

## Institutional Planning Committee (IPC)

### Minutes

July 16, 2014

Present Members: Alfred Capelle, Ben Perez (sub. Mary Van Auken), Bob Willson, Boni Sanchez, Cheryl Vila, Don Hess (via skype), Nik Willson, Rachel Salomon, Ruth Abbott, Sana Anien, Stevenson Kotton, William Reiher

Chair: Cheryl Vila

Recording Minutes: Nik Willson

Present by Invitation: Carl Hacker

President Hacker facilitated a Strengths-Weaknesses-Opportunities-Threats (SWOT) analysis with the IPC (attached). Based on the SWOT analysis, the committee drafted these four institutional goals in:

1. resources
  - a. financial and human sustainability
  - b. endowment
  - c. budget
2. student success
  - a. academics
  - b. student services
  - c. IT
  - d. physical plant
  - e. etc.
3. stakeholder relations
  - a. new buildings
  - b. new equipment
  - c. maintenance
4. effective practices
  - a. academics
  - b. climate change

## SWOT ANALYSIS

<p><b>STRENGTHS</b></p> <ul style="list-style-type: none"> <li>• capacity and relationships between CMI and HS staff and faculty</li> <li>• recovery plan</li> <li>• academic programs</li> <li>• Marshallese language and culture expertise/knowledge</li> <li>• high impact practices</li> <li>• Micronesian Collection, Nuclear Institute and CLLC</li> </ul>	<p><b>OPPORTUNITIES</b></p> <ul style="list-style-type: none"> <li>• relationship between CMI and HS staff and faculty</li> <li>• integrate language and culture teacher ed</li> <li>• including community to inform cultural programs (e.g. advisory board)</li> <li>• BA Elem. Ed.</li> <li>• a new degree in STEM in general sciences</li> <li>• student preparedness programs w MoE</li> <li>• donor funding</li> </ul>
<p><b>WEAKNESSES</b></p> <ul style="list-style-type: none"> <li>• BA Elem. Ed.</li> <li>• a new degree in STEM in general sciences</li> <li>• retention rates</li> <li>• graduation rates</li> <li>• faculty turnover</li> <li>• endowment fund</li> <li>• oversight in Voc Ed administration</li> <li>• absence of credible organizational effectiveness evidence</li> <li>• classroom space and enrollment rates</li> <li>• connection to community</li> <li>• lack of communication about business certificates to the community</li> <li>• lack of Marshallese faculty</li> </ul>	<p><b>THREATS</b></p> <ul style="list-style-type: none"> <li>• USP accreditation</li> <li>• outmigration</li> <li>• climate change</li> <li>• revenues in PELL</li> <li>• change in Presidency</li> <li>• underpreparedness in HS students</li> <li>• cost of energy</li> <li>• lack of gov't support</li> <li>• lack of sufficient adjunct pool</li> <li>• perception of "College in the Marshall Islands" (vs. "of the Marshall Islands")</li> </ul>