

COLLEGE OF MICRONESIA-FSM

BOARD POLICY No. 2002

Mission, Vision, Strategic Directions, Institutional Student Learning Outcomes, and Core Values

Date Adopted: 20-23 March 2006 (as BP 1100)

Date Revised: 22 March 2014, 6 July 2021 converted to BP 2002

Date Reviewed: 22 March 2014, 6 July 2021

References:

Educational 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 career, career and technical educational programs characterized by continuous improvement and best practices.~~

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Vision

~~The 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.~~

We provide quality education today for a successful tomorrow.

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.~~

The College of Micronesia-FSM focuses on two major strategic directions over a five-year period 2018-2023, to achieve the COM-FSM vision.

Strategic Direction 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.

Nine measures of success have been identified to track progress to achieving Strategic Direction I.

Strategic Direction 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.

11 measures of success have been identified to track progress to achieving Strategic Direction II.

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.~~

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.~~

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.~~

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.~~

Becoming 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.~~

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 Accredited Commission for Community and Junior Colleges: Western Association of Schools and Colleges.~~

Institutional Student Learning Outcomes

COM-FSM graduates will demonstrate:

1. *Effective oral communication*: capacity to deliver prepared, purposeful presentations designed to increase knowledge, to foster understanding, or to promote change in the listeners’ attitudes, values, beliefs, or behaviors.
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2. *Effective written communication*: development and expression of ideas in writing through work in many genres and styles, utilizing different writing technologies, and mixing texts, data, and images through iterative experiences across the curriculum.
3. *Critical thinking*: a habit of mind characterized by the comprehensive exploration of issues, ideas, artifacts, and events before accepting or formulating an opinion or conclusion.
4. *Problem solving*: capacity to design, evaluate and implement a strategy to answer an open-ended question or achieve a desired goal.
5. *Intercultural knowledge and competence*: a set of cognitive, affective behavioral skills and characteristics that support effective and appropriate interaction in a variety of cultural contexts.
6. *Information literacy*: the ability to know when there is a need for information, to be able to identify, locate, evaluate, and effectively and responsibly use and share that information for the problem at hand.
7. *Foundations and skills for life-long learning*: purposeful learning activity, undertaken on an ongoing basis with the aim of improving knowledge, skills and competence
8. *Quantitative Reasoning*: ability to reason and solve quantitative problems from a wide array of authentic contexts and everyday life situations; comprehends and can create sophisticated arguments supported by quantitative evidence and can clearly communicate those arguments in a variety of formats

Core Values

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.

Excellence	Learner-Centeredness	Commitment
<ul style="list-style-type: none"> • Complete all duties and assignments. • Hold yourself accountable to high performance standards • Aim to meet or exceed standards of best practices. • Set goals and endeavor to exceed them. • Be positive and encouraging. 	<ul style="list-style-type: none"> • Dedicate time for learning. • Use every assignment as a learning opportunity. • Explore your curiosity. • Continuously assess your knowledge, skills, and abilities. • Collaboratively share information and skills. • Be transformative, think outside the box. • Learn from failures to continuously improve. 	<ul style="list-style-type: none"> • Be dependable by being present and on time. • Dedicate your time, energy, and enthusiasm. • Contribute your best and inspire others to do the same. • Give back when you can. • Connect, participate, and be involved. • Work to make a difference. • Anticipate what is needed and do that work without being asked.

Professionalism

- Be honest and transparent.
- Accept responsibility for your actions.
- Maintain confidentiality.
- Do no harm, be ethical.
- Develop logical plans and foresee consequences.
- Act in the best interest of the college and the communities you serve.

Teamwork

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

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