

College of Micronesia-FSM 2019 Visioning Summit & Mini-Summits Report



College of Micronesia-FSM
PO Box 159, Pohnpei, FM 96941

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1. Introduction

The College Visioning Summit and Campus mini-Summits were held during August and September 2019 with a total of 464 participants attending the four events. For those who prefer audio-visual presentation to text reports, the video version of this report can be viewed on YouTube at <https://tinyurl.com/t2ykdhs>.

The focus of the summit was to conduct a workshop on the Strengths, Weaknesses, Opportunities, and Challenges (SWOC) of COM-FSM with the theme “Creating our Future 2020-2025”. This provided a forum to invite and share the diverse perspectives of the stakeholders present. Additionally, a presentation on the Economic Impact of COM-FSM 2013-2017 was delivered at the summit at National campus.

- National campus and CTEC – Monday August 5th 2019
 - Wilson Hess – COM-FSM Economic Impact Study 2013 – 2017
 - Workshop: Strengths Weaknesses Opportunities Challenges

For the mini-summits in each state, a half-day SWOC analysis workshop was conducted.

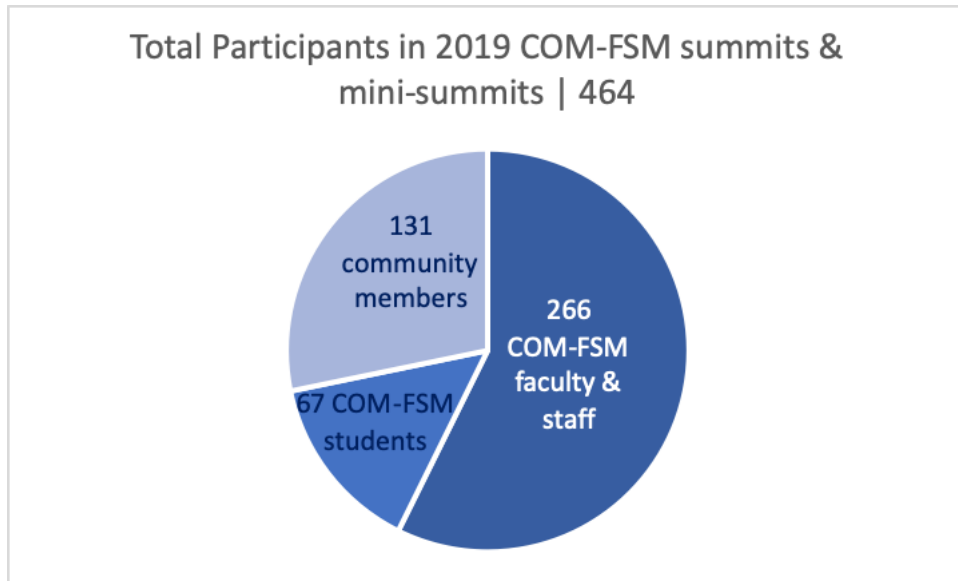
- Kosrae campus – Thursday August 29th 2019
- Yap campus and FSM-FMI – Thursday 12th September 2019
- Chuuk campus – Friday September 20th 2019

2. Participants

Table 1: Overview of Summit and Mini-Summit Participants

| | CTEC & National | Kosrae | FSM-FMI & Yap | Chuuk | TOTAL |
|-------------------------|----------------------------|---------------|--------------------------|--------------|--------------|
| COM-FSM staff & faculty | 144 | 34 | 48 | 40 | 266 |
| COM-FSM students | 10 | 1 | 18 | 38 | 67 |
| Community members | 18 | 7 | 75 | 31 | 131 |
| TOTAL | 172 | 42 | 141 | 109 | 464 |

Figure 1: Total Participants by Type



2.1 Organizing Committees

VPIEQA would like to express sincere thanks to the all hard work by the organizing committees for the summits and mini-summits in each of the four island states.

Pohnpei

Hadleen Hadley, Norma Edwin, Francis Alex, Shaun Suliol, Juan Paulo Santos

Kosrae

Kenye Killin, Meryulyn Livaie, Miako Sahm, Srue R. Charley, Alik J. Phillip, Renton Isaac, Teodoro Bueno, Michael Williams, Maver Jonathan, Markson Alfons, Nena Mike

Yap

Lourdes Roboman, Joy Guarin, Serphin Ilesiyalo, Steven Young-Uhk

Chuuk

Genevy Samuel, Memorina Yesiki, Marie Ptiol, Macleen Remit, Yosko Kim, Marylene Bisalen

Kalahngan, Kulo, Kammagar, Kinisou, Thank you

3. Findings of SWOC Analysis

This section presents summaries of the Strengths, Weaknesses, Opportunities and Challenges of COM-FSM identified by participants at each of the workshops. Firstly, a summary of the common strengths, weaknesses, opportunities and challenges across the whole institution is presented. Then, the findings from each individual summit are presented in chronological order of the summits.

3.1 Collegewide Institutional Analysis

Table 2: COM-FSM Institutional Level SWOC Analysis Summary

| <u>Strengths</u> | | <u>Weaknesses</u> |
|---|--|---|
| <ul style="list-style-type: none"> Accredited – gives students access to Pell grants Local – campuses in all four states Qualified faculty | | <ul style="list-style-type: none"> Limited course and program options at State campuses Slow WiFi Facilities for students |
| <u>Challenges</u> | | <u>Opportunities</u> |
| <u>Internal</u> | <u>External</u> | <ul style="list-style-type: none"> More four-year programs Staff development Evening courses, rotating courses - creative schedules? Increased collaboration with DOE and communities Partnerships |
| <ul style="list-style-type: none"> Next accreditation 2023 COMET test Student & faculty struggle to access tools & resources for different learning experiences Leadership change | <ul style="list-style-type: none"> Outmigration Enrollment going down & costs going up Ending of some financial provisions of the Compact in 2023 Low salaries | |

3.2 National Campus and CTEC

Wilson Hess of Sandy Pond Associates presented *COM-FSM Economic Impact Study 2013-2017*. Slides of the presentation are [here](#) and the Executive Summary of the report [here](#).

Table 3: COM-FSM National Campus & CTEC SWOC Analysis Summary

| <u>Strengths</u> | | <u>Weaknesses</u> |
|---|--|--|
| <ul style="list-style-type: none"> • Accreditation | | <ul style="list-style-type: none"> • |
| <u>Challenges</u> | | <u>Opportunities</u> |
| <u>Internal</u> | <u>External</u> | <ul style="list-style-type: none"> • Partnership programs • Collaboration with high schools (bridge program, dual enrollment) • Funding from other countries • Four-year programs • Increase salary • Staff development opportunities • Evening courses • Recruitment, marketing |
| <ul style="list-style-type: none"> • Enrollment • Retention • Finances • Salary • Recruiting faculty | <ul style="list-style-type: none"> • Outmigration • Limited funding • End of some provisions of Compact in 2023 • Under-prepared students • Job availability • Climate change • Competition | |

3.3 Kosrae campus

The morning opened with a group ice-breaker “pub quiz” focusing on COM-FSM and Kosrae campus trivia. Prior to the SWOC analysis, groups focused on what “success of the Federated States of Micronesia” really means in COM-FSM’s [mission statement](#).

Discussions led to the following topics:

- Improving higher education, elevating learning standards, and local human resources
- Self-sufficient, self-reliant communities
- Graduates who are well-prepared for the real world

A successful FSM relies upon the success of its individual, responsible citizens who have:

- Job opportunities
- Healthy lifestyles
- Financial stability
- Understanding of the world outside Kosrae and FSM

Table 4: Kosrae Campus SWOC Analysis Summary

| <u>Strengths</u> | | <u>Weaknesses</u> |
|---|--|--|
| <ul style="list-style-type: none"> • Location – campus is close so students who may not otherwise pursue higher education can join • Pell grants • Local qualified faculty • Accredited • Security • Multi-lingual • We are passionate about our students’ success | | <ul style="list-style-type: none"> • Facilities • Slow internet • Not enough courses available in Kosrae • Registration fee • Low enrollment • Salary freeze • Hiring process takes too long • Low recruitment especially for 3rd year students • Transportation |
| <u>Challenges</u> | | <u>Opportunities</u> |
| <u>Internal</u> | <u>External</u> | <ul style="list-style-type: none"> • Go into community to recruit • Community interaction • Increase number of veteran students • Local scholarships • Develop online courses • Other grants, eg. UN • Evening classes • Encourage returnees to support • Incentives to students • Encourage drop-outs to return • Program prioritization |
| <ul style="list-style-type: none"> • Lack of community awareness • Low variety of courses • COMET as obstacle • Low enrollment | <ul style="list-style-type: none"> • Outmigration • Military recruitment • Compact • Accreditation • Funding • Pell grant termination? | |

3.4 Yap campus and FSM-FMI

The morning opened with a group ice-breaker “pub quiz” focusing on COM-FSM and Yap and FSM-FMI campus trivia. With the largest community representation of all summits (75 community members), the 141 participants were divided into five groups, each with one facilitator, one co-facilitator, and one note-taker. Each of these groups conducted the SWOC analysis before reconvening to share findings. Table 5 below presents a summary of the findings from all of the groups.

Table 5: COM-FSM Yap Campus and FSM-FMI SWOC Analysis Summary

| <u>Strengths</u> | <u>Weaknesses</u> |
|--|---|
| <ul style="list-style-type: none"> • Accreditation • 3rd Year Teacher Prep and BA Elementary Education • Locally based • Low cost of tuition • Pow Wow • FSM-FMI dorms • Outreach programs eg. Upward Bound and alumni | <ul style="list-style-type: none"> • Not enough courses, programs • Students’ commitment • Improve COMET to enable better test-takers OR establish open enrollment • FSM-FMI does not have access to water • Disconnected from other educational institutions |
| <u>Challenges</u> | <u>Opportunities</u> |
| <ul style="list-style-type: none"> • Outmigration • FSM-FMI – no ship for ship-boarding training • FSM-FMI enrollment is not gender balanced • Student’s study habits • Students arrive late because they don’t have transport | <ul style="list-style-type: none"> • Collaborate more with DOE, government, R&D • Focus more on 3 components to strengthen State and FSM: agriculture, fisheries, tourism • Track alumni so they are better involved • Specialized campus programs • Other funding |

3.5 Chuuk campus

The summit took place at the Chuuk State Government Auditorium. 40 COM-FSM staff and faculty, 31 community members, and the highest number of students of all summits – 38 – joined the mini summit. The morning opened with a group ice-breaker “pub quiz” focusing on COM-FSM and Chuuk campus trivia.

Table 6: COM-FSM Chuuk Campus SWOC Analysis Summary

| <u>Strengths</u> | | <u>Weaknesses</u> |
|--|---|--|
| <ul style="list-style-type: none"> • Good pool of potential students • Scholarships + Pell grants = affordable • Accredited • Cultural values encouraged • Starting to meet Chuuk’s need for qualified teachers | | <ul style="list-style-type: none"> • Facilities (no dorms, especially for outer islanders, no café, no gym) • Limited courses and programs • Slow wifi • Need more interactions with stakeholders • Low salaries |
| <u>Challenges</u> | | <u>Opportunities</u> |
| <u>Internal</u> | <u>External</u> | <ul style="list-style-type: none"> • Partnerships and affiliations with other colleges – transferable college credits • Student exchange programs (eg. with Japan) • Rotating programs around the island States • Provide training with certificates recognized abroad • Support endowment fund • International funding for infrastructure |
| <ul style="list-style-type: none"> • Bridging high school with college prep • Change in leadership • COMET as a placement test? • Secure / sustain funding | <ul style="list-style-type: none"> • Independent Chuuk? • Extreme weather • Ending of some financial provisions of the Compact in 2023 | |

4. Summit Evaluation

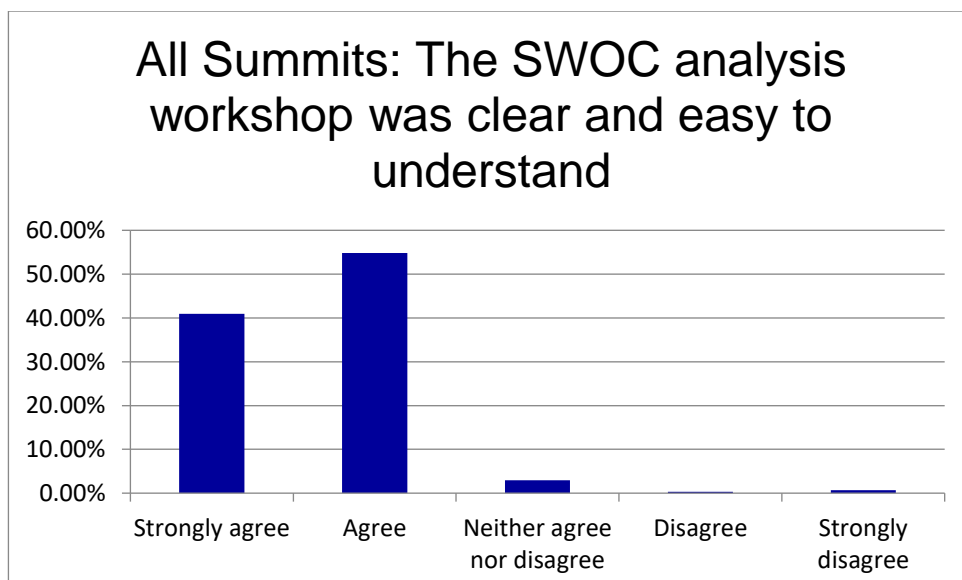
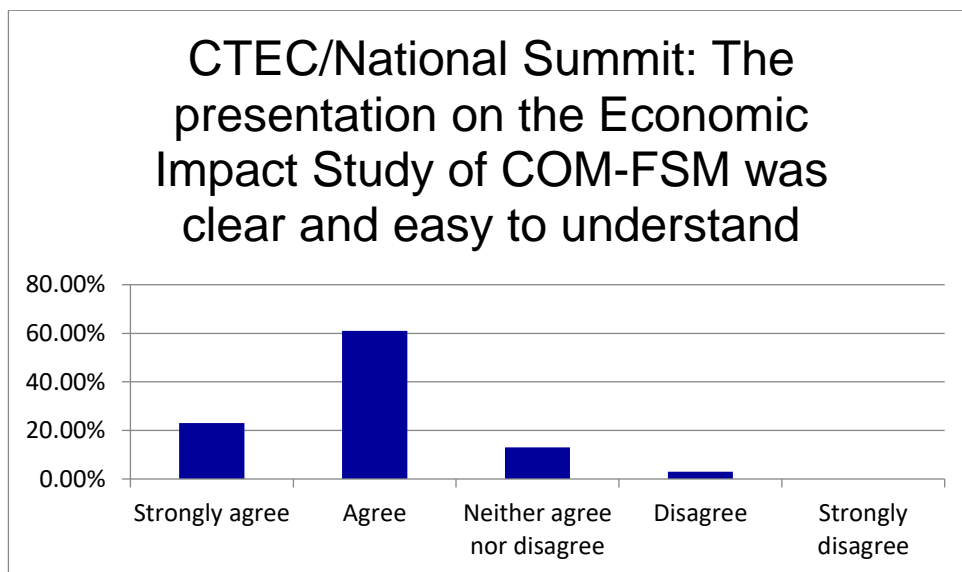
Summit participants were asked to complete and submit an evaluation of the summit. 305 completed surveys were submitted (66% response rate).

The survey consisted of eight (mini-summits) or ten questions (National and CTEC summit). Questions 2 - 6 had answer choices on a Likert scale with five answer choices (strongly agree, agree, neither agree nor disagree, disagree, strongly disagree). The last four questions were open-ended. Questions 2 and 6 were only included on the evaluation survey for the summit at National campus.

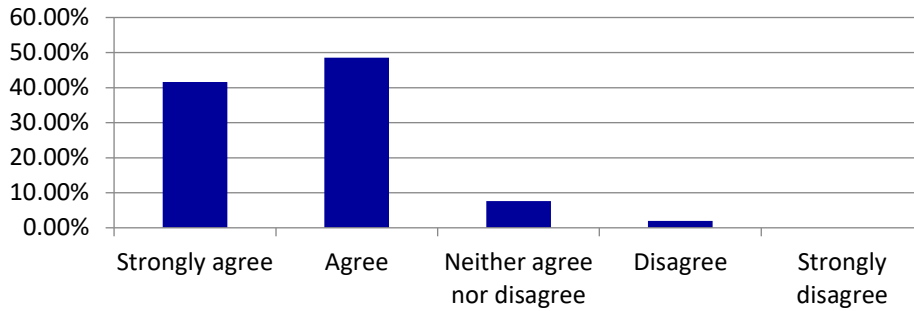
1. Please indicate your campus.
2. The presentation on the Economic Impact Study of COM-FSM was clear and easy to understand.
3. The SWOC analysis workshop was clear and easy to understand

4. I heard information from others which guides my thinking about the role of COM-FSM in the community
5. The set up (lay-out) of the summit was appropriate
6. The quality of the food served from COM-FSM Dining Hall was nutritious
7. What did you learn that you feel will be most useful to you in your working life?
8. What did you enjoy most about the Visioning Summit?
9. What did you enjoy least about the Visioning Summit?
10. What kind of presenters/speakers would you like to see more of at future college summits? General or specific suggestions or examples ok.

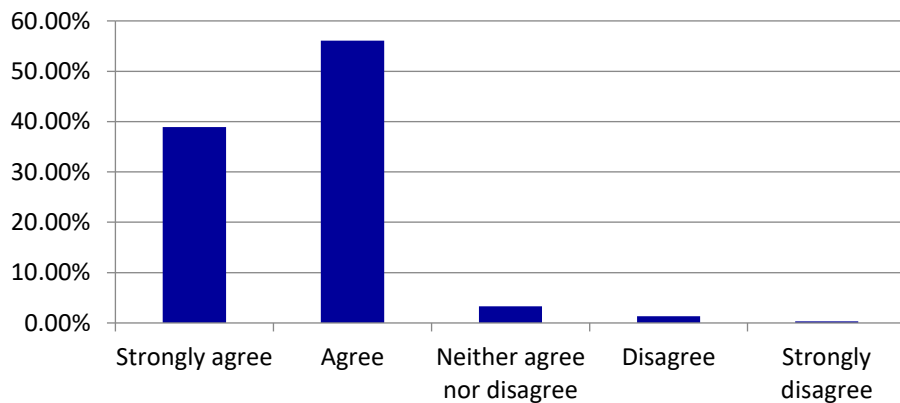
4.1 Survey Results



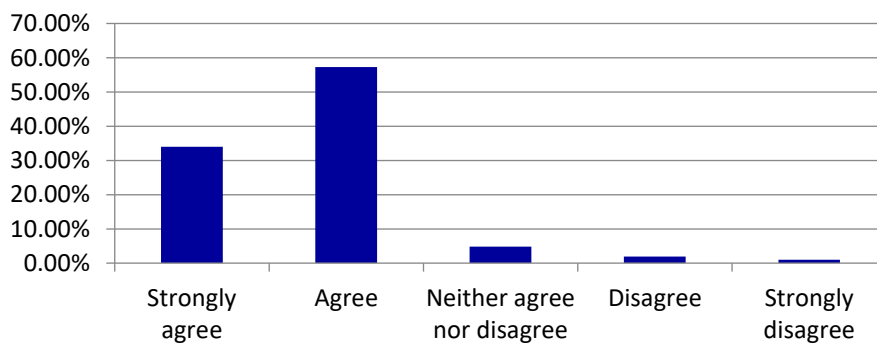
All Summits: I heard information from others which guides my thinking about the role of COM-FSM in the community.



All Summits: The set up (lay-out) of the summit was appropriate.



CTEC/National Summit: The quality of the food served form COM-FSM Dining Hall was nutritious



4.2 Summary of Open-Ended Question Results

Question 7: What did you learn that you feel will be most useful to you in your working life?

Results varied by campus, with many from the National and CTEC summit citing the Economic Impact of COM graduates in their responses. Various respondents wrote that the event had provided opportunities to learn how various stakeholders work to improve COM-FSM.

Question 8: What did you enjoy most about the Visioning Summit?

The primary response was *Group discussions, Teamwork, and sharing of ideas*. Food was also appreciated.

Question 9: What did you enjoy least about the Visioning Summit?

The most common point raised was the lack of time – people would have preferred longer to discuss the many important issues. Others stated that the way of groups reporting back together became tedious. Finally, a number commented on the lack of local leadership present.

Question 10: What kind of presenters/speakers would you like to see more of at future college summits? General or specific suggestions or examples ok.

FSM leaders, Government officials, COM-FSM leadership, Local business leaders and COM-FSM alumni were the most frequent responses.