and innovative.
- Collaboratively share information and skills.
- Continuously assess your knowledge, skills, and abilities.
- Dedicate time for learning.
- Explore your curiosity.
- Learn from failures to continuously improve.
- Use every assignment as a learning opportunity.

### Professionalism

- Accept responsibility for your actions.
- Act in the best interest of the college and the communities you serve.
- Be ethical.
- Be honest and transparent.
- Complete all duties and assignments.
- Develop logical plans and foresee consequences.
- Maintain confidentiality.

### Teamwork

- Actively build working and learning relationships.
- Actively listen.
- Appreciate your colleagues.
- Be positive and encouraging.
- Engage and contribute wholly to all team activities.
- Offer your assistance and guidance when necessary.
- Pursue an understanding of diverse points of view and ideas.
- Recognize the needs of others.
- Respect yourself and others.
- Respond respectfully when others disagree with your views.
- Share and use resources responsibly.

\*Adapted from Dartmouth's Core Values Model <http://www.dartmouth.edu/~rpd/corevalues/list.html>  
Core Values May 3, 2016; Revised, Board of Regents March 8, 2017, meeting

## Strategic Directions

### I. Innovate academic quality to ensure student success

Ensure student success by decreasing time to completion and increasing student satisfaction, persistence, retention, and graduation rates by innovating academic quality and enhancing student support services.

#### Measures of Success

- |   |  |
|---|--|
| 1) All five CCSSE benchmarks are exceeded.        | <b>First time, Full time</b>                 |
| 2) Institution-set Standards are met.             | 5) Persistence rate (fall to spring) is 95%. |
| 3) 80% of total students are enrolled full time   | 6) Persistence rate (fall to fall) is 80%.   |
| 4) Average student semester credits earned is 12. | 7) Graduation rate 100% is 12%.              |
|   | 8) Graduation rate 150% is 29%.              |
|   | 9) Graduation rate 200% is 35%               |

### II. Strengthen resources to meet current and future needs

Strengthen resources to meet current and future needs through revenue diversification, efficient use, innovation, effective allocation, conservation, infrastructure upgrades, and investment in human capital.

#### Measures of Success

- |   |   |
|---|---|
| 1) Operating costs reduced by 5% by innovating and streamlining services and processes. | 7) Infrastructure upgraded in accordance with Phase I of the Facilities Master Plan.                  |
| 2) Balanced budget maintained.  | 8) Invest in employee development and capacity building to improve practices.                         |
| 3) Enrollment increased by 5%.  | 9) Average college employee attrition rate is less than 5% annually.                                  |
| 4) Reserve maintained at 40%.   | 10) Employee job satisfaction survey yields overall 85% Satisfaction Rate.                            |
| 5) Current levels of government financial support are annually maintained or exceeded.  | 11) Employee recruitment process is revamped to significantly reduce time from recruitment to hiring. |
| 6) Aggressive energy conservation measures in place reducing total annual cost by 20%.  |   |

# Strategic Plan 2018-2023

From this Strategic Plan, the *Integrated Educational Master Plan 2018-2023* will be developed to detail how each college unit will support achievement of these strategic directions and their associated measures of success.

## The Planning Process

This strategic plan was developed through college and community wide participation in the *Governance Summit January 2016*, the *Visioning Summit August 2016*, and with the aid of a Strategic Planning Working Group (SPWG) during Academic Year 2016-2017. The process is captured in these reports and actions by the Executive Committee and the Board of Regents.

### Summit Reports

#### *Governance Summit 2016:*

- [Governance Summit January 2016](#)
- [Mini Summit Chuuk Campus](#)
- [Mini Summit Kosrae Campus](#)
- [Mini Summit Yap Campus](#)

#### *Visioning Summit August 2016:*

- [Visioning Summit August 2016](#)
- [Mini Summit Chuuk](#)
- [Mini Summit Kosrae](#)
- [Mini Summit Yap](#)

### Strategic Planning Working Group (SPWG) Reports and related College and Board of Regents Endorsements:

- [Core Values Review and Recommended Changes Report.](#)
  - Executive Committee [Minutes of the January 27, 2017](#), Meeting.
  - Board of Regents [Minutes of the March 8, 2017](#), Meeting.
- [Mission Review and Recommendations Report](#)
  - Executive Committee [Minutes of the January 27, 2017](#), Meeting.
  - Executive Committee [Minutes of the February 10, 2017](#), Meeting.
  - Board of Regents [Minutes of the March 8, 2017](#), Meeting.
  - Board of Regents [Actions and Directives March 8, 2017](#).
- [Vision Statement Report](#)
  - Executive Committee [Minutes of the March 24, 2017](#), Meeting.
  - Board of Regents [Actions and Directives May 3, 2017](#).
- Strategic Plan Approved
  - Board of Regents [Actions and Directives September 14, 2017](#).