

American Samoa Community College
ISP Resource Allocation Timeline

| Alignment of Strategic Outcomes | | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 | |
|--|--|---------------|---------------|---------------|---------------|---------------|---------------|------|
| Academic Excellence Goal 1; Objective 1 Expected Outcomes aligned to Technology, Physical Facilities & Maintenance, Staffing, and Total Cost of Ownership Outcomes | 1) A comprehensive institutional process has been defined to designate faculty & staff according to expertise and is aligned to divisional operations; (<i>SI, SII, SIII, SIV</i>) | AE | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| | o <u>Staffing:</u> | | | | | | | |
| | i. G2:O1:EO2: A standard classification process has been reviewed and aligned accordingly to the scope of professional responsibilities; (<i>SI, SII, SIII, SIV</i> ; | S | 2015 | 2016 | 2017 | 2018 | - | - |
| | o <u>Total Cost of Ownership:</u> | | | | | | | |
| | i. G1:O3:EO1: Position Review process is conducted by all divisions on a regular basis which includes the evaluation of personnel and update of responsibilities and SOPs; (<i>SI, SII, SIII, SIV</i>) | TCO | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| | 2) Processes and Policies are reviewed and are updated accordingly to institutional internal and external trends. (<i>SI, SII, SIII, SIV</i>) | AE | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| | o <u>Staffing:</u> | | | | | | | |
| | i. G2:O1:EO1: An updated equitable pay scale detailing the grades and steps for faculty, staff, and skilled positions have been reviewed by an institutional committee, channeled for approval, and implemented institutionally; (<i>SI, SII, SIII, SIV</i>) | S | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| | ii. G3:O1:EO1: Updated policies and clear SOPs for hiring, placement, and transfer of personnel; (<i>SI, SII, SIII, SIV</i>) | S | 2015 | 2016 | 2017 | | | |
| | iii. G3:O1:EO2: A document identifying ASCC's institutional needs in specialized and high-need areas, and expansion of services and program is institutionally centralized and archived; (<i>SI, SII, SIII, SIV</i>) | S | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| | iv. G3:O1:EO3: Funding sources are identified; (<i>SII, SIII</i>) | S | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| | o <u>Total Cost of Ownership:</u> | | | | | | | |
| | i. G1:O3:EO1: Position Review process is conducted by all divisions on a regular basis which includes the evaluation of personnel and update of responsibilities and SOPs; (<i>SI, SII, SIII, SIV</i>) | TCO | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| 3) Trends on Student Enrollment are documented and analyzed to determine high need areas in Teaching & Learning, and Professional Services; (<i>SII, SIII</i>) | AE | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | |
| o <u>Staffing:</u> | | | | | | | | |
| i. G1:O1:EO1: A staffing review committee (SRC) is established to monitor staffing plan, assess its effectiveness, and reviews for training, professional growth, and hiring | S | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | |
| o <u>Total Cost of Ownership:</u> | | | | | | | | |
| i. G1:O3:EO5: An analysis of organizational charts and divisional SOPs is compiled to identify key positions in need of priority hiring and | TCO | 2015 | 2016 | 2017 | 2018 | 2019 | - | |

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| 4) Vacant Positions & High Need Content & Service areas continue to be fulfilled. (SII, SIII) | AE | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| o <u>Physical Facilities & Maintenance:</u> | | | | | | | |
| i. G1:O2:EO1: Qualified technical/specialized personnel have been hired. (SII, SIII) | PFM | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| i. G1:O2:EO2: Support staff received training in specialized/skilled areas. (SIII) | PFM | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| o <u>Total Cost of Ownership:</u> | | | | | | | |
| i. G1:O2:EO5: Specialized technicians are hired and ongoing development and upgraded specialized skills for maintenance staff continues (SI, SII, SIII) | TCO | 2015 | 2016 | 2017 | 2018 | - | - |
| 5) An institutional scheduling process is defined for the scheduling of all courses offered at ASCC to determine the maximization of classroom, labs, resource, and office space and occupancy intervals. (SI, SII, SIII, SIV) | AE | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| o <u>Physical Facilities & Maintenance:</u> | | | | | | | |
| i. G1:O1:EO1: A committee is established to monitor PFM plan, assess its effectiveness, and set schedules for new construction, renovation and repair, and maintenance activities; | PFM | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| ii. G1:O1:EO2: A formalized process outlining FRC roles and responsibilities in assessing and scheduling is documented; | PFM | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| iii. G1:O1:EO3: All processes are compliant with local and federal regulations; (SIII) | PFM | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| iv. G3:O1:EO1: Annual Review of Work Order processes for renovations or repair allowing for more time on preventive maintenance: | PFM | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| v. G3:O1:EO2: Annual Review process for PR process to procure materials and supplies | PFM | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| vi. G3:O1:EO3: Compliance with OSHA standards | PFM | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| vii. G3:O1:EO4: Reduction of overhead | PFM | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| viii. G3:O1:EO5: Reduction of work | PFM | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| ix. G3:O1:EO6: Preservation of our | PFM | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| x. G4:O1:EO1: A Comprehensive Maintenance Plan inclusive of all Physical Facility | PFM | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| x. G4:O1:EO2: Adequate support and allocation of resources is documented. | PFM | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| o <u>Total Cost of Ownership:</u> | | | | | | | |
| i. G1:O2:EO1: An annual assessment is conducted for preventive maintenance planning (SI, SII, SIII) | TCO | 2015 | 2016 | 2017 | 2018 | 2019 | |
| ii. G1:O2:EO2: A schedule of maintenance is followed decreasing the emergency repairs and purchases (SIII, SIV) | TCO | 2015 | 2016 | 2017 | 2018 | 2019 | |

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| | <p style="text-align: center;">iii. G1:O2:EO3: Processes and Policies are followed for the replacement and purchase of all air condition units and maintenance equipment (<i>SII, SIII, SIV</i>)</p> <p>6) A Student Learning Outcome Awareness and Implementation Plan is defined and implemented to all ASCC employees. (<i>SI, SII, SIII, SIV</i>)</p> <p style="padding-left: 20px;">o <u>Staffing:</u></p> <p style="padding-left: 40px;">i. G1:O1:EO6: An institutional schedule of high quality and required training for all employees;</p> <p style="padding-left: 40px;">ii. G1:O1:EO7: A list of professional development trainers identifying specialized areas of</p> | TCO | 2015 | 2016 | 2017 | 2018 | 2019 | |
| | | AE | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| | | S | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| | | S | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| Academic Excellence Goal 1; Objective 2 Expected Outcomes aligned to Technology, Physical Facilities & Maintenance, Staffing, and Total Cost of Ownership Outcomes | 1) A document has been finalized and approved emphasizing processes for institutional program review; (<i>SI, SII, SIII, SIV</i>) | AE | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| | o <u>Physical Facilities & Maintenance:</u> | | | | | | | |
| | i. G1:O1:EO4: A full Facility Assessment Report of ASCC's Physical Assets highlighting needs for new construction and physical assets in need of minor/major renovation and repair. | PFM | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| | 2) Institutional Policies are updated and routed accordingly for approval to include program review. (<i>SI, SII, SIII, SIV</i>) | AE | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| | 3) A document has been finalized and approved emphasizing processes for institutional assessment and planning; (<i>SI, SII, SIII, SIV</i>) | AE | - | - | 2017 | 2018 | 2019 | 2020 |
| | 4) Institutional Policies are updated and routed accordingly for approval to include institutional assessment and planning. (<i>SI, SII, SIII, SIV</i>) | AE | - | - | 2017 | 2018 | 2019 | 2020 |
| 5) An Institutional Manual is compiled, approved, and disseminated on Institutional Program Review, Assessment, and Planning and aligned to institutional policies. (<i>SI, SII, SIII, SIV</i>) | AE | - | 2016 | 2017 | 2018 | 2019 | 2020 | |
| 6) SLO updates and reports are compiled, analyzed, and disseminated accordingly by all academic and administrative divisions (<i>SI, SII, SIII, SIV</i>) | AE | - | 2016 | 2017 | 2018 | 2019 | 2020 | |
| Academic Excellence Goal 1; Objective 3 Expected Outcomes aligned to Technology, Physical Facilities & Maintenance, Staffing, and Total Cost of Ownership Outcomes | 1) A report is generated annually assessing the accurateness of institutional resources, utilization of these resources, cost of maintenance, and projection of new resources for future resource allocation; (<i>SI, SII, SIII, SIV</i>) | AE | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| | o <u>Physical Facilities & Maintenance:</u> | | | | | | | |
| | i. G1:O1:EO3: A full Facility Assessment Report of ASCC's Physical Assets highlighting needs for new construction and physical assets in need of minor/major renovation and repair; | PFM | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| | ii. G1:O1:EO4: An annual schedule for new construction, renovation and repair, and maintenance activities is identified; | PFM | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| | iii. G1:O1:EO5: Increase in funding | PFM | - | 2016 | 2017 | 2018 | 2019 | 2020 |
| | iv. G2:O1:EO1: Completion of all identified new construction; | PFM | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| v. G2:O1:EO2: Institutionally centralized and archive all construction documents and | PFM | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | |

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|---|------------|--------|--------|--------|--------|--------|--------|
| vi. G2:O1:EO3: A comprehensive Maintenance Plan for all completed construction projects; | PFM | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| vii. G2:O1:EO4: Assessment of all Maintenance on completed construction projects are reported in Divisional Quarterly Reports; | PFM | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| viii. G2:O1:EO5: Increase in local and federal funding sources; | PFM | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| ix. G4:O1:EO1: A comprehensive Maintenance Plan inclusive of all Physical Facility | PFM | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| o <u>Total Cost of Ownership:</u> | | | | | | | |
| i. G1:O2:EO1: An annual assessment is conducted for preventive maintenance | TCO | 2015 | 2016 | 2017 | 2018 | 2019 | - |
| ii. G1:O2:EO2: A schedule of maintenance is followed decreasing the emergency | TCO | 2015 | 2016 | 2017 | 2018 | 2019 | - |
| iii. G1:O2:EO3: Processes and Policies are followed for the replacement and purchase of all ASCC equipment; (SII, SIII, SIV) | TCO | 2015 | 2016 | 2017 | 2018 | 2019 | - |
| 2) Divisional Organizational Charts emphasize alignment of all employment positions to divisional operations (Standard Operating Procedures) and outcomes; (SI, SII, SIII, SIV) | AE | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| o <u>Total Cost of Ownership:</u> | | | | | | | |
| i. G1:O3:EO1: Position Review process is conducted by all divisions on a regular basis which includes the evaluation of personnel and update of | TCO | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| ii. G1:O3:EO2: The reclassification plan is implemented for all identified positions following the Institutional and Divisional Organizational Charts | TCO | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| iii. G1:O3:EO5: An analysis of organizational charts and divisional SOPs is compiled to identify key positions in need of priority hiring and | TCO | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| 3) An analysis on faculty/staff performance evaluations are compiled annually emphasizing professional needs; (SI, SII, SIII, SIV) | AE | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| o <u>Staffing:</u> | | | | | | | |
| i. G1:O1:EO6: An institutional schedule of high quality and required training for all | S | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| ii. G1:O1:EO7: A list of professional development trainers identifying specialized areas of | S | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| o <u>Total Cost of Ownership:</u> | | | | | | | |
| i. G1:O3:EO3: A report on faculty/staff performance evaluations is compiled annually emphasizing institutional and divisional | TCO | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| 4) Increasing improvements on Student Achievement Data and Institutional/Divisional Outcome Achievement are documented. (SI, SII SIII, SIV) | AE | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| o <u>Staffing:</u> | | | | | | | |

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| | <ul style="list-style-type: none"> i. G1:O1:EO8: An increase in faculty and staff enrollment in courses, webinars, and training for strengthening of competencies and cross ii. G1:O1:EO9 Faculty and Staff long-term consistent participation in institutional committees are acknowledged and rewarded accordingly. o <u>Total Cost of Ownership</u>: <ul style="list-style-type: none"> i. G1:O2:EO4: Support staff have received technical training and provided with training opportunities in all areas of preventive maintenance (SII, ii. G1:O3:EO4: Travel and training is aligned with institutional professional development | S | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| | | S | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| | | TCO | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| | | TCO | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| Academic Excellence Goal 1: Objective 4 Expected Outcomes aligned to Technology, Physical Facilities & Maintenance, Staffing, and Total Cost of Ownership Outcomes | 1) Institutional publicity has increased in research, awareness, and program salient accomplishments. (SI, SII, SIII, SIV) | AE | 2015 | 2016 | - | - | - | - |
| | 2) Constant Reviews and Updates on all (Current and New) ASCC MOUs, job placements, and transfers are documented and centralized institutionally and archived; (SI, SII, SIII, SIV) | AE | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| | o <u>Staffing</u> : <ul style="list-style-type: none"> i. G3:O1:EO4: A tracking system is identified addressing the following areas: <ul style="list-style-type: none"> 1. Process for student transition into the workforce; 2. Processes for student transferability to other institutions of higher learning; 3. Processes for Service Learning Opportunities. ii. G3:O1:EO5: The tracking system (process) is institutionally centralized and archived. | S | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| | | S | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| | 3) An increase in Community Advisory Council participation in program affairs has been documented and centralized institutionally and archived. (SI, SII, SIII, SIV) | AE | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| | 4) A Service Learning Plan has been identified and implemented. (SII, SIII) | AE | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| | o <u>Staffing</u> : <ul style="list-style-type: none"> i. G3:O1:EO4: A tracking system is identified addressing the following areas: <ul style="list-style-type: none"> 1. Process for student transition into the workforce; 2. Processes for student transferability to other institutions of higher learning; 3. Processes for Service Learning Opportunities. ii. G3:O1:EO5: The tracking system (process) is institutionally centralized and archived. | S | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| | | S | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| Academic Excellence Goal 1: Objective 5 Expected Outcomes aligned to Technology, Physical Facilities & Maintenance, | <ul style="list-style-type: none"> 1) A plan has been reviewed, implemented, and assessed for professional development on technological system upgrades and multimedia technological devices appropriate to instruction and services offered at ASCC; (SI, SII, SIII, SIV) o <u>Technology</u>: | AE | 2015 | 2016 | - | - | - | - |

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|--|---|--|--------|--------|--------|--------|------|------|------|
| Staffing, and Total Cost of Ownership Outcomes | i. G1:O1:EO6: Training Plan (Internal & External) is developed and added to the ASCC Professional Development Plan; | | | | | | | | |
| | | 1. Faculty: Hardware & Software Training; | | | | | | | |
| | | 2. Support Staff: Technical & Service Training; | | | | | | | |
| | | 3. System Users: Etiquette and Care for ASCC Systems & Hardware; | | | | | | | |
| | | 4. Update in Acceptable Use Policy. | | | | | | | |
| | o <u>Staffing:</u> | | | | | | | | |
| | i. G1:O1:EO6: An institutional schedule of high quality and required training for all employees; | | S | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| | ii. G1:O1:EO7: A list of professional development trainers identifying specialized areas of | | S | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| | o <u>Total Cost of Ownership:</u> | | | | | | | | |
| | i. G1:O1:EO3: Support staff have received technical training and provided with training opportunities in all areas of technology and equipment | | TCO | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| | ii. G1:O1:EO4: All users of technology and equipment have been trained in the proper usage, care, and maintenance of technology and equipment (<i>SII, SIII</i>) | | TCO | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| | 2) An assessment on the need of outreach courses is documented and a plan of implementation has been identified. The plan should include possible outreach designated site MOUs, resources, technical support, and stability of instructional delivery; (<i>SI, SII, SIII, SIV</i>) | | AE | - | - | 2017 | 2018 | - | - |
| | o <u>Technology:</u> | | | | | | | | |
| | i. G2:O1:EO2: A status report is compiled based on internet LAN and wireless connectivity; | | T | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| | ii. G2:O1:EO3: Improvements/Plan on increasing internet quality is defined and implemented and institutionally funded. | | T | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| | 1. To include Grant Funded Programs | | | | | | | | |
| iii. G3:O1:EO1: Implement and assess programs and services that can be offered via distance learning and appropriate services that impact student enrollment and achievement. | | T | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | |
| o <u>Physical Facilities & Maintenance:</u> | | | | | | | | | |
| i. G3:O1:EO3: Reduction of overhead | | PFM | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | |
| ii. G3:O1:EO4: Reduction of work | | PFM | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | |
| iii. G3:O1:EO5: Preservation of our | | PFM | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | |
| o <u>Total Cost of Ownership:</u> | | | | | | | | | |
| i. G1:O1:EO5: An institutional assessment of the software, accessibility, and usage of technology equipment is conducted to determine the maximization of technology, software, Internet accessibility, and usage by all ASCC stakeholders (<i>SI, SII, SIII, SIV</i>) | | TCO | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | |

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|--|------------|--------|--------|--------|--------|--------|--------|
| <p>3) An assessment on all ASCC's current technologies and its impact on SLOs are documented with recommendations on the trends in educational technologies listed for future planning and budgeting. <i>(SII, SIII)</i></p> <p style="padding-left: 20px;">o <u>Technology:</u></p> <p style="padding-left: 40px;">i. G1:O1:EO1: A Technology Review Committee (TRC) is established to monitor technology plan, assess its effectiveness, and set schedules for purchase, maintenance, and disposal of all technological equipment;</p> <p style="padding-left: 40px;">ii. G1:O1:EO2: A formulized process outlining TRC roles and responsibilities in assessing and scheduling is documented;</p> <p style="padding-left: 40px;">iii. G1:O1: EO3: All processes are compliant with local and federal regulations; (SIII)</p> <p style="padding-left: 40px;">iv. G1:O1:EO4: An updated semester based report of computer accessibility for students is documented and is institutionally centralized and archived;</p> <p style="padding-left: 40px;">v. G1:O1:EO5: An annual assessment plan emphasizing the Total Cost of Ownership to include the following areas:</p> <p style="padding-left: 40px;">vi. G1:O1: EO7: An ongoing assessment is institutionally documented assessing the processes of all ASCC technological assets.</p> <p style="padding-left: 40px;">vii. G1:O1:EO8: An annual assessment plan emphasizing the Total Cost of Ownership to include the following areas:</p> <p style="padding-left: 60px;">1. Maintenance;</p> <p style="padding-left: 60px;">2. Life-span;</p> <p style="padding-left: 60px;">3. New Technology Hardware & Software.</p> <p style="padding-left: 40px;">viii. G1:O1:EO9: A process emphasizing a timeline scheduling replacement and disposal of ASCC physical assets and is in compliance with local and federal</p> <p style="padding-left: 40px;">ix. G1:O2:EO1: A policy defines user access for campus-wide systems based on institutional operations, purpose, and acceptable use policies.</p> <p style="padding-left: 40px;">x. G1:O2:EO2: Alternative systems have been identified for cost saving measures. ASCC identifies other sources of funding to sustain the cost of Datatel.</p> <p style="padding-left: 40px;">xi. G2:O1:EO1: A report/plan indicating network and telecommunication needs are implemented and</p> <p style="padding-left: 20px;">o <u>Total Cost of Ownership:</u></p> <p style="padding-left: 40px;">i. G1:O1:EO1: An up to date comprehensive inventory of all technology equipment is kept and referred to for purchasing and replacement of technology and equipment <i>(SII, SIII, SIV)</i></p> | AE | - | - | - | - | 2019 | 2020 |
| | T | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| | T | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| | T | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| | T | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| | T | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| | T | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| | T | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| | T | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| | T | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| | TCO | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |

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| | ii. G1:O1:EO2: Processes and Policies are followed for the replacement and purchase of all technology equipment (<i>SII, SIII, SIV</i>) | TCO 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| | iii. G1:O1:EO6: Planned budgeting for all new and replacement purchases of technology and equipment (<i>SI, SII, SIII, SIV</i>) | TCO 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| Academic Excellence Goal 1; Objective 6 Expected Outcomes aligned to Technology, Physical Facilities & Maintenance, Staffing, and Total Cost of Ownership Outcomes | 1) An assessment of student awareness and the reporting of student information based on the effectiveness of ASCC’s academic advising, tutoring services, counseling services, are documented. (<i>SII, SIII</i>) | AE 2015 | 2016 | 2017 | - | - | - |
| | o <u>Staffing:</u> | | | | | | |
| | i. G3:O1:EO4: A tracking system is identified addressing the following areas: | S 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| | 1. Process for student transition into the workforce; | | | | | | |
| | 2. Processes for student transferability to other institutions of higher learning; | | | | | | |
| | 3. Processes for Service Learning Opportunities. | | | | | | |
| ii. G3:O1:EO5: The tracking system (process) is institutionally centralized and archived. | S 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | |
| 2) Outreach recruiting procedures is institutionalized, documented, and centralized; (<i>SI, SII, SIII, SIV</i>) | AE 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | |
| 3) A process for a calendar of institutional activities are generated annually and disseminated accordingly; (<i>SII, SIII</i>) | AE 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | |
| 4) An assessment of the ASCC safety plan is documented and archived. (<i>SII, SIII</i>) | AE 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | |
| Academic Excellence Goal 1; Objective 7 Expected Outcomes aligned to Technology, Physical Facilities & Maintenance, Staffing, and Total Cost of Ownership Outcomes | 1) An institutional process for collecting data on alumni, student transferability, and job placements are documented and centralized institutionally and archived; (<i>SII, SIII</i>) | AE 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| | o <u>Staffing:</u> | | | | | | |
| | i. G3:O1:EO4: A tracking system is identified addressing the following areas: | S 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| | 1. Process for student transition into the workforce; | | | | | | |
| | 2. Processes for student transferability to other institutions of higher learning; | | | | | | |
| 3. Processes for Service Learning Opportunities. | | | | | | | |
| ii. G3:O1:EO5: The tracking system (process) is institutionally centralized and archived. | S 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | |
| 2) A document that specifies updates on current and new articulation agreements is centralized institutionally and archived. (<i>SI, SII, SIII, SIV</i>) | AE - | - | 2017 | 2018 | 2019 | 2020 | |
| Academic Excellence Goal 1; Objective 8 Expected Outcomes aligned to Technology, Physical Facilities & Maintenance, Staffing, and Total Cost of Ownership Outcomes | 1) Institutional dialogue is documented towards the transitioning to a four-year institution under the purview of WASC ACSCU. (<i>SI, SII, SIII, SIV</i>) | AE 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| | o <u>Staffing:</u> | | | | | | |
| i. G3:O1:EO2: A document identifying ASCC’s institutional needs in specialized and high-need areas, and expansion of services and program is institutionally centralized and archived; (<i>SI, SII, SIII, SIV</i>) | S - | - | 2017 | 2018 | - | - | |

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|--|--|------------|--------|--------|--------|--------|--------|------|
| | ii. G3:O1:EO3: Funding sources are identified; <i>(SII, SIII)</i> | S | - | - | 2017 | 2018 | - | - |
| | 2) A document that specifies updates on current and new articulation agreements is centralized institutionally and archived. <i>(SI, SII, SIII, SIV)</i> | AE | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| | o <u>Staffing:</u> | | | | | | | |
| | i. G3:O1:EO2: A document identifying ASCC's institutional needs in specialized and high-need areas, and expansion of services and program is institutionally centralized and archived; <i>(SI, SII, SIII, SIV)</i> | S | - | - | 2017 | 2018 | - | - |
| | o <u>Total Cost of Ownership:</u> | | | | | | | |
| | i. G1:O3:EO1: Position Review process is conducted by all divisions on a regular basis which includes the evaluation of personnel and update of | TCO | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| | 3) ASCC's mission and vision statement is assessed to determine institutional and community needs biennially. <i>(SI, SII, SIII, SIV)</i> | AE | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| | o <u>Staffing:</u> | | | | | | | |
| i. G3:O1:EO4: A tracking system is identified addressing the following areas: | S | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | |
| o Processes for student transition into the workforce; | | | | | | | | |
| o Processes for student transferability to other institutions of higher learning; | | | | | | | | |
| o Processes for Service Learning Opportunities; | | | | | | | | |
| ii. G3:O1:EO5: The tracking system (process) is institutionally centralized and archived. | S | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | |
| Academic Excellence Goal 2: Objective 1 Expected Outcomes aligned to Technology, Physical Facilities & Maintenance, Staffing, and Total Cost of Ownership Outcomes | 1) Review and improve processes for Faculty/Staff recognition, professional improvement, and degree advancements; <i>(SII, SIII, SIV)</i> | AE | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| | o <u>Staffing:</u> | | | | | | | |
| | i. G1:O1:EO4: An annual analysis of professional updates, development, and employee development activities to identify needs and strengths. This analysis should be processed & policy driven, institutionally centralized and archived; <i>(SII, SIII, SIV)</i> | S | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| | ii. G1:O1:EO8: An increase in faculty and staff enrollment in courses, webinars and training for strengthening of competencies and cross training; | S | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| | iii. G1:O1:EO9: Faculty & Staff long-term consistent participation in institutional committees are acknowledged and rewarded accordingly; | S | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| | iv. G1:O1:EO6: Increase in highly qualified and certified faculty and staff. | S | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| | 2) The plan for reclassification has been reviewed and implemented; <i>(SII, SIII)</i> | AE | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| o <u>Staffing:</u> | | | | | | | | |

American Samoa Community College
ISP Resource Allocation Timeline

| Alignment of Strategic Outcomes | | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 | |
|---------------------------------|--|------------|--------|--------|--------|--------|--------|------|
| | <ul style="list-style-type: none"> i. G2:O1:EO1: An updated equitable pay scale detailing the grades and steps for faculty, staff, and skilled positions have been reviewed by an institutional committee, channeled for approval, and implemented institutionally; <i>(SI, SII, SIII, SIV)</i> | S | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| | <ul style="list-style-type: none"> ii. G2:O1:EO2: A standard classification process has been reviewed and aligned accordingly to the scope of professional responsibilities; <i>(SI, SII, SIII, SIV)</i> | S | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| | <ul style="list-style-type: none"> iii. G2:O1:EO3: Performance evaluation instruments are updated and implemented; | S | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| | <ul style="list-style-type: none"> iv. G2:O1:EO4: All ASCC employment positions are reviewed, classified, and aligned to the ASCC evaluation policy | S | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| | <ul style="list-style-type: none"> o <u>Total Cost of Ownership:</u> <ul style="list-style-type: none"> i. G1:O3:EO2: The reclassification plan is implemented for all identified positions following the Institutional and Divisional Organizational Charts. | TCO | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| | 3) Faculty Ranks have been reviewed and implemented; <i>(SII, SIII)</i> <ul style="list-style-type: none"> o <u>Staffing:</u> <ul style="list-style-type: none"> i. G2:O1:EO2: A standard classification process has been reviewed and aligned accordingly to the scope of professional responsibilities; <i>(SI, SII, SIII, SIV)</i> | AE | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| | <ul style="list-style-type: none"> o <u>Total Cost of Ownership:</u> <ul style="list-style-type: none"> i. <u>G1:O3:EO2:</u> The reclassification plan is implemented for all identified positions following the Institutional and Divisional Organizational Charts. | TCO | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |