

COLLEGE OF MICRONESIA-FSM  
DEPARTMENT FOR ENROLLMENT MANAGEMENT AND STUDENT SERVICES

2024-2029  
ACTIONABLE IMPLEMENTATION PLAN  
Access | Innovation | Resilience

OFFICE OF THE VICE PRESIDENT FOR ENROLLMENT MANAGEMENT AND STUDENT SERVICES								
THEME 2024-2029 STRATEGIC PLAN	OBJECTIVE	STRATEGY	IMPLEMENTATION TASK	RESPONSIBLE	COLLABORATION	TIMELINE	RESOURCE ALLOCATION	KEY PERFORMANCE INDICATOR
ACCESS. Provide quality education for all through leveraging partnerships, networks and systems for optimal learning-centered course and program design, development and delivery.	1. Increase access to higher education for all students. Develop initiatives and strategies that aim to remove barriers and create opportunities for a diverse range of individuals to pursue and succeed in higher education.	1.1. Strengthen outreach and recruitment efforts. This strategy aims to enhance the college's efforts in reaching out to potential students and encouraging them to pursue higher education. By expanding outreach and recruitment activities, the college can attract a more diverse student population and provide opportunities for individuals who may not have considered higher education previously.	1.1.1. Develop comprehensive outreach and recruitment plan: <ul style="list-style-type: none"><li>Conduct a thorough analysis of current enrollment data and demographic trends to identify target demographics and areas for improvement.</li><li>Establish specific goals for outreach and recruitment efforts, such as increasing enrollment numbers, improving diversity, or targeting specific geographic areas.</li><li>Identify key messaging points and strategies for reaching potential students.</li><li>Develop a detailed plan for reaching potential students through various channels, including digital marketing, social media, print materials, events, and partnerships with schools and community organizations.</li><li>Outline a timeline for implementing outreach and recruitment activities, including key milestones and deadlines for each phase of the plan.</li><li>Allocate resources, including budget, staff, and technology, to support the execution of the outreach and recruitment plan effectively.</li></ul>	<ul style="list-style-type: none"><li>Office of the VPEMSS</li><li>Registrar's Office</li></ul>	<ul style="list-style-type: none"><li>Counseling Services</li><li>Financial Aid Office</li><li>Student Life</li><li>Instructional Affairs</li><li>Information Technology Office, and Publication and Graphics</li><li>Schools and community groups (External)</li></ul>	2025-2029	<ul style="list-style-type: none"><li>Budget allocations for marketing materials, advertising campaigns, event expenses, and any necessary technology or software.</li><li>Staff time</li></ul>	<ul style="list-style-type: none"><li><b>Enrollment number:</b> Increase in overall enrollment by X% over the previous year.</li><li><b>Geographic Reach:</b> Expand reach into targeted geographic areas by increasing enrollment from those regions by X%</li><li><b>Engagement and Conversion Rate:</b> Improve engagement and conversion rates by increasing the percentage of inquiries that lead to applications and ultimately enrollment.</li></ul>
			1.1.2. Organize recruitment events: <ul style="list-style-type: none"><li>Determine the type and scope of recruitment events to be organized.</li><li>Identify suitable dates, venues, and logistics for each recruitment event, ensuring accessibility and convenience for prospective students and attendees.</li><li>Develop engaging and informative content for each event, including presentations, workshops, and interactive activities designed to showcase the college's offerings and support services.</li><li>Coordinate with relevant stakeholders, including faculty, staff, student organizations, and community partners.</li><li>Create promotional materials, such as flyers, posters, digital ads, and social media posts, and others.</li><li>Plan and execute campus tours, information sessions, and workshops during the recruitment events.</li></ul>	<ul style="list-style-type: none"><li>Office of the VPEMSS</li><li>Registrar's Office</li><li>Counseling Services</li><li>Student Services Coordinators</li></ul>	<ul style="list-style-type: none"><li>Financial Aid Office</li><li>Student Life</li><li>Instructional Affairs</li><li>Student Life</li><li>Instructional Affairs</li><li>Information Technology Office, and Publication and Graphics</li><li>Schools and community groups (External)</li></ul>	2025-2029	<ul style="list-style-type: none"><li>Budget allocations for recruitment travel, promotional materials, and any other event-related expenses.</li><li>Staff time</li></ul>	<ul style="list-style-type: none"><li><b>Engagement Rate:</b> Increase attendee engagement by measuring participation rates, feedback, and satisfaction scores.</li><li><b>Conversion Rate:</b> Improve conversion rates by tracking the percentage of attendees who progress through the admissions funnel, from inquiry to enrollment.</li><li><b>Cost Efficiency:</b> Optimize resource allocation and cost efficiency by minimizing expenses while maximizing attendance, engagement, and conversion rates.</li></ul>

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		<p><b>1.1.3. Establish partnerships with local high schools:</b></p> <ul style="list-style-type: none"><li>• Collaborate with high school stakeholders to negotiate partnership agreements, including terms, responsibilities, and timelines for implementation.</li><li>• Develop a formal proposal outlining potential partnership activities and benefits for both the college and the high schools, emphasizing opportunities for guest lectures, dual enrollment program, career exploration activities, and other collaborative initiatives.</li><li>• Work with high school administrators and faculty to design and implement partnership activities.</li><li>• Develop promotional materials and communication strategies to raise awareness about partnership activities among high school students, parents, and educators, highlighting the benefits of higher education and the opportunities available through the partnership.</li><li>• Cultivate long-term relationships with high schools by maintaining regular communication, assessing evolving needs and priorities, and exploring opportunities for expanding and deepening collaboration over time.</li></ul>	<ul style="list-style-type: none"><li>• Office of the VPEMSS</li><li>• Registrar's Office</li><li>• Counseling Services</li><li>• Student Services Coordinators</li></ul>	<ul style="list-style-type: none"><li>• Financial Aid Office</li><li>• Student Life</li><li>• Instructional Affairs</li><li>• Student Life</li><li>• Instructional Affairs</li><li>• Information Technology Office, and Publication and Graphics</li><li>• Schools and community groups (External)</li></ul>	2025-2029	<ul style="list-style-type: none"><li>• Budget allocations for developing promotional materials, organizing partnership events, and any other related expenses.</li><li>• Staff time</li></ul>	<ul style="list-style-type: none"><li>• <b>Partnership Agreements:</b> Achieve a predetermined target for the number of partnership agreements established within a specified timeframe.</li><li>• <b>Partnership Activity Implementation:</b> Achieve a predetermined target for the number of partnership activities carried out as outlined in the agreements within a specified timeframe.</li><li>• <b>Promotional Reach:</b> increase awareness and engagement among high school students, parents, and educators by tracking metrics such as attendance at partnership events, and others.</li></ul>
	<p><b>1.2. Enhance financial aid and scholarship opportunities.</b> This strategy aims to enhance the college's efforts in reaching out to potential students and encouraging them to pursue higher education. By expanding outreach and recruitment activities, the college can attract a more diverse student population and provide opportunities for individuals who may not have considered higher education previously.</p>	<p><b>1.2.1. Review and update scholarship offerings:</b></p> <ul style="list-style-type: none"><li>• Assess the effectiveness of existing and available scholarships and student financial assistance in meeting the financial needs of students and attracting diverse applicants.</li><li>• Explore potential scholarship opportunities from external sources,</li><li>• Determine the feasibility of expanding or diversifying scholarship offerings based on available funds and projected needs.</li><li>• Identify specific areas or demographics where additional scholarship support may be needed or beneficial.</li><li>• Design new student financial assistance programs to address identified needs and priorities, e.g., micro-scholarships for maintaining a certain GPA, completing specific courses, or participating in extracurricular activities, high school valedictorian scholarship, etc.</li><li>• Develop marketing materials and communication strategies to promote scholarship opportunities to current and prospective students.</li></ul>	<ul style="list-style-type: none"><li>• Office of the VPEMSS</li><li>• Financial Aid Office</li></ul>	<ul style="list-style-type: none"><li>• Business Office</li><li>• Counseling Services</li><li>• Financial Aid and Scholarship Committee</li><li>• Student Success Committee</li><li>• Financial Committee</li><li>• Instructional Affairs</li><li>• Information Technology Office, and Publication and Graphics</li><li>• Schools and community groups (External)</li></ul>	2026-2029	<ul style="list-style-type: none"><li>• Budget allocations for marketing materials and communication strategies and new scholarship programs based on feasibility assessments.</li><li>• Staff time</li></ul>	<ul style="list-style-type: none"><li>• <b>Effectiveness of the Scholarship Offerings:</b> Maintain a scholarship retention rate of at least X%.</li><li>• <b>Feasibility of Expanding or Diversifying Scholarship Offerings:</b> Identify at least three potential new scholarship opportunities.</li><li>• <b>Identified Area of Needs:</b> Identify and prioritize at least two specific areas or demographics in need of additional scholarship support.</li><li>• <b>Marketing Effectiveness:</b> increase the number of scholarship applicants by X% within six months of implementing new marketing strategies.</li></ul>

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		<b>1.2.2. Provide financial literacy workshops:</b> <ul style="list-style-type: none"><li>• Develop a curriculum outline covering essential financial literacy topics.</li><li>• Develop promotional materials (e.g., flyers, posters, social media posts) to advertise the workshops.</li><li>• Collaborate with student organizations, academic departments, and campus clubs to promote the workshops.</li><li>• Encourage student participation through interactive activities, discussions, and Q&amp;A sessions.</li><li>• Regularly review and update workshop content to address emerging financial literacy trends and student needs.</li><li>• Seek input from stakeholders, including students, faculty, and staff, to ensure workshops remain relevant and engaging.</li></ul>	<ul style="list-style-type: none"><li>• Office of the VPEMSS</li><li>• Financial Aid Office</li></ul>	<ul style="list-style-type: none"><li>• Business Office</li><li>• Counseling Services</li><li>• Student Life</li><li>• Student Services Coordinators</li><li>• Student Body Association and student clubs.</li></ul>	2024-2029	<ul style="list-style-type: none"><li>• Budget allocations for the design and printing of promotional materials, incentives or rewards to encourage student participation, guest lecturers or speakers, others.</li><li>• Staff time</li></ul>	<ul style="list-style-type: none"><li>• <b>Number of Workshops:</b> Conduct a minimum of two workshop per term, totaling at least six workshops per academic year</li><li>• <b>Student Participation and Engagement:</b> Achieve an average attendance rate of X% across all workshops.</li></ul>
		<b>1.2.3. Expand work-study programs:</b> <ul style="list-style-type: none"><li>• Reach out to departments, offices, and organizations on campus to identify potential work-study job opportunities.</li><li>• Collaborate with local businesses, nonprofits, and community organizations to create off-campus work-study positions.</li><li>• Establish partnerships with employers to develop job descriptions, requirements, and expectations for work-study positions.</li><li>• Develop marketing materials and communication strategies to promote work-study opportunities to students.</li><li>• Organize informational sessions or workshops to educate students about the benefits of work-study programs and how to apply.</li><li>• Streamline the application process for students interested in work-study positions.</li><li>• Conduct orientation sessions to familiarize students with workplace policies, expectations, and procedures.</li></ul>	<ul style="list-style-type: none"><li>• Office of the VPEMSS</li><li>• Financial Aid Office</li></ul>	<ul style="list-style-type: none"><li>• Work-Study Coordinator</li><li>• Counseling Services</li><li>• Student Life</li><li>• Student Services Coordinators</li><li>• Instructional Affairs</li><li>• Administrative Services</li><li>• Institutional Effectiveness and Quality Assurance</li><li>• Cooperative Research and Extension</li><li>• Local businesses (External)</li></ul>	2024-2029	<ul style="list-style-type: none"><li>• Budget allocations for the design and printing of promotional materials and organizing orientation sessions.</li><li>• Staff time</li></ul>	<ul style="list-style-type: none"><li>• <b>Number of Work-Study Applicants:</b> Increase the number of work-study applicants by X% compared to the previous academic year</li><li>• <b>Number of Partnerships:</b> Establish partnerships with at least X entities within the first year of expanding the work-study program.</li><li>• <b>Number of Off-Campus Work-Study Positions:</b> Create at least X off-campus work-study positions within the first semester of expansion.</li><li>• <b>Employer Satisfaction with Work-Study Program:</b> Achieve an average satisfaction rating of at least 4 out of 5 from participating employers.</li><li>• <b>Application Process Efficient:</b> Streamline the application process to reduce the average time taken by X% within the first semester of expansion.</li><li>• <b>Orientation Attendance Rate:</b> Achieve an orientation attendance rate of X% or higher.</li></ul>

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	<p><b>1.3. Implement flexible enrollment options.</b> This strategy focuses on offering flexible enrollment options to accommodate the diverse needs and circumstances of students. By providing online application and enrollment processes, developing evening and weekend classes, and recognizing prior learning assessments, the college aims to remove logistical barriers to education and increase accessibility.</p>	<p><b>1.3.1. Offer online application:</b></p> <ul style="list-style-type: none"><li>• Assess the current admissions process to identify inefficiencies and areas for improvement, and determine the specific requirements and functionalities needed for an online application system.</li><li>• Select an appropriate online application platform or software.</li><li>• Transfer relevant data from existing paper-based or manual systems to the new online application system.</li><li>• Integrate the online application system with other administrative systems, such as student records and financial aid databases.</li><li>• Provide training sessions for staff members responsible for managing the online application system.</li><li>• Develop user guides and documentation to help applicants navigate the online application process.</li><li>• Implement robust security measures to protect applicant data and ensure compliance with relevant privacy regulations.</li><li>• Conduct regular security audits and assessments to identify and address any vulnerabilities in the online application system</li></ul>	<ul style="list-style-type: none"><li>• Office of the VPEMSS</li><li>• Registrar's Office</li></ul>	<ul style="list-style-type: none"><li>• Information Technology Office</li><li>• Business Office</li><li>• Counseling Services</li><li>• Student Services Coordinators</li></ul>	2027-2029	<ul style="list-style-type: none"><li>• Budget allocations for the acquisition of online application platform or upgrade to the current Student Information System (SIS), contractual services, and training.</li><li>• Staff time</li></ul>	<ul style="list-style-type: none"><li>• <b>Efficiency in Turnaround of Application Process:</b> Reduce the average turnaround time by X% within five months of implementing the online application system.</li></ul>
		<p><b>1.3.2. Develop evening and weekend classes.</b> In collaboration with Instructional Affairs:</p> <ul style="list-style-type: none"><li>• Assess student demand for evening and weekend classes and Identify high-demand courses and programs that would benefit from evening and weekend scheduling.</li><li>• Determine the courses and programs to be offered during evening and weekend hours based on student demand and curriculum requirements.</li><li>• Coordinate with campus services (e.g., security, maintenance) to ensure campus facilities are accessible and well-maintained during non-traditional hours.</li><li>• Develop a schedule of evening and weekend classes that offers a variety of courses and accommodates student preferences.</li><li>• Develop marketing materials and communication strategies to promote evening and weekend classes to current and prospective students.</li></ul>	<ul style="list-style-type: none"><li>• Office of the VPEMSS</li><li>• Registrar's Office</li></ul>	<ul style="list-style-type: none"><li>• Instructional Affairs</li><li>• Campus Security and Safety</li><li>• Maintenance and Facility</li></ul>	2026-2029	<ul style="list-style-type: none"><li>• Budget allocations for additional faculty compensation for teaching evening and weekend classes (Instructional Affairs), any necessary facility upgrades or maintenance to support evening and weekend classes (Maintenance and Facility), and promotional materials.</li><li>• Staff time</li></ul>	<ul style="list-style-type: none"><li>• <b>Promotional Reach:</b> Reach a minimum o X0% of current and prospective students through promotional efforts.</li><li>• <b>Enrollment Rate:</b> Achieve a minimum enrollment rate of X% of available seats within the first semester of implementation.</li></ul>

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			<p><b>1.3.3. Provide credit for prior learning assessments.</b> In collaboration with Instructional Affairs:</p> <ul style="list-style-type: none"><li>• Review existing policy related to credit for prior learning assessments (CPLA) and identify areas for improvement or expansion.</li><li>• Consult with relevant stakeholders, including faculty, academic advisors, and administrators, to gather input on policy revisions.</li><li>• Provide comprehensive training for faculty, academic advisors, and CPLA administrators on the revised policy and procedures.</li><li>• Ensure staff are equipped with the necessary knowledge and skills to effectively administer CPLA assessments and provide support to students.</li><li>• Conduct information sessions or workshops to educate students about the benefits of CPLA and how to apply for credit for their prior learning experiences.</li><li>• Implement a transparent and efficient process for students to submit documentation and request evaluation of their prior learning credits.</li></ul>	<ul style="list-style-type: none"><li>• Office of the VPEMSS</li><li>• Registrar's Office</li></ul>	<ul style="list-style-type: none"><li>• Instructional Affairs</li><li>• Counseling Services</li><li>• Curriculum Committee</li><li>• Recruitment, Admissions and Retention Committee</li><li>• Information Technology Office, Graphics and Publication</li></ul>	2025-2029	<ul style="list-style-type: none"><li>• Budget allocations for training sessions and professional development on CPLA policies and procedures, promotional materials, and if deemed necessary, any technology or software upgrades needed to support CPLA administration</li><li>• Staff time</li></ul>	<ul style="list-style-type: none"><li>• <b>Policy Review Completion:</b> Complete the review of existing CPLA policy within three months of initiating the process</li><li>• <b>Training Completion Rate:</b> Ensure that at least X% of relevant staff complete the training within two months of its initiation.</li><li>• <b>Efficiency of CPLA Process:</b> Complete CPLA assessments and credit evaluations within X days of receiving documentation from student.</li><li>• <b>Credit Awards:</b> Increase the number of credits awarded by X% compared to the previous academic year.</li><li>• <b>Student Satisfaction with CPLA Process:</b> Achieve a satisfaction rating of at least X% from students who have gone through the CPLA process</li></ul>
<p><b>INNOVATION.</b> Promote and exemplify innovative learning design, learning and student support best practices.</p>	<p><b>2. Implement Technology Solutions to Improve Services.</b> Utilize advancements in technology to improve various aspects of the student experience and support services offered by the college.</p>	<p><b>2.1. Implement technology solutions.</b> This strategy focuses on upgrading the Student Information Systems (SIS) utilized by the college to enhance data accuracy, streamline processes, and provide a more user-friendly experience for both students and staff.. The SIS serves as the backbone for various administrative functions, including admissions, registration, financial aid, academic and financial records management.</p>	<p><b>2.1.1. Upgrade the current SIS at the college or migrate to a new system:</b></p> <ul style="list-style-type: none"><li>• Form a cross-functional team comprising IT specialists, administrators, faculty, and student representatives to conduct the assessment of the functionality, usability and effectiveness of various SIS modules at the college.</li><li>• Evaluate different vendors offering SIS solutions or database systems based on features, scalability, compatibility, support, and cost.</li><li>• Consider the option of in-house development if the existing system can be enhanced effectively or if there are specific requirements unique to the college.</li><li>• Plan the migration of data from the existing system to the new system ensuring data integrity, accuracy, and security.</li><li>• Integrate the new SIS or database system with existing systems to enable seamless data exchange and interoperability.</li><li>• Develop a change management plan to prepare stakeholders for the transition to the new system.</li></ul>	<ul style="list-style-type: none"><li>• Office of the VPEMSS</li><li>• Registrars Office</li></ul>	<ul style="list-style-type: none"><li>• Information Technology Office</li><li>• Financial Aid Office</li><li>• Business Office</li><li>• Instructional Affairs</li><li>• Human Resources Office</li><li>• Office of the Institutional Effectiveness</li></ul>	2026-2028	<ul style="list-style-type: none"><li>• Budget allocations for upgrading the current SIS or migrating to a new system, training, contractual services, and other related expenses.</li><li>• Staff time</li></ul>	<ul style="list-style-type: none"><li>• <b>Functionability Assessment:</b> 100% of SIS modules assessed for functionality within the specified timeline</li><li>• <b>Usability Evaluation:</b> Achieve an average usability score of at least 8 out of 10 from stakeholders</li><li>• <b>Vendor Evaluation:</b> Select a vendor with a score of at least 80% on the evaluation criteria.</li><li>• <b>Integration with Existing System:</b> Achieve integration with all identified systems within X period post-implementation</li></ul>

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		<b>2.1.2. Provide Training for Staff on New Systems:</b> <ul style="list-style-type: none"><li>Organize training sessions for staff members who will interact with the upgraded system or new software. Training programs will cover system functionalities, data entry procedures, troubleshooting techniques, and best practices for using the SIS effectively in their respective roles.</li></ul>	<ul style="list-style-type: none"><li>Office of the VPEMSS</li><li>Registrars Office</li></ul>	<ul style="list-style-type: none"><li>Information Technology Office</li><li>Financial Aid Office</li><li>Business Office</li><li>Instructional Affairs</li><li>Human Resources Office</li><li>Office of the Institutional Effectiveness</li></ul>	2028-2029	<ul style="list-style-type: none"><li>Budget allocations for trainings, equipment setup, and any necessary supplies.</li><li>Staff time</li></ul>	<ul style="list-style-type: none"><li><b>Training Session Organization:</b> Conduct training sessions for all staff members who will interact with the upgraded system or new software within the specified timeline.</li><li><b>Training Attendance:</b> Achieve at least 90% attendance rate for all scheduled training sessions.</li><li><b>Knowledge Retention:</b> Demonstrate a minimum X% improvement in knowledge retention among participants based on pre and post-training assessments.</li><li><b>Troubleshooting Competency:</b> Achieve a pass rate of at least 90% among participants in simulated troubleshooting scenarios conducted during training.</li></ul>	
	<b>3. Expand student support services and resources to cater to both online and in-person modalities.</b> Ensure accessibility and flexibility for all students, regardless of their preferences or circumstances.	<b>3.1. Implement a comprehensive counseling and mental health services.</b> This strategy focuses on providing students with access to professional support for their mental health and well-being.	<b>3.1.1. Implement a counseling programs and workshops:</b> <ul style="list-style-type: none"><li>Hire qualified counselors and mental health professionals.</li><li>Develop a range of workshops addressing stress management, time management, study skills, and mental health awareness.</li><li>Organize group therapy sessions focusing on common issues faced by students such as anxiety, depression, and adjustment difficulties.</li><li>Establish peer counseling programs where trained students provide support to their peers under the supervision of professional.</li></ul>	<ul style="list-style-type: none"><li>Office of the VPEMSS</li><li>Counseling Services</li></ul>	<ul style="list-style-type: none"><li>Student Life</li><li>Student Services Coordinators</li></ul>	2025-2029	Budget allocation for <ul style="list-style-type: none"><li>Hiring a qualified mental health professional with college-wide oversight of this function</li><li>Workshop materials and venues</li><li>Guest speakers and specialized training programs</li><li>Technology and resources</li></ul>	<ul style="list-style-type: none"><li><b>Counselor Qualification Rare:</b> 100% of hired counselors meet minimum qualification standards.</li><li><b>Workshop Attendance Rate:</b> Maintain an average attendance rate of 80% across all workshops.</li><li><b>Participant Satisfaction Rate:</b> Maintain an average satisfaction score of 4 out of 5 or higher across all counseling programs and workshops.</li><li><b>Retention Improvement:</b> Achieve a X% increase in student retention rates .</li></ul>

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		<p><b>3.1.2. Provide accessible mental health resources:</b></p> <ul style="list-style-type: none"><li>• Create a centralized online platform with resources, self-help tools, and information about available mental health services.</li><li>• Offer online counseling services for students who may have difficulty accessing in-person appointments.</li><li>• Partner with local mental health organizations to provide discounted or free counseling sessions for students with financial constraints.</li><li>• Conduct regular mental health awareness campaigns through social media, posters, and events to reduce stigma and promote help-seeking behaviors.</li></ul>	<ul style="list-style-type: none"><li>• Office of the VPEMSS</li><li>• Counseling Services</li><li>• College Nurse(s)</li></ul>	<ul style="list-style-type: none"><li>• Information Technology Office</li><li>• Student Life</li><li>• Student Services Coordinators</li><li>• Mental health organizations or agencies (External), i.e., Partnering with local mental health organizations for resources, training, and expertise</li></ul>	2027-2028	<ul style="list-style-type: none"><li>• Budget allocation for purchasing and/or subscription of centralized online platform and online counseling services, training, promotional materials and other associated costs.</li><li>• Staff time</li></ul>	<ul style="list-style-type: none"><li>• <b>Online Platform Engagement Rate:</b> Achieve a minimum of X% of enrolled students accessing the platform.</li><li>• <b>Referral from Faculty/Staff:</b> Increase referrals by X% compared to the previous term.</li><li>• <b>Retention Improvement:</b> Achieve a X% increase in student retention rates .</li></ul>
		<p><b>3.1.3. Integrate mental health support into academic programs:</b></p> <ul style="list-style-type: none"><li>• Train faculty and staff to recognize signs of distress in students and refer them to appropriate resources.</li><li>• Incorporate mental health education into orientation programs for new students.</li><li>• Establish support groups for students with specific needs.</li><li>• Collaborate with academic advisors to create personalized wellness plans for students struggling with mental health issues.</li></ul>	<ul style="list-style-type: none"><li>• Office of the VPEMSS</li><li>• Counseling Services</li><li>• College Nurse(s)</li></ul>	<ul style="list-style-type: none"><li>• Instructional Affairs</li><li>• Student Life</li><li>• Student Services Coordinators</li><li>• Information Technology Office</li><li>• Mental health organizations or agencies (External), i.e., Partnering with local mental health organizations for resources, training, and expertise</li></ul>	2026-2029	<ul style="list-style-type: none"><li>• Budget allocation for hiring mental health professionals (lecturers/trainers), online platforms or software for delivering online counseling services and managing personalized wellness plans faculty and staff training and materials.</li><li>• Staff time</li></ul>	<ul style="list-style-type: none"><li>• <b>Faculty and Staff Training Effectiveness:</b> Achieve a minimum X% increase in average assessment scores post-training.</li><li>• <b>Orientation Program Impact:</b> Attain a satisfaction rate of X% or higher among new students regarding mental health education in orientation programs.</li><li>• <b>Referral Accuracy Rate:</b> Achieve a referral accuracy rate of X% or higher.</li><li>• <b>Student Satisfaction with Support Services:</b> Maintain an average satisfaction score of 4 out of 5 or higher.</li></ul>
	<p><b>3.2. Enhance academic support.</b> This strategy focuses on improving the quality, effectiveness, and accessibility of resources and programs designed to assist students in achieving their academic goals,</p>	<p><b>3.2.1. Improve tutoring and implement academic coaching program:</b></p> <ul style="list-style-type: none"><li>• Offer success coaching sessions focusing on goal-setting, academic planning, career exploration, and personal development.</li><li>• Develop tools and resources such as degree audits and academic progress trackers.</li><li>• Establish mentorship programs connecting students with alumni or upperclassmen.</li></ul>	<ul style="list-style-type: none"><li>• Office of the VPEMSS</li><li>• Counseling Services</li></ul>	<ul style="list-style-type: none"><li>• Instructional Affairs</li><li>• Student Life</li><li>• Student Services Coordinators</li><li>• Information Technology Office</li></ul>	2024-2029	<ul style="list-style-type: none"><li>• Budget allocation for hiring success coaches or tutors, purchasing software or online platforms to facilitate academic planning and tracking, training and materials</li><li>• Staff time</li></ul>	<ul style="list-style-type: none"><li>• <b>Student Satisfaction with Coaching Program:</b> Maintain an average satisfaction score of 4 out of 5 or higher.</li><li>• <b>Retention Rate Improvement:</b> Achieve a X% increase in student retention rates.</li><li>• <b>Mentorship Program Participation:</b> Enroll at least X% of students in mentorship programs each academic year</li></ul>

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		<b>3.2.2. Develop study skills workshops and resources:</b> <ul style="list-style-type: none"><li>• Design workshops covering topics such as note-taking strategies, effective reading techniques, time management, and exam preparation.</li><li>• Create online resources such as video tutorials, interactive modules, and downloadable guides.</li><li>• Offer study skills assessments to help students identify areas for improvement.</li><li>• Collaborate with faculty to integrate study skills development into course curricula.</li></ul>	<ul style="list-style-type: none"><li>• Office of the VPEMSS</li><li>• Counseling Services</li></ul>	<ul style="list-style-type: none"><li>• Instructional Affairs</li><li>• Student Life</li><li>• Student Services Coordinators</li><li>• Information Technology Office</li></ul>	2024-2029	<ul style="list-style-type: none"><li>• Budget allocation for hiring success coaches or tutors, purchasing software or online platforms to facilitate academic planning and tracking, events, and materials</li><li>• Staff time</li></ul>	<ul style="list-style-type: none"><li>• <b>Workshop Attendance Rate:</b> Achieve an average attendance rate of 7X% or higher across all workshops.</li><li>• <b>Study Skills Assessment Completion Rate:</b> Achieve a completion rate of X% or higher for study skills assessments.</li><li>• <b>Retention Rate Improvement:</b> Achieve a X% increase in student retention rates.</li></ul>
	<b>3.3. Implement personalized support and student engagement.</b> This strategy focuses on providing tailored assistance to students based on their individual needs and preferences, while also fostering a sense of belonging, involvement, and connection within the campus community	<b>3.3.1. Implement student coaching programs or initiatives:</b> <ul style="list-style-type: none"><li>• Offer one-on-one success coaching sessions focusing on goal-setting, academic planning, time management, and personal development. Success coaches collaborate with students to identify areas for improvement, develop action plans, and provide ongoing support to help students achieve their academic and personal goals</li><li>• Connect students with campus resources and support services tailored to their specific needs, including tutoring programs, writing centers, counseling services, and career development workshops.</li><li>• Organize orientation programs and welcome events to help new students transition to college life and connect with peers, faculty, and campus resources.</li><li>• Encourage student involvement in campus organizations, clubs, and extracurricular activities aligned with their interests, passions, and academic pursuits.</li><li>• Host diversity and inclusion workshops, cultural events, and dialogue sessions to promote understanding, respect, and appreciation for diversity within the campus community.</li></ul>	<ul style="list-style-type: none"><li>• Office of the VPEMSS</li><li>• Counseling Services</li><li>• Student Life</li></ul>	<ul style="list-style-type: none"><li>• Instructional Affairs</li><li>• Registrar's Office</li><li>• Financial Aid Office</li><li>• Student Life</li><li>• Student Services Coordinators</li><li>• Information Technology Office</li></ul>	2024-2029	<ul style="list-style-type: none"><li>• Budget allocation for hiring success coaches or tutors, technology and software tools to support virtual coaching sessions and online resources, orientations, workshops, cultural events, and dialogue sessions, and training materials.</li><li>• Staff time</li></ul>	<ul style="list-style-type: none"><li>• <b>Orientation Program Satisfaction:</b> Maintain an average satisfaction score of 4 out of 5 or higher.</li><li>• <b>Student Involvement in Extra- and Co-Curricular Activities:</b> Increase student involvement by X% compared to the previous academic year.</li><li>• <b>Retention Rate Improvement:</b> Achieve a X% increase in student retention rates.</li></ul>



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<b>RESILIENCE.</b> Create learning pathways, institutional memory and context-relevant, continuous improvement, integrated planning cycles.	<b>4. Enhance Campus Emergency Preparedness and Response.</b> Implement measures to mitigate risks, improve response capabilities, and ensure effective coordination in handling emergencies or crises that may arise within the college campus.	<b>4.1. Enhance security infrastructure and protocols.</b> This strategy focuses on focuses on improving the physical security measures and operational protocols to mitigate risks and respond effectively to security incidents on campus.	<b>4.1.1. Conduct a comprehensive security assessment:</b> <ul style="list-style-type: none"><li>• Hire professional security consultants or firms to conduct a thorough assessment of the college campus.</li><li>• Review past security incidents and analyze trends.</li><li>• Collaborate with local law enforcement agencies for insights.</li></ul>	<ul style="list-style-type: none"><li>• Office of the VPEMSS</li><li>• Campus Security and Safety</li></ul>	<ul style="list-style-type: none"><li>• Student Services Coordinators</li><li>• Maintenance and Facility</li><li>• Local law enforcers (External)</li></ul>	2025-2026	<ul style="list-style-type: none"><li>• Budget allocation for hiring security consultant and training materials.</li><li>• Staff time</li></ul>	<ul style="list-style-type: none"><li>• <b>Incident Trend Analysis:</b> Achieve a reduction of at least 20% in the frequency and severity of security incidents post-assessment.</li><li>• <b>Incident Response Time Improvement:</b> Decrease the average response time by at least X% compared to pre-assessment response times.</li></ul>
			<b>4.1.2. Implement upgrades to security infrastructure:</b> <ul style="list-style-type: none"><li>• Procure and install surveillance cameras strategically.</li><li>• Install access control systems to critical areas.</li><li>• Install and upgrade existing emergency alert systems promptly.</li></ul>	<ul style="list-style-type: none"><li>• Office of the VPEMSS</li><li>• Campus Security and Safety</li></ul>	<ul style="list-style-type: none"><li>• Student Services Coordinators</li><li>• Maintenance and Facility</li><li>• Information Technology Office</li></ul>	2026-2029	<ul style="list-style-type: none"><li>• Budget allocation for procurement of surveillance cameras and installation cost, and acquisition of access control systems for critical areas, and upgrading existing emergency alert systems or purchasing new systems.</li><li>• Staff time</li></ul>	<ul style="list-style-type: none"><li>• <b>Surveillance Coverage Rate:</b> Achieve 100% coverage of critical areas identified for surveillance.</li><li>• <b>Emergency Alert System Effectiveness:</b> Maintain an average response time of less than X minutes to emergency alerts following the implementation of upgraded systems.</li></ul>
			<b>4.1.3. Develop and disseminate clear protocols and procedures:</b> <ul style="list-style-type: none"><li>• Establish standardized protocols for reporting security incidents.</li><li>• Create an emergency response manual outlining roles.</li><li>• Conduct training sessions to familiarize campus members with procedures.</li></ul>	<ul style="list-style-type: none"><li>• Office of the VPEMSS</li><li>• Campus Security and Safety</li></ul>	<ul style="list-style-type: none"><li>• Student Services Coordinators</li><li>• Maintenance and Facility</li><li>• Emergency Management Teams</li><li>• Facility and Campus Environment Committee</li><li>• External consultants or trainers (External)</li></ul>	2026-2029	<ul style="list-style-type: none"><li>• Budget allocation for the hiring of external consultant, training and materials.</li><li>• Staff time</li></ul>	<ul style="list-style-type: none"><li>• <b>Protocol Adherence Rate:</b> Achieve a protocol adherence rate of X% or higher among college community members.</li><li>• <b>Training Effectiveness:</b> Ensure an average score of X% or higher on post-training assessments among participants.</li></ul>

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	<p><b>4.2. Develop comprehensive crisis management plan.</b> This strategy focuses on developing a comprehensive crisis management plan is essential for the college to effectively respond to various emergencies or crises that may occur on campus. It involves creating a detailed and adaptable plan that outlines protocols, procedures, and resources for managing emergencies, ensuring the safety and well-being of students, staff, and faculty.</p>	<p><b>4.2.1. Establish a crisis management team:</b></p> <ul style="list-style-type: none"><li>• Identify key stakeholders from departments across the college, including administration, security, facilities management, student affairs, and communications.</li><li>• Define the roles and responsibilities of each team member, ensuring representation from different functional areas and levels of authority.</li><li>• Schedule regular meetings to facilitate collaboration, review emerging threats, and update the crisis management plan as needed.</li></ul>	<ul style="list-style-type: none"><li>• Office of the VPEMSS</li><li>• Campus Security and Safety</li></ul>	<ul style="list-style-type: none"><li>• Student Services Coordinators</li><li>• Maintenance and Facility</li><li>• Emergency Management Teams</li><li>• Facility and Campus Environment Committee</li></ul>	2025-2026	<ul style="list-style-type: none"><li>• Budget allocation for training and professional development opportunities for team members on crisis management principles and procedures, and procurement of software or tools to facilitate the creation and maintenance of the crisis management plan.</li><li>• Staff time</li></ul>	<ul style="list-style-type: none"><li>• <b>Team Response Time:</b> Achieve a response time of less than one hour for convening the crisis management team.</li><li>• <b>Plan Update Frequency:</b> Update the crisis management plan at least quarterly to reflect emerging threats, changes in personnel, or lessons learned from exercises or real incidents.</li><li>• <b>Cross-Functional Collaboration:</b> Maintain an average satisfaction score of 4 out of 5 or higher on feedback surveys measuring collaboration effectiveness</li></ul>
<p><b>5. Diversify and expand co-curricular and extra-curricular offerings.</b> Diversify and expand co-curricular offerings by introducing new programs and enhancing existing ones to cater to diverse interests, skills, and backgrounds of students, ultimately enhancing their holistic learning experience.</p>	<p><b>5.1.Enhance co- and extra-curricular activities for students.</b> This strategy focuses on expanding co-curricular activities and programs is crucial for enhancing the holistic development of students and enriching their college experience.</p>	<p><b>5.1.1. Assess current co-curricular offerings and identify areas for improvement or expansion:</b></p> <ul style="list-style-type: none"><li>• Conduct a comprehensive review of existing co-curricular activities, clubs, and programs.</li><li>• Gather feedback from students, faculty, and staff regarding the effectiveness and relevance of current offerings.</li><li>• Identify gaps in coverage and opportunities for diversification.</li></ul>	<ul style="list-style-type: none"><li>• Office of the VPEMSS</li><li>• Student Life</li></ul>	<ul style="list-style-type: none"><li>• Student Services Coordinators</li><li>• Office of the Institutional Effectiveness</li><li>• Instructional Affairs</li><li>• Student Success Committee</li><li>• Study Body Association and student clubs</li></ul>	Ongoing throughout 2024-2029, with specific milestones and reviews scheduled annually.	<ul style="list-style-type: none"><li>• Staff time</li></ul>	<ul style="list-style-type: none"><li>• <b>Identification of Opportunities:</b> Number of new co-curricular offerings or areas for improvement identified through the assessment process.</li></ul>
		<p><b>5.1.2. Develop new co-and extra-curricular programs aligned with student interests and needs:</b></p> <ul style="list-style-type: none"><li>• Engage students through surveys, focus groups, and forums to understand their interests and preferences.</li><li>• Collaborate with instructional affairs department, student organizations, and external partners to brainstorm and develop new program ideas.</li><li>• Prioritize initiatives that foster skills development, leadership opportunities, cultural enrichment, and community engagement.</li></ul>	<ul style="list-style-type: none"><li>• Office of the VPEMSS</li><li>• Student Life</li></ul>	<ul style="list-style-type: none"><li>• Student Services Coordinators</li><li>• Office of the Institutional Effectiveness</li><li>• Instructional Affairs</li><li>• Student Success Committee</li><li>• Study Body Association and student clubs</li></ul>	Ongoing throughout 2024-2029, with specific milestones and reviews scheduled annually.	<ul style="list-style-type: none"><li>• Budget allocation for collaborative initiatives, including event planning, program development, and training and professional development for staff involved in implementing new programs.</li><li>• Staff time</li></ul>	<ul style="list-style-type: none"><li>• <b>Student Engagement Rate:</b> Achieve a participation rate of X% or higher from the student population in each engagement activity.</li><li>• <b>Program Impact Satisfaction:</b> Maintain an average satisfaction score of 4 out of 5 or higher from participants in new programs.</li></ul>

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			<p><b>5.1.3. Promote participation in co-and extra-curricular activities through targeted marketing and outreach efforts:</b></p> <ul style="list-style-type: none"><li>• Develop marketing campaigns utilizing various channels such as social media, campus newsletters, and posters.</li><li>• Organize orientation sessions and information fairs to showcase available opportunities and encourage participation.</li><li>• Implement referral programs or incentives to incentivize involvement and recognize active participants.</li></ul>	<ul style="list-style-type: none"><li>• Office of the VPEMSS</li><li>• Student Life</li></ul>	<ul style="list-style-type: none"><li>• Student Services Coordinators</li><li>• Office of the Institutional Effectiveness</li><li>• Instructional Affairs</li><li>• Student Success Committee</li><li>• Study Body Association and student clubs</li></ul>	Ongoing throughout 2024-2029, with specific milestones and reviews scheduled annually.	<ul style="list-style-type: none"><li>• Budget allocation for events, promotional and marketing materials, informational materials and giveaways to distribute during events.</li><li>• Staff time</li></ul>	<ul style="list-style-type: none"><li>• <b>Participation Rate:</b> Achieve a X% increase in participation rate within one academic year.</li></ul>
			<p><b>5.1.4. Establish partnerships with external organizations to offer diverse and enriching co-curricular opportunities:</b></p> <ul style="list-style-type: none"><li>• Identify potential partners including local businesses, nonprofit organizations, and government agencies.</li><li>• Negotiate agreements outlining collaboration terms, resource sharing, and mutual goals.</li><li>• Coordinate joint events, workshops, and projects that provide students with real-world experiences and networking opportunities.</li></ul>	<ul style="list-style-type: none"><li>• Office of the VPEMSS</li><li>• Student Life</li></ul>	<ul style="list-style-type: none"><li>• Student Services Coordinators</li><li>• Office of the Institutional Effectiveness</li><li>• Instructional Affairs</li><li>• Student Success Committee</li><li>• Study Body Association and student clubs</li><li>• Business and nonprofit organizations (External)</li></ul>	Ongoing throughout 2024-2029, with specific milestones and reviews scheduled annually.	<ul style="list-style-type: none"><li>• Budget allocation for travel expenses, meetings, and networking events to establish and maintain relationships with external organizations, promotional materials and marketing efforts</li><li>• Staff time</li></ul>	<ul style="list-style-type: none"><li>• <b>Number of Partnership Established:</b> Establish at least X new partnerships within the academic year.</li><li>• <b>Student Engagement:</b> Achieve a participation rate of X% or higher among the student population in partnership activities.</li></ul>
<p><b>INNOVATION.</b> Promote and exemplify innovative learning design, learning and student support best practices.</p> <p>And</p> <p><b>RESILIENCE.</b> Create learning pathways, institutional memory and context-relevant, continuous improvement, integrated planning cycles.</p>	<p><b>6. Cultivate sustainable and conducive living environments for learning.</b> Establish a sustainable and conducive living environments within student housing facilities to foster a culture of environmental responsibility and academic excellence among residents</p>	<p><b>6.1.Implement sustainable practices in student housing.</b> This strategy focuses on developing and implementing sustainable practices and fostering an atmosphere that supports academic growth.</p>	<p><b>6.1.1. Conduct an assessment of current housing facilities and identify areas for sustainability improvements:</b></p> <ul style="list-style-type: none"><li>• Evaluate energy consumption, water usage, waste generation, and indoor air quality within student housing buildings.</li><li>• Identify opportunities for energy efficiency upgrades, water conservation measures, waste reduction strategies, and eco-friendly materials usage.</li><li>• Engage with students and staff to gather feedback and insights on potential sustainability initiatives.</li></ul>	<ul style="list-style-type: none"><li>• Office of the VPEMSS</li><li>• Residence Halls</li></ul>	<ul style="list-style-type: none"><li>• Maintenance and Facility</li><li>• Student Life</li><li>• Office of the Institutional Effectiveness</li><li>• Publication and Graphics</li><li>• Student Body Association, and student clubs</li></ul>	Ongoing throughout 2024-2029, with specific milestones and reviews scheduled annually.	<ul style="list-style-type: none"><li>• Budget allocation for purchasing or renting equipment for measuring energy consumption, water usage, air quality, and others (Maintenance and Facility), staff training and student orientation,</li><li>• Staff time</li></ul>	<ul style="list-style-type: none"><li>• <b>Energy Efficiency Improvement:</b> Achieve a X% reduction in energy consumption compared to the baseline within one year of implementing sustainability improvements.</li><li>• <b>Water Reduction/Conservation Effectiveness:</b> Achieve a X% reduction in waste usage or consumption compared to the baseline within one year of implementing waste reduction strategies.</li><li>• <b>Student and Staff Engagement:</b> Achieve a participation rate of X% or higher among students and staff in engagement activities</li></ul>

			<p><b>6.1.2. Develop and implement strategies for reducing energy consumption and waste in student housing:</b></p> <ul style="list-style-type: none"><li>• Install energy-efficient appliances, lighting fixtures, and heating/cooling systems to minimize electricity usage.</li><li>• Implement recycling programs and composting initiatives to divert waste from landfills and promote responsible disposal practices.</li><li>• Introduce water-saving fixtures, such as low-flow toilets and shower heads, to reduce water consumption in bathrooms, laundry room, and others.</li></ul>	<ul style="list-style-type: none"><li>• Office of the VPEMSS</li><li>• Residence Halls</li></ul>	<ul style="list-style-type: none"><li>• Maintenance and Facility</li><li>• Student Life</li><li>• Office of the Institutional Effectiveness</li><li>• Publication and Graphics</li><li>• Student Body Association, and student clubs</li></ul>	Ongoing throughout 2024-2029, with specific milestones and reviews scheduled annually.	<ul style="list-style-type: none"><li>• Budget allocation for purchasing or renting equipment for measuring energy consumption, water usage, air quality, and others (Maintenance and Facility), staff training and student orientation,</li><li>• Staff time</li></ul>	<ul style="list-style-type: none"><li>• <b>Energy Efficiency Improvement:</b> Achieve a X% reduction in energy consumption compared to the baseline within one year of implementing sustainability improvements.</li><li>• <b>Water Reduction/Conservation Effectiveness:</b> Achieve a X% reduction in waste usage or consumption compared to the baseline within one year of implementing waste reduction strategies.</li><li>• <b>Student and Staff Engagement:</b> Achieve a participation rate of X% or higher among students and staff in engagement activities.</li></ul>
			<p><b>6.1.3. Introduce educational initiatives to promote sustainable living practices among residents:</b></p> <ul style="list-style-type: none"><li>• Offer workshops, seminars, and informational sessions on topics like energy conservation, recycling, and sustainable lifestyle choices.</li><li>• Provide resources, such as online guides and informational signage, to educate residents about sustainable practices and their benefits.</li><li>• Encourage student-led initiatives, such as green living competitions and eco-friendly community projects, to foster a culture of sustainability within student housing.</li></ul>	<ul style="list-style-type: none"><li>• Office of the VPEMSS</li><li>• Residence Halls</li></ul>	<ul style="list-style-type: none"><li>• Maintenance and Facility</li><li>• Student Life</li><li>• Office of the Institutional Effectiveness</li><li>• Publication and Graphics</li><li>• Student Body Association, and student clubs</li></ul>	Ongoing throughout 2024-2029, with specific milestones and reviews scheduled annually.	<ul style="list-style-type: none"><li>• Budget allocation for organizing workshops, seminars, and informational sessions, as well as for creating educational resources.</li><li>• Staff time</li></ul>	<ul style="list-style-type: none"><li>• <b>Student-Led Initiative Participation:</b> Implement at least X student-led initiatives per semester, such as green living competitions or community projects.</li><li>• <b>Feedback and Satisfaction:</b> Maintain an average satisfaction score of 4 out of 5 or higher from resident feedback.</li></ul>
			<p><b>6.1.4. Promote social activities within sustainable housing environments</b></p> <ul style="list-style-type: none"><li>• Organize social events, such as movie nights, game tournaments, and potluck dinners, to encourage interaction and community bonding among residents.</li><li>• Incorporate sustainable practices into social activities, such as using reusable utensils and eco-friendly decorations.</li><li>• Facilitate collaborative projects and group activities that promote teamwork and social responsibility within the housing community.</li></ul>	<ul style="list-style-type: none"><li>• Office of the VPEMSS</li><li>• Residence Halls</li></ul>	<ul style="list-style-type: none"><li>• Student Life</li><li>• Office of the Institutional Effectiveness</li><li>• Publication and Graphics</li><li>• Student Body Association, and student clubs</li></ul>	Ongoing throughout 2024-2029, with specific milestones and reviews scheduled annually.	<ul style="list-style-type: none"><li>• Budget allocation for organizing events, purchasing sustainable materials, and promoting activities.</li><li>• Staff time</li></ul>	<ul style="list-style-type: none"><li>• <b>Event Participation Rate:</b> Achieve an average attendance rate of X% or higher across all social activities.</li><li>• <b>Resident Satisfaction:</b> Maintain an average satisfaction score of 4 out of 5 or higher from resident feedback.</li></ul>

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<p><b>ACCESS.</b> Provide quality education for all through leveraging partnerships, networks and systems for optimal learning-centered course and program design, development and delivery.</p> <p>And</p> <p><b>INNOVATION.</b> Promote and exemplify innovative learning design, learning and student support best practices.</p> <p>And</p> <p><b>RESILIENCE.</b> Create learning pathways, institutional memory and context-relevant, continuous improvement, integrated planning cycles.</p>	<p><b>7. Increase student support services for improved access to guided pathways.</b> Strengthen student support services to ensure equitable access to guided pathways, thereby increasing retention and success rates for all students.</p>	<p><b>7.1. Collaborate with instructional affairs to enhance academic advising services.</b> This strategy focuses on implementing comprehensive training programs ensures that academic advisors possess the necessary knowledge, skills, and tools to effectively guide students through guided pathways.</p>	<p><b>7.1.1. Implement a comprehensive training programs for academic advisors:</b> In collaboration with instructional affairs:</p> <ul style="list-style-type: none"><li>• Develop a curriculum for advisor training covering academic pathways, degree requirements, and support resources.</li><li>• Organize workshops and seminars to train advisors on effective advising techniques, communication skills, and understanding student needs.</li><li>• Provide ongoing professional development opportunities through conferences, webinars, and peer learning sessions.</li></ul>	<ul style="list-style-type: none"><li>• Office of the VPEMSS</li><li>• Counseling Services</li></ul>	<ul style="list-style-type: none"><li>• Instructional Affairs</li><li>• Office of Institutional Effectiveness</li><li>• Registrar's Office</li><li>• Financial Aid Office</li><li>• Student Services Coordinator</li><li>• Student Life</li></ul>	2024-2026	<ul style="list-style-type: none"><li>• Staff time</li><li>• Budget allocation for training materials, external speakers (if deemed necessary), and professional development activities</li></ul>	<ul style="list-style-type: none"><li>• <b>Advisor Satisfaction Rate:</b> Maintain an average satisfaction score of 4 out of 5 or higher from advisor feedback surveys.</li><li>• <b>Advising Effectiveness:</b> Achieve a X% increase in student retention rates or academic success rates within one academic year.</li><li>• <b>Retention Rate Improvement:</b> Achieve a X% increase in student retention rates.</li></ul>
			<p><b>7.1.2. Develop on advising resources:</b> In collaboration with instructional affairs:</p> <ul style="list-style-type: none"><li>• Design and develop an online platform or portal where students can access advising materials, FAQs, and appointment scheduling.</li><li>• Populate the platform with comprehensive information on academic programs, course requirements, and pathways.</li><li>• Integrate features for virtual advising sessions, chat support, and email consultations to cater to diverse student needs.</li></ul>	<ul style="list-style-type: none"><li>• Office of the VPEMSS</li><li>• Counseling Services</li></ul>	<ul style="list-style-type: none"><li>• Instructional Affairs</li><li>• Student Services Coordinators</li><li>• Financial Aid Office</li><li>• Registrar's Office</li><li>• Information Technology Office</li></ul>	2026-2027	<ul style="list-style-type: none"><li>• Staff time</li><li>• Budget allocation for platform development and software licenses</li><li>• Information technology support</li></ul>	<ul style="list-style-type: none"><li>• <b>Comprehensiveness of Information:</b> Achieve a satisfaction rate of X% or higher among surveyed students regarding the comprehensiveness of information.</li><li>• <b>Accessibility and Response Time:</b> Respond to inquiries within 24 hours on average, ensuring timely support for students utilizing chat and email features.</li><li>• <b>Appointment Scheduling Efficiency:</b> Reduce the average appointment scheduling time to less than X minutes, ensuring efficiency and convenience for students.</li><li>• <b>Retention Rate Improvement:</b> Achieve a X% increase in student retention rates.</li></ul>
	<p><b>8. Enhance career guidance services.</b> Provides flexibility for students to engage with career resources and opportunities according to their preferences and needs,</p>	<p><b>8.1.Establish partnerships with industry leaders for career events.</b> This strategy focuses on building strategic partnerships with industry leaders to enhance the quality and relevance of career events offered to students, and provide provide students with valuable insights into various career fields, networking opportunities, and access to potential job or internship opportunities.</p>	<p><b>8.1.1. Identify potential partners:</b></p> <ul style="list-style-type: none"><li>• <b>Negotiate terms of collaboration:</b> Work with the college's legal counsel and/or relevant management or governance functions, to negotiate partnership agreements, outlining roles, responsibilities, and benefits.</li><li>• <b>Plan and execute career events:</b> Organize both virtual and in-person career fairs, workshops, and networking events tailored to student needs and preferences.</li><li>• <b>Promote participation:</b> Develop marketing strategies to encourage student and employer participation in both online and in-person events.</li></ul>	<ul style="list-style-type: none"><li>• Office of the VPEMSS</li><li>• Counseling Services</li></ul>	<ul style="list-style-type: none"><li>• Student Life</li><li>• Student Services Coordinators</li><li>• Information Technology Office, Publication and Graphics</li><li>• Instructional Affairs</li><li>• Legal Counsel</li><li>• Management Team</li><li>• Executive Committee</li></ul>	<ul style="list-style-type: none"><li>• Identify potential partners: Ongoing</li><li>• Negotiate terms of collaboration: 2024-2025</li><li>• Plan and execute career events: Ongoing from 2025 onwards</li></ul>	<ul style="list-style-type: none"><li>• Staff time</li><li>• Budget allocation for event planning, marketing materials, and promotional campaigns</li><li>• Information Technology resources for online event platforms and digital marketing tools</li></ul>	<ul style="list-style-type: none"><li>• <b>Partnership Agreement Completion Rate:</b> Achieve a X% completion rate for partnership agreements negotiated within a specified timeframe, indicating effective collaboration and clear terms outlined in agreements.</li></ul>

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	<p><b>9. Enhance access to sports and recreational activities for students.</b> Create an environment where all students, regardless of their backgrounds or abilities, can actively participate in a variety of sports and recreational pursuits to foster holistic student development and promote a healthy campus lifestyle.</p>	<p><b>9.1. facilities and equipment inventory.</b> This strategy focuses on expanding the facilities and equipment inventory involves assessing the current state of sports facilities and equipment available to students, developing plans for expansion and improvement, and procuring additional resources as needed.</p>	<p><b>9.1.1. Develop a plan for expanding facilities and equipment:</b></p> <ul style="list-style-type: none"><li>• Conduct a comprehensive assessment of existing sports facilities and equipment to identify deficiencies and areas for improvement.</li><li>• Formulate a strategic plan outlining the necessary steps for expanding sports facilities and acquiring new equipment.</li><li>• Procure new sports facilities and equipment based on the expansion plan.</li><li>• Administer a survey to students to identify any accessibility barriers hindering their participation in sports and recreational activities, and implement recommendations from the survey.</li></ul>	<ul style="list-style-type: none"><li>• Office of the VPEMSS</li><li>• Student Life, Coordinator of Sports and Recreation</li></ul>	<ul style="list-style-type: none"><li>• Student Services Coordinators</li><li>• Student Body Association and Student Clubs</li><li>• Student Success Committee</li><li>• Facilities and Campus Environment Committee</li><li>• Maintenance and Facilities</li><li>• Procurement and Property Management Office</li></ul>	Ongoing throughout 2024-2029, with specific milestones and reviews scheduled annually.	<ul style="list-style-type: none"><li>• Budget allocation for procurement of sports and recreational equipment, and facility improvement.</li><li>• Staff time</li></ul>	<ul style="list-style-type: none"><li>• <b>Student Satisfaction and Feedback:</b> Maintain an average satisfaction score of 4 out of 5 or higher from students..</li><li>• <b>Acquisition of New Sports Equipment:</b> Number of new sports equipment procured.</li></ul>
		<p><b>9.2. Foster innovation in sports and recreational activities.</b> This strategy focuses on embracing creativity, experimentation, and forward-thinking approaches to providing dynamic and enriching opportunities for personal growth, social interaction, and overall well-being.</p>	<p><b>9.2.1. Develop and implement comprehensive sports and recreational activities program:</b></p> <ul style="list-style-type: none"><li>• Conduct thorough research to identify emerging trends and activities in sports and recreation, and compile a list of potential activities that offer diverse and engaging experiences.</li><li>• Develop a comprehensive program of sports and recreational activities.</li><li>• Include a diverse range of activities catering to various interests and skill levels.</li><li>• Implement the program, ensuring adequate resources and support for successful execution.</li><li>• Continuously monitor and evaluate the program's effectiveness, making adjustments as needed to meet the evolving needs of students and the college community.</li></ul>	<ul style="list-style-type: none"><li>• Office of the VPEMSS</li><li>• Student Life, Coordinator of Sports and Recreation</li></ul>	<ul style="list-style-type: none"><li>• Student Services Coordinators</li><li>• Office of the Institutional Effectiveness</li><li>• Student Body Association and Student Clubs</li><li>• Student Success Committee</li><li>• Facilities and Campus Environment Committee</li><li>• Maintenance and Facilities</li><li>• Procurement and Property Management Office</li></ul>	Ongoing throughout 2024-2029, with specific milestones and reviews scheduled annually.	<ul style="list-style-type: none"><li>• Budget allocation for program development, staffing, equipment procurement</li></ul>	<ul style="list-style-type: none"><li>• <b>Student Satisfaction and Feedback:</b> Maintain an average satisfaction score of 4 out of 5 or higher from students.</li><li>• <b>Program Engagement Rate:</b> Achieve an average participation rate of X% or higher across all activities.</li></ul>
	<p><b>10. Enhance access to on campus basic health care services.</b> Improve access to basic healthcare services for students on campus.</p>	<p><b>10.1. Expand clinic hours.</b> This strategy focuses on extending clinic hours to accommodate students' diverse schedules and increase accessibility to healthcare services.</p>	<p><b>10.1.1. Expand Clinic Hours::</b></p> <ul style="list-style-type: none"><li>• Extend clinic hours on weekdays and weekends.</li></ul>	<ul style="list-style-type: none"><li>• Office of the VPEMSS</li><li>• Campus Nurse(s)</li></ul>	<ul style="list-style-type: none"><li>• Student Life</li><li>• Coordinator of the Residence Halls</li><li>• Student Services Coordinators</li></ul>	2025-2029	<ul style="list-style-type: none"><li>• Budget allocation for additional staffing</li></ul>	<ul style="list-style-type: none"><li>• <b>Student Satisfaction and Feedback:</b> Maintain an average satisfaction score of 4 out of 5 or higher from students.</li></ul>

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		<p><b>10.2. Develop education campaigns.</b> This strategy focuses on increasing awareness and utilization of basic healthcare services among students through educational campaigns and outreach efforts</p>	<p><b>10.2.1. Promote available healthcare services and wellness resources, and organize seminars and workshops on health topics:</b></p> <p>b</p> <ul style="list-style-type: none"><li>• Create informational brochures and materials detailing available healthcare services, preventive measures, and wellness resources.</li><li>• Conduct workshops and seminars on various health and wellness topics, such as nutrition, mental health, and stress management.</li><li>• Collaborate with student organizations to organize health-related events and activities that promote healthy living.</li></ul>	<ul style="list-style-type: none"><li>• Office of the VPEMSS</li><li>• Campus Nurse(s)</li></ul>	<ul style="list-style-type: none"><li>• Student Life</li><li>• Coordinator of the Residence Halls</li><li>• Student Services Coordinators</li><li>• Office of the Institutional Effectiveness</li><li>• Publication and Graphics</li></ul>	<p>Ongoing throughout 2025-2029, with specific milestones and reviews scheduled annually.</p>	<ul style="list-style-type: none"><li>• Budget allocation for event planning and printing materials</li><li>• Staff time</li></ul>	<ul style="list-style-type: none"><li>• <b>Workshop Feedback Rating:</b> Maintain an average rating of at least 4 out of 5.</li><li>• <b>Workshop Attendance Rate:</b> X% increase in workshop attendance compared to the previous period.</li><li>• <b>Survey Results on Health Knowledge:</b> Achieve a X% increase in health knowledge based on survey results.</li></ul>
	<p><b>11. Enhance student persistence support and promote student achievement and success.</b> Improve the overall student experience and foster a culture of persistence and achievement within the college community through personalized academic advising, strengthened peer support networks, and the integration of technology for academic support.</p>	<p><b>11.1. Enhance academic advising and implement mentorship programs.</b> This strategy focuses on Implementing personalized academic advising and mentorship programs to provide students with tailored support and guidance throughout their academic journey.</p>	<p><b>11.1.1. Improve academic advising.</b> In collaboration with the Instructional Affairs:</p> <ul style="list-style-type: none"><li>• Develop criteria for matching students with mentors based on academic interests and needs.</li><li>• Recruit and train faculty members to serve as mentors.</li><li>• Establish a scheduling system for regular mentorship meetings.</li><li>• Create an online platform for students to access academic resources and schedule appointments with mentors.</li></ul>	<ul style="list-style-type: none"><li>• Office of the VPEMSS</li><li>• Counseling Services</li></ul>	<ul style="list-style-type: none"><li>• Information Technology Office</li><li>• Instructional Affairs</li><li>• Office of Institutional Effectiveness</li><li>• Procurement and Property Management Office</li><li>• Student Success Committee</li><li>• Recruitment, Admissions and Retention Committee</li></ul>	<p>Ongoing throughout 2025-2029, with specific milestones and reviews scheduled annually.</p>	<ul style="list-style-type: none"><li>• Staff time</li><li>• Budget allocation for developing , subscribing, and maintaining an online platform for students to access academic resources and schedule appointments.</li></ul>	<ul style="list-style-type: none"><li>• <b>Student Satisfaction Rate:</b> Maintain an average satisfaction score of 4 out of 5 or higher from student feedback surveys.</li><li>• <b>Retention Rate Improvement:</b> Achieve a X% increase in student retention rates.</li></ul>
			<p><b>11.1.2. Strengthen peer support network:</b></p> <ul style="list-style-type: none"><li>• Recruit and train peer tutors in various subject areas.</li><li>• Organize regular study group sessions for core courses.</li><li>• Facilitate workshops on study skills, time management, and exam preparation led by student leaders.</li><li>• Promote peer support networks through campus-wide campaigns and events.</li></ul>	<ul style="list-style-type: none"><li>• Office of the VPEMSS</li><li>• Counseling Services</li></ul>	<ul style="list-style-type: none"><li>• Information Technology Office</li><li>• Instructional Affairs</li><li>• Office of Institutional Effectiveness</li><li>• Procurement and Property Management Office</li><li>• Student Success Committee</li><li>• Recruitment, Admissions and Retention Committee</li></ul>	<p>Ongoing throughout 2025-2029, with specific milestones and reviews scheduled annually.</p>	<ul style="list-style-type: none"><li>• Staff time</li><li>• Budget allocation for hiring or training peer tutors, purchasing necessary technology or materials for workshops, events (or activities) planning and implementation, and promotional materials</li><li>•</li></ul>	<ul style="list-style-type: none"><li>• <b>Student Satisfaction Rate:</b> Maintain an average satisfaction score of 4 out of 5 or higher from student feedback surveys.</li><li>• <b>Peer Tutoring Session Attendance Rate:</b> Achieve an average attendance rate of X% or higher across all peer tutoring sessions.</li><li>• <b>Workshop Attendance Rate:</b> Achieve an average attendance rate of X% or higher across all workshops.</li><li>• <b>Retention Rate Improvement:</b> Achieve a X% increase in student retention rates.</li></ul>

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			<p><b>11.1.3. Integrate technology for academic support with early-alert system for intrusive just-in-time intervention and support:</b></p> <ul style="list-style-type: none"><li>• Research and select an appropriate early alert system technology solution tailored to the college's needs.</li><li>• Customize and integrate the chosen technology with existing student information systems to ensure seamless data flow and real-time monitoring.</li><li>• Train relevant staff and faculty on how to utilize the early alert system effectively, including recognizing warning signs and initiating interventions.</li><li>• Establish protocols and workflows for responding to alerts, coordinating efforts between academic advisors, faculty members, and support staff.</li><li>• Develop communication channels to notify students about interventions and provide them with resources and assistance as needed.</li></ul>	<ul style="list-style-type: none"><li>• Office of the VPEMSS</li><li>• Counseling Services</li></ul>	<ul style="list-style-type: none"><li>• Information Technology Office</li><li>• Instructional Affairs</li><li>• Office of Institutional Effectiveness</li><li>• Procurement and Property Management Office</li><li>• Student Success Committee</li><li>• Recruitment, Admissions and Retention Committee</li></ul>	Ongoing throughout 2025-2029, with specific milestones and reviews scheduled annually.	<ul style="list-style-type: none"><li>• Procurement and customization of early alert system technology</li><li>• Training sessions for staff and faculty on early alert system usage</li><li>• Information technology support, i.e., technical support and maintenance of the early alert system</li></ul>	<ul style="list-style-type: none"><li>• <b>Technology Adoption Rate:</b> Achieve X% adoption within X months of system implementation (Percentage of relevant staff and faculty trained on the early alert system)</li><li>• <b>Response Time to Alert:</b> Reduce response time to alerts to less than X hours/days.</li><li>• <b>Student Satisfaction with Support:</b> Maintain a satisfaction rating of 4 out of 5 or higher.</li><li>• <b>Faculty Engagement Rate:</b> Achieve a faculty engagement rate of at least X%.</li><li>• <b>Retention Rate Improvement:</b> Achieve a X% increase in student retention rates.</li></ul>
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