

The College of Micronesia-FSM Strategic Plan 2013-2017

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:

The College of Micronesia-FSM has focused on six strategic directions for the COM-FSM vision of where we want to go as an organization over the next five years.

Focus on student success

The College of Micronesia-FSM will pursue excellence in student success and will develop a balance between “access and success” with appropriate career pathways for learners.

Strategic Plan Goal 1.1: Providing collaborative institutional support to advance student success by promoting student engagement and Institutional Student Learning Outcomes.

Emphasize academic offerings in service to national needs

The College of Micronesia-FSM will increase the number of 4-year program opportunities while also strengthening the career and technical educational opportunities for non-college-bound students.

Strategic Plan Goal 2.1: Increase the number of 4-year program opportunities by:

- Increasing the number of articulation agreements;
- Increasing the number of partnership programs; and
- Exploring distance learning opportunities.

Strategic Plan Goal 2.2: Strengthen career, technical, and community-based educational opportunities for non-college-bound students by:

- Exploring opportunities with agencies and NGOs;
- Increasing training opportunities with existing partners;
- Exploring provision for certification examinations;
- Focusing on programs and courses to support career and technical education development benefitting both students and future employers; and
- Implementing training programs that result in the adoption of new skills that are designed to improve the quality of life of participants.

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

The College of Micronesia-FSM will generate diversified revenue sources, create an allied foundation, and accumulate reserves and endowment assets.

Strategic Plan Goal 3.1: Maintain a financially sound, fiscally responsible institution by:

- Generating diversified revenue sources;
- Creating an allied foundation;
- Accumulating reserves;
- Accumulating endowment assets; and
- Improving allocation of resources based on results of assessment and evaluation linked to planning.

Invest in and build a strong capacity in human capital

The College of Micronesia-FSM will support and strengthen faculty, staff, and administrators through establishment of aspirational goals for credentialing and funding professional development and building upon organizational and leadership capacity.

Strategic Plan Goal 4.1: Supporting and strengthening faculty, staff, and administrators by establishing aspirational goals for credentialing.

Strategic Plan Goal 4.2: Support professional development that builds upon organizational and leadership capacity by:

- Assessing organizational and leadership capacity needs;
- Prioritizing identified organizational and leadership capacity needs;
- Addressing identified capacity needs; and
- Allocating resources to support capacity building with implementation.

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

The College of Micronesia-FSM will operate under the assumptions that learning is a skill and is worthy of investment and mastery, and that the communication of information and participatory governance are pivotal to organizational success. There will be support of the time, energy, and resources necessary to foster critical reflection and experimentation towards institutional improvement through double-loop learning and systematic thinking.

Strategic Plan Goal 5.1: Become a learning organization by:

- Fostering mastery of life-long learning skills;
- Allocating time, energy, and resources to foster critical reflection and experimentation;
- Supporting learning leadership; and
- Demonstrating double-loop learning and systematic thinking.

Strategic Plan Goal 5.2: Achieve and strengthen purposeful dialogue by:

- Embedding appropriate communication practices and guiding principles in the objectives of each college program, governance body, and administrative office;
- Adopting a continuous improvement model to measure progress in these communication practices and guiding principles within the college's ongoing assessments;
- Ensuring that college communications are accessible, accurate, timely, clear, and understood by their intended internal and external stakeholders;
- Developing technology to improve communications among all campuses of the college; and
- Developing and maintaining a centralized database of college policies and procedures.

Evoke an image of quality

The College of Micronesia-FSM will be viewed as a model institution for best practices exhibited through quality, excellence, and integrity of both employees and graduates. The college will maintain regional accreditation without sanction for the maximum six-year cycle allowed by the Accrediting Commission for Community and Junior Colleges: Western Association of Schools and Colleges.

Strategic Plan Goal 6.1: Achieve recognition as a best practices institution by:

- Exhibiting quality, excellence, and integrity through employees, students, and graduates;
- Meeting and/or exceeding accreditation standards at all times; and
- Exploring additional models of quality assurance.

Core Values

We believe in:

