

College of Micronesia – FSM

FY12 3rd Quarter Performance Report (Office of the President)



April to June 2012

Office of Institutional Research and Planning

Jimmy Hicks, Director
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FY12 3rd Quarter Performance Report

College of Micronesia – FSM - Performance reporting form

Department/Division/Campus:	Office of the President	Period:	April 1st – June 30th, 2012
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Strategic goal 1: Promote learning and teaching for knowledge, skills, creativity, intellect, and the abilities to seek and analyze information and to communicate effectively

Objectives	Accomplishments	Comments/additional detail
1A: Promote quality teaching and learning-centered behaviors and environments for the six campuses	<p>[Pohnpei Campus]</p> <ul style="list-style-type: none"> · Completed the class sections as scheduled for the Spring 2012 semester with success rates ranging from 100% to 0% based on final grades of A, B, and C. · 29 class sections are being offered this summer session with 267 students. · Modified VEM110 Workshop Fabrication and went through preliminary review by CAC; minor modifications were recommended. <p>Recommendation based on program review providing toolkits for students in vocational programs will be implemented by Fall 2012.</p>	<p>[Pohnpei Campus]</p> <ul style="list-style-type: none"> · Note: SC101 Health Science was recorded as having 0% success rate as compared to 96% in Spring and Fall 2011 and 81% in Fall 2010.
1B: Make developmental courses an institutional priority	<p>[Pohnpei Campus]</p> <ul style="list-style-type: none"> · Spring 2012—Completed 4 sections of ACE English I, 6 ACE English II, 3 ACE Math I, and 5 ACE Math II with 82 students enrolled. 23% progressed to degree, 12% continued with ACE, 30% repeat ACE, 34% placed in certificate. · Summer 2012—In progress are 3 sections of ACE English II and 2 sections of ACE Math II with 68 students enrolled. For the first time ACE courses are being offered during the summer session in order to ease up the load for students as well as instructors in the upcoming Fall semester. 	
1C: Enhance faculty involvement in the college		

Strategic goal 2: Provide institutional support to foster student success and satisfaction

Objectives	Accomplishments	Comments/additional detail
2A: Promote strategic enrollment management for the	<p>[IRPO]published spring 2012 student enrollment and achievement data</p> <p>[IRPO]published summer 2012 student enrollment and achievement data</p>	

college	[IRPO] Fulfilled 12 data requests within 3rd quarter time-frame	
3B: Provide for maintenance and upkeep of grounds, facilities, and equipment	[Pohnpei Campus] <ul style="list-style-type: none"> • Landscape Technician position was filled by Mr. Rihmwus William on special contract to maintain the Botanical Garden and assist with general landscaping needs. For continuity of services and because of changes in staffing, supplemental contracts for all security, custodians, and two (2) maintenance staff are being processed.	
2C: Promote timely college tenure and graduation of students with mastery of array of core learning objectives, including civic-mindedness and self-value	[IRPO] Prepared a research report on Impact of COMET scores on student success for the Fall 2008 new student cohort provided data on the linkages between COMET scores and retention and graduation rates. 3 year (150%) graduates scores on COMET are higher than average, however, in other areas such as retention and academic standing there is less relationships between COMET and retention academic standing.	
2D: Develop a student-friendly campus environment that encourages and enables students to be health conscious		

Strategic goal 3: Create an adequate, healthy and functional learning and working environment

Objectives	Accomplishments	Comments/additional detail
3A: Provide for adequate facilities to support a learning community	[Kosrae Campus] <ul style="list-style-type: none"> • Ted Bueno conducted inspection of KHS Renovation project. The contractor is attending to the punch list, hoping that gutters and electrical works are completed before Fall 2012 semester. • Fund allocated to build an extension to the piggery is not sufficient to finance a teaching facility for our agriculture program as estimated. 	
3B: Provide for maintenance and upkeep of grounds, facilities, and equipment	[Kosrae] Division of Maintenance and Security have been conducting regular grounds, facilities, and equipment maintenance during the period.	
3C: Provide for a safe, secure and effective college		[Kosrae] The Kosrae State division of public safety has

environment		been cooperative in providing crime reports in our neighborhood.
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Strategic goal 4: Foster effective communication

Objectives	Accomplishments	Comments/additional detail
4A: Enhance communications pathways	<p>[Kosrae] Responding to the new organization set up; having to report directly to Vice President of Instructional Affairs.</p> <p>[DCR] Directed a video production for Upward Bound program</p> <p>[DCR] Interviewed students at Pohnpei Campus and Kosrae Campus through help from MITC for the “Faces of COM-FSM: Transforming Lives” short video production.</p> <p>[DCR] Organized a working group to continue work on the college’s brand. The group has been meeting on a regular basis.</p>	<p>[DCR] The production is currently with MITC for editing.</p> <p>[DCR] Student interviews will be conducted in Chuuk and Yap during Summer 2012.</p> <p>[DCR] The maintenance of the college’s brand in terms of publishing information about the college is ongoing. The working group came up with some recommended taglines for the president’s consideration.</p>
4B: Provide communications infrastructure to support communication pathways	<p>[IRPO]Quarterly report</p> <ul style="list-style-type: none"> o IRPO Submitted College's FY 2012 2nd quarter performance report to SBOC on April 23, 2012. Below is the link to the submitted report: http://www.comfsm.fm/irpo/ <p>[IRPO]Survey</p> <ul style="list-style-type: none"> o IRPO conducted the Spring 2012 Graduation Exit Survey on May 14, 2012.: Handed out surveys to graduating students, and about 116/165 surveys collected. <p>Pohnpei Campus:</p> <ul style="list-style-type: none"> · ACD attended meeting of sponsored programs with the College President. Program directors provided overview of respective programs and received clarification on routing of paper work and the line of communication/reporting. · ACD chaired monthly meetings of the PC management team and joint meeting of the instructional faculty and management team and shared information on current events as listed in the respective minutes. 	<p>[IRPO] 49 students did not fill out the survey.</p>

	<p>· ACD attended various Cabinet meetings and shared campus information, then passed on the information from the meetings to the PC community.</p> <p>ACD organized and attended staff and faculty meeting with David Adams a consultant from Sandy Pond and Associates regarding the communication standard. Participants are better informed on the progress of the work on communications and the relevancy of the communication survey.</p> <p>[DCR] Developed and keep updated a content management protocol for the college website and other media publications.</p> <p>[DCR] Conducted newsfeed content upload training with Webmaster for National Campus division secretaries and office secretaries on June 19, 2012</p> <p>[DCR] Conducted content upload training for Pohnpei Campus Secretaries and IT staff on June 20, 2012.</p> <p>[DCR] Webmaster trained DCR staff on how to directly edit webpage contents on June 21, 2012.</p>	<p>[DCR] Similar trainings will be conducted at Kosrae, Chuuk and Yap campuses during Summer 2012.</p>
<p>4C: Enhance the college community's ability to communicate effectively</p>	<p>[IRPO] Coordinated a working group on integrated planning. Plan recommended changes to focus on student success and employ-ability skills. Additional key issues addressed in the plan are all activities at the college to be integrated with instructional, developing key performance indicators to enhance assessment and tracing impact of the plan, and resource allocation against revenue projections. Additional work has been started to develop detailed work plans – starting with a unified plan for 1st year college experience.</p> <p>[Kosrae] The campus dean called monthly meetings with staff and faculty. Also, involving the management in decision making.</p> <p>[DCR] Published the COM-FSM Sharks Newsletter</p>	<p>This working group includes both department head plus staff.</p> <p>[DCR] COM-FSM Sharks newsletter: Volume 5, Issue 4 Volume 5, Issue 5 Volume 5, Issue 6</p> <p>Social networking sites and blogs Facebook: College of Micronesia Alumni Facebook: College of Micronesia - FSM (OFFICIAL)</p>

	<p>[DCR] Drafted thank you letters for the president:</p> <ul style="list-style-type: none"> ● Flag bearers, heralds and working committee for preparing and taking part in the 55th commencement exercises. ● Andrew Robinson for serving at the college as intern ● Chairman Mida for donating to the endowment fund ● Ambassadors for Japan and China for their presence during the Founding Day and for donating to the endowment fund. ● The US and China Ambassadors for donating flags to the college ● Vice President Alik Alik and Speaker Lyndon Abraham for meeting with President Daisy. <p>[DCR] Edited invitation letters for the president:</p> <ul style="list-style-type: none"> ● Inviting participants to the Visioning Summit ● Alumni to attend the graduation <p>[DCR] Drafted speeches for the president:</p> <ul style="list-style-type: none"> ● Introduction for president's 55th commencement speech ● FSM-FMI commencement address ● Gear Up Science Fair closing remarks ● Incentive day welcoming remarks ● Music Festival welcoming remarks ● Statement of Greeting as delivered at Konan City in Japan. <p>[DCR] Coordinated transcript requests for 5 students</p>	Twitter

Strategic goal 5: Invest in sufficient, qualified, and effective human resources

Objectives	Accomplishments	Comments/additional detail
5A: Provide on-going professional development of faculty and staff	<p>Pohnpei Campus</p> <ul style="list-style-type: none"> · ACD participated in the incentive awards ceremony by providing the welcoming remarks and presentation of awards. 	<p>[Pohnpei Campus] Innovative Award: Debra Perman and Gardner Edgar</p>

President Daisy, VPIA Mariana Ben, Director Grilly Jack, SSC Jeff Arnold, Field Director for World Teach, staff, faculty and students participated in the event.

- Campus Secretary attended meetings in preparation for the Staff Development Day. The Staff Development Day was a combined event for National and Pohnpei Campus held on April 3, 2012 at PC Gym. It was a successful event.
- The following Campus personnel continued to further their education by attending Spring Semester 2012 classes at the College and on-line programs: Leyolany Anson (3rd Yr Certificate), Rensleen Joel (3rd Yr Certificate), Yoneko Kanichy (pursuing her bachelor degree), and Deeleeann Daniel (Ph.D. Mathematics).
- Gardner Edgar's request to attend the on-line Cisco Instructor's Training was approved. The training will start in July.

Recognition Award: Maria Dison
 Faculty of the Year Award: Phyllis Silbanuz and Shirley Jano
 Professional Recognition Award: Stanley Etse
 Community Service Award: Diaz Joseph
 Staff of the Year Award: Cooper Etse and Bruno Barnabas
 Students Choice Award: Yoneko Kanichy
 Years of Service Award: 5 years – Albert Amson, Deeleeann Daniel, Cynthia Edwin, Bertoldo Esteban, Nelchor Permitez, and Maureen Mendiola; 15 years – Rita Harris-Hadley, Albenster Henry, Yoneko Kanichy, Marcelino Martin, Judy Obispo, Augustine Primo, and Phyllis Silbanuz; 25 years – Welsiher Hagilmai
 No Sick Leave Taken (Roson Mwahu) Award: Albenster Henry, Justino Smith, Rita Harris-Hadley, Dernita Clark, Kenson Santos, Amy S. J. Santiago
 Special Appreciation Award: World Teach Volunteers – Joseph Bailey, Michael Hilbert, Laurie Eastup, Laurel Steele; Standing Committee Officers – Taylor Elidok, Stacy Tadlock, Nelchor Permitez, Mark Kostka, Maureen Mendiola, Jean Ranahan, Cynthia Pastor.

5B: Recruit and retain qualified personnel to allow delivery of quality services

Spring Semester 2012 Full Time vs. Part Time Personnel

	CC	FMI	KC	PC	NC	YC
Total			10	39		
Full Time			5	23		
Part Time			5	12		
% Full Time			50%	59		

Profile Pohnpei Campus Faculty by Degree and Origin Spring 2012

[Kosrae]
 Two positions for Math and Science Instructors were requisitioned.

[Pohnpei Campus]
 Note: Four World Teach volunteers also taught on a full time basis during the Spring 2012 semester at Pohnpei Campus and completed their term in May.

- 2 new World Teach volunteers are recruited for the next school year to teach math and science courses.
- Respective ad hoc hiring committees completed preliminary reviews and

Name	Degree	Origin
Alosima, Alan	BS/C. Engineer	Manuel Enverga University
Daniel, Deeleeann	BA/Math MA/Math Ph.D. Ed.	UH Hilo UH Manoa UH Manoa-on line [in progress]
Dela Cruz, Anna	BS/HTM	St. Paul U.
Edgar, Gardner	BS/Technology	Texas State University
Elidok, Taylor	BA/ED M. Ed.	Southwestern Adv. SDSU
Esteban, Bertoldo	MA/ET	Marikina Institute of Science & Tech.
Etse, Stanley	MA/Math	UH Manoa [in progress]
Garcia, Emmanuela	MS/Management Engineering	St. Louis University
James, Semens	M. Ed	UOG
Jano, Shirley	BA/Management M. Ed.	Southwestern Adv. SDSU
Lamsis, Pablo	BS/Industrial Ed. M. Ed.	Nueva Vizcaya State Central Luzon State
Mangonon, George	MBA	St. Louis University
Pastor, Cynthia	M.Ed.	University of New Orleans

interviews of applicants for AFT Instructor, Researcher, and Student Services Aide positions and have submitted their recommendations to HRO. The package for the vacant Auto Mechanic instructor position is being routed to the ad hoc committee members for review. Administrative Assistant and SSS II positions are still being advertised.

- Recommendations for IT Technician II and Utility Worker positions were approved by the President.
- Two Personnel Requisitions for GEAR UP Director and Math Instructor are being processed.

	Perman, Debra	BA/Bus. Admin. MBA	UH at Hilo Walden University
	Permitez, Nelchor	Ph.D. Ed. Management	Eulogio Amang Rodriguez Institute of Science & Technology
	Ranahan, Jean	M.Ed. BA, English	University of Maine St. Joseph College, Maine
	Recana, Cirilo	MA/Teaching	Marikina Institute of Science & Technology
	Roby, Joycelyn	AS/HTM BS/HTM (credits earned)	COM-FSM MSU
	Silbanuz, Phyllis	MS/CIS	University of Phoenix
	Silbanuz, Salba	CA/CM Journeyman Cert. AA/TP	COM-FSM US Dept. of Labor COM-FSM
	Tadlock, Stacy	BA MA/English	Eastern Michigan Eastern Michigan
	Victor, Romino	AAS/BT in Electrical Journeyman Certificate BA/V. Ed. (in progress)	COM-FSM US Dept. of Labor
	Yarofmal, Xavier	BA/Elem. Ed. M.Ed. Leadership	UOG SDSU
5C: Update personnel policies and procedures to meet on-going human resources needs			

Strategic goal 6: Ensure sufficient and well-managed fiscal resources that maintain financial stability

Objectives	Accomplishments					Comments/additional detail																																																		
6A: Enhance new and existing revenue resources to promote growth and increase cost effectiveness	<table border="1"> <thead> <tr> <th data-bbox="575 159 783 250">Committee</th> <th data-bbox="783 159 953 250">Annual Target</th> <th data-bbox="953 159 1073 250">3rd Qtr</th> <th data-bbox="1073 159 1136 250">%</th> <th data-bbox="1136 159 1264 250">Year to Date</th> </tr> </thead> <tbody> <tr> <td data-bbox="575 250 783 310">International</td> <td data-bbox="783 250 953 310"></td> <td data-bbox="953 250 1073 310"></td> <td data-bbox="1073 250 1136 310"></td> <td data-bbox="1136 250 1264 310"></td> </tr> <tr> <td data-bbox="575 310 783 370">Government</td> <td data-bbox="783 310 953 370"></td> <td data-bbox="953 310 1073 370"></td> <td data-bbox="1073 310 1136 370"></td> <td data-bbox="1136 310 1264 370"></td> </tr> <tr> <td data-bbox="575 370 783 430">Alumni</td> <td data-bbox="783 370 953 430"></td> <td data-bbox="953 370 1073 430"></td> <td data-bbox="1073 370 1136 430"></td> <td data-bbox="1136 370 1264 430"></td> </tr> <tr> <td data-bbox="575 430 783 490">Kosrae</td> <td data-bbox="783 430 953 490">5500</td> <td data-bbox="953 430 1073 490"></td> <td data-bbox="1073 430 1136 490"></td> <td data-bbox="1136 430 1264 490"></td> </tr> <tr> <td data-bbox="575 490 783 550">Pohnpei</td> <td data-bbox="783 490 953 550"></td> <td data-bbox="953 490 1073 550"></td> <td data-bbox="1073 490 1136 550"></td> <td data-bbox="1136 490 1264 550"></td> </tr> <tr> <td data-bbox="575 550 783 610">National</td> <td data-bbox="783 550 953 610"></td> <td data-bbox="953 550 1073 610"></td> <td data-bbox="1073 550 1136 610"></td> <td data-bbox="1136 550 1264 610"></td> </tr> <tr> <td data-bbox="575 610 783 670">Chuuk</td> <td data-bbox="783 610 953 670"></td> <td data-bbox="953 610 1073 670"></td> <td data-bbox="1073 610 1136 670"></td> <td data-bbox="1136 610 1264 670"></td> </tr> <tr> <td data-bbox="575 670 783 730">Yap</td> <td data-bbox="783 670 953 730"></td> <td data-bbox="953 670 1073 730"></td> <td data-bbox="1073 670 1136 730"></td> <td data-bbox="1136 670 1264 730"></td> </tr> <tr> <td data-bbox="575 730 783 789">FSM-FMI</td> <td data-bbox="783 730 953 789"></td> <td data-bbox="953 730 1073 789"></td> <td data-bbox="1073 730 1136 789"></td> <td data-bbox="1136 730 1264 789"></td> </tr> </tbody> </table>					Committee	Annual Target	3rd Qtr	%	Year to Date	International					Government					Alumni					Kosrae	5500				Pohnpei					National					Chuuk					Yap					FSM-FMI					
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6B: Diversify resources of the College	<p data-bbox="562 1138 1339 1224">[Kosrae] We received notification from the U.S. DOE that Kosrae Upward Bound program would not be funded in FY 2012.</p>	<p data-bbox="1396 1138 1927 1438">[Kosrae] Campus Dean and Staff of UB Kosrae visited the political leaders in Kosrae to break the new and solicited ways that they may have to keep the services at Kosrae High School. The governor wrote the President Mori. Response from President Mori was to look into other college funds or ask DOI. According to Kosrae a JEMCO meeting will be held in August and the issue will be shared in the forum.</p>																																				
6C: Budgeting and resource	<p data-bbox="562 1446 1346 1469">[IRPO] IRPO and SBOC's Chief of Budget Esiri Edward had training on</p>																																					

allocation	<p>the Budget Preparation System (BPS) with Business Office, Pohnpei Campus, Student services, and CRE Staff on April 26-27, 2012 in the Board Conference room.</p> <p>[IRPO] IRPO Director attended FY 13 congress budget hearing at the FSM Capital on May 18, 2012 .</p> <p>[Pohnpei Campus] PSBDC: Coordinator attended the PSBDC budget hearing at Pohnpei State Legislature. PSBDC received their 3rd quarter allotment from Pohnpei State Finance and submitted along with the breakdown to NCBO and budget supplemental request was forwarded to Governor Ehsa.</p>	
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Strategic goal 7: Build a partnering and service network for community, workforce and economic development

Objectives	Accomplishments	Comments/additional detail
7A: Increase involvement of the community in college affairs	<p>[IRPO] Staff attended the PPEC Workshop at the COM-FSM National GYM on May 23-24, 2012 to gain an update of how other PPEC institutions are handling assessment and articulation. Of note was comments by other institutions on regarding at what level valid assessment can be done. Use of rubrics was encouraged by most institutions as compared to detailed statistical studies. Multiple participants/presenters from GCC, NMC, UOG, and COMFSM presented their unique method of articulation and curriculum.</p> <p>[IRPO] IRPO Director attended FY 13 congress budget hearing at the FSM Capital on May 18, 2012 to provide support and hear comments and concerns from FSM congressmen.</p> <p>[IRPO] IRPO Director attended the BOR meeting at the LCR New Zealand Room on May 23-24, 2012 to provide information on the integrated educational master plan and hear comments and concerns from the BOR.</p> <p>Pohnpei Campus:</p> <ul style="list-style-type: none"> • 2012 Exhibit was successful with students competently showcasing and 	

presenting the skills acquired in their program majors. Various high school students and community members visited the two day exhibit. Strategies for improvement are already being planned for the next year's exhibit.

Upward Bound Program:

- As part of UB's advocacy for the community, UB Director and relevant staff attended Parents Teacher Association (PTA) meetings of the three target high schools at which report cards were collected and information shared with administrators and parents.
- An MOU was established between US Army Cadets and UB program to assist UB juniors and seniors in the summer program by teaching Math, Science, and English. The College of Micronesia FSM President Joe Daisy, Pohnpei Campus Acting Dean, Maria Dison, Upward Bound Program Acting Director Stephen Yarofalig and US Army LTC Feret signed together the MOU on June 25, 2012 in the President office at Palikir with the presence of the US Ambassador.
- Parents and staff of UB program met on June 15, 2012 to finalize the summer residential program and 100% of parents showed up for the meeting.
- Upward Bound Summer program kicked off on June 17 for six weeks with 67 rising juniors and seniors residing in the dorms at PICS high school. Recent graduates commute to COM-FSM for summer classes.
- As part of collaboration between Trio programs, 11 ETSP students were selected to attend the UB summer program and two (2) Marshall UB students are also participating in the UB six weeks summer program as exchange students.

Pohnpei Small Business Development Center:

- Provided counseling services with 12 clients. 7 business plans were completed, 6 submitted to SBGFC and 1 to FSM Development Bank.
- Developed Quickbook and pricing trainings.

PSBDC Coordinator attended various meetings throughout the reporting period for community involvement and promotion of the program.

[DCR] Organized two Forum Lectures for the college.

		<p>[DCR] “What is the Compact of Free Association?” by US Ambassador Peter Prahar on April 25, 2012, and “Civil Engineering as a Career” by Jonathan D. Bingham on June 29, 2012</p>
<p>7B: Enhance and promote employment opportunities</p>	<p>Pohnpei Campus: In preparation for the summer program, UB recruited two professional instructors, Mr. Casiano Soram & Mr. Pernis Diopulus, to help out in the areas of math and science. Four residential assistance and tutors were also recruited to help out the summer residential program and UB Counselor Mr. Stephen Yarofalig coordinates the program.</p>	
<p>7C: Develop new and enhance existing programs to meet the changing educational and workforce needs of our communities</p>	<p>[IRPO]Re-registered for grants.gov and renewed CCR number for Sponsored programs.</p> <p>[IRPO]Provided a copy of F&A agreement to UH-Manoa for renewal of NSF Award#1102524; Islands of Opportunity.</p> <p>[IRPO]Met with President Joe Daisy, Director of Land Grant, Singeo Singeru, and Director of CRE on the AFT and AG data and the possibility of creating a new AAS degree program in AFT.</p> <p>Pohnpei Campus: <u>Upward Bound Program:</u></p> <ul style="list-style-type: none"> • 22 UB seniors took the SAT on May 5, 2012 at PICS high school which was administered by Mr. Norbert Samuel, PICS Counselor. • 22 UB seniors are currently attending the summer bridge program at COM-FSM • 17 UB alumni graduated from COM-FSM during the 55th Commencement exercises in different fields of studies and 90% are continuing their studies at COM-FSM while 10% is leaving for UOG to further their studies. • Upward Bound and GEAR UP developed and implemented the mentor program for the GEAR UP summer program. Again part of collaboration between programs. 	

Educational Talent Search Program:

- ETS completed the following:
 - Ø Post test and evaluations at the target schools for all students.
 - Ø Academic year services for all 700 students.
 - Ø Assistance in helping seniors in applying for financial aid for fall and spring. 90% of its seniors have received SAR.
 - Ø Conducted mini workshops for all seniors in completing their college application requirements.
 - Ø Conducted high school entrance test to 90 8th graders from 7 elementary target schools and 98% passed.
 - Ø ETS held its annual seniors Banquet with parents and invited guests. Mr. Adelman Joseph, TSP alumni class of 2002 was the key note speaker for the event. Adelman received his Bachelors Degree in Economics from University of Hawaii at Hilo and his Masters Degree in Economics from University of Beijing in China.
 - Ø Completed its first session of its Engineering summer camp. Student project presentation was held Friday June 29, 2012 at the PSBDC building with many parents participated and witnessed the accomplishments of students learning. Second session started on July 2, 2012.
- 100% of TSP seniors graduated with high school diploma.
- TSP Director met with Pohnpei State Director of Education and made arrangements for continued transportation services and hosting sites for summer school. PDOE Director gave full support.
- Seventeen (17) seniors are currently taking summer classes at COM-FSM.

GEAR UP:

GEAR UP and UBP Mentor Training:

- GU Education Specialist provided a mentor training to 21 UBP seniors, 2 UBP staff members, and 1 GU short-term contract counselor over two days that included workshops on a variety of youth-focused issues including “Youth Development”, “Critical Mentoring Skills”, “Building Effective Relations with your Mentees”, “Effective Leadership”, “Scholastics and Career Goal Setting”, “Stress Management”, “Diversity”, “Conflict Resolution”, “Building Self-Esteem”, and “GEAR UP Summer Camp Learning Communities”. The mentors used their training during the GU Summer Camp “Learning Communities” where they were “matched” with a group of GU students. By the end of the camp session, they got to see their students perform, accept a variety of awards, and observe how much difference they made in the lives of these youth. It will also be a time for the mentors to reflect on their personal accomplishments and feel the results of all their effort. More importantly, the UB mentors will be able to claim this 30 day activity as community service and become

more competitive in the academic and scholarship worlds.

GU Science Fair Expo:

· During the week of May 14th, 167 GU students competed in their school science fairs at their sites (Awak-May 15th at 10:30am; Kolonia May 16th at 10:30am; Ohmine May 14th at 1pm; Saladak May 14th at 3:00pm; Sekere May 14th at 3:00pm; and Nett May 18th at 12:00pm). Students who either did not finish their science fair project on time or failed to attend the after-school program attend their school science fair and supported their fellow GU peers. 259 GU students attended the school science fairs (Awak-24, Kolonia-33, Ohmine-40, Saladak51, Sekere-34, and Nett-77). Approximately 46 parents attended the school science fairs (Nett-0, Sekere-7, Saladak-11, Ohmine-2, Kolonia-10, and Awak-16). Approximately 17 GU teachers assisted students in developing their projects, perfecting their presentations, and supporting their development of creating a science project presentation. Students were encouraged to not only present their experiments but also to conduct their experiments for the judges.

· 76 students from all six schools competed at the GU expo event. At this large event, 18 parents from all communities came together to support their students. This event differed from the school fair because instead of presenting their science projects, students had to answer a variety of questions posed by a panel of judges (six judges including Noel Boylan, Nora Sigrah, Cheryl Burkindine, Jim Currie, Kathy Hayes, and Paul Lake). Each group was interviewed one time by one judge for about 10-15 minutes. Once all student groups had been interviewed, the judges reconvened to discuss their top science groups. After the first interview, all six judges re-interviewed the top candidates. After a long process, the judges determined the winning groups for 1st, 2nd, and 3rd and additional categories. The following is a list of the winning projects and categories:

· For the “winning categories”, the Expo offered a variety of prizes donated by the Australian Embassy, FSM PetroCorp-Vital, Ace Office Supplies, Ace Hardware, Palm Terrace, Micro.pc, Blue Nile, Ray & Dors, Etscheit Enterprises, and Nihco Store.

Winning categories:

- § 1st place winners – Kiona Obispo, Naoko Edwin, Melissa John, Marla Samuel, Awak school, “How salty does the sea have to be for an egg to float?”
- § 2nd place winner – Maria Johnathan, Ohmine School, “How salty does water have to be for an egg to float?”
- § 3rd place: Tyron Alex, Vanessa Donre, Natasha Hedgar, and KM Sakai, Saladak school, “Predicting the weather”
- § “Most challenging topic”: Tialana Mallarme, Denzel Ligohr, Timeaca Sohl, Griza Perez, Brandod Joab, Nett school, “Can water float on water?”
- § “Most enthusiastic”: Mitchell Marino, Alicia Adalfred, Kelly John, Antryann

- Lorens, John Inoke, Saladak school, “How does soil affect the PH of water?”
- § “Most knowledgeable”: Leniva Jonathan, Claudia Donre, Britney Aron, Allysha Samuel, Awak school, “Converting salt water to salt”
 - § “Solo player”: Jeff Soar, Sekere school, “What is the rate of hear loss?”
 - § “Most useful”: Marlagna Mihkel, Johannes Mihkel, Driney Phillipus, Kolonia school, “What is the fastest way to cool a soda?”
 - § “Food security”: Jamie Ann Noket, Dory Ann Harry, Daisy Elpet, Wilma Raymond, Sekere school, “How do seeds germinate?”
 - § “Practical and Applicable”: Natasha Martin, Dorina Pretrick, Lucille Remoket, Vanessa Rufes, Kolonia School, “What is the most absorbent type of soil product?”
 - § “Most creative”: Chris Iriarte, Marcel Laylau, Marcelly Laylay, Rico Setik, Nett school, “Offspring”
 - § “Most diligent” Trini Daniels, Sharla William, J.J. Hadley, Brandy Elias, Ohmine school, “Measuring surface tension of water with a penny”
 - **Scripps Spelling Bee Luncheon:**
 - Participants and teachers met with the US Ambassador and his wife for a day of activities. The students and teachers toured the US Embassy, Weather Station, Pohnpei Public Library, Island Food, and the US residence. The final activities included delicious food prepared by the US Ambassador’s chef and a variety of photos taken at the residence.

PICS Test:

- Students took the PICS test on May 4th. Those who did not pass will a PDOE facilitated “treatment” class this summer during the mornings.

Personnel:

- GU is pleased to announce the special contract for the counseling position that has been vacant for almost 2.5 months. It was filled in June by Maria Donre. The full time permanent position has yet to close.

GEAR UP Summer Camp 2012:

- GU is currently completing their summer camp, “Exploring My Potential”. Approximately 360 students will have completed the camp by July 17, 2012. Local businesses donated gift certificates to GU to be used as incentives for GU students in mathematics. GU is offering a variety of classes this summer focused on career development/awareness, self-esteem building, and advanced math courses for students.
- At-risk students have been receiving counseling during the summer camp and parents are currently attending parental workshops regarding involvement in your child’s education.

Strategic goal 8: Promote the uniqueness of our community, cultivate respect for individual differences and champion diversity

Objectives	Accomplishments	Comments/additional detail
8A: Increase community involvement in college affairs	<p>[IRPO]Compiled a list of invitations to send out to key college stakeholders to attend the President’s Visioning Summit.</p> <p>Pohnpei Campus: Pohnpei Campus Facility Use committee continued to accommodate students’ and the community’s requests to utilize the facilities, and the vocational front area for their sport tournaments, meetings, fundraisings, and car wash activities.</p>	
8B: Cultivate respect for individual differences, and champion diversity	<p>Pohnpei Campus: Annual incentive award ceremony was held on May 2 at the PC nahs in recognition and celebration of the PC community’s outstanding performances and contributions to the College. Ten award categories were presented. Refer to corresponding column for details.</p>	<p>[Pohnpei Campus] Innovative Award: Debra Perman and Gardner Edgar Recognition Award: Maria Dison Faculty of the Year Award: Phyllis Silbanuz and Shirley Jano Professional Recognition Award: Stanley Etse Community Service Award: Diaz Joseph Staff of the Year Award: Cooper Etse and Bruno Barnabas Students Choice Award: Yoneko Kanichy Years of Service Award: 5 years – Albert Amson, Deeleeann Daniel, Cynthia Edwin, Bertoldo Esteban, Nelchor Permitez, and Maureen Mendiola; 15 years – Rita Harris-Hadley, Albenster Henry, Yoneko Kanichy, Marcelino Martin, Judy Obispo, Augustine Primo, and Phyllis Silbanuz; 25 years – Welsihter Hagilmai No Sick Leave Taken (Roson Mwahu) Award: Albenster Henry, Justino Smith, Rita Harris-Hadley, Dernita Clark, Kenson Santos, Amy S. J. Santiago Special Appreciation Award: World Teach Volunteers – Joseph Bailey, Michael Hilbert, Laurie Eastup, Laurel Steele; Standing Committee Officers – Taylor Elidok, Stacy Tadlock, Nelchor Permitez, Mark Kostka, Maureen Mendiola, Jean Ranahan, Cynthia</p>

		Pastor.
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Strategic Goal 9: Provide for continuous improvement of programs, services and college environment

Objectives	Accomplishments	Comments/additional detail
9A: Improve institutional assessment and evaluation	<p>[Pohnpei Campus] Proposal for program modification for RAC, Electronics, BT, and Telecommunications were developed and are ready for presentation to CAC.</p> <p>[President's Office] Resolve the issues identified by the Accrediting Commission and maintain accreditation;(See attachment)</p>	
9B: Integrate planning, evaluation and resource allocation for continuous improvement	<p>[IRPO] began initial planning of the budget projection formulation.</p> <p>[IRPO] Coordinated a working group on integrated planning. Plan recommended changes to focus on student success and employ-ability skills. Additional key issues addressed in the plan are all activities at the college to be integrated with instructional, developing key performance indicators to enhance assessment and tracing impact of the plan, and resource allocation against revenue projections. Additional work has been started to develop detailed work plans – starting with a unified plan for 1st year college experience.</p> <p>[IRPO] IRPO continued meeting with PCR participants reviewing the integrated planning/education master plan. Discussion included overview of revenue projections and assumptions, emphasis on instructional component and linkages on the educational master plan.</p>	This working group includes both department head plus staff.
9C: Increase research and data driven decision making	<p>[IRPO] submitted Preliminary Strategic Planning Indicators to college data consultants.</p> <p>[IRPO] submitted college key data indicators to the President to send to the FSM Ambassador to the U.S</p> <p>[IRPO] Provided Data for CRE Director on AG and AFT Enrollment and Graduation Rates.</p>	

	<p>[IRPO]published spring 2012 student enrollment and achievement data</p> <p>[IRPO]published summer 2012 student enrollment and achievement data</p> <p>[IRPO]Fulfilled 12 data requests within 3rd quarter time-frame</p> <p>[IRPO] conducted the Spring 2012 Graduation Exit Survey on May 14, 2012: Handed out surveys to graduating students, and about 116/165 surveys collected. 49 students did not fill out the survey.</p> <p>[Kosrae] Continue to use SIS for decision making course offering and program improvement.</p>	<p>[Kosrae] There is a hold on the piggery project due new research information provided by CRE and NRCS about environment, economics, and health benefits for using a deep litter system.</p>
<p>9e: Enhance decision making and communications at the college through implementation, monitoring and evaluation of the new governance policy and revised standing committee structure.</p>		

COM-FSM Chuuk Campus 2012 Report

Promote learning and teaching for knowledge, skills, creativity, intellect, and the abilities to seek and analyze information and to communicate effectively;

1. Provide institutional support to foster student success and satisfaction;
2. Create an adequate, healthy and functional learning and working environment;
3. Foster effective communication;
4. Invest in sufficient, qualified, and effective human resources;
5. Ensure sufficient and well-managed fiscal resources that maintain financial stability;
6. Build a partnering and service network for community, workforce and economic development;
7. Promote the uniqueness of our community, cultivate respect for individual differences and champion diversity; and
8. Provide for continuous improvement of programs, services and college environment.

COM-FSM Chuuk Campus April 2012 Report

1. The Instructional Division of Chuuk Campus continues to promote learning and teaching for knowledge, skills and creativity and the abilities to seek and analyze information and to communicate effectively through:

- Classroom visitations and evaluations of instructors,
- Establishment of an Instructional Committee for Chuuk Campus to develop schedules and work on textbooks order, overlook the needs of the Instructional division, make recommendations to the IC, Campus Director, Management Council and the Faculty-Staff Senate,
- Discussion of the 4 WASC recommendations with faculty and staff and how everyone could contribute to fulfill these recommendations.

2. The Office of Admissions and Records continue this month of April in fulfilling strategic goal #2 through the following activities:

- Accepting Re-Admission Applicants and New Applicants for Summer 2012
- Assisting students with withdrawal policy, procedures and process course withdrawals, certification of enrollment, class schedules, transcript requests, completion status, grades, IDP, and duplicate degree.
- Advising students on graduation policy and graduation ceremony preparation of Fall 2011 and Spring 2012 graduates.

The Human Resources Office and Instructional Division collaborated during the Staff Development Day April 3, 2012 on:

- Learning how to access student's IDP using MyShark,
- Training on how to use student's IDP to advise them during registration,
- Assisting and preventing students from enrolling in unnecessary courses for their programs.

3. Creating an adequate, healthy and functional learning and working environment, Chuuk Campus has done the following:

- Internet hubs were installed in Computer Lab. 3. Internet access is up and running.
- The line for internet access is now working. The English Writing Classes are now doing research online from Lab #3.
- Chuuk Campus is a safe place. Although not perfect, security is not an issue at your Chuuk Campus during the month of April.

4. Fostering effective communication has become a great attention getter for Chuuk Campus as it is one of the WASC recommendations. Efforts displaying this strategic goal include:

- More involvement and participation of faculty and staff on established committees COM-FSM wide,
- Providing means of communication with new computers for all instructors and back-up batteries,
- Increasing evidences of accomplishment as a result of a two way process of being responsive on both sides,
- Continuous learning in the classroom on how to speak and write effectively,
- Increasing encouragement of faculty and staff for students to speak English on campus,
- Providing hours in the computer lab for students to do emails and Facebook to communicate beyond the confines of the classroom and campus,
- Holding weekly meetings by Student Services and SBA to better inform Chuuk Campus Community,
- Continue with monthly meetings of the Management Council and other newly created committees for Chuuk Campus.

5. Invest in sufficient, qualified, and effective human resources. Chuuk Campus joined the Human Resources Office in fulfilling goal #5 by doing the following:
 - Instructors had two workshops during the Staff Development Day on April 3, 2012.
 - Faculty members participated in workshops to improve their effectiveness in advising students during registration, and in assessment of student learning and readability of the textbooks used in their courses.
 - Math instructor, Miuty Nokar, as part of his Master's Program in Math Education, participated in a Math Education Conference in Philadelphia, USA at the end of this month.
 - One Business and one Education instructors will be hired.
 - Our personnel specialist, along with the Acting IC and some of the supervisors discussed some of the personnel policies with employees of Chuuk Campus. At least the staffs and faculty members were updated on the existing policies.
6. Ensure sufficient, qualified, and effective human resources that maintain financial stability. Chuuk Campus takes pride in the CRE/Land Grant Program that has done a lot of reaching out to the communities of Chuuk, collaborating with agencies and receiving grants for their programs to be effective and sustainable.
 - Bridging the Gap proposals have been written up for presentation to the Chuuk State School System,
7. Build a partnering and service network for community, workforce and economic development. Again the role of the CRE/Land Grant program has been tremendous in partnering, service networking and continues training for the workforce and economic development in Chuuk.
 - Youth Program coordinator began an education program for dropouts from high schools and other interested individuals,
 - CTOP collaborated with CRE on training women interested in small business development,
 - Chuuk Campus is forming an Outreach Committee. This committee will meet with the stakeholders to find out what their needs are, and work with them to see if COM could help, or to find out what COM could do.
8. Promote the uniqueness of our community, cultivate respect for individual differences and champion diversity. Chuuk Campus continues to take pride in the local huts created last month for the cultural and founding days. Today, the huts are avenues for student activities, sharing and getting to know each other's differences and respecting each other.
 - Chuuk Campus joined COM-FSM wide in the display of work done by students in the vocational area. We take pride in the skills done by students in the carpentry class.
9. Provide for continuous improvement of programs, services and college environment. Chuuk Campus joined the rest of COM-FSM in fulfilling requirements of WASC through the following activities:
 - Course level assessment is ongoing at your Chuuk Campus. As the semester is coming to an end, post-tests to assess student learning and for the Cloze testing will be administered.
 - Your Instructional Division encouraged all instructors to participate in the Survey. Even after the survey was completed, the IC Office complimented those who participated in it, and encouraged those who didn't to be more responsible and participate in college's effort in data collection so decisions will be driven by good and reliable data.

LRC. Termites, termites, termites....the same concern and problem we encountered. The Pacific Room needs a small air-conditioner to prevent the invasion of the monster termites from ceiling to the floor. The renovation of the said LRC did not include the Pacific Room and that is the main problem. Termites are still crawling down from the ceiling to the floor and eating up the newspapers and soon the very important Pacific materials. There were about 5,720 visits of students, faculty and staff to the use of the LRC facility and resources.

IT installed 21 new computers for faculty members. IT continued this month in monitoring damaged computers, fixing them and upgrading those needed upgrading, replace those that needed parts to be replaced and assist Chuuk Campus with internet access through the COMFSM server in the Computer Laboratory.

HR coordinated Staff Development Day and did most function of HR during the month of April. Such functions included preparing evaluation for employees, following up at National Campus on HR papers in process, facilitate ad hoc meetings for new hires at Chuuk Campus, disseminate information on HR policies, participated in teleconferences relating to HR and committees assigned to HR.

9. Promote learning and teaching for knowledge, skills, creativity, intellect, and the abilities to seek and analyze information and to communicate effectively;
10. Provide institutional support to foster student success and satisfaction;
11. Create an adequate, healthy and functional learning and working environment;
12. Foster effective communication;
13. Invest in sufficient, qualified, and effective human resources;
14. Ensure sufficient and well-managed fiscal resources that maintain financial stability;
15. Build a partnering and service network for community, workforce and economic development;
16. Promote the uniqueness of our community, cultivate respect for individual differences and champion diversity; and
17. Provide for continuous improvement of programs, services and college environment.

COM-FSM Chuuk Campus May 2012 Report

1. Promote learning and teaching for knowledge, skills, creativity, intellect, and the abilities to seek and analyze information and to communicate effectively.

1A. The IC office carried out evaluation of instructors' performance by students. 1A. Student evaluation of classes and instructors was carried out at the end of the Spring 12 semester. This is necessary to ensure quality teaching and learning.

1B. Dev Ed Math and English are on the Summer 12 schedule. 1B. Both ACE Math II and ACE English II are on the Summer 12 schedule for those students who are placed by the COMET there. This will ensure that with successful completion, they will be taking regular degree courses the following semester. 1C. Faculty members at Chuuk Campus are asked to take and pass the ACCJC basic course online.

1C1. With the exception of a very few ignorant ones, most of the faculty members participated in the workshop on the integrated plans. 1C. Instructors at Chuuk Campus are asked to take and pass the ACCJC basic course online. This will ensure their understanding of their roles in promoting the accreditation standards.

1C1. On May 11, Chuuk Campus had a workshop on the integrated plans. Most faculty members participated in the meeting.

2. Provide institutional support to foster student success and satisfaction.

2C. Dev Ed Math and English are on the Summer 12 schedule.

2C1. Instructors/advisors are told to access student's IDP using the MyShark and use them while advising the students. 2C. Both ACE Math II and ACE English II are on the Summer 12 schedule for those students who are placed by the COMET there. They will be taking regular degree courses the following semester with successful completion of these courses.

2C1. Instructors, as advisors, shall use student's IDP to advise them during registration. This will eliminate misadvising and prevent students from enrolling in unnecessary courses.

2D. Everybody agreed to pick up trash if told to do so. 2D. During a Town Hall Meeting, it was agreed that everybody would be able to tell others to pick up trash. Even students could tell instructors and staffs to pick up trash if they saw them throw the trash down.

LRC staffs are working on the CRC Collection try to get it done before summer session start.

Statistics:

PROGRAM SERVICES:	
Number of Volume	10,231
Books cataloged May 2012	54
Books re-cataloged May 2012	457
Books weeded out May 2012	104
Patrons Usage	1,294
Non-compliance with policy	06

Circulated Materials	177
VIP Visitors	-0-
Clearance/Withdrawn	05
Printer Usage	149
Extended hours	57
Upward Bound Students	-0-
Faculty/Staff	37

COMPUTER USAGE:

Internet search/General application	179
Reference	04
Technical assistance	05

MEDIA COLLECTION:

Media Statistical Data	
Number of New ID	-0-
Number of ID replacement	02
Student visitors/interview/question/sticker for ID	02
Number of faculty use MITC lab for showing film to students	-0-
Number of student check out materials/research	-0-
Faculty/Staff check out materials	1
Faculty/Staff return materials	1
Student use printer	-0-

Spring Semester 2012 # Visits to Dispensaries

	CC	FMI	KC	PC	NC	YC
M	42					
F	89					
T	131					

5 Different purposes of Clinical Visit:

1. Seeking medical assessment & treatment related to their problem of illnesses with the #s of 105clients.
2. Seeking assessment related to Family Planning Services with the #s of 8 clients.
3. Seeking assistance related to class information with the #s of 2 clients.
4. Seeking assistance related to clinical / office supplies with the #s of 10 clients.
5. Seeking assessment related to other purposes of visit with the #s of 6 clients.

3. Create an adequate, healthy and functional learning and working environment

3A. IC office continues collaboration with IT office to provide adequate resources. 3A. Purchase orders are processed for the acquisition of toners and printers for the computer labs. These are resources to support a learning community.

3C. Faculty members are encouraged to help keep the campus safe and secure. 3C. Instructors discouraged students from activities, which would compromise safety and security on campus.

4. Foster effective communication

4B. New computers and back-up batteries for all instructors. 4B. All instructors at Chuuk Campus got new computers and back-up batteries. These don't improve communication alone, but also delivery of instructions and quality of instructional materials. 4C. Intra and inter campus, as well as lateral and vertical communications has improved. 4C. Communication overall among campus colleagues, as well as vertical communication to the superiors has been very successful. This is due to the policies, but most credit is due to those new people in supervisory positions with new and very good approaches and management styles.

5. Invest in sufficient, qualified, and effective human resources

5A. One of our math instructors attended a conference for math educators in the State of Pennsylvania, USA. 5A. Mr. Miuty Nokar, one of our math instructors, attended a conference for math educators in the State of Pennsylvania, USA, as part of his Masters Program.

6. Ensure sufficient and well-managed fiscal resources that maintain financial stability

6B1: Diversified resource by getting 3 COM-Chuuk employees to get CPR training without paying the \$30.00 fee each interested individual pays to get into the program (with RedCross- Chuuk Channel) 6B1: AHEC Coordinator: Yvonne P., Campus Nurse: Marcelly M. and S.A.C: Lucille Sain will receive training to be certified on CPR on May 31-June 1st, 2012.

6C1: Budgeting resources to repaint our bathroom stalls and over graffiti on campus with maintenance from student activity to maintain and improve our college.

6C2: Awarded 6 teams (1st, 2nd & 3rd) winners of Volleyball to encourage and empower them to continue their sportsmanship in the college and the community

6C3: Budgeted students get-together to empower and encourage each other, as well as to celebrate those that have achieved and excelled in academics. 6C3: 3 clubs have used less than \$250.00 from Student Activity money to budget their activity. (Youth For Christ Club, Mechitiw Club & Anti-Virus Club have managed to reduce their budgeting this semester.

Both IT and Maintenance have done a lot of preventive measures this month cleaning, dusting and maintaining computers for IT and M&R regularly check up on vehicles, building and grounds for repair and maintenance and continued services for all at Chuuk Campus.

7. Build a partnering and service network for community, workforce and economic development

7A1: S.A.O involves the community through youth volunteers to draft, implement and launch a Climate Change campaign within Chuuk state for the youth.

7C1: S.A.C works with Chuuk Women Council on an on-going project (lasting for 1 year) to create and improve opportunities for Women in Business.

7C2: S.A.C works with Micronesian Red Cross-Chuuk Channel on certifying capable individuals for disaster response on CPR. 7C1: Implementation process is ongoing for Women in Business, for this month S.A.C coordinates with SBDC in hiring a project coordinator to oversee the project..

8. Promote the uniqueness of our community, cultivate respect for individual differences and champion diversity

Human Resources completed staff development workshop and presentation of awards.

9. Provide for continuous improvement of programs, services and college environment.

9A. A few faculty members did course level assessment during Spring semester. 9A. Chuuk Assessment Working Group (ChAWG) completed the assessment of the SLOs of EN 208 and SC 117. Data were collected from pre-and-post testing, item analysis of the test questions, and Cloze test on the readability of the textbooks. The results were submitted to key people for their review and comments.

9C. A few faculty members did course level assessment during Spring semester. 9C. The assessments used three approaches or triangulation to gather enough and reliable data to support whatever decisions needed for good change.

9A1: Student Activity Coordinator completed surveys for the College from governance to communication in hopes of improving the plans.

18. Promote learning and teaching for knowledge, skills, creativity, intellect, and the abilities to seek and analyze information and to communicate effectively;
19. Provide institutional support to foster student success and satisfaction;
20. Create an adequate, healthy and functional learning and working environment;
21. Foster effective communication;
22. Invest in sufficient, qualified, and effective human resources;
23. Ensure sufficient and well-managed fiscal resources that maintain financial stability;
24. Build a partnering and service network for community, workforce and economic development;
25. Promote the uniqueness of our community, cultivate respect for individual differences and champion diversity; and
26. Provide for continuous improvement of programs, services and college environment.

COM-FSM Chuuk Campus June 2012 Report

10. Promote learning and teaching for knowledge, skills, creativity, intellect, and the abilities to seek and analyze information and to communicate effectively.

1A. Class observations were done in two different classes and two different instructors. Both professors were commented for exceptional performance. Professor Alvios William and Cecile Oliveros' classes were observed and evaluated one by the acting campus Dean and one by the acting IC. This is an effort to ensure that quality teaching and learning-centered behaviors and environment actually take place in the classroom. These visits were done without advance notice to the instructors.

1B. A section of ACE Math II and a section of ACE English II are offered. There are also a section of ESL 089 and a section of ESL 099. These are developmental English courses, one in writing and one in reading. In addition, MS 099, a developmental Math course is also offered.

1C. Headphones were issued to the different instructional divisions to be used for taking the ACCJC online course. Unfortunately, our new computers lack build-in speakers.

1C1. On June 01, 2012, there was an Instructional Division meeting. The members stated which course they will assess this coming fall semester. In addition, members were placed on the Chuuk Campus Committees. With the exception of one, (he will be assigned a committee soon,) all the Chuuk Campus faculty members serve on either a college-wide committee, a campus committee, or both.

11. Provide institutional support to foster student success and satisfaction.

2A. When making the schedule, we tried to schedule courses, which are usually taken concurrently, at different times to enable students to take them without time conflict.

2B. With the exception of the Staff Development Committee, all the State Campus Committees will have at least a student representative. We only await the SBA to organize and nominate their reps on the committees.

2C. Although the minimum enrollment for a class to open is ten students, some of our summer courses are open even with less number of students to accommodate the needs of those who are graduating this semester. If we don't do this, they will have to come back in fall to finish up the courses. One student also took a course as an independent study so she can graduate at the end of this semester.

2D. The acting IC and some faculty members participated in the lectures by the nurse and other guest speakers on health related issues. They participated to be informed on such issues and to encourage their students to participate and learn too.

Summer Semester 2012 # Visits to Dispensaries

	CC	FMI	KC	PC	NC	YC

M	84					
F	102					
T	186					

STUDENT HEALTH CLINIC REPORTS FOR THE MONTH OF JUNE 2012.

CLINICAL HIGHLIGHT ACTIVITIES

5 Different Purposes of Clinical Visits:

1. Seeking medical assessment & treatment related to their problem of illnesses with the #s of 145 clients.
6. Seeking assessment related to Family Planning Services with the #s of 6 clients.
7. Seeking assessment related to class information with the #s of 10 clients.
8. Seeking assessment related to clinical / office supplies with the #s of 10 clients.
9. Seeking assessment related to other purposes of visit with the #s of 15 clients.

*** Regarding to our medical record Head ache is the most common problems for this month of June 2012.

*** Referred 3 males and 3 females to the Chuuk Hospital for further evaluation and treatment.

*** Admitted 5 staff and 6 students to bed for observed then referred them back to class and work.

OFFICE HIGHLIGHT ACTIVITY

**** Communicated / Collaborated with health educator, & health professional to provide health care services to the students as well as the community.**

**** Communicated with the State Family Planning Coordinator related contraceptives methods for office needs.**

**** Getting Medical & Office supplies for this Summer needs.**

**** Working on Printing documents.**

**** Awaiting for local vendors to Order List of Supplies.**

**** First Campus Activity on FLU & COLD Symptoms presentation with the total #s of 52 clients.**

*** Second Campus Activity on Dengue Fever which delivered by the Health Educators, from the Chuuk Health Services with the total #s of 58 clients.**

Will on others Purchase Order for office Needs

Will work on July Activity.

AHEC Activities

- Recruiting for Health camp
- Weekly Wednesday meetings at Sanitation – NCD ; related issues and updates with health services
- Working on a proposal for health assistants
- Prepare for med students from University of Hawaii arriving

- Attend panel discussion in preparation for National Women's conference
- Interview and follow up with nursing staff at Chuuk Health Services regarding continuing education
- Health camp begins July 2, 2012 to July 28, 2012

Mr. Mac Emwalu Media Technician/ Library Assistant has resigned from his position and left to the United States. Ms. Jayleen Kokis continue on her online courses in Library and Information Science expected to be done Fall 2013. Mr. Edson Asito Media Technician is task to assist students taking Art class this summer by scanning their work. Aside from this, Mr. Asito also assist COM-FSM Chuuk campus Education division with their printer and other activities related to MITC.

PROGRAM SERVICES:

Number of Volume	9,811
Books cataloged June 2012	21
Books re-cataloged June 2012	75
Books weeded out June 2012	274
Patrons Usage	1,204
Non-compliance with policy	05
Circulated materials	13
VIP visitors	14
Clearance/Withdrawn	04
Print Usage	44
Extended hours	25
Lap-Top usage	33
Faculty/Staff	74

TOPIC SEARCH: None

COMPUTER USAGE:

Internet search/General application	179
Reference	06
Technical assistance	07

Media Statistical Data:

Number of New ID	21
Number of ID replacement	05
Student visitors/interview/question/sticker for ID	163
Number of faculty use MITC lab for showing film to students	12
Number of student check out materials/research	0
Faculty/Staff check out materials	2
Faculty/Staff return materials	2
Students use printer	27

12. Create an adequate, healthy and functional learning and working environment

3A. During its June 20, 2012 meeting, the Instructional Committee realized that there is an urgent need to upgrade the computers used by students.

Students are learning Microsoft Office 2007 in their computer courses, using Lab I. When they do their works for their classes, they use Lab II, III and

the computers at the LRC, which are 2003 or even earlier models. This is going backward. I believe the students at Chuuk Campus are entitled to use Microsoft Office 2007 computers.

3C. Instructors discouraged students from activities, which would compromise safety and security on campus, by reporting violators to security guards.

13. Foster effective communication

4A. Instructional Division has new computers, however, that does not mean that communication is restricted to the use of computers. On campus communication modes include the internet, classroom announcements, post-ups on the bulletin boards, and actual physical mean delivered to the necessary offices or personnel. We have put in place and use of the TRIANGULATION model. This is recommended by WASC to use three or more means of communicating the same material to everyone.

4C. Often, especially for those in supervisory positions, communication still is one-way. I am proud to say though that DOP and VPJA are excellent in communication. They always do their part in communication.

14. Invest in sufficient, qualified, and effective human resources

5A. Acting IC Kanto and Mr. Alton Higashi, ChAWG chairman, participated in a two-day PPEC workshop on assessment and articulation at the National Campus. The skills learned will be used to fine-tune the assessment methods for the courses to be assessed next fall semester.

5A1. There are some tasks like connecting printer to many computers, which our IT personnel cannot perform at present. We believe that he needs to be trained to be able to assist all on this and additional IT matters.

5B. Ad hoc committee recommendations have been submitted and we were hoping to have our new instructors before Fall 12. It is now June and there has been no word on the recommendations. What happen? Where is the open communication?

5C. When the policies were announced after they were passed by the BOR, many of us questioned “genuine communication” as we are preaching and supposed to be practicing. Many of us were not aware of the proposed policies until after they were passed.

HR Activities Chuuk

1. As Chairperson of the SD Chuuk campus committee, prepared documentation with memo to President, and forwarded to National Campus for further action on

Jayleen Kokis' application request.

2. Screened and emailed special contracts of UBP Chuuk for Summer 2012.

Did inquiries in regards to the hourly rates of these contracts of which responses were provided by UBP Director. UBP schedule of courses were provided

3. Met the manager of PADMA Enterprise and discussed on the ink cartridges for my office printer due to the printing quality problem.

4. Attended a meeting requested by Comptroller, on June 7, 2012.

5. Attended another meeting requested by Comptroller, on June 11, 2012.

6. Screened Summer 2012 special contracts of faculty. These documents were handcarried by Doman to PNI.

7. Participated in a teleconference with HRO and its campus representatives on June 15, 2012.

8. Orientation provided to new hire Wilson Bisalen on June 18, 2012.

9. Orientation provided to new hire Caren Enlet, on June 19, 2012.

10. Xerox EOs (vacancy announcement) that need to be distributed to various offices off campus. Posted EOs on my bulletin board in the main office of Administration building. Received more Eos and will need to go through the same process.

11. Informed by some concerned UBP Chuuk employees about their interest in vacant positions at Chuuk campus. Discussed to Acting Campus Dean about their interest and also suggestion for reassignment procedures of this positions. This is due to the closing of Chuuk UB program in August 2012.

12. Did inquiries to SS Coordinator in regards to vacant positions as well for UBP Chuuk employees. A follow-up is to be made.

13. The past 2 weeks was very problematic as the network system was not working properly, and my printer was either out of toners or printing was not coming out how it should. Last week, after several attempts and emails, I drove to FSM Telecom. for assistance, for them to fax these documents. (As of Monday, June 25, 2012, the webmail is working very well as many documents could be attached and emailed in a very short period of time).

14. Walked around on campus to look for employees to receive their documents and for them to acknowledge their signatures in my logbook.

15. Advised, assist, and prepared memo for SSC, for cancellation of (1) certified contract, and amendment of hours per day on another certified contract.

16. Entertained various employees with their inquiries in regards to personnel matters.

17. Entertained various clients in regards to vacant positions. They are referred to me as they are misled that there are positions open on campus such as security, janitor, and maintenance. An explanation given to them that only those posted on the bulletin board are open. They can however, be given the application but I will not accept it until the positions are open, as to avoid complaints later on forgetting applications that were submitted sometime back but not included among the rest of the applications.

15. Ensure sufficient and well-managed fiscal resources that maintain financial stability

6A. All under-enrolled classes (with less than 9 students) with no graduating student were cancelled to avoid over expending and to be cost-effective.

16. Build a partnering and service network for community, workforce and economic development

7C. There are many opportunities for diversified short-term programs in Chuuk but we do not have that program and coordinator available in Chuuk. The coordinator is necessary to work with both government and private sectors and set up the necessary trainings for them.

17. Promote the uniqueness of our community, cultivate respect for individual differences and champion diversity

8A. When faced with concerns, questions and inquiries by the community leaders and members, the faculty members try to assist as much as possible.

18. Provide for continuous improvement of programs, services and college environment.

9A. Instructional Division required all instructors to evaluate one of the courses they will teach during Fall 12. Many had already identified the course and are working on their pre-and-post test. They are working closely with the ChAWG Committee. Some of the already assessed courses will be re-assessed with

9C. Decisions are made without research and data. We would like, especially the top decision makers, to start making decisions that are research and data driven before encouraging all of us to follow. In the absence of data, we should then collect baseline data before making decision and jumping to conclusion.

9C1. We will provide you when the data are ready.



From the Office of the President

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

DATE: July 23, 2012

President's Report FY2012 3rd Quarter Performance Report

As I prepare this report I am beginning my sixth month as president. Since the submission of the FY2012 2nd Quarter Performance Report the important work of the college, particularly to address accreditation related issues continues. As president, I want to update you on my ongoing assessment of the status of the college and its progress.

Be assured that we continue to make progress. The faculty and staff continue to support internal efforts to improve the programs and services provided to students. They have demonstrated continued support and a willingness to participate in any way to assist in the improvement of the college.

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 am assessing the current leadership structure to determine ways in which it may be strengthened.

The following report is structured with the president's position profile in mind, and seeks to report at a high level, and to confirm that the "challenges and opportunities" as well as the "duties and responsibilities" for the President of the College of Micronesia-FSM remain top of mind for me.

Most if not all of these challenges, opportunities, duties and responsibilities are now appropriately shared through our participatory governance model with the broader internal constituents that comprise the college community.

Challenges and Opportunities:

1. Resolve the issues identified by the Accrediting Commission and maintain accreditation;

Regarding accreditation, we continue to make significant progress, yet continue to face significant challenges, especially related to the anticipated impact of the JEMCO decrement. Frankie Harriss has continued to provide extraordinary

leadership as ALO and now as Vice President for Institutional Effectiveness and Quality Assurance (VP-IEQA) in directing the college's focus, energy and efforts to document the progress to address accreditation related concerns.

The college submitted its Follow-Up Report on March 15, 2012, hosted a follow-up team from the ACCJC Commission on April 23-25, 2012, comprised of Dr. Steven Kinsella and Susan Murata, both members of the Commission.

On May 15, 2012, the college submitted a supplemental report to the commission which detailed the work completed since the team visit.

On May 18, 2012 we received a draft of the Evaluation Team Report and subsequently reviewed it for factual accuracy, even though we had already submitted our supplemental report.

On June 6, 7, and 8, the ACCJC Commission convened in San Francisco, California at which time Frankie Harris and I appeared before them and had five minutes during which to provide additional information specifically reporting the completion of work related to the recommendations for which the college is on sanction, since the submission of the supplemental report. For approximately thirty minutes thereafter, the Commission asked us additional questions. At this meeting the Commission took action on the college's accreditation in response to the Follow-Up Report, the Evaluation Team Report, the Supplemental Report, and the information presented by us directly to the Commission at its meeting.

We received notification of that action in early July, and once in receipt of the action, we shared it publicly.

From my perspective as president, there is so much more we need to do, and while we may have made important progress in these areas, it was not enough to resolve the probationary status.

I also remain confident that, by the submission of our combined Midterm Report and Follow-Up Report in March, 2013, we will be able to satisfactorily address all areas related to the threat to our accreditation save one, financial support.

The Commission has indicated that there will be a team visit after the submission of the combined reports, most likely in April. The team will generate an Evaluation Team Report, and the college will have an opportunity to submit a supplemental report in May, as well as appear before the Commission again for five minutes when it meets in June of 2013.

Unfortunately, should FSM Congress not re-instate the amount equal to the decrement resulting from the JEMCO resolution, the college would find it extraordinarily challenged to continue to meet the standards for accreditation.

The college will need to assess the impact of the loss of the \$700,000 per year up to \$2.8 million, reduce the college's academic programs, faculty, staff and services, accordingly to address the funding loss, and to report this to the Commission.

The college will need to present scenarios to the Board of Regents for consideration regarding next steps to ensure a balanced budget. However, as you are aware if the funding gap is not closed, the scenarios will be painful for the college to endure.

2. Cultivate a culture of genuine communication, inclusiveness, participatory governance and respect for all;

During the month of July, I plan to hold meetings with faculty and staff at the Chuuk State Campus, and pay courtesy calls to the Governor and to the Speaker during my attendance for commencement on July 27, 28, and 29, 2012.

Additionally, college wide meetings were also held in early July to present the action taken by the ACCJC regarding the college's accreditation. Additionally, the action letter, and the team's evaluation report were posted on the college's website. The action letter was sent to President Mori, and an accreditation related article was published in the The Kaselehlie Press to ensure widespread dissemination.

The college continues to work with Wilson Hess (former president at CMI) and his team from Sandy Pond Associates, to assist in the process to fully address all of the college's accreditation issues, and more importantly to build internal capacity. His group helped both CMI and CNM to successfully address their serious accreditation issues. With their continued engagement, I am confident that with their continued engagement through June 2013 they will successfully support us in our efforts to do the same.

"Purposeful Dialogue at COM-FSM; An Analysis of the COM-FSM Communications Plan and ACCJC Recommendation One, With Recommendations," the assessment report of the current communications plan has been completed and widely distributed. This report was included as part of your Board materials in May.

During a college-wide professional in-service day, held either on May 10 and May 11, the faculty and staff gathered to review the recommendations and to provide feedback regarding steps the college can begin to take to implement the recommendations.

This dialogue will continue at the Visioning Summit on August 8-9, 2012, during which the results of this in-service work by the faculty and staff will be shared, as well as the recommendations from the Assessment of the 2006-2011 Strategic Plan, and both will be linked to the "Visioning Summit/Part 1" and initial planning for the new strategic plan: *Wasahn Kamarain: 2013-2017*.

The college continues to benefit and learn from the current participatory governance structure. Findings from the communications plan assessment report suggest that we are moving in the right direction and suggested that "broad-based participation in college governance is the new normal at the college."

These accomplishments went a long way in demonstrating to the visiting team and the Commission that we have completed one more step in closing the assessment loop on at least the first area of concern.

Finally, weekly meetings with the Cabinet continue to ensure the effective and efficient operations and needs of all areas of the college are being met in a timely manner. It also provides a forum for sharing of expectations, plans, ideas,

concerns, and information. Additionally, a one on one weekly meeting between the president and each vice president has been instituted to provide opportunities to discuss areas of strength and improvement in respective areas.

In all ways, I continue to express my commitment to an open, inclusive, respectful and participatory governance model.

3. Determine and implement solutions to the fiscal consequences of declining compact funding and challenging economic times;

In progress. Future steps depend upon the action taken by the FSM Congress to restore the \$700,000 decrement resulting from the JEMCO resolutions. Should such action not be taken, entire COM-FSM community will need to consider the existing and previously proposed scenarios, and the development of several new scenarios.

The college continues to explore new streams of revenue, the development of partnerships and achieving new efficiencies to address the decline in compact funding and the challenging economic times in which we find ourselves.

The college has met with McREL to discuss several grant funded initiatives supporting early childhood education, and the establishment of college sponsored "pilot" charter schools in collaboration with interested state departments of education.

We have met with representatives from BECA International Consultants, LTD. engineering and architects, to explore the college's need to creatively address its energy needs, and to assess its space utilization needs. We are awaiting a proposal for a space utilization study which will need to be completed as part of the college's facility plan and linked to the integrated educational master plan. The IRPO is preparing an application for a technical assistance grant to fund this study. This firm was responsible for the physical transformation of the College of the Marshall Islands.

Unfortunately, other program initiatives and opportunities will need to wait until the college has successfully addressed the accreditation issues for which it is on sanction.

4. Enhance overall standing of COM-FSM and advocate for the college in all arenas;

A promotional video was created which features students sharing their respective dreams and aspirations and describing the ways in which COM-FSM is helping them achieve their dreams, as part of a public relations and awareness campaign, and presented to the Board of Regents at its March meeting in Yap State. This video is being used by student services for recruitment and promotion of the college. The president has also had dinners with the Chinese, American and Japanese Ambassadors during which the challenges and success, as well as the vision for the college's future were shared. The president will outreach to the new U.S. Ambassador and the new Ambassador from the PRC, once they have arrived.

The college has entered into an MOU with Shanghai Ocean University (SOU), and agrees to collaborate in academic program areas. This summer, through this initiative SOU provided tuition, airfare, food and housing, for one of COM-FSM faculty and two of our students to study in their summer program.

Further discussions on additional areas for collaboration are expected.

5. Advance academic excellence through continually assessing programs and services, attracting and retaining quality faculty and staff, promoting student centeredness, and addressing the problem of underprepared students;

In progress. Through the work of standing committees, and the program prioritization process, and through the work of the professional development committee. The college has completed its first round of academic program prioritization, and will now begin a similar process for non-academic program prioritization. In an effort to attract and retain quality faculty and staff, an internal proposal to address the current salary freeze is being analyzed to determine its feasibility and its associated costs. Should it be determined to be feasible given the college's current and projected financial position, it will be reviewed by the college's relevant participatory governance committees, and then it will be brought to the Board of Regents for its consideration.

6. Refine and successfully implement the comprehensive long-range educational master plan and ensure linkages to all college plans;

In progress. Through the work of the program prioritization process, the planning and resources committee is in concert with ongoing efforts to address related accreditation concerns. Most importantly, the college has completed its first five-year integrated master plan which links, instructional, IT, Human Resources, facilities, and financial plans. This plan will serve the college well as it looks forward to "confronting challenges and creating its future." This plan was reported to ACCJC Commission at its June meeting, and represented the resolution of an area of significant concern to the Commission.

7. Implement and assess the recently approved organizational structure and reporting procedures and make changes for an efficient, effective, and sustainable institution;

In progress. It has been two months since the recent organizational changes were implemented. The Vice President for Institutional Effectiveness and Quality Assurance (VPIEQA) is working to advance the integration and adherence to the Standards for Accreditation. With the establishment of the position of Vice President for Institutional Effectiveness and Quality Assurance, the college will stay the course to address the issues for which the college is on sanction, and to guarantee long term compliance and quality assurance. More importantly, the endorsement by the Board of Regents sent an important message to the ACCJC Commission regarding its commitment to the accreditation process. This action was reported to the Commission at its June meeting, and well received.

The position of Chief of Staff for the President's Office has been posted and applications are being submitted for consideration. This position, once filled will support the many initiatives of the President, currently in progress, and will facilitate and support the many new initiatives in various stages of planning.

The President called for a joint meeting of the Council of Chairs, the Deans and Directors, and the Cabinet to review, assess, clarify and strengthen the current participatory governance model. To that end the President recommended and the Cabinet endorsed the establishment of a Mid-Level Management Team comprised of the Deans, and Directors, this team will serve in an advisory capacity and will meet to share information, identify areas for improvement, recommend solutions to problems, and apply respective skills and knowledge in support of all areas of the college.

A more extensive assessment of the college's organizational structure, will serve to inform changes and recommendations for consideration as necessary, including but not limited to the establishment of an Executive Council, comprised of representatives from the council of chairs, faculty and staff senate, mid-level management, students and cabinet. As well, some additional position changes, shifts in responsibilities, and reassignment of reporting responsibilities will need to be made in the near future.

Duties and Responsibilities:

1. Provide leadership for the college as a whole, including planning, development, implementation of educational and fiscal programs and services of the college;

In progress. The president continues to work closely with, and meet with a wide range of stakeholders related to ongoing instructional, student services, financial, facilities, and overarching educational master planning. He continues to listen, learn, form impressions and share his ideas for ways in which to address the challenges faced by the college and to strengthen it moving forward.

2. Ensure campus action and policies are in accord with decisions officially adopted by the Board and information and advice to the Board are accurate, complete, and timely; AND
3. Provide administrative direction in the development and initiation of campus policies and procedures, as well as the organizational structure;

In progress. The President has continued to meet with Steve Finnen, who provides legal counsel to the college, and Rencelly Nelson, Director of Human Resources for ongoing review of policies for the purpose of a full policy review and assessment process for all of the policies, procedures and organizational structure of the college. A slate of draft policies and revised policies will be presented at the next meeting of the Board of Regents for consideration and approval.

4. Develop a vision and formulate and implement long range strategic plans;

In progress. The investiture remarks have set a clear tone and direction for the college. The following “white paper” lays out the framework for long range planning:

COM-FSM Quality, Sustainability, and Success: A Framework for Planning and Action

Lihk me pwoohng a loahl soh.

—from *Some Ponapean Proverbs*

I’m told that proverb translates as “Outside it is night but not inside.” It was supposedly referring to one who could master himself in a difficult situation. We are in a difficult situation, but I believe we have the inner strength to become its master. In the short time as president, I learn and continue to learn each day, the ways in which the college is successful, and the ways in which the college needs to become stronger, more effective and efficient, and to improve, to ensure the academic and operational components of COM-FSM are of high quality.

In this regard, much of my education is in part thanks to you. Through our engagement and through our frank and candid discourse both the strengths and areas for improvement have been revealed. For your contribution to informing me as president, please accept my thanks. Only through continued reflective dialogue and communication with each other, and with our external constituents can we foster a culture of inquiry, a culture of assessment, and embed in our learning community a culture of continuous improvement.

As I continue to be honored to serve you as president, my service and my responsibility to lead this college depends on our commitment to work together to “confront our challenges and create our future.” In the investiture remarks shared with you on February 6, 2012, it was my intent to provide the community with a pathway for the college to achieve the goals to which we aspire. Any good map needs clear markers. In this presidential white paper I am setting forth those markers to guide us along our way.

Our Mission and Our Future

The College of Micronesia-FSM is a uniquely Micronesian and globally-connected, student-centered institute of higher education committed to developing the Federated States of Micronesia into a stronger, more economically independent nation, one recognized as a leader in the Western Pacific region and across the globe. In order to fulfill that Mission the college must define its own vision for quality, sustainability, and success and thereby serve the FSM by providing an educated citizenry to ensure the nation’s quality, sustainability, and success. To this end—and in order to refine, define, renew and establish new principles that will guide the college through 2025—we will together engage in a college and stakeholder-wide Vision Summit in August of 2012. This Vision Summit will begin the process of developing our new strategic plan: *Wasahn Kamarain: 2013-2017*.

The Work Begins Today

Now we must take up the hard work of those promises made. We must deliver on the promises that we make through our college’s Mission. We must now operationalize our core values, the values to which we reaffirmed our commitment on February 6, 2012. This task we must achieve together. Please be mindful that “each of us, regardless of our position, yet because of our profound responsibility to this college and the students we serve, has a deep and abiding obligation to create its future.”

Our Journey and Our Destination

This “presidential white paper” sets forth a roadmap of our work for the balance of this calendar year and more broadly for years to come.

First and foremost, we must take immediate steps to more fully comply with ACCJC/WASC standards and demonstrate the proficiency of our Institutional Effectiveness efforts.

The ACCJC Rubric for Evaluating Institutional Effectiveness is a key tool to use in that effort. But we must strive to move *beyond* those standards, finding those *best practice* methods within higher education that are the *best fits* for our students and our circumstance here in the Pacific. We should also pursue other U.S. and international measures of assurance. Above all, we must maintain our focus on student success, our commitment to measuring of student outcomes and continuously improving student performance to meet the needs of the FSM.

Pride and Progress

We have not been standing still. Much work has been completed by the entire college community. We have seen the effective and fruitful work resulting from our relatively new participatory governance structure. We have witnessed a significantly improved level of participation in the deliberations of our college-wide committees. Our curriculum committees have reviewed and revised course syllabi and articulated student learning outcomes consistent with the ACCJC's Student Learning Outcomes Rubric. We have completed a number of other plans that address the college's needs, both present and future.

We have improved telecommunications capacity to support the work of governance committees; the college has completed phase one of its program prioritization; the Board of Regents and the college have improved the level of engagement of external stakeholders through quarterly (town hall style) community meetings; and we have established a physical resources contingency fund to address unanticipated needs.

For all that, we recognize the collective efforts of faculty, staff and administration and thank each and every one who has brought us so far in such a short time. These accomplishments have been meaningful and are a vital foundation for our ongoing quest for continuous quality improvement at COM-FSM.

Yet, while we acknowledge how far we have come, we still have much to do. While the efforts of the college to embrace the Standards of Accreditation as an integral part of the college's commitment to quality and to improvement is well underway, and planning began long before I joined you as president, the planning process needs further guidance and focus. This is most starkly evidenced by the ACCJC's most recent Action Letter.

Next Steps

We have further still to go to demonstrate to ourselves and to the ACCJC that we have reached the Proficiency level of Institutional Effectiveness in the areas of program review, planning, and student learning outcomes. Once that is accomplished we must maintain our recent momentum and move rapidly to achieve the Continuous Quality Improvement level. We must re-dedicate ourselves to reaching these goals through the following steps:

1. Formally assessing our recent round of planning, program review, and SLO efforts to demonstrate that we have completed a full planning cycle.
 - Conduct an immediate and comprehensive assessment of the most recent Strategic Plan, its components, processes, and outcomes. This assessment will inform our on-going planning work and must be completed by the end of May 2012, with recommendations for action by COM-FSM governance bodies and stakeholder groups and must then be reported to the ACCJC before its June 2012 meeting.
 - Complete a review of the status of Student Learning Outcomes at COM-FSM. That review will form the basis of a report due to the ACCJC in October 2012 and also serve as an important evidentiary base for our Master Plan for Integrated Assessments (MPIA), which will include broad, purposeful institutional dialogue about SLOs, the alignment of course SLOs with program and degree SLOs, and special emphasis on authentic assessment.

2. Insuring that we engage in an ongoing, robust and purposeful dialogue about institutional effectiveness. That discussion must be based on evidence and informed by widely disseminated, data-informed analyses.
 - Complete the current dialogue about institutional effectiveness, communications and governance, especially by revising our recent communications survey (April), re-issuing it (April 2012), engaging the college community in a review of its results May 2012, and implementing recommended changes (June – August 2012).
 - Put in place the recommended changes as we begin the new academic year next fall. By December 2012 we should have the next round of assessment in the form of a follow-up communications survey. Then the cycle will begin again as we will have closed the second assessment loop.
 - Engage all stakeholder groups in a continuing cycle of dialogue based on the findings of our assessments.

3. Engaging in a systematic and regular review of the allocation of resources to assure that we fulfill our mission and maintain institutional effectiveness. In light of the significant financial constraints we face as a result of the JEMCO decrement, more than ever before it will be essential for us to integrate our finances with our planning process. An ongoing, transparent financial planning process which informs our integrated planning process will enable us to prioritize our broad educational objectives and effectively deploy our human, physical, technological and financial resources.
 - Review immediately the alignment of our operational and financial plans for FY 2013 and if necessary re-prioritize these plans. We must also carefully review the financial resources in our plan implementation through FY 2015.
 - Institute program reviews for all non-academic areas beginning in FY 2013 and link the results of academic and non-academic program reviews to resource allocations that will achieve our institutional learning outcomes.

4. Maintaining a focus on student success and improving student outcomes
 - Provide ongoing, regular, and structured opportunities for a purposeful and robust dialogue about student learning.
 - Fully align Student Learning Outcomes with those at the program and institutional levels.
 - Provide evidence of ongoing and systematic assessment of Student learning Outcomes and use that evidence for continuous quality improvement.

5. Setting concrete goals to reach Proficiency level for all three ACCJC Institutional Effectiveness Rubrics by December 2012 and Continuous Quality Improvement level by Dec. 2013
 - Assure that results of all program reviews are integrated into institution-wide planning by August 2012.
 - Assess, review, and refine program review processes by August 2012.
 - Assure that Learning Outcomes are specifically linked to program reviews by December 2012.

Our Future in Our Hands

On February 6th, 2012 we joined together for the first time. We reaffirmed our commitment to teaching and learning, our commitment to research and scholarship, our commitment to the mission, and our commitment to our core values. Let us continue this journey with dedication and focus to confront our challenges and create our future; a future ensuring quality, sustainability and success for COM-FSM, the students we educate and the nation we serve.

This we will do, and in this we will succeed. To succeed, we must all work to ensure that we are upholding the mission of the college and working toward the collective vision that we set for the institution. We must assess and continuously improve our institution's quality and work to achieve greater success of our students.

We will undertake this work together. We must all participate. We must communicate well. This is the job that has been entrusted to us by our community and our nation of behalf of our students and their families.

Assessment of the 2006-2011 Strategic Plan:

On May 13, 2012, in collaboration with Sandy Pond Associates, the college completed an Assessment of the 2006-2011 College of Micronesia-FSM Strategic Plan, effectively closing the assessment loop on the last strategic plan. The report contains three major findings and recommendations to address the findings. The recommendations from this report will be used as one of the core documents for the Visioning Summit to be held on August 8-9, 2012.

5. Build and maintain a cohesive and highly functional senior administrative team, delegate responsibility appropriately and hold individuals accountable;

In progress. The president continues to meet with members of the administrative team both individually and collectively as cabinet. The cabinet will continue to meet 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.

6. Oversee performance management of the organization through implementation of work planning and performance evaluation linked to Key Performance Indicators (KPIs);

Planned for the future.

7. Maintain the college's accreditation;

In progress. (***See response to Challenges and Opportunities #1 above***)

8. Promote excellence by sustaining the cycle of continuous quality improvement;

In progress. Included among accreditation related activities, and cabinet meetings is an ongoing review of the ways in which the college is cultivating a culture of assessment, reviewing current strategies and determining new and additional ways in which to measure progress.

9. Direct the preparation of the annual college budget to ensure reflection of the college's strategic direction and goals;

In progress. The Five Year Integrated Master Plan will inform the development of the budget for 2014, 2015, 2016, and 2017.

10. Monitor the efficient and effective uses of the college's resources, safeguard assets, maintain appropriate internal controls and guarantee quality and integrity of all financial and non-financial reporting and disclosures;

On-going. The president has articulated his expectations to cabinet and beyond regarding the dual roles and responsibilities held by each. First is responsibility for the respective area, and the second is responsibility to the college. Decisions are expected to be informed, analytical and one's signature is expected to have meaning. Members of the cabinet are expected to review and approve requests for travel and meetings that are only for the following; "meaningful" professional development, related to accreditation, or aligned and consistent with the college's mission.

11. Strengthen and grow the college's endowment fund;

In Progress. Two proposals for the establishment of a foundation for the college will be presented to the Board for consideration. One is from Mark Mendiola who established the foundation for the University of Guam. The other is from Tom Roha who has extensive experience with the requirements associated with the establishment of a foundation worked for the College of the Marshall Islands to establish their foundation.

Once the Board has selected the provider, it will take approximately one year to complete the process to establish the foundation "The Friends of the College of Micronesia-FSM."

The president is working to develop a fundraising plan and to that end has established a team dedicated to those related activities. The first event will be a raffle to be held on the first day of the Visioning Summit. Other events including Board of regents sponsored dinners, and a 20th Anniversary Celebration are under consideration.

12. Develop and maintain channels of communication with and among employees regarding all aspects of college operations;

In progress. **(See response to Challenges and Opportunities #2 above)**

13. Maintain a highly visible leadership role in the communities served and develop and maintain strategic partnerships;

In progress. **(See response to Challenges and Opportunities #4 above)**

14. Seek funding for the master infrastructure development plan and maintenance program;

In progress. The Institutional Research and Planning Office (IRPO) is preparing an application for a technical assistance grant to support a college-wide space utilization study as part of the development of a college facilities master plan.

15. Recruit, develop, support and retain quality faculty and staff;

In progress. **(See response to Challenges and Opportunities #5, and Duties and Responsibilities # 2, and #3 above)**

16. Promote appreciation of cultural diversity;

On going. In everything we are doing and plan to do at the college; including but not limited to college wide events such as commencement; campus beautification, cultural day, and identification of buildings, the appreciation and celebration of cultural diversity is considered. For example, at the recent commencement exercises, students in traditional dress served as flag bearers for the national, states and college flags. Additionally, at this year's commencement students served as flag bearers for flags from all of the countries which comprise the college community. These flags are permanently displayed in the Library Resource Center (LRC).

17. Perform such other additional duties as the Board may require.

Planned for the future!

Respectfully submitted,

Joe

Joseph M. Daisy, Ed.D.
President and Chief Executive Officer
COM-FSM