



**ACCREDITING
COMMISSION
for COMMUNITY and
JUNIOR COLLEGES**

*Western Association
of Schools and Colleges*

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July 2, 2012

Dr. Joseph Daisy
President
College of Micronesia-FSM
P. O. Box 159
Kolonia Pohnpei, FSM 96941

Dear President Daisy:

The Accrediting Commission for Community and Junior Colleges, Western Association of Schools and Colleges, at its meeting June 6-8, 2012, considered the Follow-Up Report submitted by College of Micronesia-FSM, the report of the evaluation team which visited Monday, April 23-Wednesday, April 25, 2012, and the commentary provided by President Daisy and Accreditation Liaison Officer Frankie Harris. The purpose of this review was to assure that the recommendations made by the evaluation team were addressed by the institution.

The Commission acted to continue College of Micronesia-FSM on **Probation** and require the College to submit a Follow-Up Report by **March 15, 2013**. The report will be followed by a visit of Commission representatives.¹ The College also has a required Midterm Report due at the same time, and the College is asked therefore to submit a single combined report entitled Follow-Up and Midterm Report.

Probation is imposed when the Commission finds that an institution has deviated significantly from Commission Eligibility Requirements, Accreditation Standards or Commission policies, or has failed to respond to conditions imposed upon it by the Commission, including warning. The Commission will specify a time within which the institution must resolve deficiencies and may subject the institution to required reports and evaluation visits. During the probation period, the institution remains accredited.

In its deliberations, the Commission noted that in the last few months College of Micronesia has made significant progress in addressing the issues and deficiencies that were identified in the 2010 comprehensive evaluation team report and the team's recommendations. The recent improvements to college communication and governance are impressive and increased staff participation in designing and implementing plans for improvement are also an important accomplishment.

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At the same time, the 2012 evaluation team reports that at this time, the institution still has work to do in order to demonstrate it fully complies with Accreditation Standards. The Commission believes that the institution is on a sound path toward improvement, and should be able to demonstrate full compliance and resolution of all issues by March 2013. The Follow-Up Report should demonstrate that the institution has fully addressed the recommendations noted below, resolved the deficiencies, and now meets Accreditation Standards.

Recommendation 1. *Improving Institutional Effectiveness and Leadership and Governance*

To fully meet this standard, the team recommends the college evolve its communication efforts to ensure broad-based participation and encourage purposeful dialogue in which all stakeholders participate in the exchange of different points of view and reflections that lead to genuine communication and participatory governance (I.B.4, IV.A.3).

Recommendation 2. *Improving Institutional Effectiveness*

To fully meet this standard, the team recommends that the various plans of the college be integrated into the development of a comprehensive long-range educational master plan that is linked to and includes a long-range budget plan (IB4, III.D).

Recommendation 3. *Improving Institutional Effectiveness and Leadership and Governance*

To fully meet this standard, the team recommends that the college advance the institution's movement towards proficiency in the cycle of continuous improvement by completing the development of the student information system (SIS), providing for additional research design, analysis, and reporting, and broadly disseminating information to internal and external constituents (I.B.6, IV.B.2).

Recommendation 4. *Instructional Programs*

To fully meet this standard, the team recommends that the college develop a plan and schedule in order to reach the proficiency level by 2010 for student learning outcomes assessment by aligning its course SLOs with degree and certificate SLOs; by identifying and practicing multiple methods of assessment practices of SLOs for all courses, programs and degrees; by preparing comprehensive assessment reports that are completed on a regular basis; and by providing evidence of student awareness of goals and purposes of courses and programs in which they are enrolled (II.A, II.A.1, II.A.1.a, II.A.1.c; II.A.2, II.A.2.a-b, II.A.2.e-I, II.A.5).

Recommendation 5. *Library and Learning Support Services*

To fully meet this standard, the team recommends that the college evaluate and ensure the maintenance, security, and adequacy of its library collections and ensure that there is reliable access to all library resources, both print and electronic (II.C.1, II.C.1c).

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Recommendation 6. *Physical Resources*

To fully meet this standard, the college must develop a facilities master plan that reflects the institution's long term educational goals and plans and is linked to an identified, reliable, and ongoing funding source that supports the total cost of facilities ownership (III.B.2.a).

Recommendation 7. *Technology Resources*

To fully meet this standard, the team recommends that the college systematically assess its use and need for technology and use the results to develop a new technology plan that is guided by the college's strategic goals and educational master plan (III.C., III.C.1a-d, III.C.2).

Recommendation 8. *Financial Resources*

To fully meet this standard, the team recommends that the college systematically integrate financial resources planning with the various college plans into a comprehensive master plan that is directly linked to the budget planning and allocation process (III.D.1.a).

Recommendation 9. *Decision-making Roles and Process*

To fully meet this standard, the team recommends that the college evaluate its organizational structure and governance processes to ensure that college stakeholders are involved in decision-making processes and that the results of systematic evaluations, meetings, and decisions are broadly communicated (IV.A.1, IV.A.2, IV.A.2.b, IV.4.A.3, IV.A.5, IV.B.1.a, IV.B.2.a-b, IV.B.2.b, IV.B.2.e).

Recommendation 10. *Board and Administrative Organization*

To fully meet this standard, the team recommends that the college president and his cabinet develop a communication plan that promotes outreach to the community and develops effective partnerships with the communities served by the college (IV.B.2.b).

Recommendation 11. *Institutional Mission*

To improve the clarity of the college mission, the team recommends that the college clearly define its intended student population (I.A.).

Recommendation 12. *Student Support Services*

To improve the effective allocation of student support resources, the team recommends that the college evaluate whether continuity of services requires identical services with identical staffing or equivalent staffing based on student enrollment and other factors (II.b.1, II.B.3.c, II.B.4)

Recommendation 13. *Student Support Services*

To improve college catalog access to general information, requirements and major policies, the team recommends that the college include in its catalog transfer articulation course requirements for its primary university partners, the student complaint policy and procedure, and an index to subject matter information (II.B.2).

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Recommendation 14. *Student Support Services*

To improve the security and confidentiality of student records, the team recommends that the college immediately ensure that the student personal information and academic records are secure from breach of confidentiality (II.B.3.f)

Recommendation 15. *Human Resources*

To improve the consistency of regular evaluation of part-time faculty, the team recommends that the college take the steps necessary to ensure that all part-time faculty are evaluated systematically and at the stated intervals (III.A.1.b).

I wish to inform you that under U.S. Department of Education regulations, institutions out of compliance with standards or on sanction are expected to correct deficiencies within a two-year period or the Commission must take action to terminate accreditation. College of Micronesia-FSM has exceeded the time by which it should have fully resolved the deficiencies noted; however, the evaluation team's report on institutional progress, and the commentary by President Daisy at the Commission meeting, give the Commission some confidence that College of Micronesia/Federated States of Micronesia should be able to resolve all issues in one year. This will be verified by the Follow-Up evaluation team that will visit the College after March 15, 2013.

Enclosed with this action letter is the proposed Public Disclosure Notice (PDN) for College of Micronesia/Federated States of Micronesia. Your comments on it are invited. Federal regulations require the Commission to post a PDN for institutions placed on Probation or Show Cause, or when accreditation is terminated. The PDN is used to inform the public of the reasons for such a severe sanction. The Commission will post the PDN on the college's entry in the Directory of Accredited Institutions online at www.accjc.org. The institution is permitted to post a response to the PDN. Please provide the college's response for posting, if any, by July 31, 2012.

I have previously sent you a copy of the Evaluation Team Report. Additional copies may now be duplicated. The Commission requires that you give the report and this letter appropriate dissemination to your college staff and to those who were signatories of your college report. This group should include the, campus leadership, and the Board of Regents. The Commission also requires that the College's Follow-Up Report, the Evaluation Report, and the Commission action letter be made available to students and the public. Placing a copy on the college website can accomplish this. The Follow-Up Report will become part of the accreditation history of the College and should be used in preparing for the next comprehensive evaluation.

Finally, ACCJC staff is available to assist the College with consultation and advice on the recommendations identified above.

Dr. Joseph Daisy
College of Micronesia-FSM
July 2, 2012

On behalf of the Commission, I wish to express my continuing interest in the institution's educational quality and students' success. Professional self-regulation is the most effective means of assuring institutional integrity, effectiveness, and quality.

Sincerely,



Barbara A. Beno, Ph.D.
President

BAB/tl

cc: Ms. Frankie L. Harriss, Accreditation Liaison Officer
President, Board of Regents
Dr. Steven Kinsella, Team Chair

¹ Institutions that will be preparing and submitting Midterm Reports, Follow-Up Reports, and Special Reports to the Commission should review *Guidelines for the Preparation of Reports to the Commission*. It contains the background, requirements, and format for each type of report and presents sample cover pages and certification pages. It is available on the ACCJC website under College Reports to ACCJC at: (<http://www.accjc.org/college-reports-accjc>).

