

TO: The Board of Regents

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

DATE: December 2017

RE: President's Report

Since the submission of the September 2017 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 assessing 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.

The college has received an Action Letter from ACCJC announcing reaffirmation of accreditation for 18 months with a *Follow-Up Report* to address two recommendations and three standards. The Commission decision was informed by the college’s Self Evaluation Report and the External Evaluation Report of a March 2016 visiting team.

The college has addressed these Standards in a Follow Up Report to the Commission due in October 2017. The Follow Up Report submitted in October 2017 is an update to the Commission on work completed towards fully addressing the three standards, and recommendations for improvement.

Chairman Waguk, Dr. Frankie Harris, Vice President for Institutional Effectiveness and Quality Assurance (VPIEQA), and ALO, and myself are scheduled to appear before the ACCJC on January 11, 2018 to present the work of the college in preparing the Follow-Up Report.

- C. Ensure completion of the COM-FSM Strategic Plan 2013-2017, and the development of the next Strategic Plan 2018-2023 and Strategic Plan 2024-2028.

The Strategic Plan 2013-2017 is completed. The Strategic Plan 2018-2023 has been completed and approved by the BOR. Strategic Plan Working Group (SPWG) completed its work and a report with recommendations was presented to the board during the March 2017 meeting. The Board of Regents' Two-Year Action Agenda adopted in December 2016 informed the work of the SPWG.

- 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 bi-weekly 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.

The responsibilities of the dean of assessment, and director of institutional effectiveness offices have been assigned to the dean of academic programs and to the VPIEQA respectively, effectively eliminating the DOA and Director of OIE. Additionally, responsibilities of division chairs have been consolidated into instructional coordinator position, effectively eliminating division chairs. We anticipate greater efficiency, effectiveness and cost savings from consolidation of responsibilities.

- 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. Additionally, the president is preparing a "white paper" charting the course for the next generation.

- 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 Education as a significant step in meeting an important national and state need.

In Progress. A feasibility study is being conducted including meetings with stakeholders throughout the FSM. A resolution in support of the BS degree program in Education has been passed by FACSSO, COM-FSM cabinet, COM-FSM executive committee, and is presented to the Board of Regents at this December 13, 2017 meeting for its approval.

3. Continue to strengthen relations with the national government to secure financial support for the 2018 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 now preparing to seek the same level of support for the FY2019 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 Chuuk 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 directions to proceed. It has just been confirmed from Budget office that our 2018 IDP budget is now ready for us to use. The amount is \$4,252,250 for COM-FSM 2018 IDP.

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.

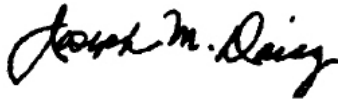
6. Mobilize the strategic planning process to develop contingency plans, outreach efforts to the Departments of State and Interior, and collaboration with the national government in anticipation of Compact renegotiation or termination.

Planned for the future.

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 25<sup>th</sup> anniversary celebration, and expanding alumni outreach.

In progress. The president is actively involved in institutional fundraising, including identification of grants, 25<sup>th</sup> Anniversary planning, endowment building, and alumni outreach.

Respectfully submitted,

A handwritten signature in black ink that reads "Joseph M. Daisy". The signature is written in a cursive style with a large, prominent initial "J".

Joseph M. Daisy, EdD  
President and Chief Executive Officer