

TO: The Board of Regents

FROM: Joseph M. Daisy, EdD, President and Chief Executive Officer

DATE: September 2019

RE: President's Report

Since the submission of the May 2019 report, the important work of the college continues.

In my professional relationship with the administrators serving in leadership roles, I continue to articulate high expectations for performance, continue to provide guidance and direction where needed, and continue to assess the current leadership structure to determine ways in which it may be strengthened.

The following report is structured with "duties and responsibilities" for the president of the College of Micronesia-FSM.

Duties and Responsibilities:

- A. Fulfill all obligations of the president as outlined in 40 FSMC 721 of the establishment law of the college.

The responsibility and authority of the CEO for the quality of the institution is derived from the PL 7-79, chapter 7, Section 21, (1) (IV.B.2) and Section 21(2) (IV.B.3) authorizes the CEO to approve the selection and appointment of employees of the college.

As outlined in the Self Evaluation of December 15, 2015, report specifically on Standard IV.B.1- "*The institutional chief executive officer (CEO) has primary responsibility for the quality of the institution. The CEO provides effective leadership in planning, organizing, budgeting, selecting, and developing personnel, and assessing institutional effectiveness.*" – I've reported on the seven challenges and opportunities, and seventeen duties and responsibilities four times a year since 2012.

- B. Retain and maintain full accreditation from ACCJC/WASC.

Completed and Ongoing: The college will submit its mid-term report to ACCJC in March 2020. Presently, there are no accreditation issues or concerns.

- C. Ensure development of the next Strategic Plan 2018-2023 and Strategic Plan 2024-2028.

The Strategic Plan 2018-2023 has been completed and approved by the BOR.

- D. Continue to assess the organizational structure and reporting procedures and make changes as needed for a more efficient and effective institution.

Ongoing: The president continues to meet with members of the administrative team both individually and collectively as cabinet. The cabinet meets monthly to consider a wide range of agenda items regarding the entire spectrum of the college. The president has also articulated his expectations to members of the cabinet, and continues to emphasize important characteristics of

leadership on a daily basis. Professional development and training activities designed to improve performance will be identified and inform goal setting and performance reviews.

- E. Implement a Reengineering/Sustainability Plan to ensure the long-term sustainability of COM-FSM.

The COM-FSM Sustainability Position Paper (May 2014) and the implementation of recommendations continue to drive the college's efforts to ensure long-term sustainability. The position paper is available to the Board of Regents. In April 2018, the president published a "white paper" charting the course for the next generation. Additionally, the college engaged the development of a comprehensive economic contributions/impact study, which includes assessment of sustainability. The study was presented at the Board meeting in May 2108. The study, in part, concludes that the college's long-term sustainability is inextricably linked to continued ACCJC Accreditation and subsequent Pell Grant awards. The college presented the comprehensive economic contributions/impact study at its August Summit and will subsequently make the document available to the public.

- F. Continue and strengthen internal leadership capacity building efforts.

The college provides resources for faculty and staff to take courses, earn degrees, and attend conferences and trainings that support their development and service to the college.

- G. Enhance overall standing of COM-FSM and advocate for the college in all areas.

As president, I continue to ensure that COM-FSM participates in the conferences and workshops provided by the Pacific Post Secondary Education Council (PPEC), the Association of Community College Trustees (ACCT), the Accrediting Commission for Community and Junior Colleges (ACCJC), and the American Association of Community Colleges (AACC).

Recommendations from the president's quadrennial assessment:

1. As identified by the President -- keep enrollment and student success as priorities, monitoring and strengthening current enrollment management and recruitment efforts.

This is an ongoing effort and is reflected in the reports provided by the vice presidents.

2. Undertake the proposed feasibility study to establish a BS degree program in Elementary Education as a significant step in meeting an important national and state need.

Completed. The program began this fall 2019 semester.

3. Continue to strengthen relations with the national government to secure financial support for the budget, especially to offset the continued funding of the \$2.8 million decrement of JEMCO funding which is critical to the institution's ability to fully carry out the *Integrated Educational Master Plan* and to meet ACCJC Standards for Accreditation.

Completed. We are seeking the same level of support for the FY 2020 budget/plan.

4. Prioritize the next phase of the National Infrastructure Development Plan (IDP) focusing on construction for the Chu'uk Campus; capitalizing on the \$3 million provided by Chu'uk State leadership should assist in facilitating the development and implementation of the campus facility plan.

Ongoing. We are in close contact with TC&I, and the Army Corps of Engineers awaiting approval to proceed. The FSM PMU has submitted a request to Steve Savage to appropriate funds to conduct engineering and design study. We are awaiting approval.

Currently, there is a legal issue regarding the ownership of the access road/easement to the Chu'uk Campus.

5. Focus on the continuing need to attract and retain qualified personnel through capacity building, cultural awareness, and salary equity.

Ongoing. We are effective in our recruitment process in attracting qualified personnel. Through the college's professional development, human resources support, opportunities for growth, and the ability to consistently provide salary increases to eligible employees, we maintain a high retention rate for faculty and staff.

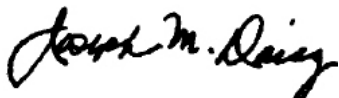
6. Mobilize the strategic planning process to develop contingency plans, outreach efforts to the Departments of State and Interior, and collaboration with the national government in anticipation of Compact renegotiation or termination.

Ongoing. The college met with US Ambassador, and US Government Accounting Office regarding continuation of Pell Grant beyond 2023. We are encouraged by favorable recommendations. Additionally, the college is pleased to learn of the decision to renegotiate financial provisions of the Compact of Free Association. The college will need to strategize and communicate its needs and position to ensure consideration during the process.

7. Build upon growing institutional fund-raising, grant-writing, and endowment-building capacity, by increasing the direct involvement of the President as "closer", capitalizing on the College's upcoming 25th anniversary celebration, and expanding alumni outreach.

Ongoing. The president is actively involved in institutional fundraising, including identification of grants, endowment building, and alumni outreach. Mike Rota, President of the Friends of COM-FSM attended the March 2019 Board meeting in Kosrae to discuss further collaboration with COM-FSM. I met with Mike Rota and Floyd Takeuchi in April in Honolulu to discuss future collaboration for fundraising. Unfortunately, the Friends of COM-FSM has not raised any funds since the MOU was established in 2015. The leadership of the foundation recently shared they no longer have time to dedicate. As such, the board of directors unanimously voted to disband the foundation and return funds to the college.

Respectfully submitted,



Joseph M. Daisy, EdD
President and Chief Executive Officer