

TO: The Board of Regents

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

DATE: March 2019

RE: President's Report

Since the submission of the December 2018 report, the important work of the college continues.

In my professional relationship with the administrators serving in leadership roles, I continue to articulate high expectations for performance, continue to provide guidance and direction where needed, and continue assessing the current leadership structure to determine ways in which it may be strengthened.

The following report is structured with “duties and responsibilities” for the president of the College of Micronesia-FSM.

**Duties and Responsibilities:**

- A. Fulfill all obligations of the president as outlined in 40 FSMC 721 of the establishment law of the college.

The responsibility and authority of the CEO for the quality of the institution is derived from the PL 7-79, chapter 7, Section 21, (1) (IV.B.2) and Section 21(2) (IV.B.3) authorizes the CEO to approve the selection and appointment of employees of the college.

As outlined in the Self Evaluation of December 15, 2015, report specifically on Standard IV.B.1- *“The institutional chief executive officer (CEO) has primary responsibility for the quality of the institution. The CEO provides effective leadership in planning, organizing, budgeting, selecting, and developing personnel, and assessing institutional effectiveness.”* – I’ve reported on the seven challenges and opportunities, and seventeen duties and responsibilities four times a year since 2012.

- B. Retain and maintain full accreditation from ACCJC/WASC.

The Board approved the following plan at the September 20, 2018, meeting. This plan served as the basis for the response to ACCJC and provide a pathway forward. The plan has three components:

- The first component includes implementation of the Board Development and Training Program resulting from the current Request for Proposal (RFP),
- The second component includes informing, and tasking the president to review BOR concerns regarding HR Policies and Practices and providing a report with findings and recommendations,
- The third component includes the Board’s engagement in purposeful dialogue to develop administrative procedures for Board Policies to promote effective board governance, guide the

Board's policy and fiduciary responsibilities, ensure compliance with Enabling Law, Board By-Laws, ACCJC Standards for Accreditation and Eligibility Requirements.

An RFP was developed to facilitate the Board's engagement in purposeful dialogue to develop administrative procedures for Board Policies to promote effective board governance, guide the Board's policy and fiduciary responsibilities, and ensure compliance with Enabling Law, Board By-Laws, ACCJC Standards for Accreditation and Eligibility Requirements.

The Board selected Wilson Hess from Sandy Pond Associates to deliver its Board Development Plan for the next two years effective this meeting.

David Adams was selected by the college to engage the Board in purposeful dialogue to develop administrative procedures for Board Policies to promote effective board governance effective this meeting and concluding at the May meeting.

RE: Summary of Meeting of Regent Mingii and President Daisy with ACCJC  
President Winn and ACCJC Chairman Walton

Regent Mingii and I met with ACCJC President Winn and Dr. Ian Walton, ACCJC Chairman of the Commission on Saturday, January 19, 2019 at 8am.

The meeting was informative and positive. President Winn and Chairman Walton expressed a favorable response to the December 19, 2019 Letter of Update submitted by the college in response to the ACCJC August 3 2018 Letter of Concern. They acknowledged and support the plan submitted to address the specific issues cited in the Letter of Concern. They appreciated the level of detail provided, especially related to board development and purposeful dialogue to provide administrative procedures to guide the board's interpretation of board policies and subsequent action.

I extended Chairman Waguk's and the Board's "best and sincere regards to them and let them know that the Board will continue in all ways possible to maintain the College of Micronesia-FSM's accreditation with ACCJC, and wish to continue in our collaborative efforts to seek their assistance as well as other partners in keeping our commitment for a successful College and a successful FSM."

President Winn and Chairman Walton appreciated that commitment. They shared that their visit underscores their concern regarding governance, noting that, "over the last decade, the most common cause for sanctions across the membership has related to governance . . ."

They asked if the Board had received the resignation requested from Churchill Edward in the December 19, 2018 letter from the Board of Regents hand delivered to him on January 10, 2019 asking him to step down by January 15, 2019, in the best interest of the college.

They asked for an update regarding this issue of non-compliance. We must provide a response to this inquiry. They also asked for the Board's plan to address this issue in the event Churchill does not step down. This is necessary to avoid sanction by the ACCJC for non-compliance with college policies, the Enabling Law, and ACCJC Standard IV. Governance.

They also raised concern about another issue of non-compliance related to the outstanding appointment for the past three years of the Regent for Pohnpei by the President of the FSM. We expressed confidence that once the first issue was resolved and a vacancy existed, a nomination would likely be forthcoming.

We discussed the next step to be taken by the Board Chairman, and/or the Board of Regents collectively, to ensure compliance with college policies, the Enabling Law, and ACCJC Standard IV. Governance.

The meeting concluded at 9am with President Winn and Chairman Walton expressing their support for the college, for the Board of Regents, and efforts to avoid sanction.

C. Ensure development of the next Strategic Plan 2018-2023 and Strategic Plan 2024-2028.

The Strategic Plan 2018-2023 has been completed and approved by the BOR.

D. Continue to assess the organizational structure and reporting procedures and make changes as needed for a more efficient and effective institution.

Ongoing: The president continues to meet with members of the administrative team both individually and collectively as cabinet. The cabinet meets monthly 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.

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

The COM-FSM Sustainability Position Paper (May 2014) and the implementation of recommendations continue to drive the college's efforts to ensure long-term sustainability. The position paper is available to the Board of Regents. In April 2018, the president published a "white paper" charting the course for the next generation. Additionally, the college engaged the development of a comprehensive economic contributions/impact study, which includes assessment of sustainability. The study was presented at the Board meeting in May 2108. The study, in part concludes that the college's long-term sustainability is inextricably linked to continued ACCJC Accreditation and subsequent Pell Grant awards. The college plans to present the comprehensive economic contributions/impact study at its August Summit and subsequently make the document available to the public.

F. Continue and strengthen internal leadership capacity building efforts.

The college provides resources for faculty and staff to take courses, earn degrees, and attend conferences and trainings that support their development and service to the college.

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

As president, I continue to ensure that COM-FSM participates in the conferences and workshops provided by the Pacific Post Secondary Education Council (PPEC), the Association of Community College Trustees (ACCT), the Accrediting Commission for Community and Junior Colleges (ACCJC), and the American Association of Community Colleges (AACC).

**Recommendations from the president's quadrennial assessment:**

1. As identified by the President -- keep enrollment and student success as priorities, monitoring and strengthening current enrollment management and recruitment efforts.

This is an ongoing effort and is reflected in the reports provided by the vice presidents.

2. Undertake the proposed feasibility study to establish a BS degree program in Elementary Education as a significant step in meeting an important national and state need.

Completed. The program is scheduled for implementation in fall 2019.

3. Continue to strengthen relations with the national government to secure financial support for the 2018 budget, especially to offset the continued funding of the \$2.8 million decrement of JEMCO funding which is critical to the institution's ability to fully carry out the *Integrated Educational Master Plan* and to meet ACCJC Standards for Accreditation.

Completed. We are seeking the same level of support for the FY2020 budget/plan.

4. Prioritize the next phase of the National Infrastructure Development Plan (IDP) focusing on construction for the Chu'uk Campus; capitalizing on the \$3 million provided by Chu'uk State leadership should assist in facilitating the development and implementation of the campus facility plan.

Ongoing. We are in close contact with TC&I, and the Army Corps of Engineers awaiting approval to proceed. The FSM PMU made a presentation to the Board at the May 2018 meeting. However, land issues related to the access road need to be resolved.

Currently, there is a legal issue regarding the ownership of the access road/easement to the Ch'uk Campus.

5. Focus on the continuing need to attract and retain qualified personnel through capacity building, cultural awareness, and salary equity.

Ongoing. We are effective in our recruitment process in attracting qualified personnel. Through the college's professional development, human resources support, opportunities for growth, and the ability to consistently provide salary increases to eligible employees, we maintain a high retention rate for faculty and staff.

6. Mobilize the strategic planning process to develop contingency plans, outreach efforts to the Departments of State and Interior, and collaboration with the national government in anticipation of Compact renegotiation or termination.

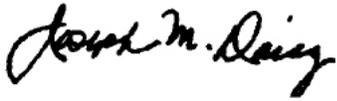
Ongoing. The college met with US Ambassador, and US Government Accounting Office regarding continuation of Pell Grant beyond 2023. We are encouraged by favorable recommendations.

7. Build upon growing institutional fund-raising, grant-writing, and endowment-building capacity, by increasing the direct involvement of the President as "closer", capitalizing on the College's upcoming 25<sup>th</sup> anniversary celebration, and expanding alumni outreach.

Completed and Ongoing. The president is actively involved in institutional fundraising, including identification of grants, endowment building, and alumni outreach. Mike Rota, President of the Friends

of COM-FSM will attend the March 2019 Board meeting in Kosrae to discuss further collaboration with COM-FSM.

Respectfully submitted,

A handwritten signature in black ink that reads "Joseph M. Daisy". The signature is written in a cursive style with a large, stylized initial 'J'.

Joseph M. Daisy, EdD  
President and Chief Executive Officer