

SPRING 2022 COMET ... from page 7.

	SNHS-Fefan	1	6%	0	0%	0	0%	16	94%	17
	SNHS-Tonoas	0	0%	1	4%	8	33%	15	63%	24
	Weipat High School	1	3%	0	0%	3	8%	35	90%	39
	Xavier High School	24	100%	0	0%	0	0%	0	0%	24
	Total	58	18%	28	9%	85	27%	149	47%	320
Kosrae	Kosrae High School	39	37%	5	5%	42	40%	20	19%	106
	Total	39	37%	5	5%	42	40%	20	19%	106
Yap	Faith Christian Academic	5	26%	4	21%	8	42%	2	11%	19
	Neighboring Islands Central High School	3	9%	4	12%	11	33%	15	45%	33
	Outer Island High School-Iliithi	4	21%	2	11%	5	26%	8	42%	19
	Yap Catholic High School	24	100%	0	0%	0	0%	0	0%	24
	Yap High School	28	43%	17	26%	18	28%	2	3%	65
	Yap International Christian High School	1	100%	0	0%	0	0%	0	0%	1
	Total	65	40%	27	17%	42	26%	27	17%	161
	GRAND TOTAL	347	33%	142	14%	309	30%	240	23%	1,038

The college's registrar also reported that 239 high school juniors took the spring 2022 COMET. Of these 239 juniors, 109 (or 46%) were placed into degree-level; as such, may qualify for admission via the college's dual enrollment for high school students.

To accommodate high school seniors who will be graduated from high school during the first week of June 2022, the college has scheduled a special summer session that will start on June 13, 2022, and will end, July 17, 2022. Also referred to as the college's summer transition program, it is designed to give new freshman students head starts, get off to a strong start, and make the transition from high school to college much easier. Additionally, this will enable them to take developmental English and math courses, and a buffer of credits that will help set them up to reach graduation on a timely manner.

The college's registrar also added that In the study entitled "Using high school data to explore early college success in Pohnpei, Federated States of Micronesia" conducted by the Regional Educational Laboratory Pacific at McREL International in collaboration with the college, one of the key findings provided that first enrolling in the summer term rather than in the fall term after high school graduation was positively associated with College of Micronesia-FSM students' persistence to a second year. The probability of persisting to a second year was 83% for students who enrolled for the first time in the summer term and 60% for students who enrolled for the first time in fall term.



OFFICE OF INSTITUTIONAL EFFECTIVENESS

The Mission Fulfillment Indicator (MFI) helps the college determine how well we are doing compared to local, national and regional benchmarks in executing our mission. Meeting each individual indicator is measured relative to a range based on a corresponding threshold level and represented by an achievement status.

The 2021 status in the MFI shows a decrease in the percent achievement under the college's local benchmark of 53.3%, 30% decrease compared to 2020 status. In 2020, the college met 10 out of 12 local benchmarks. Whereas in 2021, the college met 7 out of 12. For example, the college awarded 214 degrees for AY2020-2021 versus 258 degrees in AY2019-2020. A total of 280 degrees or more is the benchmark of meeting the requirement.

Mission Aspects	Local Benchmark Indicators			Local Benchmark Indicators			National Benchmark Indicators			Total Indicators		
	Achieved		Total	Achieved		Total	Achieved		Total	Achieved		Total
	2020	2021		2020	2021		2020	2021		2020	2021	
The College of Micronesia-FSM is a learner-centered institution of higher education	1	0	1	NA	NA	0	4	4	6	5	4	7
that is committed to the success of the Federated States of Micronesia	5	4	6	NA	NA	0	NA	NA	0	5	4	6
by providing academic and career & technical educational programs characterized by continuous improvement and best practices.	4	3	5	4	4	5	1	1	1	9	8	11
Total Indicators	10	7	12	4	4	5	5	5	7	19	16	24
Percent Achievement	83.3%	58.30%		80.0%	80.0%		71.4%	71.4%		79.2%	66.7%	



DEPARTMENT FOR ADMINISTRATIVE SERVICES
 Business Office | Human Resources Office | Facilities & Maintenance | Procurement & Property Management Office

UPDATES: OFFICE OF THE VICE PRESIDENT FOR ADMINISTRATIVE SERVICES

The Administrative Services Department constitutes four different units of college services which includes the Business Office, Maintenance and Facilities Division, Human Resources Division, and Procurement and Property Management Office. Two offices are with Acting directors as the Maintenance and Facilities director was referred to Hawaii for eye treatment while the PPMO Office is recruiting a new director soon to come on board upon completion of documents.



The college contracted Pohnpei Arts & Crafts to install new signs for buildings at the National campus which was completed on May 22, 2022. The signage project also included signs to be done for the interior of all 17 buildings at the National campus for emergency as indicated in our Emergency Management Plan document, signs for energy conservations, and other signs for the building which includes cell phone use, classroom rules, computer labs usage, and more.



The FY 2023 Budget hearing with the EBRC at the National Government took place last month with Interim President, Acting VP/IEQA, Comptroller, and VPAS in attendance. The members of the EBRC endorsed the budget with the tuition increases, the increases in subsidy for operation, and funding for the DDFT fund to also be appropriated for training of health workers, like new doctors, nurses, public health workers to continue to be available for all health services throughout the federation. Moreover, the FSM Congress called for budget hearing and oversight hearing on the college which the college presented overall status of the college including the FY2023 Budget. Overall, the FSM Congress is very supportive of the college request for funding.

FACILITIES & MAINTENANCE

CTEC MULTI-PURPOSE TECHNICAL BUILDING

Project commencement on September 1, 2021, and is scheduled to be completed end of August 2023. Current construction is being done on footings, grade beams and columns.



HUMAN RESOURCES OFFICE

NUMBER OF FULL-TIME PERSONNEL AS OF MAY 20, 2022

Campus	Number of Personnel	Retention		Attrition		Reasons
		Count**	Rate	Count	Rate	
National	149	146	98%	3	2%	Other job and family
CTEC	80	78	98%	2	3%	Family and retirement
Chuuk	46	46	100%	0	0%	
Kosrae	35	34	97%	1	3%	Retirement
Yap	41	41	100%	0	0%	
FSM-FMI	20	20	100%	0	0%	
Total	371	365	98%	6	2%	

The data above reflect current personnel during the reporting period, employee departed and hired/started. Personnel whose effective dates or separation dates from the college fall on dates after May 20, 2022, will be reflected in the next report.

GENDER AND CITIZEN DISTRIBUTION OF CURRENT FULL TIME PERSONNEL

Campus	Gender				Citizenship				N
	Male		Female		FSM		Non-FSM		
	Count	In %	Count	In %	Count	In %	Count	In %	
National	85	58%	61	42%	108	74%	38	26%	146
CTEC	45	58%	33	42%	64	82%	14	18%	78
Chuuk	27	59%	19	41%	42	91%	4	9%	46
Kosrae	19	56%	15	44%	29	85%	5	15%	34
Yap	21	51%	20	49%	33	80%	8	20%	41
FSM-FMI	15	75%	5	25%	19	95%	1	5%	20
Total	212	58%	153	42%	295	81%	70	19%	365

RECRUITMENT DATA FOR MARCH 12, 2022, TO MAY 20, 2022

Campus	Faculty	Management	Professional	Classified	Total
National			1		1
CTEC		1		1	2
Chuuk					
Kosrae					
Yap					
FSM-FMI					
Total		1	1	1	3

ENRICHMENT INITIATIVES

- ▶ March 16, 2022 — Sexual Harassment Prevention Training through SHRM Guam Chapter attended by 2 HR staff and staff from Yap and Chuuk Campuses.
- ▶ April 13, 2022 — *Diversity, Equity & Inclusion: Putting Words into Action* Training through SHRM Guam Chapter attended by all HR staff.
- ▶ May 17, 2022 to May 20, 2022 — *SP10 Job Evaluation Workshop* by Strategic Pay Limited was attended by 3 HR staff, 3 campus deans, 2 IT staff (Director and System specialist).
- ▶ May 20, 2022. — HRO joined the celebration for *International HR Day* and partnered with IAEA Office to promote the voluntary payroll deduction toward the endowment fund and 38 additional employees signed up at the National Campus.
- ▶ May 3, 2022 to May 20, 2022 — Annual Incentive Award across campuses where 158 awards were issued to employees.

POLICY DEVELOPMENT

The Human Resources Committee (HRC) has been holding its regular monthly meeting and the last meeting held was on May 5, 2022 reviewing Board Policy No. 6010 and its Terms of Reference (TOR).



FACILITIES ... from page 8.

NATIONAL CAMPUS STUDENT CENTER

In January, the funding for the student center project has finally been resolved through the arrears of fund already appropriated by FSM Congress. The additional needed fund of \$1,377,981 was identified and resolved by the Secretary of Finance and the Office of Compact Management along with FSM Budget Division and FSM PMU. The college has been awaiting FSM PMU to carry out the remaining arrangement for the contract signing and the ground breaking ceremony which will be scheduled for this Spring.

NATIONAL CAMPUS TEACHING CLINIC

The Pohnpei State Governor has transmitted the request for \$2.5 million to Pohnpei State Legislature to fund the said project. In addition, a bill for an act to appropriate the funds has been introduced by the legislature. Follow up request has been worked out between VPAS and the Pohnpei State Legislature Chief of Budget and the Governor's Chief of Staff to secure the fund. The total fund needed to implement this project is \$3.5 million. According to the data presented on the arrears of fund left, we are very sure that the fund is already secured for the project to be implemented.

KOSRAE CAMPUS MULTI-PURPOSE BUILDING

Still no update relating to the funding request of \$3.5 million made to the Kosrae State Government relating to this project. The college communicated with the Kosrae Executive Branch, the Kosrae Congress Delegation office requesting support for this fund to be made available through the Kosrae Compact IDP fund. No commitment has come through yet. The college also communicated through the Kosrae Campus Dean to meet with the Kosrae leadership. No update yet.

CTEC HTM BUILDING RENOVATION

The project was completed earlier this year and grand opening ceremony will be organized by Campus Dean Jack and CTEC once building is fully furnished and ready for use.

CHUUK CAMPUS PROJECT

The FSM-PMU office has not been able to release the request for proposal for rescoping for the Chuuk Campus due to strict border closing for consultant to visit the site. However, according to FSM PMU, the road access to the new campus will be included in the ADB road project funding being worked on. The access road dispute has not been resolved yet by Chuuk State Executive Branch with the recent claim by a family for compensation prior to use of the access road. According to reliable source, the new administration has committed itself to resolving the access road issue as soon as possible. In the last BOR meeting, a committee was set up by the board with Regent Jeffrey Arnold to Chair to continue to look into the land access and seek possible options to clear that access. A meeting was called by the Chair with Acting VP/IEQA and VPAS and began discussions on possible options to take. Regent Arnold will present the report from that meeting.

IMF FUNDS

The following projects funded under the Infrastructure Maintenance Funds include:

- ▶ **Chuuk Campus Bldg. K - Library Roof Replace & Renovation Project** – Project is over 80 % completed awaiting off island order and shipment of ceramic tiles to replace damaged vinyl tiles.
- ▶ **CTEC Classrooms 1-4 Roof Replacement & Renovation & CTEC Administration Floor Repair** – Both projects were awarded to RS Roque Architects & Construction Services and construction pending re-appropriation of funding.
- ▶ **National Campus Bookstore Extension.** Project completed on March 2022.



Spring 2022 semester relief activity

PROCUREMENT & PROPERTY MANAGEMENT OFFICE (PPMO)

This procurement report summarizes the unit activities from March 12 to May 20, 2022, period, with comparisons to the prior years. The processing data analysis indicates increases in the procurement activities due to HEERF and related Student WeCare Programs and Services.

PPMO Board Update; Activity Highlights between March 12- May 20, 2022, Period		
Activity Descriptions	Progress	Status
Major purchases		
RFQ B2021-29: Computer Lab Turn over for NC;CTEC; CC & KC; 405 units	Lab Computers arrived; Cleared by Kosrae Campus; Chuuk Campus; NC & CTEC	Shipments are all received pending with receiving reports
RFQ B2021-34 Second patch (Fall 2021) Student Laptops Batch	Final Payment completed	All 550 receipt & distributed to state campuses
RFQ B2022-04 Student Laptop 3rd Batch Spring 2022	Shipment in transit	ETA Pohnpei May 25, 2022
RFQ B2022-05 IT Equipment and Supplies Upgrade	About 65% of items received	Rest of the items are in transit via-USPS
RFQ B2022-06 Chuuk Campus Instructional Equipment	Progressive Computer Services was awarded	All items receipt pending receiving reports from Chuuk campus Instructional Coordinator & IT
RFQ B2022-10 Office Computer Upgrade System Wide	Recommendation by Ad-Hoc Committee	Contract in process
RFQ B2022-11 Student Care laptops 1000 pcs. 4th batch	Bid proposals in review by Ad-Hoc committee	Pending procurement contract
RFQ B2022-12 Smartboard for Classrooms	RE-advertisement	Close on 5/25/2022
RFQ B2021-13 Re-advertisement (Board of Regents Development and Training Program	Awarded to Dr David. NewnHam	Contract in progress second payment issued
Generator Purchased contract CT22-065	Awarded to NBK	All received at their final destinations (Yap Campus; Kosrae Campus & CTEC Campus)
RFQ B2022-13- HR Software	RFQ Closed on 5/20/2022	Bid proposal review by Ad-Hoc committee
COVID19 PPE Supplies: INVENTORY UPDATE	COVID19 replenishment: 4000pcs Face masks and 200 face shield	All are in storage
Mail & Cargo: FSM Custom Workshop	Procurement Officer & IT Administrative Asst. Attended workshop for 2022 tariff amendment	Workshop was held on 5/17/2022
Asset Survey & Disposal		
CRE-Chuuk two Units for disposal Nissan Frontier Trucks	One of the disposal unit will be transfer to Chuuk Campus Maintenance; Repaired for their use.	One unit will be auction out for public bidding
Administration Fleet Services:		
Currently 2 units under this fleet (Kia Sportage & Honda CRV	Kia Sportage is down; Starter problem and Honda CRV needs major services	Recommend replacement for Honda CRV
Mail Service		
Mail service vehicle is down	Ordering parts for abroad	

The Property Management Section has assisted the various campuses/offices in acquiring essential supplies, tools, equipment, and other required goods and services to support the college operations and services.



COVID-19 PROJECTS FUNDED BY HEERF

NATIONAL CAMPUS PERIMETER FENCING PROJECT

National campus fencing project is currently at 60% completion.

- (a) Two families building house and planting food crops onto college property; and
- (b) Discrepancy with recent land survey conducted by Pohnpei State Land Commission (Land & Survey) shows conflicting boundary between one currently set existing land survey team and existing boundaries found onsite.

The Office of the Vice President of Administrative Services has been coordinating with Pohnpei State Public Safety and Department of Land to assist in settling the land survey and squatter issues to move project forward.

CHUUK CAMPUS PERIMETER FENCING PROJECT – Project is at 95% completion with pending change order to extend contract time for 45 calendar days ending June 30, 2022.

YAP CAMPUS PERIMETER FENCING PROJECT

Project is @ 98% completed with pending change order to add solar lighting, increase back entry gate from 10' to 20' gate to allow access to large vehicles such as firetrucks etc. Change order would extend project completion date to June 18, 2022.

YAP CAMPUS ONSITE ELECTRICAL DISTRIBUTION SYSTEM WITH BACKUP GENERATOR

Notice to Proceed was issued to Centerlane Construction on April 4, 2022. Change Order #1 was executed and certified to relocate generator house location as recommended by Yap State Utilities Company (YSPSC) with a new completion date on November 30, 2022.

KOSRAE CAMPUS PERIMETER FENCING PROJECT

Contract fully signed and certified awaiting coordination of Notice To Proceed between Senny's Construction and Kosrae Campus.

KOSRAE CAMPUS ONSITE ELECTRICAL DISTRIBUTION SYSTEM WITH BACKUP GENERATOR

No Bid .No Contract executed to date.

CTEC PERIMETER FENCING PROJECT

A & P Enterprises, Inc. commence the project on February 1, 2022, by cutting and clearing the fence line and awaiting the confirmation and arrival of fencing materials to commence the installation.

