

COLLEGE OF MICRONESIA-FSM

BOARD POLICY NO. 2002

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

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

Date Adopted:	20-23 March 2006 (as BP No. 1100)
Date Revised:	20-23 March 2006 (as BP No. 1100); 6 July 2021 converted to BP No. 2002
Date Reviewed:	22 March 2014; 6 July 2021; 2-6 December 2024
Reference:	2025-2030 COM-FSM Strategic Plan as approved by the Board of Regents on September 23-25, 2024

I. Educational Mission¹

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.

II. Vision²

We provide quality education today for a successful Tomorrow.

III. Core Values

A. Respect

1. Pay our elders, leaders, community, colleagues and students due respect in accordance with Micronesian traditions and practices.
2. Be respectful to all those with whom you engage.
3. Model and promote respectful dialog, behavior and interactions.

B. Learner-Centeredness

1. Be transformative, creative and innovative.
2. Collaboratively share information and skills.
3. Continuously assess your knowledge, skills, and abilities.
4. Dedicate time for learning.
4. Explore your curiosity.
5. Learn from failures to continuously improve.
6. Use every assignment as a learning opportunity.

C. Commitment

1. Anticipate what is needed and do that work without being asked.
2. dependable by being present and on time.

¹Approved by the college's Board of Regents, March 8, 2017, or see <http://www.comfsm.fm/bor/directives/Directives-17-03-08.pdf>

²Approved by the college's Board of Regents, May 3, 2017, or see <http://www.comfsm.fm/?q=agenda-05-2017>

COLLEGE OF MICRONESIA-FSM

BOARD POLICY NO. 2002

3. Connect, participate, and be involved.
4. Contribute your best and inspire others to do the same.
5. Dedicate your time, energy, and enthusiasm.
6. Give back when you can.
7. Work to make a difference.

D. Excellence

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

E. Professionalism

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

F. Teamwork

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

IV. 2025-2030 Strategic Goals and Outcomes³

The college's three overarching goals that provide the framework for student achievement and guide its work are: Access, Innovation, and Resilience.

A. Access

1. Goal. Provide quality education for all through leveraging partnerships, networks and systems for optimal learning-centered course and program design, development and delivery.
2. Outcomes
 - (a) Ensure that all students have clear and efficient pathways to enroll in college programs and access support services.

³Approved by the college's Board of Regents, September 23-25, 2024, or see <http://www.comfsm.fm/?q=node/1281>

COLLEGE OF MICRONESIA-FSM

BOARD POLICY NO. 2002

- (b) Ensure that learning resources are available equitably across all campuses and to all students, including those in remote areas.
- (c) Embed continuous learning and capacity development for faculty and staff, with a focus on emerging educational technologies and pedagogical strategies.
- (d) Foster collaborative relationships with the public and private sectors, governments, non-government organizations and educational institutions to expand and enhance educational facilities and opportunities, particularly in large ocean states.

B. Innovation

- 1. Goal. Promote and exemplify innovative learning designs and learning and student support best practices.
- 2. Outcomes
 - (a) Implement and support flexible learning options, such as hybrid, online, and modular courses, to cater to diverse student needs and preferences.
 - (b) Innovate teaching methods and course content to align with current industry standards and ensure that graduates are job-ready.
 - (c) Create an environment that encourages entrepreneurship, experimentation and adoption of new practices in teaching and student support.
 - (d) Design vibrant and adaptable workspaces that foster creativity and collaboration among employees and students.

C. Resilience

- 1. Goal. Create learning pathways, institutional memory and context-relevant, continuous improvement, integrated planning cycles.
- 2. Outcomes
 - (a) Develop flexible and relevant learning pathways that accommodate diverse student needs and career goals. Include options for continuous learning and upskilling.
 - (b) Ensure that employee compensation and benefits are competitive and sustainable, contributing to staff retention and satisfaction.
 - (c) Incorporate energy-efficient and environmentally friendly practices in campus facilities and learning spaces.
 - (d) Establish systems for preserving institutional knowledge and practices, ensuring continuity and informed decision-making for future generations.
 - (e) Enhance institutional resilience through improved crisis management and adaptive strategies.

V. Institutional Student Learning Outcomes

~~COM FSM graduates will:~~

- 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.~~
- 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.~~

COLLEGE OF MICRONESIA-FSM

BOARD POLICY NO. 2002

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.~~

Graduates of the College of Micronesia-FSM will demonstrate the following competencies:

- A. **Effective Oral Communication:** The ability to deliver well-prepared, purposeful presentations that aim to increase knowledge, foster understanding, or influence listeners' attitudes, values, beliefs, or behaviors.
- B. **Effective Written Communication:** The development and articulation of ideas through various written forms, utilizing diverse writing styles and technologies. Graduates will integrate texts, data, and images, drawing on iterative experiences across the curriculum.
- C. **Critical Thinking:** A habit of thorough inquiry and comprehensive exploration of issues, ideas, artifacts, and events, leading to well-informed opinions or conclusions.
- D. **Problem Solving:** The ability to design, evaluate, and implement strategies to address open-ended questions or achieve specific goals.
- E. **Intercultural Knowledge and Competence:** A set of cognitive, emotional, and behavioral skills that enable effective and appropriate interactions across diverse cultural contexts.
- F. **Information Literacy:** The capability to recognize the need for information, identify, locate, evaluate, and responsibly use and share information effectively to address specific problems.
- G. **Foundations and Skills for Lifelong Learning:** Engagement in purposeful, ongoing learning activities aimed at enhancing knowledge, skills, and competencies throughout life.
- H. **Quantitative Reasoning:** The ability to reason and solve quantitative problems in a variety of real-world contexts. Graduates will be able to create and communicate arguments supported by quantitative evidence in multiple formats.