

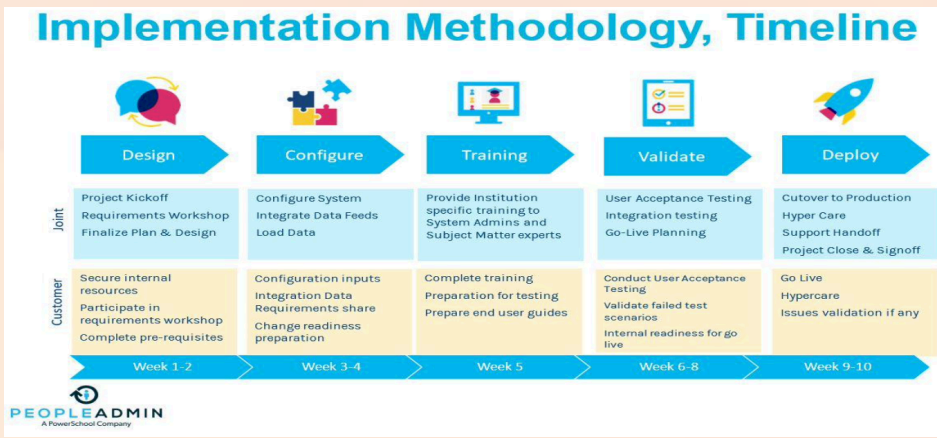
VPAS: HUMAN RESOURCES... from page 5

5. Special Projects

**Personnel Audit:** The contract was signed and work commenced August 1, 2023 that will carry until December 31, 2023. The consultant will travel to the FSM September to conduct meetings and gather additional information in person.

**PeopleAdmin- On-line HR System**

The College has engaged with PowerSchool Group LLC, licensor of PeopleAdmin branded products and services to develop and implement an on-line HR System, a 12 months project. The implementation methodology and timeline of the project can be seen below:



The outcome of the project will result in five modules as follows:

- Applicant Tracking System (ATS);
- Position Management (PM);
- Employee Records (ER);
- Performance Management (PerM); and
- Professional Learning (PL).

The HR Team have been working closely with PeopleAdmin and its consultants to develop these various modules during the first week of July, 2023. The teams meet twice a week (Wednesday and Friday) to discuss the various requirements needed to design and configure the modules. One of the PeopleAdmin consultants focuses on the overall implementation of the development schedule, the other focuses on ATS, PM, ER and PerM modules (Wednesdays) and another focuses on the PL module (Fridays). In the event that the project falls behind schedule, the teams are flexible to include additional meeting days.

At present, per the Implementation Methodology and Timeline above, ATS, PM and ER are completing the configuration phase and ready to enter the training phase. PL activities are still in the design and configure phase while PerM has just started the design phase. While all of the works regarding the modules are progressing, the main focus is to complete and deploy the ATS, PM and ER tentatively at the end of September, 2023.

To note, throughout our weekly meeting, the HR team noticed a potential issue. In particular, the issue relates to integration of 3 of the modules (ER, PL and PerM). Currently, based on advice of the PeopleAdmin consultants, the 3 modules cannot speak with each other but they are committed to working and finding solutions and options to the matter. More updates regarding this issue can be provided in future updates as the work continues.

6. Special Projects

Human Resources Committee (HRC) completed its review and recommendation for Board Policy No.6010, it was then transmitted to VPCRE who is tasked to lead the review of the same policy.

- HRC resumes its monthly meeting this August with the first meeting scheduled for August 31, 2023.
- Policy Development Plan is updated to reflect unfinished policies from previous year, the new 2022-2027 Master Policy Calendar and prioritized policies/procedures under HR.



PROCUREMENT AND PROPERTY MANAGEMENT OFFICE

Activity Description	PPMO Board Update Activity 18 Highlights - Period Covered: May 20 - August 31, 2023	Progress	Status
<b>Major Purchases</b>			
1 RFP B.0203-01 Medical equipment	Awarded to Medpharm CT23-0220	Completed	
2 RFP B.0203-02 Servers & IT Technical	Awarded to Dateline CT23-0254	Completed	
3 RFP B.0203-03 Program Evaluator/Trainer for PDETS DDOF	Contract awarded to Dr. Kelly Winby CT23-0148	On Going	
4 RFP B.0203-04 Program Assistant Evaluator/Trainer P-DETS DDOF	Contract awarded to Dr. Erica Davis CT23-0147	On Going	
5 RFP B.0203-05 Program Director for DDOF	Contract awarded to Dr. Brian Mangum CT23-0123	Contract ending August 31, 2023	
6 RFP B.0203-06 Program Manager DDOF	Contract awarded to Dr. Tamara Mangum CT23-0122	Contract ending August 31, 2023	
7 Consultants contract extension DDOF	Contract extended Dr. Brian Mangum Contract CT23-0571	Contract extended for the duration of the Project: Sept 1, 2023 - August 31, 2026	
8 Consultants contract extension DDOF	Contract extended Dr. Tamara Mangum Contract CT23-0572	Contract extended for the duration of the Project: Sept 1, 2023 - August 31, 2026	
9 RFP B.0203-08 Strategic planning	On hold	Pending	
10 RFP B.0203-10 NC Business Lab computer turn over	Contract awarded to MCS CT23-0330	Most items already delivered by Vendor, pending with back up batteries	
11 RFP B.0203-11 Brand new Vehicle for President / CEO, Dr. Theresa K.	Mitsubishi Outlander Sports 2022 received March, 2023 found defective upon receipt shipped back to Guam on April 28, 2023	Full amount \$26,650.00 Refunded by Vendor 8/05/23	
12 RFP B.0203-22 Apple leads 100 pcs	Contract awarded to MCS-Pohpepe CT23-0505	First payment made to vendor/ Order is in progress	
13 Back up Batteries for Computer labs all campuses) Cases ACT	Purchased from Discount Central PO23-2656 - 2658 & 2666	Most items already delivered by Vendor, pending with back up batteries	
14 Used Vehicle Order: 2019 Nissan Rogue	Purchased made from local Vendor, RSM Imports	Completed/vehicle delivered	
15 Gym Lights	Purchased from RSM PO23-3139	ETA Pohpepe - August 2023	
16 RFP NO.B.0203 - 19 Personnel Audit	Contract awarded to Liv Data Consulting Pty Ltd based in Australia CT23-0553	Duration - August 1 - December 31, 2023	
17 Used Vehicle Order 2010 Toyota Rush	Purchased from local Vendor, Steady Palm	ETA Pohpepe - September 2023	
18 RFP B.0203-21 Chuuk Campus Vehicle Purchase - 2 units 14 Seater Van	Purchase will be made from RSM Imports PO23-3175	Awaiting for President's Approval as of 8/29/23	
19 Used vehicle Purchased 15 Seater van	Public Health and Nursing Program DDOF	Completed	
20 Asset Survey & Disposal	ORE - 3 units	ITB B.0203-26 Completed	
21 Chuuk campus Lab computers disposal	Chuuk campus has submitted their computers disposal reports	According to Chuuk IT, some schools in Chuuk and including gov't Agencies are requesting COM-FEM donation	
22 Asset Survey & Disposal	NC & CTC submitted their computer lab survey and disposal	All school lab computers were to be donated to schools and offices who requested for donations according to VPAS and as approved by President	



UPDATES: OFFICE OF THE INSTITUTIONAL EFFECTIVENESS

ACCREDITATION

On September 13, 2023, ALO participated in a zoom session on the ACCJC 2024 Accreditation Standards.

- Standard 1. Institutional Mission and Effectiveness
- Standard 2. Student Success
- Standard 3. Infrastructure and Resources
- Standard 4. Governance and Decision-Making

Some of the major changes to the Standards are shown below:

Overview of Major Changes in the Standards

FROM	→	TO
Repetitive and siloed	→	Streamlined and holistic
"do you have a process"	→	"what are the results, and how do you use them"
Narrative required for everything	→	Some documentation provided via checklist
120 Standards (127 for multi-college districts)	→	30 Standards for all colleges



The new Standards are focused more on mission alignment, equitable outcomes, and innovation and improvements, moving from "this is what we do" to "this is what we learned and this is how we will do things differently". The Accreditation Handbook has also been revised to include all guides and templates in one document for easy reference. Some changes are also expected of the Institutional Self Evaluation Reports template.

Evolving Expectations for Institutional Self-Evaluation Reports

New ISER Template (embedded instructions for each section)

Major Sections in the Self-Evaluation Report	Suggested Length
Forward to the Institutional Self-Evaluation	1 page
A. Introduction: Institutional Context	2-5 pages
B. Institutional Self-Evaluation of Alignment with the Accreditation Standards	60-70 pages
C. Required Documentation	(no narratives)
D. Appendices: 1 - Verification of Catalog Requirements 2 - Organizational Information 3 - Additional Approved Locations (if applicable)	(no narratives)



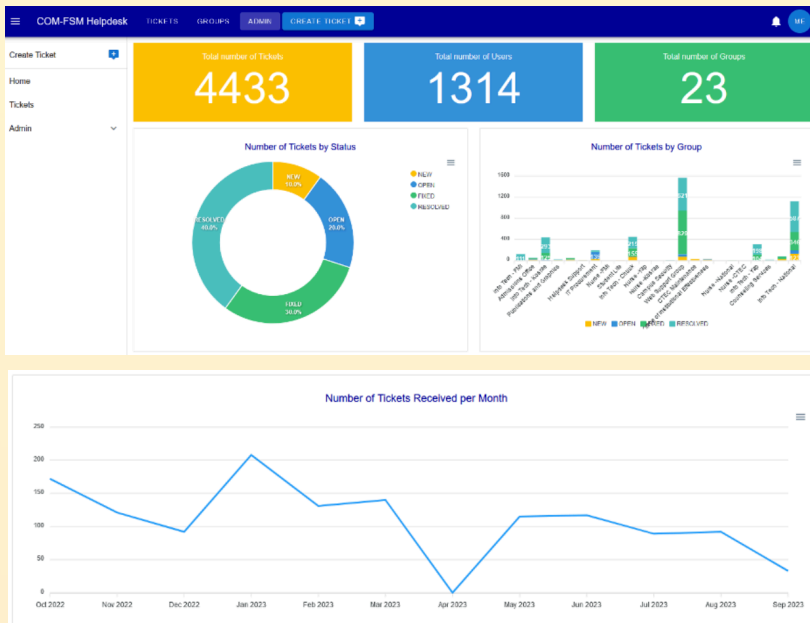
Another session will be repeated in October for those who wish to attend this session. Participants only need to register for the webinar.

## VPIEQA: ACCREDITATION... from page 6

**UPDATES:  
INFORMATION TECHNOLOGY**

Starlink is being tested by ITO to ensure it can be deployed successfully in Kosrae. The IT team has been assisting with updating course outlines with collaboration from the VPIA office, with 29 course outlines posed and updated as of this report.. Business Computer Lab turnover was completed with 30 computers replaced with newly installed desktop computers equipped with software requested by faculty for their instructional use.

Incoming tickets from HelpDesk covering the web support group and tech support at National campus are shown below.. All web support incoming tickets mainly cover requests to assist in either updates for renewal of contracts, new contracts, Office 365 accounts, open vacancies,

**ASSESSMENT TEAM**

The Assessment Team has been revived with membership representing all departments of the college. The team is tasked with evaluating program reviews and assessment plans for both academic and non-academic units for improvement and to inform decisions on resource allocation. VPIEQA worked with VPIA and DAP to update the Instructional Program Review schedule as part of the assessment process.

**UPDATES:  
PUBLICATIONS & GRAPHICS**

The Office of Publications and Graphics completed the revision of the 2023-2024 calendars and has been posted and shared on the college website. The June issue for the Kaselehlic Press included news of the college's accreditation being reaffirmed and vacancies.

The screenshot shows the Kaselehlic Press website with the following content:

- College Accreditation "Reaffirmed"**: A news article dated July 25, 2023, reporting that the College of Micronesia-FSM's accreditation status has been reaffirmed by the COM-FSM Board of Regents.
- EMPLOYMENT OPPORTUNITIES**: A section titled "Administrative Specialist III (Recruitment and Repatriation)" and "Student Services Specialist I".

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COOPERATIVE RESEARCH AND EXTENSION

**UPDATES: COOPERATIVE  
RESEARCH AND EXTENSION****ADMINISTRATIVE**

CRE department currently has 65 CRE positions of which there are 16 positions on special contracts, 10 vacant positions, and 13 new and vacant positions. 26 positions are full-time/filled positions. 65% of needed positions are filled. The staff structure aligns with the current research needs of the four states and allows for the implementation of activities under the six critical issues, i.e., Lack of Food Production and Food Insecurity, Sustainable Aquaculture Development, Climate Change Challenges, Youth and Family Issues in the Communities, Incidence of Food and Waterborne Illnesses, and Childhood Obesity, that are critical importance in the Micronesian region.

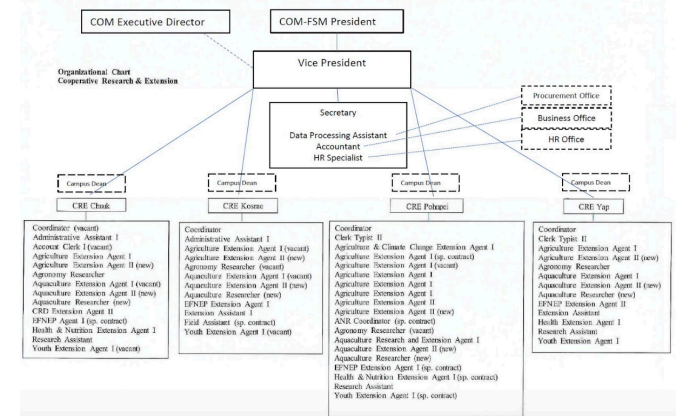


Figure: Updated Organizational Structure for CRE Department

**COLLEGE OF MICRONESIA LAND GRANT BOARD MEETING IN PALAU,  
AUGUST 21-22, 2023**

Photo: Participants of the COM Land Grant Board meeting in Palau, August 21-22 were the members of the Board of Regents from RMI, FSM, and Palau, CMI President Irene Taafaki and her CRE/Land Grant staff, COM-FSM President Theresa Koroivulaono and her CRE/Land Grant staff, and PCC President Patrick Tellei and his CRE/Land Grant staff.

On Monday, August 21, and Tuesday, August 22, 2023, the College of Micronesia (COM) Board of Regents met at Palau Community College (PCC) in Koror for their quarterly meeting. Led by the Chairman of the Board, Dr. Emais Roberts, the team engaged in discussions at the meeting, primarily focusing on improving food security and economic development in the three-member countries that are part of the COM system, namely the Republic of the Marshall Islands (RMI), the Federated States of Micronesia (FSM), and the Republic of Palau (ROP).

The COM Board comprises three members, each representing the three-member countries. The current COM Board members include the Chairman, Dr. Emais Roberts, Governor of Peleliu, Palau (ROP), Vice-Chair Mrs. Suzanne Gallen (FSM), and Regent Hon. Wilbur Heine, the Minister of Education, Sports & Training (RMI)

At the Board meeting, the following were approved by resolution to support the college:

- Approval of FY24 budget for CRE programs @ \$1.78 million for CES, AES, and EFNEP
- \$30,000 from their Endowment Fund to support agriculture and marine science programs. Board also supports continuing this annual contribution to support these programs at the college.