



Department Strategic Plan
Hospitality and Tourism Department
(AY2022-AY2023 through AY2025-AY2026)

ISMP GOALS:

Goal #1 Advancing Workforce Development Training

Goal #2 Fostering 100% Student-Centered Success

Goal #3 Leveraging Transformational Engagement And Governance

Goal #4 Optimizing Resources

Goal #5 Modernizing And Expanding Infrastructure And Technology

Goals and Objectives

1. To promote and strengthen the Distance Education - International Hotel Management program (DE-IHM)-**ISMP Goal #2, #5**
2. Establish a cohort schedule for AY22-23 **ISMP Goal #2**
3. Increase presence in the hospitality industry **ISMP Goal #2, #3**
4. Promote study abroad programs to offer flexible opportunities and innovative strategies to meet students' needs. **ISMP Goal #2**
5. Increase postsecondary graduation rate by 10% each year by recruiting foreign students. **ISMP Goal #1, #3, #4**
6. Effectuate a comprehensive departmental professional development plan. **ISMP Goal #4**
7. Generate extra department revenue by developing and offering ESL Immersion Program during Summer and Christmas break. **ISMP Goal #1, #3, #4**

Timeline

Year 1 - AY22-23

1st Quarter (August – October)

ISM Goal #	Department Objectives	Annual Program Budget Goal	Tasks
2,5	To promote and strengthen the Distance Education - IHM program -ISM Goal #2, #5	\$9,822	<ol style="list-style-type: none"> 1. Coordinate training and technical support where needed with the GCC Instructional Designer 2. Level 1 Orientation during Convocation 3. Collaborate with Instructional Designer on course design needs in the institution's Learning Management System 4. Conduct continuous recruitment and renewal of online certified faculty 5. Procure instructional tools outlined in FY23 budget proposal 6. Collaboration with the Office of Communications on a marketing plan for the DE-IHM. 7. Research opportunities for additional postsecondary faculty 8. Develop technology plan integrating HTMP and the DE-IHM program

1	Establish a cohort schedule for AY22-23 ISMP Goal #2	N/A	<ol style="list-style-type: none"> 1. Secondary: Establish list of potential COM for Class of 2023 & 2024 2. Post Secondary: Update cohort schedule for Fall 2022; Schedule academic advisement 3. Post Secondary: Develop convocation activity Fall 2023; collaborate with other GCC institutional services (Reach for college) and Dean
2,3	Increase presence in the hospitality industry ISMP Goal #2, #3	\$500	<ol style="list-style-type: none"> 1. Attain membership in regional and local travel trade organizations as outlined in the FY23 budget
2	Promote study abroad programs to offer flexible opportunities and innovative strategies to meet students' needs. ISMP Goal #2	N/A	<ol style="list-style-type: none"> 1. Department collaboration to evaluate and/or maintain current MOUs.
1,3,4	Increase postsecondary graduation rate by 10% each year by recruiting foreign students. ISMP Goal #1, #3, #4	N/A	<ol style="list-style-type: none"> 1. Department collaboration to evaluate and/or maintain recruitment efforts.
4	Effectuate departmental professional development plan.	N/A	<ol style="list-style-type: none"> 1. Department collaboration on updating professional development plans in alignment with Institutional

			<p>Priorities; integrate training needs for the DE-IHM program in alignment with the Distance Education Plan.</p>
<p>1, 3, 4</p>	<p>Generate extra department revenue by developing and offering ESL Immersion Program during Summer and Christmas break. ISMP Goal #1, #3, #4</p>	<p>N/A</p>	<p>1. Department collaboration to evaluate and/or maintain the program.</p>

Year 1 - AY22-23
2nd Quarter (November - January)

ISMP Goal #	Department Objectives	Annual Program Budget Goal	Tasks
2,5	To promote and strengthen the Distance Education - IHM program -ISMP Goal #2, #5		<ol style="list-style-type: none"> 1. Implement training schedule; Department Chair observations 2. Feedback on Level 1 orientation 3. Collaboration with Instructional Designer 4. Establish list of training participants 5. Monitor procurement activities 6. Collaboration with OCP 7. Research opportunities for additional postsecondary faculty 8. Submit growth budget to include instructional tools to expand to secondary HTMP programs
1	Establish a cohort schedule for AY22-23 ISMP Goal #2	N/A	<ol style="list-style-type: none"> 1. Secondary: Class of 2023 Workshop: Promote secondary programs; Certificate of Mastery; Promote MOU with foreign institutions and Hyatt Regency Guam. 2. Secondary: HTMP 054/064: Promote post-secondary programs. 3. Post Secondary: Update cohort schedule for Spring 2023; Schedule academic advisement 4. Post Secondary: Develop convocation activity Fall 2023;

			collaborate with other GCC institutional services (Reach for college) and Dean
2,3	Increase presence in the hospitality industry ISMP Goal #2, #3	N/A	1. Participate in organizational meetings with key leaders and representatives promoting department goals and encourage active participation in departmental activities.
2	Promote study abroad programs to offer flexible opportunities and innovative strategies to meet students' needs. ISMP Goal #2	N/A	1. Monitor travel restrictions; Communicate with external entities 2. Research innovative programs pending travel restrictions
1,3,4	Increase postsecondary graduation rate by 10% each year by recruiting foreign students. ISMP Goal #1, #3, #4	N/A	1. Monitor travel restrictions; Communicate with external entities 2. Research innovative programs pending travel restrictions
4	Effectuate departmental professional development plan.	N/A	1. Department collaboration on updating professional development plan; integrate training needs for the DE-IHM program.

1, 3, 4	Generate extra department revenue by developing and offering ESL Immersion Program during Summer and Christmas break. ISMP Goal #1, #3, #4	N/A	2. Department collaboration to evaluate and/or maintain the program.
---------	--	-----	--

Year 1 - AY22-23
3rd Quarter (February – April)

ISMP Goal #	Department Objectives	Annual Program Budget Goal	Tasks
2,5	To promote and strengthen the Distance Education - IHM program -ISMP Goal #2, #5		<ol style="list-style-type: none"> 1. Monitor training and technical support; Department Chair observations 2. Update Level 1 Orientation 3. Collaboration with Instructional Designer 4. Increased faculty department eligibility for online teaching by 10% 5. Inventory and distribute instructional tools 6. Develop draft marketing plan 7. Research opportunities for additional postsecondary faculty 8. Finalize technology plan integrating HTMP and the DE-IHM program
1	Establish a cohort schedule for AY22-23 ISMP Goal #2	N/A	<ol style="list-style-type: none"> 1. Secondary: Follow up with Class of 2023 students; distribute/provide additional information 2. Collaborate with secondary faculty 3. Post Secondary: Update cohort schedule for Spring 2023; Schedule academic advisement 4. Post Secondary: Develop convocation activity Fall 2023; collaborate with other GCC

			institutional services (Reach for college) and Dean
2,3	Increase presence in the hospitality industry ISMP Goal #2, #3	N/A	1. Participate in organizational meetings with key leaders and representatives promoting department goals and encourage active participation in departmental activities.
2	Promote study abroad programs to offer flexible opportunities and innovative strategies to meet students' needs. ISMP Goal #2	N/A	1. Monitor travel restrictions; Communicate with external entities 2. Research innovative programs pending travel restrictions
1,3,4	Increase postsecondary graduation rate by 10% each year by recruiting foreign students. ISMP Goal #1, #3, #4	N/A	1. Monitor travel restrictions; Communicate with external entities 2. Research innovative programs pending travel restrictions
4	Effectuate departmental professional development plan.	N/A	1. Develop professional development

1, 3, 4	Generate extra department revenue by developing and offering ESL Immersion Program during Summer and Christmas break. ISMP Goal #1, #3, #4	N/A	1. Department collaboration to evaluate and/or maintain the program.
----------------	--	-----	--

Year 1- AY22-23
4th Quarter (May – July)

ISMP Goal #	Department Objectives	Annual Program Budget Goal	Tasks
2,5	To promote and strengthen the Distance Education - IHM program -ISMP Goal #2, #5	N/A	<ol style="list-style-type: none"> 1. Monitor training and technical support; Department Chair observations 2. Coordinate and Plan Convocation - Level 1 3. 4. Review feedback and data from DE-IHM; identify any instructional tools and other resources needed to improve DE-IHM program 5. Record inventory of returned instructional equipment; Schedule work order to service instructional equipment; Finalize technology plan integrating HTMP and the DE-IHM program 6. Finalize marketing plan 7. Finalize research and determine findings 8. Finalize technology plan integrating HTMP and the DE-IHM program

1	Establish a cohort schedule for AY22-23 ISMP Goal #2	N/A	<ol style="list-style-type: none"> 1. Secondary: Identify 10% from LMP graduates to be enrolled in an H&T Department Program 2. Obtain list of Class of 2024 - HTMP 074 students 3. Post Secondary: Update cohort schedule for Fall 2023; Schedule academic advisement 4. Post Secondary: Finalize convocation activity Fall 2023; collaborate with other GCC institutional services (Reach for college) and Dean
2,3	Increase presence in the hospitality industry ISMP Goal #2, #3	N/A	<ol style="list-style-type: none"> 1. Participate in organizational meetings with key leaders and representatives promoting department goals and encourage active participation in departmental activities; evaluate membership 2. Submit names of industry representatives interested in joining the department's advisory committees for upcoming AY 3. Increased advisory committee membership by 10% 4. Compile list of department needs based on industry feedback.

Year 2- AY23-24

1st Quarter (August – October)

ISMIP Goal #	Department Objectives	Annual Program Budget Goal	Tasks
2,5	To promote and strengthen the Distance Education - IHM program -ISMIP Goal #2, #5		<ol style="list-style-type: none"> 1. Coordinate training and technical support where needed with the GCC Instructional Designer 2. Level 1 Orientation during Convocation 3. Collaborate with Instructional Designer on course design needs in the institution's Learning Management System; Distribute instructional tools 4. Conduct continuous recruitment and renewal of online certified faculty 5. Implement Technology Plan; submit growth budget ; update and distribute instructional tools 6. Implement Marketing Plan 7. Procure instructional tools outlined in FY24 budget proposal
1	Establish a cohort schedule for AY22-23 ISMIP Goal #2	N/A	<ol style="list-style-type: none"> 1. Update cohort schedule at PS; Secondary: Establish list of potential COM for Class of 2024 & 2025 2. Post Secondary: Update cohort schedule for current Fall

			students; Schedule academic advisement 3. Implement Convocation
2,3	Increase presence in the hospitality industry ISMP Goal #2, #3	\$500	1. Renew/gain membership in regional and local travel trade organizations as outlined in the current FY budget 2. Update advisory committee listings 3. Discuss industry feedback with advisory committee
2	Promote study abroad programs to offer flexible opportunities and innovative strategies to meet students' needs. ISMP Goal #2	N/A	1. Monitor travel restrictions; Communicate with external entities 2. Implement new programs; Maintain MOUs
1,3,4	Increase postsecondary graduation rate by 10% each year by recruiting foreign students. ISMP Goal #1, #3, #4	N/A	1. Monitor travel restrictions; Communicate with external entities 2. Implement new programs
4	Effectuate departmental professional development plan.	N/A	1. Implement Professional Development Plan
1, 3, 4	Generate extra department revenue by developing and offering ESL Immersion Program	N/A	1. Department collaboration to evaluate and/or maintain the program.

	during Summer and Christmas break. ISMP Goal #1, #3, #4		
--	---	--	--

Year 2 - AY23-24

2nd Quarter (November - January)

ISMIP Goal #	Department Objectives	Annual Program Budget Goal	Tasks
2,5	To promote and strengthen the Distance Education - IHM program -ISMIP Goal #2, #5		<ol style="list-style-type: none"> 1. Implement training schedule; Department Chair observations 2. Feedback on Level 1 orientation 3. Collaboration with Instructional Designer 4. Establish list of training participants 5. Monitor Marketing Plan; continue collaboration with OCP 6. Monitor procurement activities
1	Establish a cohort schedule for AY22-23 ISMIP Goal #2	N/A	<ol style="list-style-type: none"> 1. Secondary: Class of 2024 Workshop: Promote secondary programs; Certificate of Mastery; Promote MOU with foreign institutions and Hyatt Regency Guam. 2. Secondary: HTMP 054/064: Promote post-secondary programs. 3. Post Secondary: Update cohort schedule for upcoming Spring semester; Schedule academic advisement 4. Evaluate/Survey Students on Convocation

2,3	Increase presence in the hospitality industry ISMP Goal #2, #3	N/A	<ol style="list-style-type: none"> 1. Participate in organizational meetings with key leaders and representatives promoting department goals and encourage active participation in departmental activities. 2. Update Department Strategic Plan where needed
2	Promote study abroad programs to offer flexible opportunities and innovative strategies to meet students' needs. ISMP Goal #2	N/A	<ol style="list-style-type: none"> 1. Monitor industry events; Communicate with external entities 2. Monitor, maintain or implement programs
1,3,4	Increase postsecondary graduation rate by 10% each year by recruiting foreign students. ISMP Goal #1, #3, #4	N/A	<ol style="list-style-type: none"> 1. Monitor industry events; Communicate with external entities 2. Monitor, maintain or implement programs
4	Effectuate departmental professional development plan.	N/A	<ol style="list-style-type: none"> 1. Monitor or Implement Professional Development Plan

1, 3, 4	Generate extra department revenue by developing and offering ESL Immersion Program during Summer and Christmas break. ISMP Goal #1, #3, #4	N/A	1. Department collaboration to evaluate and/or maintain the program.
---------	--	-----	--

Year 2- AY23-24

3rd Quarter (February – April)

ISM Goal #	Department Objectives	Annual Program Budget Goal	Tasks
2,5	To promote and strengthen the Distance Education - IHM program -ISM Goal #2, #5	N/A	<ol style="list-style-type: none"> 1. Monitor training and technical support; Department Chair observations 2. Update Level 1 Orientation 3. Collaboration with Instructional Designer 4. Update listing of online certified faculty 5. Monitor Marketing Plan; continue collaboration with OCP 6. Inventory and distribute instructional tools
1	Establish a cohort schedule for AY22-23 ISM Goal #2	N/A	<ol style="list-style-type: none"> 1. Secondary: Follow up with Class of 2024 students; distribute/provide additional information 2. Collaborate with secondary faculty 3. Post Secondary: Update cohort schedule for current Spring semester; Schedule academic advisement 4. Update Convocation Activities

2,3	Increase presence in the hospitality industry ISMP Goal #2, #3	N/A	<ol style="list-style-type: none"> 1. Participate in organizational meetings with key leaders and representatives promoting department goals and encourage active participation in departmental activities. 2. Update Department Strategic Plan where needed
2	Promote study abroad programs to offer flexible opportunities and innovative strategies to meet students' needs. ISMP Goal #2	N/A	<ol style="list-style-type: none"> 1. Monitor industry events; Communicate with external entities 2. Monitor, maintain or implement programs
1,3,4	Increase postsecondary graduation rate by 10% each year by recruiting foreign students. ISMP Goal #1, #3, #4	N/A	<ol style="list-style-type: none"> 1. Monitor industry events; Communicate with external entities 2. Monitor, maintain or implement programs
4	Effectuate departmental professional development plan.	N/A	<ol style="list-style-type: none"> 1. Evaluate and update Professional Development where needed

<p>1, 3, 4</p>	<p>Generate extra department revenue by developing and offering ESL Immersion Program during Summer and Christmas break. ISMP Goal #1, #3, #4</p>	<p>N/A</p>	<p>1. Department collaboration to evaluate and/or maintain the program.</p>
-----------------------	---	------------	---

Year 2- AY23-24

4th Quarter (May – July)

ISMIP Goal #	Department Objectives	Annual Program Budget Goal	Tasks
2,5	To promote and strengthen the Distance Education - IHM program -ISMIP Goal #2, #5	N/A	<ol style="list-style-type: none"> 1. Monitor training and technical support; Department Chair observations 2. Coordinate and Plan Convocation - Level 1 3. Record inventory of returned instructional equipment; Schedule work order to service instructional equipment 4. Review feedback and data from DE-IHM; identify any instructional tools and other resources needed to improve DE-IHM program 5. Evaluate and update Marketing Plan 6. Collect inventory sheets specific to DE-IHM; Review and update technology plan integrating HTMP and the DE-IHM program
1	Establish a cohort schedule for AY22-23 ISMIP Goal #2	N/A	<ol style="list-style-type: none"> 1. Secondary: Continue 10% from LMP graduates to be enrolled in an H&T Department Program 2. Obtain list of HTMP 074 students 3. Post Secondary: Update cohort schedule for upcoming Fall

			semester; Schedule academic advisement 4. Plan Convocation for upcoming Fall Semester
2,3	Increase presence in the hospitality industry ISMP Goal #2, #3	N/A	1. Participate in organizational meetings with key leaders and representatives promoting department goals and encourage active participation in departmental activities; evaluate membership 2. Update Department Strategic Plan where needed; Compile list of department needs based on industry feedback.
2	Promote study abroad programs to offer flexible opportunities and innovative strategies to meet students' needs. ISMP Goal #2	N/A	1. Monitor industry events; Communicate with external entities 2. Evaluate, monitor, maintain or implement and programs; renew or develop new programs
1,3,4	Increase postsecondary graduation rate by 10% each year by recruiting foreign students. ISMP Goal #1, #3, #4	N/A	1. Monitor industry events; Communicate with external entities 2. Evaluate, monitor, maintain or implement and programs; renew or develop new programs

Year 3 - AY24-25

1st Quarter (August – October)

ISMP Goal #	Department Objectives	Annual Program Budget Goal	Tasks
2,5	To promote and strengthen the Distance Education - IHM program -ISMP Goal #2, #5	N/A	<ol style="list-style-type: none"> 1. Coordinate training and technical support where needed with the GCC Instructional Designer 2. Level 1 Orientation during Convocation 3. Collaborate with Instructional Designer on course design needs in the institution's Learning Management System; Distribute instructional tools 4. Conduct continuous recruitment and renewal of online certified faculty 5. Implement Marketing Plan 6. Procure instructional tools outlined in FY25 budget proposal
1	Establish a cohort schedule for AY22-23 ISMP Goal #2	N/A	<ol style="list-style-type: none"> 1. Update cohort schedule at PS; Secondary: Establish list of potential COM for next AY 2. Post Secondary: Update cohort schedule for current Fall students; Schedule academic advisement 3. Implement Convocation

2,3	Increase presence in the hospitality industry ISMP Goal #2, #3	\$500	<ol style="list-style-type: none"> 1. Renew/gain membership in regional and local travel trade organizations as outlined in the current FY budget 2. Discuss industry feedback with advisory committee
2	Promote study abroad programs to offer flexible opportunities and innovative strategies to meet students' needs. ISMP Goal #2	N/A	<ol style="list-style-type: none"> 1. Monitor industry events; Communicate with external entities 2. Implement new programs; Maintain MOUs
1,3,4	Increase postsecondary graduation rate by 10% each year by recruiting foreign students. ISMP Goal #1, #3, #4	N/A	<ol style="list-style-type: none"> 1. Monitor industry events; Communicate with external entities 2. Implement new programs
4	Effectuate departmental professional development plan.	N/A	<ol style="list-style-type: none"> 1. Implement Professional Development Plan
1, 3, 4	Generate extra department revenue by developing and offering ESL Immersion Program during Summer and Christmas break. ISMP Goal #1, #3, #4	N/A	<ol style="list-style-type: none"> 2. Department collaboration to evaluate and/or maintain the program.

Year 3 - AY24-25

2nd Quarter (November - January)

ISMP Goal #	Department Objectives	Annual Program Budget Goal	Tasks
2,5	To promote and strengthen the Distance Education - IHM program -ISMP Goal #2, #5		<ol style="list-style-type: none"> 1. Implement training schedule; Department Chair observations 2. Feedback on Level 1 orientation 3. Collaboration with Instructional Designer 4. Establish list of training participants 5. Monitor Marketing Plan; continue collaboration with OCP 6. Monitor procurement activities
1	Establish a cohort schedule for AY22-23 ISMP Goal #2	N/A	<ol style="list-style-type: none"> 1. Secondary: HTMP 074 students - Workshop: Promote secondary programs; Certificate of Mastery; Promote MOU with foreign institutions and Hyatt Regency Guam. 2. Secondary: HTMP 054/064: Promote post-secondary programs. 3. Post Secondary: Update cohort schedule for upcoming Spring semester; Schedule academic advisement 4. Evaluate/Survey Students on Convocation

2,3	Increase presence in the hospitality industry ISMP Goal #2, #3	N/A	<ol style="list-style-type: none"> 1. Participate in organizational meetings with key leaders and representatives promoting department goals and encourage active participation in departmental activities. 2. Update Department Strategic Plan where needed
2	Promote study abroad programs to offer flexible opportunities and innovative strategies to meet students' needs. ISMP Goal #2	N/A	<ol style="list-style-type: none"> 1. Monitor industry events; Communicate with external entities 2. Monitor, maintain or implement programs
1,3,4	Increase postsecondary graduation rate by 10% each year by recruiting foreign students. ISMP Goal #1, #3, #4	N/A	<ol style="list-style-type: none"> 1. Monitor industry events; Communicate with external entities 2. Monitor, maintain or implement programs
4	Effectuate departmental professional development plan.	N/A	<ol style="list-style-type: none"> 1. Monitor or Implement Professional Development Plan

Year 3- AY24-25

3rd Quarter (February – April)

ISM Goal #	Department Objectives	Annual Program Budget Goal	Tasks
2,5	To promote and strengthen the Distance Education - IHM program -ISM Goal #2, #5		<ol style="list-style-type: none"> 1. Monitor training and technical support; Department Chair observations 2. Update Level 1 Orientation 3. Collaboration with Instructional Designer 4. Update listing of online certified faculty 5. Monitor Marketing Plan; continue collaboration with OCP 6. Inventory and distribute/setup instructional tools
1	Establish a cohort schedule for AY22-23 ISM Goal #2	N/A	<ol style="list-style-type: none"> 1. Secondary: Follow up with HTMP 074 students; distribute/provide additional information 2. Collaborate with secondary faculty 3. Post Secondary: Update cohort schedule for current Spring semester; Schedule academic advisement 4. Update Convocation Activities

2,3	Increase presence in the hospitality industry ISMP Goal #2, #3	N/A	<ol style="list-style-type: none"> 1. Participate in organizational meetings with key leaders and representatives promoting department goals and encourage active participation in departmental activities. 2. Update Department Strategic Plan where needed
2	Promote study abroad programs to offer flexible opportunities and innovative strategies to meet students' needs. ISMP Goal #2	N/A	<ol style="list-style-type: none"> 1. Monitor industry events; Communicate with external entities 2. Monitor, maintain or implement programs
1,3,4	Increase postsecondary graduation rate by 10% each year by recruiting foreign students. ISMP Goal #1, #3, #4	N/A	<ol style="list-style-type: none"> 1. Monitor industry events; Communicate with external entities 2. Monitor, maintain or implement programs
4	Effectuate departmental professional development plan.	N/A	<ol style="list-style-type: none"> 1. Evaluate and update Professional Development where needed

1, 3, 4	Generate extra department revenue by developing and offering ESL Immersion Program during Summer and Christmas break. ISMP Goal #1, #3, #4	N/A	3. Department collaboration to evaluate and/or maintain the program.
---------	--	-----	--

Year 3 - AY24-25

4th Quarter (May – July)

ISMP Goal #	Department Objectives	Annual Program Budget Goal	Tasks
2,5	To promote and strengthen the Distance Education - IHM program -ISMP Goal #2, #5	N/A	<ol style="list-style-type: none"> 1. Monitor training and technical support; Department Chair observations 2. Coordinate and Plan Convocation - Level 1 3. Record inventory of returned instructional equipment; Schedule work order to service instructional equipment 4. Review feedback and data from DE-IHM; identify any instructional tools and other resources needed to improve DE-IHM program 5. Evaluate and update Marketing Plan 6. Collect inventory sheets specific to DE-IHM; Review and update technology plan integrating HTMP and the DE-IHM program
1	Establish a cohort schedule for AY22-23 ISMP Goal #2	N/A	<ol style="list-style-type: none"> 1. Secondary: Continue 10% from LMP graduates to be enrolled in an H&T Department Program 2. Obtain list of HTMP 074 students 3. Post Secondary: Update cohort schedule for upcoming Fall

			semester; Schedule academic advisement 4. Plan Convocation for upcoming Fall Semester
2,3	Increase presence in the hospitality industry ISMP Goal #2, #3	N/A	1. Participate in organizational meetings with key leaders and representatives promoting department goals and encourage active participation in departmental activities; evaluate membership 2. Submit names of industry representatives interested in joining the department's advisory committees for upcoming AY 3. Renew advisory committee membership 4. Update Department Strategic Plan where needed; Compile list of department needs based on industry feedback.
2	Promote study abroad programs to offer flexible opportunities and innovative strategies to meet students' needs. ISMP Goal #2	N/A	1. Monitor industry events; Communicate with external entities 2. Evaluate, monitor, maintain or implement and programs; renew or develop new programs

Year 4- AY25-26

1st Quarter (August – October)

ISMP Goal #	Department Objectives	Annual Program Budget Goal	Tasks
2,5	To promote and strengthen the Distance Education - IHM program -ISMP Goal #2, #5	N/A	<ol style="list-style-type: none"> 1. Coordinate training and technical support where needed with the GCC Instructional Designer 2. Level 1 Orientation during Convocation 3. Collaborate with Instructional Designer on course design needs in the institution's Learning Management System; Distribute instructional tools 4. Conduct continuous recruitment and renewal of online certified faculty 5. Implement Marketing Plan 6. Procure instructional tools outlined in FY26 budget proposal
1	Establish a cohort schedule for AY22-23 ISMP Goal #2	N/A	<ol style="list-style-type: none"> 4. Update cohort schedule at PS; Secondary: Establish list of potential COM for next AY 5. Post Secondary: Update cohort schedule for current Fall students; Schedule academic advisement 6. Implement Convocation

2,3	Increase presence in the hospitality industry ISMP Goal #2, #3	\$500	<ol style="list-style-type: none"> 1. Renew/gain membership in regional and local travel trade organizations as outlined in the current FY budget 2. Discuss industry feedback with advisory committee
2	Promote study abroad programs to offer flexible opportunities and innovative strategies to meet students' needs. ISMP Goal #2	N/A	<ol style="list-style-type: none"> 1. Monitor industry events; Communicate with external entities 2. Implement new programs; Maintain MOUs
1,3,4	Increase postsecondary graduation rate by 10% each year by recruiting foreign students. ISMP Goal #1, #3, #4	N/A	<ol style="list-style-type: none"> 1. Monitor industry events; Communicate with external entities 2. Implement new programs
4	Effectuate departmental professional development plan.	N/A	<ol style="list-style-type: none"> 1. Implement Professional Development Plan
1, 3, 4	Generate extra department revenue by developing and offering ESL Immersion Program during Summer and Christmas break. ISMP Goal #1, #3, #4	N/A	<ol style="list-style-type: none"> 1. Department collaboration to evaluate and/or maintain the program.

Year 4- AY25-26

2nd Quarter (November - January)

ISM Goal #	Department Objectives	Annual Program Budget Goal	Tasks
2,5	To promote and strengthen the Distance Education - IHM program -ISM Goal #2, #5		<ol style="list-style-type: none"> 1. Implement training schedule; Department Chair observations 2. Feedback on Level 1 orientation 3. Collaboration with Instructional Designer 4. Establish list of training participants 5. Monitor Marketing Plan; continue collaboration with OCP 6. Monitor procurement activities
1	Establish a cohort schedule for AY22-23 ISM Goal #2	N/A	<ol style="list-style-type: none"> 1. Secondary: HTMP 074 students - Workshop: Promote secondary programs; Certificate of Mastery; Promote MOU with foreign institutions and Hyatt Regency Guam. 2. Secondary: HTMP 054/064: Promote post-secondary programs. 3. Post Secondary: Update cohort schedule for upcoming Spring semester; Schedule academic advisement 4. Evaluate/Survey Students on Convocation

2,3	Increase presence in the hospitality industry ISMP Goal #2, #3	N/A	<ol style="list-style-type: none"> 1. Participate in organizational meetings with key leaders and representatives promoting department goals and encourage active participation in departmental activities. 2. Update Department Strategic Plan where needed
2	Promote study abroad programs to offer flexible opportunities and innovative strategies to meet students' needs. ISMP Goal #2	N/A	<ol style="list-style-type: none"> 1. Monitor industry events; Communicate with external entities 2. Monitor, maintain or implement programs
1,3,4	Increase postsecondary graduation rate by 10% each year by recruiting foreign students. ISMP Goal #1, #3, #4	N/A	<ol style="list-style-type: none"> 1. Monitor industry events; Communicate with external entities 2. Monitor, maintain or implement programs
4	Effectuate departmental professional development plan.	N/A	<ol style="list-style-type: none"> 1. Monitor or Implement Professional Development Plan

1, 3, 4	Generate extra department revenue by developing and offering ESL Immersion Program during Summer and Christmas break. ISMP Goal #1, #3, #4	N/A	1. Department collaboration to evaluate and/or maintain the program.
----------------	--	-----	--

Year 4- AY25-26

3rd Quarter (February – April)

ISM Goal #	Department Objectives	Annual Program Budget Goal	Tasks
2,5	To promote and strengthen the Distance Education - IHM program -ISM Goal #2, #5		<ol style="list-style-type: none"> 1. Monitor training and technical support; Department Chair observations 2. Update Level 1 Orientation 3. Collaboration with Instructional Designer 4. Update listing of online certified faculty 5. Monitor Marketing Plan; continue collaboration with OCP 6. Inventory and distribute instructional tools
1	Establish a cohort schedule for AY22-23 ISM Goal #2	N/A	<ol style="list-style-type: none"> 1. Secondary: Follow up with HTMP 074 students; distribute/provide additional information 2. Collaborate with secondary faculty 3. Post Secondary: Update cohort schedule for current Spring semester; Schedule academic advisement 4. Update Convocation Activities

2,3	Increase presence in the hospitality industry ISMP Goal #2, #3	N/A	<ol style="list-style-type: none"> 1. Participate in organizational meetings with key leaders and representatives promoting department goals and encourage active participation in departmental activities. 2. Update Department Strategic Plan where needed
2	Promote study abroad programs to offer flexible opportunities and innovative strategies to meet students' needs. ISMP Goal #2	N/A	<ol style="list-style-type: none"> 1. Monitor industry events; Communicate with external entities 2. Monitor, maintain or implement programs
1,3,4	Increase postsecondary graduation rate by 10% each year by recruiting foreign students. ISMP Goal #1, #3, #4	N/A	<ol style="list-style-type: none"> 1. Monitor industry events; Communicate with external entities 2. Monitor, maintain or implement programs
4	Effectuate departmental professional development plan.	N/A	<ol style="list-style-type: none"> 1. Evaluate and update Professional Development where needed
1, 3, 4	Generate extra department revenue by developing and offering ESL Immersion Program during Summer and Christmas break. ISMP Goal #1, #3, #4	N/A	<ol style="list-style-type: none"> 1. Department collaboration to evaluate and/or maintain the program.

Year 4- AY25-26

4th Quarter (May – July)

ISMIP Goal #	Department Objectives	Annual Program Budget Goal	Tasks
2,5	To promote and strengthen the Distance Education - IHM program -ISMIP Goal #2, #5	N/A	<ol style="list-style-type: none"> 1. Monitor training and technical support; Department Chair observations 2. Coordinate and Plan Convocation - Level 1 3. Record inventory of returned instructional equipment; Schedule work order to service instructional equipment 4. Review feedback and data from DE-IHM; identify any instructional tools and other resources needed to improve DE-IHM program 5. Evaluate and update Marketing Plan 6. Collect inventory sheets specific to DE-IHM; Review and update technology plan integrating HTMP and the DE-IHM program
1	Establish a cohort schedule for AY22-23 ISMIP Goal #2	N/A	<ol style="list-style-type: none"> 1. Secondary: Continue 10% from LMP graduates to be enrolled in an H&T Department Program 2. Obtain list of HTMP 074 students 3. Post Secondary: Update cohort schedule for upcoming Fall

			semester; Schedule academic advisement 4. Plan Convocation for upcoming Fall Semester
2,3	Increase presence in the hospitality industry ISMP Goal #2, #3	N/A	1. Participate in organizational meetings with key leaders and representatives promoting department goals and encourage active participation in departmental activities; evaluate membership 2. Update Department Strategic Plan where needed; Compile list of department needs based on industry feedback.
2	Promote study abroad programs to offer flexible opportunities and innovative strategies to meet students' needs. ISMP Goal #2	N/A	1. Monitor industry events; Communicate with external entities 2. Evaluate, monitor, maintain or implement and programs; renew or develop new programs
1,3,4	Increase postsecondary graduation rate by 10% each year by recruiting foreign students. ISMP Goal #1, #3, #4	N/A	1. Monitor industry events; Communicate with external entities 2. Evaluate, monitor, maintain or implement and programs; renew or develop new programs

4	Effectuate departmental professional development plan.	N/A	3. Finalize Professional Development Plan
1, 3, 4	Generate extra department revenue by developing and offering ESL Immersion Program during Summer and Christmas break. ISMP Goal #1, #3, #4	N/A	1. Department collaboration to evaluate and/or maintain the program.

FY24 Department Goals, Indicators and Outcomes

DEPT_ CODE	DEPT_ DIV CODE	DEPT_ DESC	DEPT_ FY24 BUDGET	DEPT_ GOAL 1	DEPT_ GOAL 2	DEPT_ GOAL 3	DEPT_ INDICATOR 1	DEPT_ INDICATOR 2	DEPT_ INDICATOR 3	DEPT_ OUTCOME 1	DEPT_ OUTCOME 2	DEPT_ OUTCOME 3
6810	1	Hospitality and Tourism	2024	Implement the Distance Education - IHM Program	Establish a cohort schedule for AY24-25	Increase program presence in the hospitality industry	Number of faculty to be online certified	Number of students enrolled in courses scheduled for the academic year	Number of industry memberships	Increase the number of faculty by up to 10% that are teaching an online class	Identify 10% from LMP graduates to be enrolled in an H&T Department Program	Increase the number of faculty by up to 10% that are actively participating in industry program development

General Fund

[illegible]

