



COLLEGE OF MICRONESIA –FSM

P.O. Box 159, Kolonia, Pohnpei
Federated States of Micronesia 96941

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Office of the President & CEO

August 26, 2016

His Excellency Peter M. Christian
President
Government of the FSM
PO Box PS 53
Palikir, Pohnpei 96941

Dear President Peter M. Christian:

Greetings and Kaselehlie, the College of Micronesia-FSM would like to again share with you our quarterly report. The report covers accomplishments and major activities for the college from April 1st through June 30th, 2016 reporting period. Attached you will see the College's FY 2016 Third Quarter Performance Report and up-to-date supporting documents showing information on major activities against the College's strategic directions.

Attachments:

1. FY16 COM-FSM 3rd Quarter Report,
2. Institution-Set Standards, and
3. Mission Fulfillment Indicators

This report highlights the major accomplishments of the college against the college's strategic plan and our Institutional Priorities. Electronic copies of the report is available at <http://www.comfsm.fm/?q=irpo-quarterly-performance-reports>.

Should you need further information or clarification, please do not hesitate to contact my office.

Sincerely,

Joseph M. Daisy, EdD
President and Chief Executive Officer

Cc: Sihna N. Lawrence, Secretary of Finance
xc: Vice Presidents:
Administration
Instructional Affairs
Student Services
Cooperative Research & Extension
Institutional Effectiveness and Quality Assurance
IRPO



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Office of the President & CEO

June 30, 2016

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

RE: President's Report FY 2016 3rd Quarter Performance Report

Since the submission of the April 2016 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 already begun to address these Standards in a Supplemental Report to the Commission in May 2016, and the president’s Presentation to the Commission in June 2016. The Follow Up Report in 18 months will be an update to the Commission on work completed towards fully addressing the three standards.

On May 24, 2016, a *COM-FSM Summary Table of Recent Actions and Evidence* was submitted to the ACCJC Commission with the assistance of the director of human resources, VPIA and COS that shows the progress of the college's work towards the Accreditation Standards since the submission of the Supplemental Report on May 12, 2016.

On June 8, 2016, Dr. Waguk, Chairman of the Board of Regents, VPIEQA and I appeared before the ACCJC Commission to report the college's progress since the team visit.

- 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 in progress and continues to be assessed. The development of the next Strategic Plan 2018-2023 and Strategic Plan 2024-2028 is in progress.

- 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.

VPIEQA reports to the members of the board during their meetings regularly on the status of the college's Key Performance Indicators.

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

The college's *Visioning Summit* will be held on August 2-3, 2016, at the National Campus Practice Gym. Invited National and Pohnpei Campus faculty and staff are expected to attend.

Schedule:

Day 1: 8AM-5PM (Employees; external Stakeholders attended from 12PM-5PM)

- Case Study: Using data to develop action plans and strategies for an AANAPISI grant to improve student success
- Core Value Assessment
- Mission Evaluation

Day 2: 8:30AM-4:30PM (Employees and External Stakeholders)

- Institution-Set Standards
- Strategic Planning for 2018-2023

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

Leading up to the accreditation visit of March 2016, college faculty and staff across all campuses were involved in the self-evaluation writing process. Employees underwent Accreditation trainings and took on the leadership to respond to their assigned Accreditation Standards.

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. From 2005-2014, 5 earned a Bachelor's Degree, 32 earned a Master's Degree, and 5 earned a PhD Degree. From 2011 to 2014, 299 college personnel attended professional development off-island.

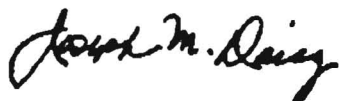
G. Enhance overall standing of COM-FSM and advocate for the college in all areas.

On June 8, 2016, Dr. Waguk, Chairman of the Board of Regents, VPIEQA and I appeared before the ACCJC Commission to report the college's progress since the team visit.

On June 13-15, 2016, Chairman of the Board of Regents, Dr. Tulensru Waguk, and myself attended the Association of Governing Boards (AFG) *Institute for Board Leaders and Executives of Public Universities and Colleges* Conference in Washington, D.C. The three-day conference is to help build the strong partnerships between the college board and its CEO for effective governance.

As president, I continue to ensure that COM-FSM participates in the American Association of Community Colleges (AACC).

Respectfully submitted,



Joseph M. Daisy, EdD
President and Chief Executive Officer