



COLLEGE OF MICRONESIA – FSM

To: **Tulensru Waguk Ph. D.**
Chairman, Board of Regents

From: **Sylvia Henry** *Daisy*
President, Faculty Staff Senate

Subject: **Faculty Staff Senate 2016-2017 Report**

The intent of this memo is to communicate activities that the Faculty Staff Senate has been involved within the last six months.

- Election of FSS Officers, including Sylvia Henry (President), Michael Mueller (Vice President), Alfred Olter (Secretary), Ruthy Lebehn (Treasurer), Lucia Donre (Faculty At-Large), Warren Ching (Staff At-Large), Sharon Oviedo and Maver Jonathan (Kosrae Campus), David Schelter and Bruno Barnabas (Pohnpei Campus), Danilo Mamangon and Kersweet Eria (Chuuk Campus), Sarah Mooteb and Robert Yangerluo (Yap Campus), Joseph Falmed and Edmund Wogthuth (FMI)
- First lunch meeting with President Daisy to discuss priority issues for the FSS, including the performance evaluation process and the incentive awards ceremony. After conducting a short survey, the FSS recommended to move the awards ceremony back to the end of the academic year (April or May). Since COM-FSM was cited by the accreditation commission for being tardy with evaluations, the whole process needs to be examined and revised. Besides the FSS, this will also involve the Human Resource Committee, the Finance Committee, and the current supervisors.
- Introductory letters to the Board of Regents, Administration, Faculty, and Staff: Besides introducing ourselves as the new officers, the aim was to encourage and stimulate frequent communication between the Board of Regents, the administration, our fellow COM-FSM employees, and the FSS.
- The FSS Executive Committee endorsed BP/AP 3302 with the following recommendations to the Curriculum Committee:
 - a.) Streamline AP 3302 sections 1 and 2 for clarity purposes.
 - b.) The word "Accordingly" in Section V is ambiguous and needs to be spelled out clearly, to indicate whether it means a verbal warning, a written reprimand, a suspension, or a termination/deduction of payments.

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Western Association of Schools and Colleges

Faculty Staff Senate

Sylvia Henry
President

Michael Muller
Vice President

Alfred Olter
Secretary

Ruthy Lebehn
Treasurer

Lucia Donre
Faculty At-Large

Warren Ching
Staff At-Large

Sharon Oviedo
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Danilo Mamangon
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- Review of an amendment proposal to BP 6009, made by the Director of Human Resources, which reads:

“HR recommends that pay increments should not be tied with performance evaluation results and that pay increments will not be fixed at an annual 5% but will be decided on by the college based on budget. There will be cases wherein there will be no pay increments due to lack of funds.”

The FSS found this proposal very problematic and responded by sending out a college-wide memorandum, as well as by calling an all-member meeting. Feedback collected will be reported back to Human Resource Committee and shared with the college community.

- Revision of the FSS Bylaws, including minor changes to Article IV (Section 5), and Article V (Section 1): Updates to the bylaws were necessary to reflect the fact that there is, for example, no more Council of Chairs. At-large members then voted on adopting these amended bylaws during a meeting on Monday, February 27, 2017. Voting on the bylaws started the week of February 27, 2017 at all campuses. Results will be compiled and shared with the college community.
- A second lunch meeting with President Daisy took place on Wednesday, March 1, 2017. We established a timeline for improving our performance evaluation process, in order to avoid being cited by the accreditation commission for a second time. Other issues we discussed evolved around the step increases, staff members earning advanced degrees, and faculty members who have reached the end of their salary tracks.