

## Strategic Plan – Measures of Success Targets

The strategic plan for the college includes a series of measures of success to assist the college in determining progress toward meeting its mission “The College of Micronesia-FSM is a continuously improving best practices learner-centered institution of higher education committed to the success of the Federated States of Micronesia by providing academic, career and technical educational programs”. Targets for the measures of success need to be established first at the institutional level followed by (where appropriate) sub targets at campuses, departments, divisions and offices. Assistance in setting targets is being requested from committees and offices.

Categories for measures of success are grouped into several broad categories: students, financial aid, financial, human resources and facilities & security. This document deals primarily with student related targets. Additional documents will be provided for setting targets in other categories.

It is extremely vital that data and data trends are reviewed in setting targets. The Institutional Research and Planning Office (IRPO) website includes a trends section that provides multi-year data in a number of critical areas (<http://www.comfsm.fm/?q=irpo-trends>). Additional data will also be provided. It is recommended that in reviewing and setting targets that the data trends should influence setting of targets. In some areas, such as budget related information for student enrollment (headcount) and Full Time Equivalence (FTE) are already being set. The Integrated Education Master Plan (IEMP) matrix <http://www.comfsm.fm/vpia/misc/IEMPsheet.pdf> also includes information on key performance indicators (KPIs) that should be taken into account in making recommendations on targets for measures of success.

Please keep in mind that setting targets is only one step. To move measure of success, strategies that impact a measure of success from the IEMP (or new strategies that can be included in the IEMP) must be prioritized and implemented. Please note that for the purpose of setting targets the **terms** measures of success from the strategic plan and KPIs from the IEMP are equivalent.

Your assistance is requested in providing recommendations needed for setting institutional targets for the college.

## Measures of Success – Target Setting

Submitted by: \_\_\_\_\_ Date: \_\_\_\_\_

Measure	Data & trends <sup>1</sup> <a href="http://www.comfsm.fm/?q=irpo-trends">http://www.comfsm.fm/?q=irpo-trends</a>	Institutional Target recommendation
1. Percent of student enrolled full time (enrolled for 12 or more credits) fall semesters	See appendix (data for items 1 & 2) Over the past three full semesters there has been a decline of approximately 10% in percent of students enrolled full time (12 or more credits) and an approximate 5% decline in the number of students earning 12 or more credits	Target (%) for students enrolled for 12 or more credits: Spring 2014: Fall 2014:
2. Percent of students earning 12 or more credits fall semesters	See appendix (data for items 1 & 2) Over the past three full semesters there has been a decline of approximately 10% in percent of students enrolled full time (12 or more credits) and an approximate 5% decline in the number of students earning 12 or more credits	Target (%) for students earning for 12 or more credits: Fall 2013: Spring 2014:
3. Average student credits enrolled	The IRPO trends data for “Average credits by campus” includes both institutional and campus data.	Target for average credits per student – enrolled: Spring 2014: Fall 2014:
4. Average student credits attempted	The IRPO trends data for “Average credits by campus” includes both institutional and campus data. Average credits attempted are calculated after students withdraw from classes.	Target for average credits per student – attempted: Spring 2014: Fall 2014:
5. Average student credits earned	The IRPO trends data for “Average credits by campus” includes both institutional and campus data.	Target for average credits per student – earned: Spring 2014: Fall 2014:
6. Percent of students in good academic standing (%) (students with 2.0 GPA or above)	The IRPO trends data for “Academic standing terms” includes institutional level figures for percent of students in good academic standing (GPA 2.0 or above).	Target for % of students in good academic standing: Fall 2013: Spring 2014:
7. Enrollment by gender	The IRPO trends data for “Fall Enrollment Trends” included a tab with gender data. For comparison purposes the FSM census data for 2010 shows the following % for gender: Female: 49% Male: 51% Spring gender data under the “Spring semester trends summary” is also available for review on the IRPO website.	Targets for % of fall 2014 semester students enrolled by gender: Female: Male:
8. Enrollment by state of origin	The IRPO trends data for “Fall Enrollment Trends” included a tab with state of origin data. For comparison purposes the FSM census data for 2010 shows the following % of population by state: Chuuk: 47.4% Kosraean: 6.4% Pohnpeian: 35.1% Yapese: 11.1%	Targets for % of students enrolled fall 2014 by state of origin: Chuukese: Kosraean: Pohnpeian: Yapese:

<sup>1</sup> Trends data can be found on the IRPO website at <http://www.comfsm.fm/?q=irpo-trends>.

		Other:
9. Student success rates in ACE courses (course completion)	See appendix (data for item 9) for 3 semester data for ACE language and mathematics courses.	Target for % of students passing ACE language courses: Fall 2013: Spring 2014:  Target for % of students passing ACE math courses: Fall 2013: Spring 2014:
10. Student success rates in General Education courses (course completion)	The attached spreadsheet "General Education" provides 3 year data for fall semester course completion rates for EN110, EN120B, MS100, SS150 & SC120	Target for % of course completion for general education courses: Fall 2013: Spring 2014:
11. Retention Rates (percent of new full time students in fall semester who return to school the next fall semester)	The IRPO trends data for "Retention Rates Trends" provides institutional retention rates trends.	Target for retention rate of new students (%): Fall 2013 to Fall 2014:
12. Course completion rates (fall)	The IRPO trends data for "Course Completions Fall" provides detail of course completion for fall semester.	Target for course completion rates (%): Fall 2013: Fall 2014:
13. Course completion rates (spring)	The IRPO trends data for "Course Completions Spring" provides detail of course completion for spring semester.	Target for course completion rates (%): spring 2014:
14. Graduation rates (IPEDS graduation rates for fall semester new full time students at 150%)	The IEMP KPIs for graduation rates targets a 6% increase in 3 year graduation rates beginning with a 2% increase for the fall 2013 new full time student cohort. Are these targets still valid?	Target for 3 year graduation rates. 6% increase by 2018:
15. Enrollment and credits: headcount, FTE and credits	These targets are set annually during the budget process to anticipate revenue projections from tuition and fees.	Established during budget process
16. New students fall semesters	The IPRO trends data for "Fall enrollment trends" includes new student data under the tab for student type.	Target for new students enrolled in fall semester 2014:
17. Withdrawals	See appendix for item 17 data on withdrawals.	Target for % of withdrawals: Fall 2013: Spring 2014:
18. Persistence (% of new full time fall semester students who return in spring)	See appendix for item 18 data on persistence rates	Target for % of persistence: Spring 2014:



## Appendix: Data for selected items

### Item 1 & 2 Enrolled full time and earned 12 or more credits

Fall semester: percent students enrolled full time vs. students earning 12 or more credits

	Chuuk	Kosrae	National	Pohnpei	Yap	Total
f10Enrol	73.7%	56.4%	81.7%	71.4%	70.3%	74.5%
f10Earned	50.9%	36.2%	49.0%	35.0%	52.9%	44.8%
difference	-22.8%	-20.2%	-32.7%	-36.4%	-17.5%	-29.8%
f11Enrol	72.4%	46.7%	85.2%	54.1%	70.2%	69.4%
f11Earned	45.8%	27.2%	51.8%	30.2%	43.8%	41.8%
difference	-26.6%	-19.5%	-33.4%	-23.8%	-26.4%	-27.6%
f12Enrol	80.0%	37.7%	79.4%	50.1%	52.4%	64.9%
f12Earned	43.3%	21.7%	50.3%	29.8%	33.5%	39.3%
Difference	-36.7%	-16.0%	-29.1%	-20.2%	-18.9%	-25.6%

## Item 9: ACE English and Math

### Fall 2012 ACE Language

2012.3	C	ESL	091A	18	13	13	72.2%	72.2%
2012.3	K	ESL	091A	9	6	6	66.7%	66.7%
2012.3	P	ESL	091A	35	11	11	31.4%	31.4%
2012.3	Y	ESL	091A	19	11	11	57.9%	57.9%
2012.3	C	ESL	091B	4	4	4	100.0%	100.0%
2012.3	K	ESL	091B	3	0	0	0.0%	0.0%
2012.3	P	ESL	091B	24	3	3	12.5%	12.5%
2012.3	C	ESL	092A	30	22	22	73.3%	73.3%
2012.3	K	ESL	092A	23	10	10	43.5%	43.5%
2012.3	P	ESL	092A	58	24	24	41.4%	41.4%
2012.3	Y	ESL	092A	24	13	13	54.2%	54.2%
2012.3	K	ESL	092B	7	5	5	71.4%	71.4%
2012.3	P	ESL	092B	66	24	24	36.4%	36.4%
				320	146	146	45.6%	45.6%

### Fall 2011 ACE Language

2011.3	c	ESL	091A	56	50	50	89.3%	89.3%
2011.3	K	ESL	091A	10	5	5	50.0%	50.0%
2011.3	P	ESL	091A	99	22	22	22.2%	22.2%
2011.3	Y	ESL	091A	19	0	0	0.0%	0.0%
2011.3	c	ESL	091B	5	5	5	100.0%	100.0%
2011.3	K	ESL	091B	4	1	1	25.0%	25.0%
2011.3	P	ESL	091B	24	9	9	37.5%	37.5%
2011.3	Y	ESL	091B	15	5	5	33.3%	33.3%
2011.3	c	ESL	092A	78	74	74	94.9%	94.9%
2011.3	K	ESL	092A	22	10	10	45.5%	45.5%
2011.3	P	ESL	092A	121	29	29	24.0%	24.0%
2011.3	Y	ESL	092A	6	4	4	66.7%	66.7%
2011.3	c	ESL	092B	5	5	5	100.0%	100.0%
2011.3	K	ESL	092B	8	2	2	25.0%	25.0%
2011.3	P	ESL	092B	25	8	8	32.0%	32.0%
				497	229	229	46.1%	46.1%

### Fall 2012 ACE Language

ESL	091A	183	53	53	29.0%	29.0%
ESL	091B	127	48	48	37.8%	37.8%
ESL	092A	121	60	60	49.6%	49.6%
ESL	092B	46	16	16	34.8%	34.8%
		477	177	177	37.1%	37.1%

### Fall 2012 ACE Math

2012.3	C	MS	091A	20	9	9	45.0%	45.0%
2012.3	K	MS	091A	8	7	7	87.5%	87.5%
2012.3	P	MS	091A	27	20	20	74.1%	74.1%
2012.3	Y	MS	091A	18	13	13	72.2%	72.2%
2012.3	C	MS	091B	9	6	6	66.7%	66.7%

2012.3	P	MS	091B	7	0	0	0.0%	0.0%
2012.3	C	MS	092A	16	12	12	75.0%	75.0%
2012.3	K	MS	092A	15	6	6	40.0%	40.0%
2012.3	P	MS	092A	58	29	29	50.0%	50.0%
2012.3	Y	MS	092A	20	13	13	65.0%	65.0%
2012.3	C	MS	092B	2	1	1	50.0%	50.0%
2012.3	K	MS	092B	1	1	1	100.0%	100.0%
2012.3	P	MS	092B	35	7	7	20.0%	20.0%
				236	124	124	52.5%	52.5%

Fall 2011 ACE

Math

2011.3	c	MS	091A	56	50	50	89.3%	89.3%
2011.3	K	MS	091A	7	4	4	57.1%	57.1%
2011.3	P	MS	091A	87	44	44	50.6%	50.6%
2011.3	Y	MS	091A	17	13	13	76.5%	76.5%
2011.3	c	MS	091B	4	3	3	75.0%	75.0%
2011.3	K	MS	091B	3	3	3	100.0%	100.0%
2011.3	c	MS	092A	75	72	72	96.0%	96.0%
2011.3	K	MS	092A	14	7	7	50.0%	50.0%
2011.3	P	MS	092A	123	63	63	51.2%	51.2%
2011.3	Y	MS	092A	16	12	12	75.0%	75.0%
2011.3	K	MS	092B	5	4	4	80.0%	80.0%
2011.3	P	MS	092B	20	5	5	25.0%	25.0%
				427	280	280	65.6%	65.6%

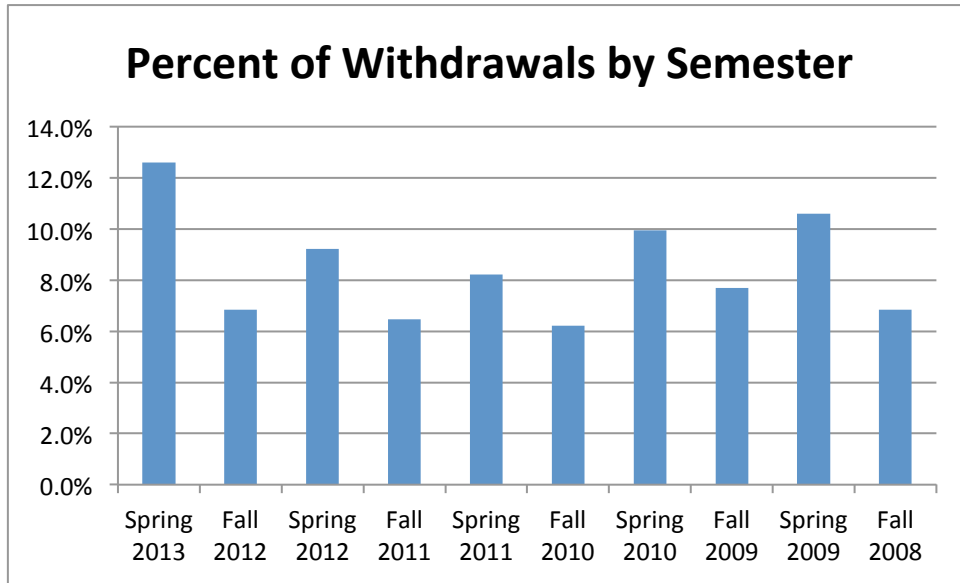
Fall 2010 ACE

Math

MS	091A	135	58	58	43.0%	43.0%
MS	091B	68	30	30	44.1%	44.1%
MS	092A	167	86	86	51.5%	51.5%
MS	092B	58	28	28	48.3%	48.3%
		428	202	202	47.2%	47.2%

## Item 17 Withdrawals

### Withdraws by Semester - Trends



Term	PercentWithdrawals	Withdrawals	totalGrades
<b>Spring 2013</b>	12.6%	<b>1061</b>	<b>8421</b>
Fall 2012	6.8%	672	9831
Spring 2012	9.2%	867	9412
Fall 2011	6.5%	694	10736
Spring 2011	8.2%	746	9088
Fall 2010	6.2%	639	10282
Spring 2010	9.9%	894	9000
Fall 2009	7.7%	733	9523
Spring 2009	10.6%	839	7909
Fall 2008	6.8%	584	8548
Averages	7.9%	741	9370



## Item 18 Persistence

### Fall 2005 Cohort Retained Spring 2006

	Total Of identity	Chuuk	Kosrae	National	Pohnpei	Yap
Fall2005NewStudents	782	35	107	217	337	86
Fall2005RetSpring2006	668	27	82	243	260	56
Persistence Rates	85%	77%	77%	112%	77%	65%

### Fall 2006 Cohort Retained Spring 2007

studentType	Total Of identity	Chuuk	Kosrae	National	Pohnpei	Yap
Fall2006NewStudents	1082	365	75	234	324	84
Fall2006RetSpring2007	884	284	52	223	259	66
Persistence Rates	82%	78%	69%	95%	80%	79%

### Fall2007 Cohort Retained Spring 2008

studentType	Total Of identity	Chuuk	Kosrae	National	Pohnpei	Yap
Fall2007NewStudents	940	264	83	207	318	68
Fall2007RetSpring2008	746	182	59	181	269	55
Persistence Rates	79%	69%	71%	87%	85%	81%

### Fall2008 Cohort Retained Spring 2009

studentType	Total Of identity	Chuuk	Kosrae	National	Pohnpei	Yap
Fall2008NewStudents	853	192	70	181	344	66
Fall2008RetSpring2009	724	144	52	164	306	58
Persistence Rates	85%	75%	74%	91%	89%	88%

### Fall2009 Cohort Retained Spring 2010

studentType	Total Of identity	Chuuk	Kosrae	National	Pohnpei	Yap
Fall2009NewStudents	801	205	49	154	332	61
Fall2009RetSpring2010	691	167	44	141	293	46
Persistence Rates	86%	81%	90%	92%	88%	75%

### Fall2010 Cohort Retained Spring 2011

studentType	Total Of identity	C	K	N	P	Y
Fall2010NewStudents	655	126	51	131	292	55
Fall2010RetSpring2011	552	100	42	122	243	45
Persistence Rates	84%	79%	82%	93%	83%	82%

### Persistence Rates Fall 2011-Spring 2012

studentType	Total Of identity	Chuuk	Kosrae	National	Pohnpei	Yap
NEW Students Fall 2011	743	163	39	122	355	64
Returning Students Spring 2012	651	146	29	108	315	53
Persistence Rates	88%	90%	74%	89%	89%	83%