## Picture1com-fsm logo Department of Cooperative Research and Extension

## Annual Implementation Plan (AIP)

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| Vice President: Steven Young-Uhk | Department: Cooperative Research and Extension |
| Strategic Plan Goal 1: Administration*Strengthen organizational structure, resource management, and research and extension programs to increase access to innovative and research-based technologies and best practices that support community development and resiliency* |  |
| AIP Objectives:To establish an organizational structure that will support the CRE department to increase staffing and programs and expand functions of each office at the state and national levelTo improve resources through financial acquisitions, efficient allocation, and effective management to modernize and expand infrastructure, technology, and innovation To provide for capacity-building through professional training, educational opportunities, and career developmentTo ensure policies and procedures provide a conducive environment to effectuate innovation, improve resources, and increase meaningful program impact |  |
| Activities & Tasks | Assigned position | Timeline |
| Objective 1: To establish an organizational structure that will support the CRE department to increase staffing and programs and expand functions of each office at the state and national levelActivity 1. Align positions to improve workflow, processes, staff performances, and management of programs and projectsTask 1. Review job descriptions and job specifications of all positions. Redefine and update roles and responsibilities for upgrading, reclassification, or reassignmentRealign staff qualifications, skill level, and performance to appropriate job category and levelTask 2. Review the organizational structure of the department to remove barriers and inefficiencies Upgrade the four sites from office level to division levelUpgrade coordinator-level positions to director-level positions with added duties and responsibilities for program planning, management, and directionCreate a sponsored programs office inclusive of grants management functionsTask 3. Recruit and retain qualified researchers, extension agents, and field and administrative staff Task 4. Review existing programs for continuity and expansion taking into consideration stakeholders' inputs and community needsSecure external funding to increase the number of activities under each program, including needed staffingSecure local and external funding for facilities and office spacesSecure local matching sources for additional budget allocation from COM Land Grant Collaborate and form partnerships with regional institutions to bring in expertise and technical assistance where limited | VPCRE and CRE Coordinators | September 2024 |
| Objective 2. To improve resources through financial acquisitions, efficient allocation, and effective management to modernize and expand infrastructure, technology, and innovation Activity 1. Strengthen financial resources for facilities and equipment, technology, and innovative practicesTask 1. Improve internet capacity through Starlink to expand program reach to remote locations, such as the outer islands. Purchase roaming Starlink dish and connectivity license for each of the sitesTask 2. Install Zoom room capability at each of the sites including the national campusActivity 2. Ensure that researchers, extension agents, and staff are equipped with the necessary tools, equipment and suppliesTask 1. Allocate sufficient budget to meet the needs of office and staffTask 2. Ensure processes are streamlined and efficient administrative support is provided for on-ground staff and employeesActivity 3. Acquire additional financial resources Task 1. Each site will have at least one externally funded project to support programs and staff resulting in four projects FSM-wideTask 2. Each researcher will have at least one externally funded project to enhance research or extension programs, resulting in 8 additional projects, FSM-wide | VPCRE, CRE Coordinators, Researchers | September 2024, ongoing |
| Objective 3: To provide for capacity-building through professional training, educational opportunities, and career developmentActivity 1. Allocate resources for professional development and training to increase staff knowledge and skillsTask 1. Identify needed areas for staff training to improve performance and productivityTask 2. Ensure staff is allocated time and support to participate in staff development opportunitiesActivity 2. Staff are provided opportunities for educational advancement and qualificationsTask 1. Identify degree and graduate programs specific to the field of specialty needed including online programs.Task 2. Provide guidance, mentoring, and counseling to staff to ensure they are financially prepared, motivated, and actively engaged in pursuit of higher degrees.Task 3. Support staff professional development financial assistanceActivity 2. Ensure staff have opportunities for career advancementTask 1. Clearly define expectations for individual staff to meet by setting targets and goals that will result in improved work output and performanceTask 2. Establish a career pathway for each position category and classificationTask 3. Conduct periodic and timely appraisals of staff performanceTask 4. Develop mechanisms for performance-based incentives or rewards  | VPCRE, CRE Coordinators, Researchers, and supervisors | September 2024, ongoing |
| Objective 4. To ensure policies and procedures provide a conducive environment to effectuate innovation, improve resources, and increase meaningful program impactActivity 1. Increase the capacity of the department and offices through institutional strengtheningTask 1. Create Chapter 9 policies for Research, Extension, and Sponsored ProgramsTask 2. Review Chapters 1-8 policies to incorporate relevant changes and revisions for the departmentTask 3. Establish appropriate and required guidelines, procedures, committees, and working groupsActivity 2. Expand programs and services under the departmentTask 1. Create the Office of Sponsored Programs and Grants ManagementTask 2. Secure funding for staffing and needed resourcesTask 3. Realign or add positions at the state level to support sponsored programs and activitiesTask 4. Assist all departments and offices seek external funding sources to support their functions and improve their resources | VPCRE, CRE Coordinators, Researchers, Standing Committee | December 2025 |

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| Vice President: Steven Young-Uhk | Department: Cooperative Research and Extension |
| Strategic Plan Goal 2: Sustainable Agriculture *Transform the agricultural sector in Micronesia by ensuring equitable access to resources, fostering innovation, and building resilience through extension, outreach, and technical assistance programs* |
| AIP Objectives:Crop Production ProgramTo increase the knowledge and skills of at least 2400 participants each year in the sustainable production of local cropsAt least 60% of the participants who received training will have adopted appropriate production skillsTo provide extension support to establish at least 60 households in commercial crop production operations each yearSwine Production ProgramTo increase the knowledge and skills of 1000 participants each year in sustainable swine production practicesTo advise and assist swine producers with basic medical treatment and health services for breed improvementTo provide extension support to improve the capacity of at least 240 swine farmers to produce healthy pigsPoultry Production ProgramTo increase awareness and knowledge of 1,200 participants in poultry production methods each yearTo support and assist at least 400 participants to adopt, establish, and engage in poultry productionTo assist farmers provide a consistent supply of poultry products to the local market |
| Activities | Assigned position | Timeline |
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| Lectures and presentations, training and hands-on activities, workshops, outreach events, and technical assistance programs covering various sustainable agriculture-related topics. | CRE Coordinators, Agronomy Researchers, Agriculture Extension Agents | 2024-2028 |
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| Vice President: Steven Young-Uhk | Department: Cooperative Research and Extension |
| Strategic Plan Goal 3: Aquaculture Program ***Strengthen food and economic security through a resilient and innovative aquaculture program that promotes equitable access to hatchery and grow-out technology for increased production of marine invertebrates and finfish.*** |
| AIP Objectives:1. i) To increase the awareness of 2000 participants each year in cage culture through education and outreach
2. ii) To provide technical assistance and hands-on training for grow-out farms to at least 400 individuals each year
3. iii) To provide outreach and technical assistance to establish at least 4 income-generating aquaculture operations each year
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| Activities | Assigned position | Timeline |
| Lectures and presentations, training and hands-on activities, workshops, outreach events, and technical assistance programs covering aquaculture-related topics. | Researchers, Extension staff | 2024-2-28 |
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| Vice President: Steven Young-Uhk | Department: Cooperative Research and Extension |
| Strategic Plan Goal 4: Youth Development*Empowering youth and families to build strong social values, civic responsibility, and a secure economic future through access to resources, innovative learning experiences, and fostering resilience.* |
| AIP Objectives:1. To conduct outreach and education towards the development of social and moral skills in 2000 youth and families each year
2. Among 2000 youth and families participating in outreach and education efforts, at least 50 % will adopt four or more entrepreneurial skills, positive coping strategies, and team-building building skills
3. At least 40% of those who have adopted positive skills will become healthy, responsible, and contributing members of communities each year
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| Activities | Assigned position | Timeline |
| Lectures and presentations, training and hands-on activities, workshops, outreach events, and technical assistance programs covering youth program-related topics. | Researchers, Extension staff |  |
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| Vice President: Steven Young-Uhk | Department: Cooperative Research and Extension |
| Strategic Plan Goal 5: Climate Change Challenges*Enable island communities to build resilience to climate change through equitable access to extension services, fostering innovation in adaptation strategies, and strengthening community knowledge and capacity.* |
| AIP Objectives:1. To increase the awareness, knowledge, and skills of 1000 participants each year in climate-smart adaptation strategies
2. To provide extension support to at least 200 households each year to adopt two or more site-specific climate-smart adaptive practices
3. At least 300 households/families will have utilized CSA methods to strengthen livelihood opportunities in 5 years
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| Activities | Assigned position | Timeline |
| Lectures and presentations, training and hands-on activities, workshops, outreach events, and technical assistance programs covering CSA-related topics. | Researchers, Extension staff |  |
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| Vice President: Steven Young-Uhk | Department: Cooperative Research and Extension |
| Strategic Plan Goal 6: Healthy Communities*Promote the development of healthy and active Micronesian communities through initiatives that prioritize equitable access to services, innovative approaches to wellness promotion, and building community resilience against health risks.* |
| AIP Objectives:1. To conduct a survey to collect baseline data on food and waterborne illnesses
2. To increase the knowledge and awareness of at least 3000 participants each year on food and waterborne illnesses
3. To provide appropriate community education and training to at least 1600 participants each year on food safety measures
4. To conduct a comprehensive survey to collect baseline data on obesity among children and adolescents
5. To increase the knowledge and awareness of at least 3000 participants each year in healthy food choices and physical activities
6. Conduct focused educational activities for the target audience (at least 70% of participants) to attain overall health in the next five years.
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| Activities | Assigned position | Timeline |
| Lectures and presentations, training and hands-on activities, workshops, outreach events, and technical assistance programs covering health and food safety-related topics. | Extension staff |  |
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