

STRATEGIC PLAN PRIORITIES

Strategic Goal 4: Staff & Staffing To recruit and retain highly qualified, committed, caring Christian staff.						
Strategic Priority	Activity	What measurement or type of indicator to use suitable to the activity (KPI)	What data to monitor or collect (Metrics)	Output	Outcome	Who is responsible
4.1 To review the recruitment process to ensure highly motivated and spiritually committed staff are recruited	(i) Input from the department before going to the personnel committee.	Completion date of the recruitment process review	Date when the recruitment review process is completed	<ul style="list-style-type: none"> Complete the recruitment review process 1st semester 2023 Discuss outcomes with the Personnel committee 1st Semester 2023 Table outcome to Board and improvements needed for approval 1st Semester 2023 Implement improvements to new process 2nd Semester 2023 and onwards Complete policy amendment as required 2nd Semester 2023 	Have two doctoral degrees from each Departments in the next five years	Head of Departments
4.2 To cultivate an environment that encourages staff retention	(i) Provide accommodation for all staff (ii) Empower staff and faculty to share their feelings and thoughts as opposed to always being told what to do (iii) Regular update from the Business Office about the current state of Fulton (iv) External PDs for faculty (v) Consider a Day Care Service	Initiatives implemented date	Date when the retention initiatives/strategy and activity implemented	<ul style="list-style-type: none"> Accommodation for staff by end of 2023 Survey and feedback developed and completed by staff end of 2023 Monthly update from business office on current state of Fulton External PD for faculty 1st semester 2023 Decision and policy on day care service 2023 Decision and policy for work from home 2nd Semester 2023 	Have two doctoral degrees from each Department in the next five years	Deputy Principal Business Manager

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4.3 To raise the qualification levels of staff and faculty	<p>(i) Well-documented succession planning and criteria to be set for approval of employee upgrade, .e.g. years of service, capabilities, published work, workshop attendance, etc.</p> <p>(ii) Sponsorship of approved candidates – Fiji Mission Bachelor’s level; TPUM up to Master’s level; SPD for doctorate studies</p> <p>(iii) For faculty to try to attain high academic performance</p>	Date to complete documented success plan and criteria	Completion date	<ul style="list-style-type: none"> Complete review and establishment of succession plan process and criteria 1st Semester 2023 Secure sponsorship from mission, union and SPD each year for Bachelor, Masters and Doctorate studies respectively 	Have two doctoral degrees from each Departments in the next five years	Deputy Principal Head of Department Business Manager
4.4 To facilitate academic research and publication	(i) there are organizations that assist with editing.	Date when editing organization secured	Editing organization secured date	<ul style="list-style-type: none"> Secure editing organisation services as and when needed 	Have two doctoral degrees from each Departments in the next five years	Head of Departments

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4.5 To promote regular professional development of staff	(i) Two doctoral degrees from each department in the next five years	Date when doctoral degrees be completed	Date when doctoral degrees be completed	2 doctoral degree for each department by 2028	Have two doctoral degrees from each Departments in the next five years	Deputy Principal Head of Department Business Manager
Strategic Goal 5: Resources & Infrastructure To develop and maintain improved infrastructure incorporating up to date technology						
Strategic Priority	Activity	What measurement or type of indicator to use suitable to the activity (KPI)	What data to monitor or collect (Metrics)	Target	Outcome	Who is responsible
5.1 To work towards increasing staff and student accommodation	(i) Three staff housing (ii) Six Married Student housing	Date when houses built	Date when houses built	<ul style="list-style-type: none"> 3 staff 2024 6 married student housing 2025 	<ul style="list-style-type: none"> To purchase land behind Fulton for new Village. To build a new Computer Lab for the College 	Principal Deputy Principal Business Manager
5.2 To further develop vehicle and pedestrian infrastructure	(i) Vehicles within the next 3 years – 1 minivan for admin work/1 mini bus for student excursions and shopping (ii) Roads and footpaths on campus in the next two years (iii) Tractor	Date when infrastructure upgraded	Infrastructure upgrade completion date	<ul style="list-style-type: none"> 1 Minivan (Admin) 2026 1 Minibus (Student excursion & shopping) 2026 Campus Roads & footpaths upgrade 2025 Tractor 2024 	<ul style="list-style-type: none"> To purchase land behind Fulton for new Village. To build a new Computer Lab for the College 	Deputy Principal Business Manager