

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

Committee or Working Group:	Management Team
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Date:	Time:	Location:
October 8, 2013	2:00 pm	BOR Conference Room

Members Present:				
Titles/Reps	Name	Present	Absent	Reason
Dean, Kosrae Campus	Kalwin Kephas	X		
Director, Pohnpei Campus and Career & Technical Education	Grilly Jack		X	
Dean, Chuuk Campus	Kind Kanto	X		
Director, Yap/FMI Campus	Lourdes Roboman	X		
Dir. Financial Aid	Eddie Haleyalig		X	
Dir. Human Resources	Rencelly Nelson		X	
Dir. Learning Resource Center***	Jennifer Hainrick-Helieisar	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*	Penselynn E. 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:
1.Recommendation of a model for the term Learning Organization

Discussion of Agenda/Information Sharing:
<p>The Management Team was tasked to recommend a model for the team learning organization for the college. The Learning Centered Community Colleges model was recommended based on the six key principles of O’Banion:</p> <ul style="list-style-type: none"> ▪ 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. <p>A motion was made and seconded to adopt the Learning Centered Community College model. Votes to adopt the Learning Centered Community College model were unanimous.</p> <p>2. Others</p>

- IT has booked and purchased an emergency phone to assist instructors and students to quickly contact the Security office for assistance from the classroom buildings. Where to install the phone was brought to the attention of the Management team to discuss. It was recommended that IT Director, Gordon Segal and Dean of Academic Affairs Karen Simion discuss and come up with the location.
- A discussion to increase visibility of security to ensure the safety of students, staff, and faculty ensued. There should be more visibility of security during evening hours as outsiders are on campus more often during this time.
- Lighting between Residence Hall, Dispensary, and Dining Hall needs to be fixed to ensure students' and staff's comfort and security.
- IRPO Director, Jimmy Hicks, will send documents for setting targets for measuring success to the team.

3. Meeting adjourned at 2:51pm

Comments/Upcoming Meeting Date & Time/Etc.:

- Next meeting October 22, 2013
2:00pm BOR Conference Room

Handouts/Documents Referenced:

- Agenda Item
- 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)
 - The Learning College Based on O'Banion's six key principles

College Web Site Link:

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Prepared by:

Penselynn E. Sam

Date Distributed:

Approval of Minutes Process & Responses:

Submitted by:

Jennifer Hainrick-Helieisar

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.