


Administrative Unit Program Review

AU Full Official Name	Student Life (Office of the Director of Student Life, the Residence Halls, Health Services, Sports & Recreation)		
Campus	National	AU Review Submission Date	March 8, 2018
Completed by	Krystilyn Atkinson Director of Student Life	AU Review Cycle	2015–2017 (2015-2016 & 2016-2017)
Supervisor	Joey Oducado VP for Enrollment Management and Student Services	Date Submitted to Supervisor	March 8, 2018

Mission and Goals

The institutional mission, vision, core values, and goals drive all college’s activities. Describe how your unit support each of these.

<p>Institutional Mission The College of Micronesia-FSM is a learner-centered institution of higher education that is committed to the success of the Federated States of Micronesia by providing academic and career & technical educational programs characterized by continuous improvement and best practices.</p>	<p>How the unit support the college’s mission</p> <p>Student Life (SL) supports the college’s mission through student advocacy, innovative services, and programs (e.g., co- and extra-curricular, including sports, recreational, and social activities) that promote student learning, personal development and well-being, and student success. SL facilitates student engagement and leadership development (i.e., “Student engagement, including extra-curricular activities, has a positive impact on student academic performance”), and promotes responsible citizenship.</p>
<p>Institutional Vision College of Micronesia-FSM will provide educational opportunities of the highest quality and will embrace the life-long pursuit of knowledge and the enrichment of the diverse Micronesian communities we serve (COM-FSM Strategic Plan, 2013-2017, or see http://www.comfsm.fm/strategic-plan/brief-strategic-plan.pdf).</p>	<p>How the unit support the college’s vision</p> <p>SL advances the college’s vision by providing a wide range of purposeful out-of-classroom experiences and services that encourage student learning, enhance student experience, and foster a sense of community. SL offers and facilitates co- and extra-curricular, sports, recreational, and social activities in order to foster a safe, healthy and supportive environment in which students can learn and succeed. These programs, services, activities engage students in a process that will help them prepare for the complexities of leadership and citizenship, and determine how they will lead meaningful professional and personal lives, and serve the community.</p>
<p>Institutional Core Values</p> 	<p>How the unit support this</p> <p>SL at the college is centered on the notion that: “learning extends beyond the classroom into all aspects of college experience.” As such, SL provides a wide array of co- and extra-curricular activities that include leadership and personal development, socio-cultural, sports and recreational activities, student clubs and organizations, and others.</p>

Appendix D

<p>Institutional Strategic Goals, 2013-2017</p> <ol style="list-style-type: none"> 1. Focus on student success 2. Emphasize academic offerings in services to national needs 3. Be financially sound, fiscally responsible, and build resources in anticipation of future needs. 4. Invest in and build a strong capacity in human capital. 5. Become a learning organization through development of a learning culture guided by learning leaders. 6. Evoke an image of quality. 	<p>How the unit support this</p> <p>SL strives to provide opportunities for students to learn and practice important life skills, such as but not limited to, self-governance, independence, personal accountability, civic responsibility, and respect for themselves and others. These opportunities include, but by no means not limited to: co- and extra-curricular activities that include leadership and personal development, socio-cultural, sports and recreational activities, student clubs and organizations, and others.</p>
--	---

AU Mission, Goals and Objectives

<p>Mission Statement</p> <p>Student Life is committed to providing students with a safe and enjoyable learning and living environment conducive to student success, socio-cultural development, and professional and personal growth. Through campus collaboration, Student Life promotes scholastic and leadership achievement, encourages respect for self and others, and prepares students to explore their place in the larger community.</p>	<p>Goals</p> <p>Promote student success by providing programs and services that support the delivery of quality academics in a mission-driven, learner-centered environment.</p>
---	---

<p>Objectives, 2015-2016 Cycle</p>	<p>Office of the Director of Student Life</p> <ol style="list-style-type: none"> 1. Design and implement a structured program which promotes student leadership development and a good working relationship with the Student Body Association (SBA) and student organizations at all campuses. 2. Identify strategic partnerships with internal and external entities who engaged in related capacity building. 3. To avail more services for students as such that they have good access to transportation, food, convenience, fitness activities, medical care, laundry, student centered and other necessary and desired services. <p>Residence Halls</p> <ol style="list-style-type: none"> 1. Residence hall students shall signify increased level of satisfaction about the services provided including activities facilitated by the college’s residence halls and student organizations. 2. Resident students shall demonstrate knowledge of, and compliance with the college’s policies on appropriate student conduct as well as rules and regulations of the residence halls. 3. Residents will demonstrate responsible leadership by organizing a successful event that their group’s membership deems important and relevant to the residential community. <p>Sports and Recreation</p> <ol style="list-style-type: none"> 1. Students will exhibit the values of sportsmanship, teamwork and camaraderie and demonstrate the basic knowledge in coaching, officiating and organizing a mini-tournament. 2. Organize and conduct co-curricular activities to enhance increase of participation from the college community and outside stake holders. 3. Ensure services are provided on a daily basis and recreational facilities are adequate and environmentally safe for the college community and all other stakeholders utilizing the services at the FSM-China Friendship Sports Center, National Campus. <p>Health Services</p> <ol style="list-style-type: none"> 1. To support fostering student success, the Health Service will provide a variety of effective primary and preventive health care services to the college community; as such, students will continue to demonstrate increased awareness and knowledge of positive self-care by seeking and utilizing services provided by the college’s health services.
---	---

Appendix D

	<ol style="list-style-type: none">2. To support fostering student success, the Health Service will provide health education awareness and well-being programs/activities to the college community; as such, students will continue to demonstrate increased knowledge and awareness about health issues and problems that affect their health.
<p>Objectives, 2016-2017 Cycle</p>	<p>Office of the Director of Student Life</p> <ol style="list-style-type: none">1. Student Life will design and implement an action plan in conjunction with the Student Body Association and student club and organizations that promotes student leadership, student engagement, and student success, and which fosters a positive and open working relationship between the student body and administration.2. Student Life will provide comprehensive academic, social, health-related, recreational and residential services, activities and events that promote student engagement and supplement student learning and success.3. Student Life will identify strategic partnerships with internal and external entities to provide further support to students in terms of academic, social, health-related, recreational and residential services.4. Student Life will work with the Student Body Association and student club organizations to identify and address areas of student need, in terms of access to and quality of transportation, food, fitness, health, learning resources, social supports, and any and all student-centered services deemed necessary and important. <p>Residence Halls</p> <ol style="list-style-type: none">1. Residential Life will provide comprehensive and unified academic, social, health; recreational and residential support services to meet the changing needs of the student population.2. Residence hall will continue to provide clean, safe, accessible and modern and include amenities and furnishing that contribute student's success.3. Residence Hall will play an essential role in effort towards development of active student leaders in order to serve the interest and needs of our diverse students residents.4. RH will play an essential role in helping students to grow/develop their social and communication skills as evidenced by their ability to live and work collaboratively with others, engage in respectful relationships and assume shared responsibility for the common good. <p>Sports and Recreation</p> <ol style="list-style-type: none">1. Students will exhibit the values of sportsmanship, teamwork and camaraderie and demonstrate the basic knowledge in coaching, officiating and organizing a mini-tournament.2. Organize and conduct sports competitions and other recreation activities to enhance participation from the college community and the local communities around the island.3. Ensure services are provided on a daily basis and recreational facilities are adequate and environmentally safe for the college community and all other steak holders utilizing the services at the FSM-China Friendship Sports Center, National Campus. <p>Health Services</p> <ol style="list-style-type: none">1. The Health Service will continue to provide a variety of basic effective primary and preventive health care services to the college community; as such, students will continue to demonstrate increased awareness and knowledge of positive self-care by seeking and utilizing services provided by the college's health services clinic.2. The Health Service will continue to provide and facilitate health education awareness and well-being outreach programs/activities to the college community; as such students will continue to demonstrate increased awareness and knowledge about current health issues and the role of healthy lifestyle choices in improving and preserving their health.

Appendix D

	<p>2. The Health Service will continue to provide quality family planning and reproductive health services; as such, students will demonstrate increased knowledge and awareness about their sexual and reproductive health needs by making informed, healthy, and appropriate decisions that impact positively on their sexual and reproductive lives.</p>
--	---

Note

This is the second program review that Student Life had conducted to evaluate its programs and services in order to continuously enhance their quality and currency. This program review covers all units under Student Life, e.g., Office of the Director of Student Life, Residence Halls, Sports and Recreation, and Health Services. Then, each of the unit under Student Life conducted its own program review, as follows:

Office of the Director of Student Life (2014 April 25). 2012-2014 Program Review. Retrieved March 5, 2018, from http://wiki.comfsm.fm/@api/deki/files/4278/=FY2012_14_SSNCDL_PR.pdf.

Residence Halls (2014 April 25). 2012-2014 Program Review. Retrieved March 5, 2018, from http://wiki.comfsm.fm/@api/deki/files/4282/=FY2012_14_SSNCRH_PR.pdf.

Sports and Recreation (2014 April 25). 2012-2014 Program Review. Retrieved March 5, 2018, from http://wiki.comfsm.fm/@api/deki/files/4328/=FY2010_14_SSNCSR_PR.pdf.

Health Services (2014 April 25). 2011-2014 Program Review. Retrieved March 5, 2018, from http://wiki.comfsm.fm/@api/deki/files/4284/=FY2012_14_SSNCHS_PR.pdf.

AU Description, Data, and Trends Analysis

<p>Describe the purpose, components, and staffing of the AU</p>	<p>The college’s Student Life (SL) provides opportunities for students to learn and practice important life skills such as self-governance, independence, personal accountability, civic responsibility, and respect for themselves and others. All of these opportunities, i.e., co- and extra-curricular on campus and off campus activities geared at supporting students to learn and practice important life skills such as self-governance, independence, personal accountability, civic responsibility, and respect for themselves and others.</p> <p>The division is composed of the following units: (a) Student Life (student activities and development, including the Student Body Association and registered clubs); (b) Residence Halls; (c) Sports and Recreation; and (d) Health Services.</p> <p>The SL is also responsible for coordinating, scheduling, and facilitating on-campus forum lectures, then a function under the former Chief of Staff for the college.</p>
--	--

Current Staffing. Complete the table below.

List each position by classification	Percent of employment	Months per year of employment	Source of funding	FTE
Director of Student Life	100%	12 months	Annual Budget	1
Coordinator, Residence Halls	100%	12 months	Annual Budget	1
Coordinator, Sports and Recreation	100%	12 months	Annual Budget	1
Campus Nurse	100%	12 months	Annual Budget	1
Student Services Assistants, Residence Halls	100%	12 months	Annual Budget	8
Utility Workers, Sports and Recreation	100%	12 months	Annual Budget	3

Appendix D

Other Resources. Complete the table below.				
List each position by classification	Services provided	Number of hours	Overall cost	Sources of funding
Student Activities Specialist	Coordinates on and off campus student activities, including forum lectures	40 hours per week	\$14,560.00	Annual Budget
Student Services Assistant	Residence hall advisor, Residence Hall for male students	40 hours per week	\$5,200.00	Annual Budget

Utilize the data provided in the above table of the appropriateness of the staffing levels of the AU

Office of the Director of Student Life

The Director of Student Life oversees the division of Student Life (SL), as described in the preceding section of this program review, including student programs and activities at the State Campuses and the FSM Fisheries and Maritime Institute (FSM FMI) in coordination with the Student Services Coordinators.

The college's Enrollment Management/Campus Standards Key Indicators as adopted in February 14, 2006, provides quite unclear benchmark as basis for determining the adequacy or inadequacy of the office's current staffing level. Nonetheless, the closest information that can be referenced is the recommended ratio of one Full-Time Equivalent (FTE) student life specialist for every 200 FTE students. However, what constitutes a "student life specialist" is categorically unclear. Given the Director of Student Life qualifies as a student life specialist — then the ratio: 1:929 FTE students (fall 2017 enrollment data), just for National Campus only. As mentioned, the Director of Student Life has college-wide oversight of all student programs and activities. **Therefore, the Office of the Director of Student Life has an inadequate staffing level.**

To address this gap, the Office of the Director of Student Life had contracted a student activities specialist (on-special contract) to assist in the coordination of on- and off-campus student activities and development, the Student Body Association (SBA), registered student clubs or organizations, and forum lectures.

Residence Halls

In order to provide 24 hours per day, seven days per week, 365 days per year residential services, with three shifts per day (8:00 AM to 4:00 PM, 4:00 PM to 12:00 Midnight, and 12:00 Midnight to 8:00 AM), the recommended staffing level for the college's Residence Halls is: (a) a coordinator for the Residence Halls; (b) five full-time female student services assistants (Residence Hall for female students), and (c) five full-time male student services assistant (Residence Hall for male students). **The Residence Halls have adequate staffing level.**

Sports and Recreation

The recommended staffing level for the college's Residence Halls is: (a) a coordinator; and (b) four utility workers. Currently, the unit has only three full-time utility workers. **The unit has an inadequate staffing level.**

Health Services

Currently, the National Campus has only one full-time campus nurse. The college's Enrollment Management/ Campus Standards Key Indicators (February 14, 2006) provides a recommended ratio of 1 FTE campus nurse for 1,400 students. Given this full-time nurse to FTE student ratio, **the unit has adequate staffing level.**

However, it is interesting to note that the National Association of School Nurses (NASN) recommends a 1:144 ratio for schools that require daily professional school nursing services, and 1:125 in schools with complex health care needs*. Additionally, a ratio of one nurse for every 750 students is a goal written in Healthy People 2010 from the US Department of Health and Human Services. NASN recommends one school nurse to no more than 225 students when students with special health needs are mainstreamed with other students**. Taking the Fall 2016 and fall 2017 enrolled FTE students at the college's National Campus in Palikir, ratios of 1:918 FTE students during fall 2016, and 1:929 FTE students in fall 2016 semester. The college's recommended ratio, FTE nurse to FTE students, as adopted in 2006 and is still in effect, is significantly higher than what is recommended by the nationally recognized organization of school nurses and the US Department of Health and Human Services.

If referenced to this recommendation (nurse to student ratio) by recognized organizations of school nurses and the US Department of Health and Human Services, **the unit has an inadequate staffing level. The nurse to FTE student ratio is remarkably high with reference to the recommendation by the National Association of School Nurses and the federal standards.**

*http://usatoday30.usatoday.com/news/health/2009-08-10-school-nurses_N.htm

**<http://www.nationalguidelines.org/guideline.cfm?guideNum=4-03>

Appendix D

How does the AU serve the population of the college?		
<p>As mentioned in the preceding section of this program review, the college's Student Life (SL) provides opportunities for students to learn and practice important life skills such as self-governance, independence, personal accountability, civic responsibility, and respect for themselves and others. All of these opportunities, i.e., co- and extra-curricular on campus and off campus activities geared at supporting students to learn and practice important life skills such as self-governance, independence, personal accountability, civic responsibility, and respect for themselves and others.</p> <p>The division is composed of the following units: (a) Student Life (student activities and development, including the Student Body Association and registered clubs); (b) Residence Halls; (c) Sports and Recreation; and (d) Health Services. The SL is also responsible for coordinating, scheduling, and facilitating on-campus forum lectures, then a function under the former Chief of Staff for the college.</p>		
Since the previous AU program review, what significant changes have occurred that impact the services of the AU?		
<p>The Director of Student Life's role and functions have been expanded giving her college-wide oversight of all student activities and development.</p>		
What methods are used to evaluate AU's effectiveness to the population that interacts with it?	What do the results of the above methods of evaluation indicate about the effectiveness of the AU?	How have the results of the analysis been used to make improvements to the services provided by the AU?
<p>Annual Assessment</p>	<p>See AU's 2015-2016 Annual Assessment Report (Results and Improvement Plan Sections), http://wiki.comfsm.fm/@api/deki/files/5312/=2015-2016_EMSSNCSL_Annual_Assessment_Report_TracDat.pdf</p> <p>See AU's 2016-2017 Annual Assessment Report (Results and Improvement Plan Sections), http://wiki.comfsm.fm/@api/deki/files/5313/=2016-2017_EMSSNCSL_Annual_Assessment_Report_TracDat.pdf</p>	<p>See AU's 2015-2016 Annual Assessment Report (Results and Improvement Plan Sections), http://wiki.comfsm.fm/@api/deki/files/5312/=2015-2016_EMSSNCSL_Annual_Assessment_Report_TracDat.pdf</p> <p>See AU's 2016-2017 Annual Assessment Report (Results and Improvement Plan Sections), http://wiki.comfsm.fm/@api/deki/files/5313/=2016-2017_EMSSNCSL_Annual_Assessment_Report_TracDat.pdf</p>
Provide any other data that are relevant to this AU's program review		
<p>See preceding section</p>		
Strength, Weaknesses, Opportunities, Challenges (SWOC) Analysis		
<p>Based on analysis in the preceding sections, what are the AU's Strengths?</p>	<ol style="list-style-type: none"> 1. A Student Center, i.e., a centralized location providing students the space and venue. 2. Committed, qualified, and adequately trained staff 3. Collaborative efforts to provide quality student support services and programs among staff or units within the EMSS department, including coordination with units from other departments, e.g., instructional affairs, administrative services, etc. 4. Diverse student organizations 5. Co- and extra-curricular on- and off campus activities, fostering or promoting student engagements or involvements. 6. 24 hours per day, seven days per week, 365 days per year residential services, with three shifts per day (8:00 AM to 4:00 PM, 4:00 PM to 12:00 Midnight, and 12:00 Midnight to 8:00 AM). 7. Diverse programs and services 	
<p>Based on analysis in the preceding sections, what are the AU's Weaknesses?</p>	<ol style="list-style-type: none"> 1. Inadequate staffing level (see Office of the Director of Student Life, and Health Services) 2. The need to better collect and analyses data for measuring effectiveness of AU's units, their programs and services 3. Absence of an electronic database, e.g., Residence Halls and Health Services 4. Lack of or limited access to staff development fund or resources. 5. Limited budget on staff travel or site visits allowing on-site coordination, oversight, and support of student programs and activities at the State Campuses, including FSM FMI. 	

Appendix D

Based on analysis in the preceding sections, what are the opportunities existing for the AU?	<ol style="list-style-type: none"> 1. Improve coordination among SBAs, college-wide 2. Access to online opportunities and information technology allowing improved coordination and/or communication among EMSS units, college-wide
Based on analysis in the preceding sections, what are the challenges exist for the AU?	<ol style="list-style-type: none"> 1. Lack of or limited access to staff development fund or resources. 2. Limited budget on staff travel or site visits allowing on-site coordination, oversight, and support of student programs and activities at the State Campuses, including FSM FMI. 3. Inadequate staffing level (see Office of the Director of Student Life, and Health Services)

Evaluation of the Process used by AU

Describe any on-going systematic method used to evaluate the efficacy of processes by the AU

Student Life conducts annual assessment of its programs and services. In a longer term, it is required to conduct a more comprehensive review every two year of its programs and services (biennial program review). It then uses the results of its annual assessments for yearly budget allocation and reallocation. While this is the first program review conducted about the office’s programs and services, the results will be used as critical points for the college’s non-academic program prioritization that will inform the development of a five-year strategic plan. Additionally, to ensure compliance with ACJCC/WASC Standards.

Currently all activities are based on assessment plans and are linked to the ACJCC/WASC Standards, the college’s Strategic Directions, Educational Master Plan’s goals and objectives, and allocation of funds are based on performance based and unit program activities.

Provide examples of how this AU program review has led to continuous quality improvement

1. The Director of Student Life’s functions and responsibilities have been expanded giving her college-wide oversight of student activities and development.
2. A student activities specialist has been contracted (on-special contract) to assist the Office of the Director of Student Life coordinating student on- and off-campus activities, including liaising with the Student Body Association, registered student clubs and organizations, and organizing forum lectures. This is to address the recognized gap or inadequate staffing level.
3. Develop and introduced calendars of student activities for each month of year, and have them posted prior to the beginning of each month, i.e., allowing enhanced coordination of on- and off-campus student activities.
4. SBA college-wide meetings, SBA and SBO retreats, increased student engagements in on- and off-campus activities, including student clubs and organizations.
5. Establishment of a Student Union or Center at the National Campus.
6. Increased collaboration among EMSS units, college-wide.

List AU’s Service Area Outcomes by completing the expandable table below

Service Area Outcomes	Date Assessment Completed	Date(s) Data Analyzed	Date(s) Data Used for Improvement	Number of Cycle Completed
2015-2016 EMSS Student Life Assessment (Student Life, Residence Halls, Health Services, Sports and Recreation)	See http://wiki.comfsm.fm/@api/deki/files/5312/=2015-2016_EMSSNCSL_Annual_Assessment_Report_TracDat.pdf			
2016-2017 EMSS Student Life Assessment (Student Life, Residence Halls, Health Services, Sports and Recreation)	See http://wiki.comfsm.fm/@api/deki/files/5313/=2016-2017_EMSSNCSL_Annual_Assessment_Report_TracDat.pdf			

AU Assessments. Complete the table below

Outcome Number	Intended Outcomes	Means of Assessment	Criteria of Success	Summary of Data Collected	Use of Results
2015-2016 EMSS Student Life Assessment (Student Life, Residence Halls, Health Services, Sports and Recreation)	See http://wiki.comfsm.fm/@api/deki/files/5312/=2015-2016_EMSSNCSL_Annual_Assessment_Report_TracDat.pdf				
2016-2017 EMSS Student Life Assessment (Student Life, Residence Halls, Health Services, Sports and Recreation)	See http://wiki.comfsm.fm/@api/deki/files/5313/=2016-2017_EMSSNCSL_Annual_Assessment_Report_TracDat.pdf				

Appendix D

How has AU's assessment of service outcomes led to improvement in the services to patrons

See 2015-2016 EMSS Student Life Assessment (Student Life, Residence Halls, Health Services, Sports and Recreation), http://wiki.comfsm.fm/@api/deki/files/5312/=2015-2016_EMSSNCSL_Annual_Assessment_Report_TracDat.pdf

See 2016-2017 EMSS Student Life Assessment (Student Life, Residence Halls, Health Services, Sports and Recreation), http://wiki.comfsm.fm/@api/deki/files/5313/=2016-2017_EMSSNCSL_Annual_Assessment_Report_TracDat.pdf

What challenges remain to make AU more effective?

See prior section on AU's weaknesses and challenges.

Describe how the AU's Service Area Outcomes are linked to the Institutional Goals

Institutional Goals	Area Service Outcomes	Linkages
---------------------	-----------------------	----------

See prior section on how AU supports the college's Institutional Goals

Evaluation of Progress toward previous goals

List the goals from AU's previous program review

Goals from previous program review	Level of Success Achieved
To promote student development and leadership	<p>Student Life organized a retreat in October 2016 for Student Body Association (SBA) and Student Body Organization (SBO) officers. One of the outcomes of this retreat was the creation of a student calendar of activities for the 2016-2017 school year that reflected the needs and interests of the student body.</p> <p>Multiple meetings and workshops were held throughout the school year, which promoted student engagement and developed students' leadership skills. For examples, fall 2016, a total of seven events were held; spring 2017, three events; and one leadership activity during the summer of 2017.</p> <p>Calendars of student activities for each month of the year are posted prior to the beginning of each month, effective spring and summer 2017. Student Life collaborated with other units of EMSS department in facilitating orientation and similar types of sessions for students. These sessions aimed at providing students awareness on the availability of student support programs and services, including other areas, e.g., Title IX, etc.</p> <p>Sports and recreation, including the residence halls and health services continue to facilitate on campus activities for students.</p> <p>Other details and additional informations, please see</p> <p>See 2015-2016 EMSS Student Life Assessment (Student Life, Residence Halls, Health Services, Sports and Recreation), http://wiki.comfsm.fm/@api/deki/files/5312/=2015-2016_EMSSNCSL_Annual_Assessment_Report_TracDat.pdf</p> <p>See 2016-2017 EMSS Student Life Assessment (Student Life, Residence Halls, Health Services, Sports and Recreation), http://wiki.comfsm.fm/@api/deki/files/5313/=2016-2017_EMSSNCSL_Annual_Assessment_Report_TracDat.pdf</p>
To promote student awareness on the availability of student support programs including co- and extra-curricular activities	
To promote and strengthen student engagement	
To enhance campus life experience by providing support programs and services	

In case where resources were allocated toward goals, evaluate the efficacy of that spendings

Goals from previous program review	Resources allocated	Efficacy of spending

Short-Term and Long-Term Goals

Using the table below, list the short-term and long-term goals for the AU. These goals should follow logically from the information provided in the program review. Use separate table for each additional goal.

Appendix D

Short-Term Goals		
Identify Goal	Promote student engagement and involvement	
Describe the plan to achieve the goal (i.e., action plan)	<ol style="list-style-type: none"> 1. Continue implement programs and services (workshops, training sessions, forum lectures, etc.) that promote learning and growth for students, helping them to succeed academically and socially. 2. Actively engage students in co- and extra-curricular, sports and recreational, health and wellness activities that promote learning, student leadership and development, and health and wellness. 3. Increase the number of and membership in registered student organizations, college-wide. 4. Continue to or enhance collaboration with instructional affairs. 	
What measurable outcome is anticipated for this goal?	Students will be able to develop or realize growth in personal and social responsibility	
What specific aspects of this goal can be accomplished without additional resources?	None, outside of already allocated funds for students, health, and recreational activities.	
Long-Term Goals		
Identify Goal	Develop or build human resources to support student success	
Describe the plan to achieve the goal (i.e., action plan)	<ol style="list-style-type: none"> 1. In collaboration with other units within the EMSS department, design, develop and implement professional development or training opportunities for EMSS Student Life staff, and staff from other units related to student engagement and development. 2. Establish a comprehensive professional development program for SL staff to enhance skills through continuing education, mentoring, in-house training, cross-training, and opportunities for feedback. 3. Hire an assistant director for student life. 	
What measurable outcome is anticipated for this goal?	Staff upward mobility and professional development through professional development initiatives	
What specific aspects of this goal can be accomplished without additional resources?	Staff development fund for EMSS Student Life, and salary and benefits for the director of student life.	
Request for Resources		
Long-Term Goal (Five-Year Cycle) 1		
Goal number and goal description	Develop or build human resources to support student success	
Type of Resources	Requested Dollar Amount	Potential Funding Source
Staff Development	\$15,000.00	Additional line item to next FY budget
Assistant Director of Student Life	\$17,643-\$19,880 excluding benefits	Additional FY budget: Salary

AU Program Review Summary

This section provides the reader with an overview of the highlights, and key segments of the AU program review. It should include new information that is not mentioned in the preceding sections of this document.

None. There are no new information that is not mentioned in the preceding sections of this program review that should be mentioned in this section.

Response Page

AU Vice President or appropriate immediate Management Supervisor

I concur with the findings contained in this AU program review.

I concur with the findings contained in this AU program review with following exceptions (include a narrative explaining the basis for each exceptions):



Joey A. Uaucaao
VP for Enrollment Management and Student Services
College of Micronesia-FSM
P.O. Box 159
Kolonias, Pohnpei FM 96941

I do not concur with the findings contained in this AU program review (include a narrative explaining basis):