

## Graphics & Photography

- Drive Thru Commencement Banner Design
- Design and lay out marketing ad for COM-FSM for Xavier HS Yearbook
- The Kaselehlie Press Ads:
  - ▶ Volume 20, Issue 22 <http://www.comfsm.fm/dcr/misc/comfsm2-Mar-2021.pdf>
  - ▶ Volume 20, Issue 23 <http://www.comfsm.fm/dcr/misc/comfsm1-Apr-2021.pdf>
  - ▶ Volume 20, Issue 24 <http://www.comfsm.fm/dcr/misc/comfsm2-Apr-2021.pdf>
  - ▶ Volume 20, Issue 25 <http://www.comfsm.fm/dcr/misc/comfsm1-May-2021.pdf>
  - ▶ Volume 20, Issue 26 <http://www.comfsm.fm/dcr/misc/comfsm2-May-2021.pdf>
  - ▶ Volume 20, Issue 27 <http://www.comfsm.fm/dcr/misc/comfsm1-June-2021.pdf>

## Video Productions

- President's 28<sup>th</sup> Founding Day Message, <https://www.youtube.com/watch?v=qYpdCjWVIZs&t=1s>
- National Campus Vaccination Drive, <https://www.youtube.com/watch?v=RQcWIPQV178&t=2s>

## Social Media

- College Facebook Page (3,902 Followers: + 127 since last report)
- Publication data for COM-FSM Facebook page, April to June 2021

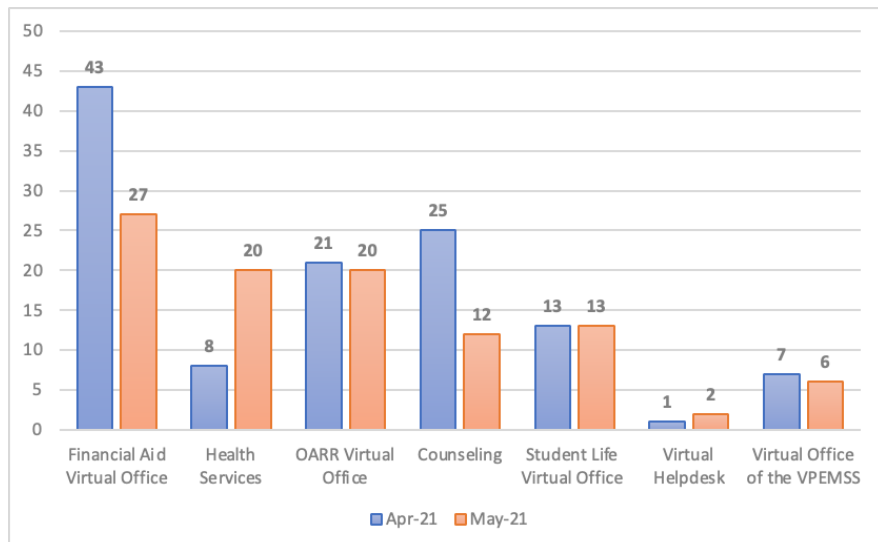
Facebook Post	Date Posted	Number of People Reached	Number of Engagements
<a href="#">Fall and Spring Graduation Photo Album</a>	May 14, 2021	25,800	5,700
Graduation <a href="#">Congratulatory Post</a>	May 14, 2021	2,500	256
<a href="#">SUMMER 2021 REGISTRATION</a>	May 7, 2021	1,400	156
<a href="#">CTEC Students 100% passing rate on CETa</a>	May 5, 2021	3,400	171
<a href="#">Accreditation Liaison Officer Post</a>	April 23, 2021	3,600	358
<a href="#">National Campus Vaccination Roll Out</a>	April 19, 2021	1,100	65
<b>Total</b>		<b>37,800</b>	<b>6,705</b>

## EMSS Virtual Offices

To help facilitate the change to online learning and in adherence to social distancing rules of the college, the IT Office assisted the offices under EMSS to place "Virtual Offices" on the front of the college website. This allows students to be able to meet remotely with the different offices under that department for guidance and to address their needs at the college.

(Click on the office name below to connect via zoom)

Office	Time	Day
<a href="#">Office of admissions, records, &amp; retention.</a>	8:00AM-5:00PM	Monday-Friday
<a href="#">Counseling Office</a>	9:00AM-4:00PM	Monday-Friday
<a href="#">Financial Aid Office</a>	8:00AM-5:00PM	Monday-Friday
<a href="#">VPEMSS</a>	8:00AM-5:00PM	Monday-Friday
<a href="#">Student Life</a>	8:00AM-10:00AM & 1:00PM-4:00PM	Monday-Friday
<a href="#">Health Services</a>	9:00AM-12:00AM & 1:00PM-5:00PM	Monday-Friday



## CRE ... Continued from page 7.

A farmer was able to increase his income by selling of piglets. He has earned additional income of \$3,150 representing an increase of 25% in total income. Technical assistance provided to three pig farmers improved their farm capacity to increase production of piglets for distribution to the communities.



Photo: A newly established pig farm with the aim to increase capacity to 100 pigs.

## Kosrae CRE resumes Agriculture Extension Program

After more than two years, Kosrae CRE is now resuming implementation of agriculture programs and activities with the new agriculture extension agent on board. More than 30 farmers and clients have received technical assistance in fruit, vegetable and crop production and awareness of available assistance is gradually increasing among the communities.



Photo: Composting training and demonstration for farmers in Kosrae.



## Canvas Pilot: First monitoring period complete

The pilot of the Canvas learning management system (LMS) that began in Spring of 2021 ended at the end of the term. Seven instructors and 223 students participated in 14 courses.

At the end of the semester, analytics show that 785 assignments were generated, 175 discussion topics were conducted, and a total of 1,750 files (homework, course material, and media) associated with the courses were uploaded.

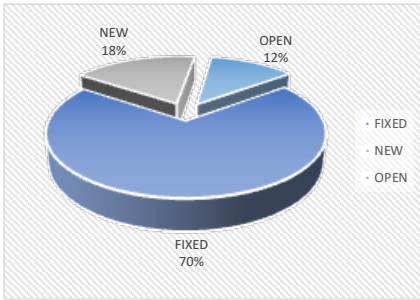
The faculty who participated in the pilot were surveyed at the end of the pilot to evaluate their experience in using Canvas versus Schoology. Survey results suggested that the faculty were more satisfied with Canvas in comparison to their experience with Schoology. Informal discussions with students suggest that they found using the platform easier to use by comparison to Schoology. No students responded to the formal survey on this topic. Integration into the college Student Information System (SIS) has been done and is in place. Course and associated data is being transferred between SIS and Canvas automatically and in real time.

A report of the pilot is compiled and has been shared with various administrators and will be shared with concerned committees in the

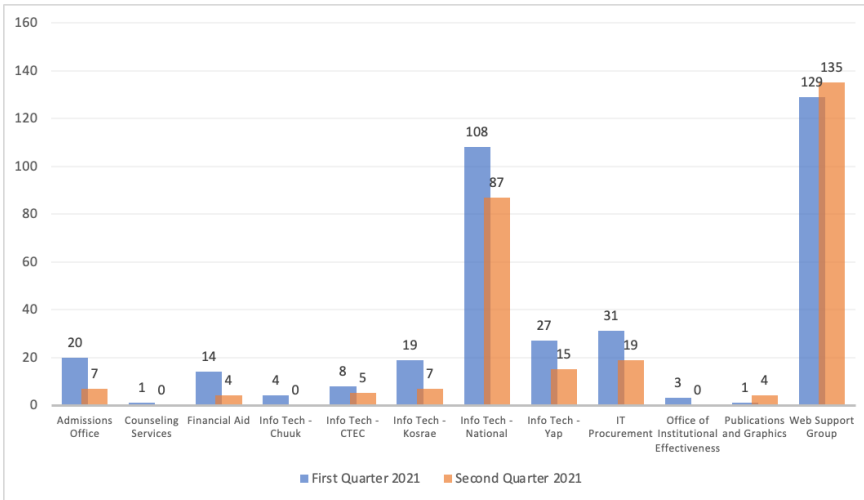
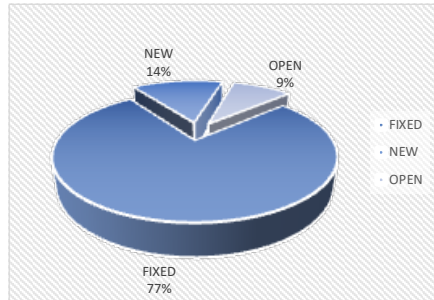
## Helpdesk

From December 1, 2020, to June 1, 2021, the Helpdesk collected a total of 288 submissions through its online ticketing system. Tickets were submitted from students, faculty, and staff from across the college to the 22 tickets groups. The tickets allow for the different groups to offer assistance to all campus citizens who need help from a college service or office at any campus.

Total Helpdesk tickets, 1st Quarter



Total Helpdesk tickets, 2nd Quarter



## Strategic Measures of Success 2018-2023

Strategic Measures of Success / Stretch Target Institution Set Standard (ISS)		<span style="color: green;">■</span> = met <span style="color: gray;">■</span> = met <span style="color: red;">■</span> = neither ISS nor Strategic Measure met
Measures	Any change or action?	
1.1 All five CCSSE benchmarks are exceeded	SSC analysis and feedback from SENSE survey	
1.2 Institution-Set Standards Are Met (8 of 13 [62%] met)	Prioritize strategic measures of success which correspond to un-met ISS.  OIAEA will collaborate to create a FERPA-compliant and cyber-secure plan to better track COM-FSM alumni and employment data. Launch before end 2021.	
1.3 80% of students are enrolled full time	Conduct research (student survey?) to understand why non-full time students enroll in fewer credits.	
1.4 Average student semester credits earned is 12	Identify reasons why students are not passing their courses/classes.	
Strategic Direction 1: Innovate academic quality to ensure student success'	1.5 Persistence rate (fall to spring) is 95%	Identify reasons why students did not continue on the next semester (survey - migration, military recruitment, failing grades,...etc..).
		Include first-time full-time students who started in summer session together with the Fall cohort.  <u>This action point also covers Strategic Measure I.6 below.</u>

## Canvas ... Continued from page 8.

participatory governance structure. Additional training is being prepared and will be scheduled during the summer semester to assist in onboarding more faculty to get broader participation before a final decision can be made to adopt the LMS. The pilot or trial period will officially end in December of 2021.

As online learning becomes the norm, the college needs to expand on its capabilities to deliver its academic services on a platform that will offer better engagement measurement and better assessment of both student and instructor. While the college still uses Schoology officially as its primary LMS, Schoology is built to cater to K-12, whereas Canvas is the market leader of an LMS built for higher education.

## Office of Institutional Effectiveness (OIE)

### Integrated Postsecondary Education Data System (IPEDS) 2020-2021

The final IPEDS components for AY2020-2021 were completed in April 2021. In coordination with Vice President for Enrollment Management & Student Services (VPEMSS) and with assistance from Financial Aid Office (FAO), Business Office, Human Resources Office (HRO), Office of Admissions, Record and Retention (OARR) and Learning Resources Center (LRC) the IPEDS data collection for calendar year 2020-2021 was successful. All survey components were completed three weeks prior to deadline.

#### IPEDS 2020-2021

Fall Collection (Completed)	Winter Collection (Completed)	Spring Collection (Completed)
<ul style="list-style-type: none"> <li>Institutional Characteristics</li> <li>Completions</li> <li>12-month Enrollment</li> </ul>	<ul style="list-style-type: none"> <li>Student Financial Aid</li> <li>Graduation Rates</li> <li>Outcome Measures</li> </ul>	<ul style="list-style-type: none"> <li>Fall Enrollment</li> <li>Finance</li> <li>Human Resources</li> <li>Academic Libraries</li> </ul>
Closed Oct 14 2020	Closed Feb 10 2021	Closed Apr 7 2021

## Survey of Entering Student Engagement Results

During Fall 2020, the College of Micronesia-FSM administered the Survey of Entering Student Engagement (SENSE), a survey that focuses on first-time (new) entering students. This survey aims to focus on students' experiences in the critical first few weeks of college. Due to Covid-19 and the colleges move to online learning, out of 663 entering students, 294 (44%) opened the survey but only 183 (28%) completed the survey.

SENSE results were made available in May 2021 and show a comparison of COM-FSM against other small colleges in the US. Our college performs well in the areas of **engaged learning** and forming **early connections**. On the other hand, the college underperforms in the areas of **expectations and aspirations** and **academic and social support network**. The SENSE results will be introduced to the Student Success Committee (SSC) to review and make recommendations on areas that needs improvement.

## Assessment Team activities

### Instructional Program Reviews

A total of four workshops were held for lead writers of instructional program reviews due in 2021: November 12, 2020, December 12, 2020, February 3, 2021, and April 28, 2021

The final deadline for ICs to submit program reviews to the Assessment Team is August 31, 2021. Lead writers who submit a complete, high quality program review on time can receive a stipend payment for their work. Two program reviews due 2021 have already been submitted, read, reviewed and endorsed by the Assessment Team.

There are nine steps for completing instructional program review in the [Program Assessment and Program Review Manual](#). For the sake of ease, if we include the Assessment Team's recommendation to VPIA as one step, there is a 10-step process which we can track with a range from 0 to 1. Members of the assessment team reviewing a program review for quality is 0.4. Program reviews posted on the college website is 1.

**Strategic Measures ... Continued from page 9.**

	1.6 Persistence rate (fall to fall) is 80%	Identify reasons why students did not continue on the next semester (survey - migration, military recruitment, failing grades,...etc..).  Include first-time full-time students who started in summer session together with the Fall cohort.
	1.7 Graduation rate (100%) is 12%	Change wording to "12% of full-time first-time students graduate in 2 years"  Update the wording of the Institution Set Standards in the same way.
	1.8 Graduation rate (150%) is 29%	Change to "29% of full-time first-time students graduate in 3 years"
	1.9 Graduation rate (200%) is 35% (p25-26)	Change to "35% of full-time first-time students graduate in 4 years"
	<b>TOTAL: 2 of 9 Strategic Measures (stretch targets) met - 22%</b> <b>4 of 9 ISS met - 44%</b> <b>3 of 9 Neither ISS nor Strategic Measure met - 33%</b>	
<b>Strategic Measure II: Strengthen resources to meet current and future needs</b>	2.1 Operating costs reduced by 5% by innovating and streamlining services and processes	None
	2.2 Balanced budget maintained	None
	2.3 Enrollment increased by 5%	Identify reasons why enrollment is going <u>down</u> . (high school population rate, outmigration, military recruitment etc...)
	2.4 Reserve maintained at 40%	Change wording to "Maintain reserve at 40% or more, of which cash reserve is 5% or more."
	2.5 Current levels of government financial support are annually maintained or exceeded	None
	2.6 Aggressive energy conservation measures in place reducing total annual cost by 20%	Change wording to "Conserve energy to lower kWhr consumption by 20% from baseline of 2017."  Start collecting baseline data of other energy consumption, for example, diesel fuel.
	2.7 Infrastructure upgraded in accordance with Phase I of the Facilities Master Plan	Revise the IEMP to inform and update the Facilities Master Plan.
	2.8 Invest in employee development and capacity building to improve practices	Change the calculation method towards a S.M.A.R.T. target:  "Sustain or increase the number of employees furthering their formal education while on the job, from 2018 baseline, ensuring equity across all campuses"
	2.9 Average college employee attrition rate is less than 5% annually.	Change wording to "Average college employee retention rate is 95%"
	2.10 Employee job satisfaction survey yields overall 85% satisfaction rate.	Change wording from 'satisfaction' to 'engagement':  Employee engagement survey shows that at least 85% of college employees are highly engaged.  Conduct paper-based employee satisfaction / engagement survey in fall 2021 and present results no later than December board meeting.
	2.11 Employee recruitment process is revamped to significantly reduce time from recruitment to hiring.	Work towards the milestone "Reduce to zero the number of applications which take 2 months or more between final interview and ad hoc committee making a hiring recommendation to HRO."
	<b>TOTAL 5 of 11 strategic measures met - 45%</b> <b>4 of 11 strategic measures not met - 36%</b> <b>2 of 11 measures lacking data or target - 18%</b>	

**Assessment Team ... Continued from page 9.**

Instructional Program Reviews Due 2021		Lead Writer's Campus	Status 0-1
Associate Degrees (4-year cycle)	Building Technology	CTEC	0.5
	Electronic Technology	CTEC	0.1
	Telecommunications Technology	CTEC	0.5
	Pre-Teacher Preparation	NC	0.1
	FMI Marine Engineering	FMI	0.1
Certificates (2-year Cycle)	3rd Year Teacher Prep - Elementary	NC	0.1
	Agriculture and Food Technology	K	0.1
	Bookkeeping	C	0.1
	3rd Year Accounting	NC	0.1
	3rd Year General Business	NC	0.1
	Secretarial Science	C	0.1
	Motor Vehicle Maintenance	CTEC	0.1
	Refrigeration & Air Conditioning	CTEC	0.1

Since the last Board report, progress has only been made in one program review due 2020 certificate in Construction Electricity.

Instructional Program Reviews Due 2020		Lead Writer's Campus	Status 0-1	Progress since last quarter
Associate Degrees (4-year cycle)	Business Administration	N	0.4	-
	Computer Information Systems	N	0.5	-
	Hospitality & Tourism Management	CTEC	0	-
	FMI Fishing Technology	FSM-FMI	0.5	-
	Nursing Assistant Certificate	NC	0.2	-
Certificates (2-year Cycle)	Basic Public Health	NC	0.2	-
	3rd-Year Specialist in Public Health	NC	0.2	-
	Community Health Assistant Training	No students		-
	Trial Counselor	No writer		-
	Cabinet Making/Furniture Making	CTEC	0.3	-
	Construction Electricity	CTEC	0.4	+
	Electronic Engineering Technology	CTEC	0.5	-
ACE	Chuuk	0.2	-	

**Administrative Unit Program Review**

There are ten steps for completing administrative unit program reviews in the [Program Assessment and Program Review Manual](#) which we can track with a range from 0 to 1. Members of the assessment team reviewing a program review for quality is 0.9. Program reviews posted on the college website is 1.

Program reviews for EMSS and OARR were received and await Assessment Teams' review.

**COM-FSM Strategic Plan 2018-2023**

COM-FSM's Strategic Plan 2018-2023 consists of two strategic measures. Within Strategic Measure I 'Innovate academic quality to ensure student success', 2 of 9 measures of success have been attained. In large part, this is because the Strategic Plan 2018-2023 raised the bar, taking what was previously known as 'stretch' targets, or ambitious long-term goals, and setting them as the new standard. 4 of the 9 measures of success have met the Institution Set Standards, and 3 measures have met neither the Institution Set Standards, nor the Strategic Measures of success. Within Strategic Measure II 'Strengthen resources to meet current and future needs'. 5 of 11 measures of have been attained, largely in the area of fiscal responsibility. 4 measures have not been met. 2 measures of success are lacking baseline data or did not have a specific target defined.

- the college has achieved 35% of its Strategic Plan's Measures of Success, with half of the time period remaining to make further progress
- areas which have met neither the Institution Set Standards nor the Strategic Measures of success become priority areas for the college to focus on
- changes to the wording of some measures are recommended and presented to the Board, to make them easier to understand and use by all

The full report "Turning Points" is available online [http://www.comfsm.fm/strategic-plan/2021/Turning\\_Points\\_Evaluation\\_of\\_Strategic\\_Plan\\_Mission&Values.pdf](http://www.comfsm.fm/strategic-plan/2021/Turning_Points_Evaluation_of_Strategic_Plan_Mission&Values.pdf)