

**College of Micronesia – FSM
Committee (Working Group) Minutes Reporting Form**

Committee or Working Group:	Management Team
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Date:	Time:	Location:
September 5, 2013	2:00 pm	President’s Conference Room

Members Present:

Titles/Reps	Name	Present	Absent	Reason
Dean, Kosrae Campus	Kalwin Kephas	X		
Dean, Pohnpei Campus	Grilly Jack	X		
Dean, Chuuk Campus	Kind Kanto	X		
Dean, Yap/FMI Campus	Lourdes Roboman	X		
Dir. Financial Aid	Eddie Haleyalig	X		
Dir. Human Resources*	Rencelly Nelson		X	
Dir. Learning Resource Center	Jennifer Hainrick	X		
Dir. Admiss., Records, Retention/Registrar**	Joey Oducado		X	
Dir. Information Technology	Gordon Segal	X		
Comptroller	Danny Dumantay	X		
Dir. Facilities and Maintenance	Francisco Mendiola	X		
Dir. Counseling	Penselyn Sam		X	
Dir. Student Life	Morehna Rettin-Santos		X	
Cooperative Research & Extension Coord.	Engly Ioanis		X	
Dir. Career & Technical Education	Grilly Jack	X		
Dir. FMI	Mathias Ewarmai	X		
Dir. Institutional Research & Planning	Jimmy Hicks	X		
Dean Academic Programs***	Karen Simion	X		

*** Chair ** Vice Chair *Secretary

Additional Attendees:	
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Agenda/Major Topics of Discussion:

- Approval of July 29, 2013, minutes
- Election of new officers for 2013-2014
- New schedule for meetings.
- What it means to be a learning centered organization and potential models for implementation of Strategic Direction 5.

Discussion of Agenda/Information Sharing:

The minutes of July 29, 2013, were reviewed. There were no additional comments. A motion was made to adopt and seconded. The vote was unanimous to approve the minutes as written.

The Terms of Reference indicate the new officers shall be elected at the beginning of the new fiscal year. Elections were held at this meeting. Nominations for chair were: Joey Oducado, Jennifer Hainrick, Danny Dumantay, and Grilly Jack. There was a tie between Joey and Jennifer. The final vote designated Jennifer Hainrick as the new chair of the management team.

Nominations for vice-chair were: Gordon Segal and Grilly Jack. Gordon Segal was elected. Nominations for secretary were: Rencelly Nelson. The vote was unanimous to have Rencelly remain as secretary.

Management Team will continue to meet on the second Tuesday of each month. The group will meet more often when the amount of work or deadlines dictate more than a monthly meeting. The next

meeting is Tues., Sept. 24, 2013, at 2:00 pm.

The remaining time of the meeting was spent on looking at information about learning organizations. The director of IRPO sent out information (attached) that helps define learning organizations and asked the management team to begin composing a model for the college. One strategic direction states, "Become a learning organization through development of a learning culture guided by learning leaders." Developing a model on learning organizations will lay the foundation for implementing this strategic direction. Three models of learning organizations were shared with team members.

- O'Banion's Learning College
- Senge's 5th Discipline on Learning Organization
- McCaffery (2010) on Learning and Non-learning organization models

The team has been tasked to go through the models shared and recommend one model that will be used for the implementation process for the college's strategic directions. Team members will need to do the survey for learning organizations to help guide their selection of a model for the college. The purpose of the survey is to help members understand the concept of a learning organization. Members are encouraged to complete the survey from one viewpoint at a time, based on the college as a whole, or by campus, or by department. Training will follow after selection of a learning organization model.

Comments/Upcoming Meeting Date & Time/Etc.:

- Tuesday, Sept. 24, 2013 at 2:00 pm

Handouts/Documents Referenced:

- Links for learning organizations

College Web Site Link:

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Prepared by:

Karen Simion

Date Distributed:

Approval of Minutes Process & Responses:

Submitted by:

Karen Simion

Date Submitted:

Summary Decisions/Recommendations/Action Steps/Motions with Timeline & Responsibilities:

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Action by President:

Item #	Approved	Disapproved	Approved with conditions	Comments

Links for leaning organizations

https://hbs.qualtrics.com/SE/?SID=SV_b7rYZGRxuMEyHRz survey on learning organizations

<http://www.luminafoundation.org/> Lumina Foundation

<http://www.achievingthedream.org/> Achieving the Dream

<http://www.league.org/> League for innovation in community colleges

<http://www.carnegiefoundation.org/> Carnegie Foundation for advancement of teaching

<http://www.solonline.org/?home> Society for Organizational Learning (Senge)

Senge 5th Discipline (Learning Organization)

- Systems Thinking
- Personal Mastery
- Mental Models
- Shared Vision
- Team Learning

Is Yours A Learning Organization?

- A supportive learning environment
- Concrete learning processes
- Leadership that reinforces learning

McCaffery (2010)

Box 6.1 Learning and non-learning organizations

Learning organization

Anticipates future problems

Pays attention to external environment

Continuously seeks improvement

Problem-solving is based on conceptual analysis and understanding

Problem-solving is organization-wide and problem-centred

Rewards for growth, initiative and creativity

Job definitions encourage exploration, initiative and information-sharing

Non-learning organization

Reacts to current problems

Pays attention only to internal operations

Responds to accumulation of poor performance

Problem-solving is based on trial and error

Problem-solving is compartmentalized and hierarchical

Rewards for historical performance

Jobs are narrowly circumscribed and risk-taking is discouraged

Source: adapted from National Commission on Education, 1995; Senge, 2006.

Learning Centered Community Colleges

The Learning College is based on six key principles (O'Banion) :

- The Learning College creates substantive change in individual learners.
- The Learning College engages learners as full partners in the learning process with learners assuming primary responsibility for their own choices.
- The Learning College creates and offers as many options for learning as possible.
- The Learning College assists learners to form and participate in collaborative learning activities.

- The Learning College defines the roles of learning facilitators by the needs of the learners.
- The Learning College and its learning facilitators succeed only when improved and expanded learning can be documented for learners.