

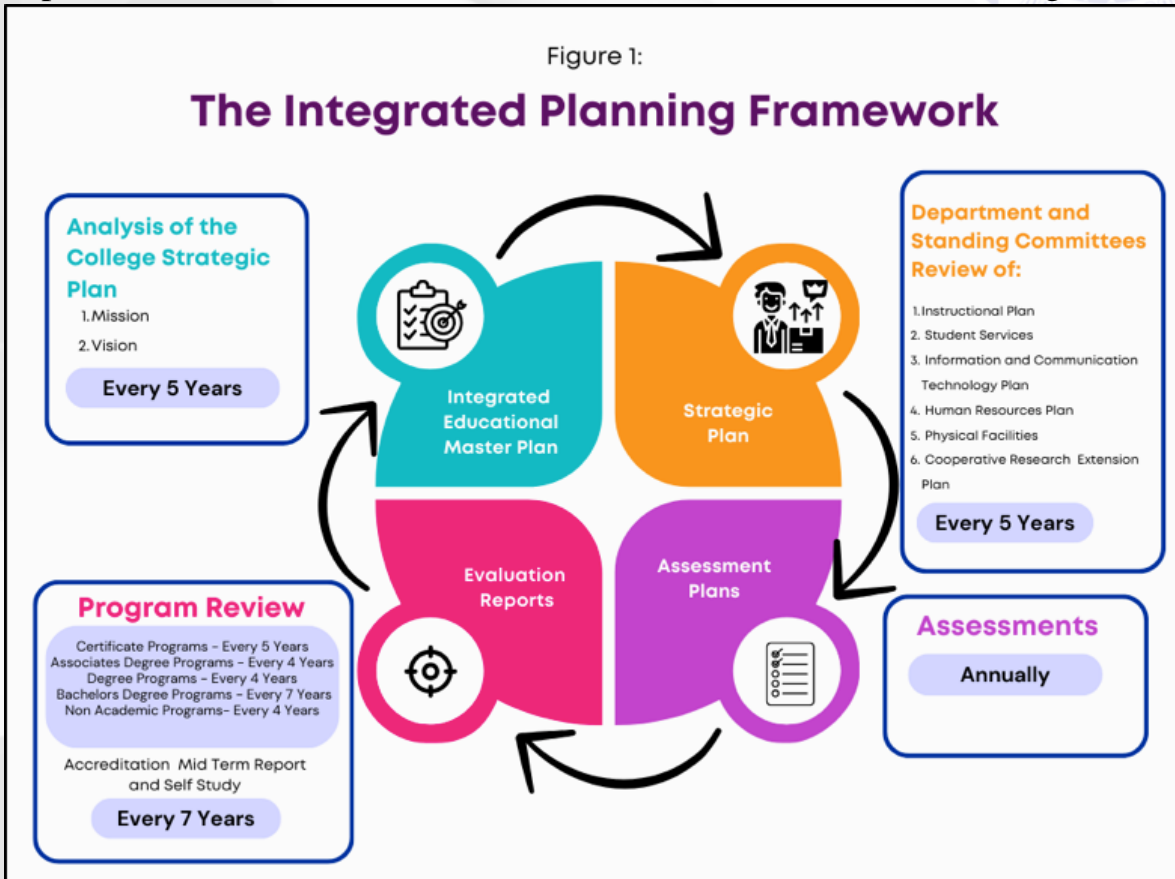
President's Report
BOARD OF REGENTS' MEETING
APRIL 15 & 16, 2024
COM-FSM CHUUK CAMPUS

PRESIDENT'S REPORT BOARD OF REGENTS' MEETING APRIL 15 & 16, 2024 CHUUK CAMPUS



Integrated Education Master Plan (IEMP)

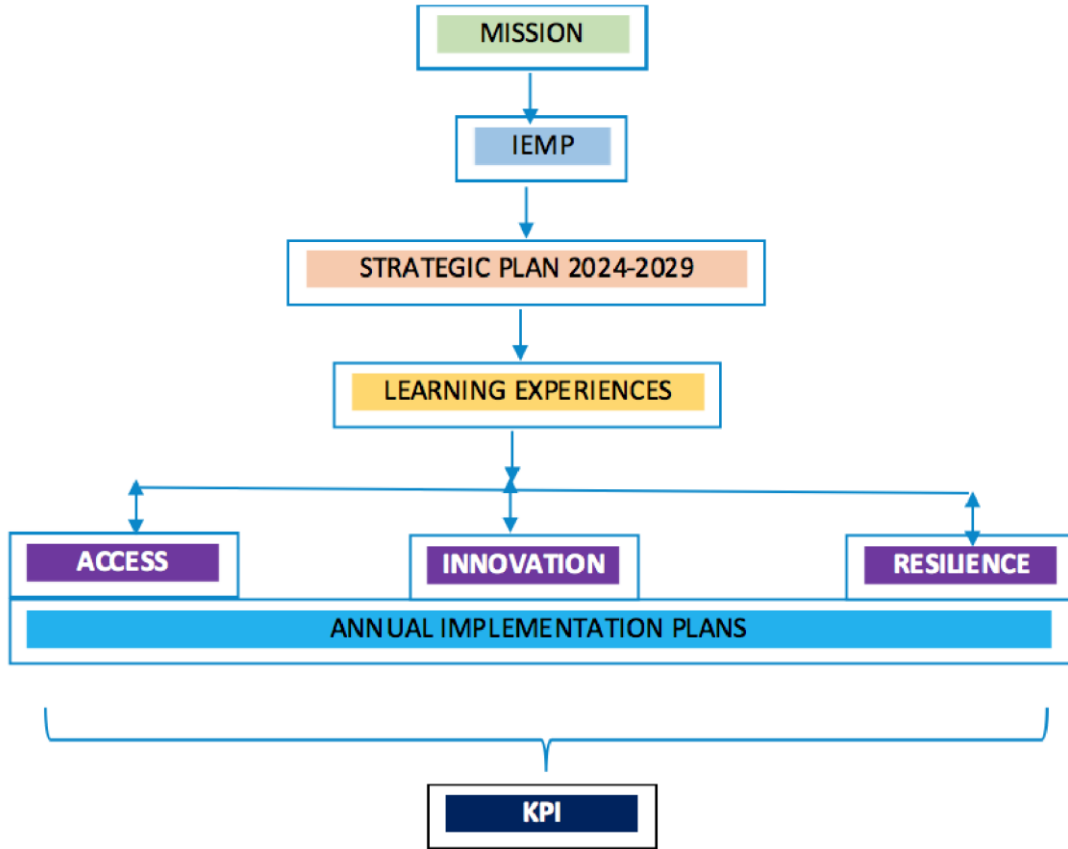
- The revision process is underway and almost completed.
- Aim: present the revised draft to the BOR at the June 2024 Board meeting.



Strategic Plan 2024-2029 (draft)

- 3 priority areas: ACCESS, INNOVATION & RESILIENCE

Figure 2: The Strategic Planning Process



The President will deliver a presentation to the Board based on the draft Strategic Plan which is now available online through the draft COM-FSM website. As a living document and process the Strategic Plan will be reviewed annually to ensure that any major changes to conditions, resources and personnel are given due consideration and any required amendments are made to ensure continuous strategic alignment.



Annual Implementation Plans (AIP)

- Completed first drafts: VPEMSS, VPAS, VPIEQA, VPCRE, VPIA & OTP¹.

NOTE: Each of the 5 Vice Presidents discussed the operationalization of the Strategic Plan with their Directors and Section Heads. The purpose is to produce departmental action plans with time lines, responsible positions and key performance indicators in response to the objectives of the Strategic Plan 2024-2029.

Personnel Audit 2023 Implementation Plan

- Completed: 14-point plan implementation plan for the 14 recommendations. Implementation will take place over the next 12 months: January 1, 2024-January 1, 2025.

Performance Development Review (PDR) System

- Consultant Liz Bare presented the proposed PDR system to the SLT on April 3, 2024.
- The proposed PDR is currently under discussion by the SLT and will be shared through the College participatory governance process in April and May. The President will share the PDR system and College feedback with the Board in May.
- Aim: the PDR system will be presented to the BOR in June 2024.

Direct Reports (Departments)***Institutional Advancement and External Affairs (IAEA)***

- Executive Director Mori is away on medical leave; Amy Arpona is currently the Acting Executive Director until May 31, 20234.
- Amy Arpona is the Alumni Relations Coordinator & Development Officer in the IAEA Office.
- The financial report for the Endowment Fund will be provided in the Report from the Business Office under the Vice President for Administrative Services.

Human Resources

- PeopleAdmin training

• ¹ VPEMSS: Vice President for Enrollment Management & Student Services; VPAS: Vice President for Administrative Services;
 • VPIEQA: Vice President for Institutional Effectiveness & Quality Assurance;
 • VPCRE: Vice President for Cooperative Research & Extension;
 • VPIA: Vice President for Instructional Affairs; OTP: Office of the President.

Table 1: The number of Full-time Personnel Between January 1, 2024 to March 27, 2024

Campus	Retention Rate	Attrition Rate	Reasons
National	125	3	Retirement, Family Obligation, `Another Job
CTEC	65	2	Elected to legislature(another job)
Chuuk	43	1	Retirement and Age
Kosrae	26	4	Retirement and Age, Another job, Deceased
Yap	33	2	Retirement, Another job
FMI	17	0	
Total Sum	309[96.11%]	12 [3.89%]	

The data above reflects current personnel during the reporting period, employee departed and hired/started. Personnel whose effective dates of separation from the college fall on dates after March 27, 2024 will be reflected in the next report.

Table 2: Full-time personnel by department

Full Time Personnel By Department			
Department	Attrition Rate	Retention Rate	Total Sum (AR +RR Columns)
Office of the President		7	7
Instructional Affairs	7	133	140
Administrative Services	2	67	69
Enrollment & Student Services	1	65	66
Cooperative & Research Extension	1	26	27
Institutional Effectiveness & Quality Assurance	1	11	12
Total Sum	12 [3.89%]	309[96.11%]	321

Table 3: Full-time position by category or position types

By Position Types			
Employee type	Attrition rate	Retention rate	Total sum
Management	2	34	36
Faculty	2	81	83
Staff	8	194	202
Total	12	309	321



Table 4: Gender and Citizen Distribution of current Full Time Personnel

Gender and Citizenship as of March 27, 2024					
Campus	<i>Male</i>	<i>Female</i>	<i>FSM Citizens</i>	<i>Non- FSM Citizens</i>	<i>Total</i>
National	69	56	87	38	125
CTEC	36	29	53	12	65
Chuuk	24	19	40	3	43
Kosrae	16	10	24	2	26
Yap	15	18	29	4	33
FMI	13	3	15	1	16
Total Sum	173 [56%]	135 [44%]	248 [81%]	60 [19%]	308

Table 5: Recruitment Data from January 1, 2024 to March 27, 2024

The college hired nine (9) individuals who started during the reporting period. These do not include job offers for faculty who will begin in fall 2024 and others who will begin after March 27, 2024.

Campus	<i>Faculty</i>	<i>Management</i>	<i>Professional</i>	<i>Classified</i>	<i>Total</i>
National	2		2	1	5
CTEC	1				1
Chuuk	1		2		3
Kosrae					
Yap					
FMI					
Total Sum	4	0	4	1	9

Table 6: Internal Promotions from 2023-2024 (In House Capacity Building)

Campus	<i>Faculty</i>	<i>Management</i>	<i>Professional</i>	<i>Classified</i>	<i>Total</i>
National		3	1	1	5
CTEC	1	1	1		3
Chuuk			1		1
Kosrae					
Yap			2		2
FMI					
Total Sum	1	4	5	1	11

Enrichment Initiatives/ Institutional Benefits

Board Policy No.6027 Tuition and Waiver Reeducation. Spring 2024 saw the enrollment and tuition waiver of 20 employees in college classes and 53 dependents waived tuition at 50%.

MiCare Insurance Plan. The college covers the 52% premium of 251 employees who maintain participation in the Plan; 81% of total employees are covered by the Plan.

Retirement Plan. The college contributes a maximum of 5% toward employee matching of 245 current participants; 80% of total employees are part of this Plan.

Life Insurance Plan. The college covers 64% of employee premiums for 216 currently participating; 70% of total employees are part of this Plan.

Policy Development

HRC holds monthly meetings and has done so since August (2023) per TOR.

OTP Conferences and Meetings attended: January – April 2024

- January 16 & 17: Land Grant Board meeting: Majuro, Republic of the Marshall Islands.
- February 27 – March 2: Pacific Islands College Board (PICB); Association of Community College Trustees (ACCT) Board Training; Pacific Post-Secondary Education Council (PPEC): Saipan, CNMI.
- March 26 – 29: Association of Governing Boards (AGB): Board Training: Boston Ma. USA.

