



Report to the Board of Regents



Administrative Services | Enrollment Management and Student Services | Instructional Affairs
Institutional Effectiveness and Quality Assurance

Student success is our success!

July 6, 2021, Zoom Meeting



DEPARTMENT FOR ADMINISTRATIVE SERVICES
Business Office | Human Resources Office | Facilities & Maintenance | Procurement & Property Management Office



UPDATES: VP FOR ADMINISTRATIVE SERVICES

The Department for Administrative Services continues to provide effective and efficient support services to the entire college community. As the college continues to face the threat of COVID-19 virus, the department encourages all administrative staff to take their vaccines. As of June 2021, 87% (or 55 out of 63 staff) of department's staff at National Campus were vaccinated.

The college is also into tightening safety and security on campus as part of its drive to stop the spread of the virus by monitoring movement of people in the campus. With this initiative, fencing of state campuses using the CARES Act fund were proposed. Generators will also be procured in order to address power outage issues that affect delivery of online classes.



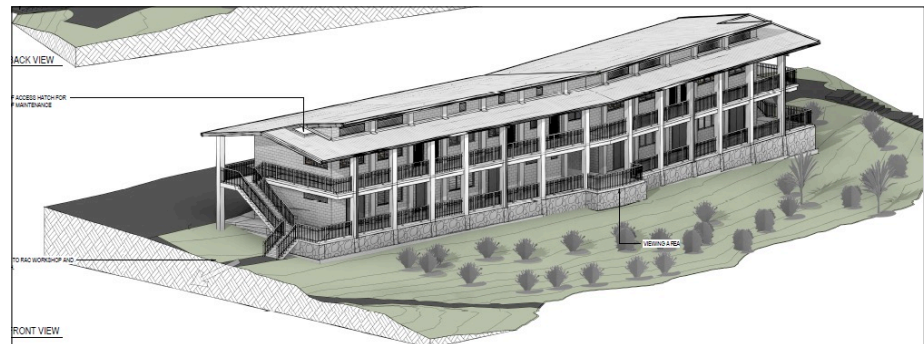
UPDATES
Facilities and Maintenance

Infrastructure development projects funded under Compact-II

Bids for the National Campus Student Center building and the CTEC Multi-Purpose Technical Building along with infrastructure upgrades closed with only one contractor submitting its bid for the two buildings. The bids totaled \$10.2 million which exceeded the available budget for the two projects. As a result, the CTEC Multi-Purpose Technical Building will be executed while supplemental funding is being sought from the balance of the National Government share of the compact infrastructure funds. On March 2, 2021,

Interim President Karen Simion sent a letter to President Panuelo requesting the \$1,377,981.00 balance of the National Government share of the compact IDP funds to supplement the National Student Center project.

Ground Breaking Ceremony for the construction of the CTEC Multi-Purpose Technical Building has been tentatively scheduled for the week of June 21, 2021.



CTEC Multi-Purpose Technical Building



Procurement & Property Management Office
Includes campus mailroom & vehicle fleet services management

Processing of purchase orders

The purchase order processing cycle turn-around time and distribution within PPMO needs more efficiencies to adequately address timely support to all requesting units.

This portion of the report summarizes the procurements activities from March 1, 2021, to May 31, 2021, with comparisons to the prior years.

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National Campus Teaching Clinics

The Interim President, Vice President for Administrative Services, and Director of Facilities and Maintenance attended a meeting at the Pohnpei State Legislature on April 22, 2021, regarding the request for funding for the subject project. A bill has been introduced awaiting final approval of the legislature.

Kosrae Campus Multi-Purpose Building

The Interim President has forwarded a letter to the Governor of Kosrae State requesting for funds for the construction of the subject project. The Dean of Kosrae Campus and BOR Waguk have been asked to follow through and to solicit the support of the Governor and Kosrae Legislature. The Kosrae State infrastructure plan review committee was provided copies of the project designs in May.

CTEC Hospitality & Tourism Management (HTM) Building

Roofing materials for the renovation of the CTEC HTM Building have arrived and have been installed. Interior work has progressed since the installation of the roof. However, completion date needs to be adjusted due to delay in the shipping of materials.



CTEC HTM Building

Chuuk Campus Project

The FSM-PMU office has not been able to release the request for proposal due to current overwhelming tasks needed to implement the projects that have been designed.

The college may need to consider hiring its own engineer to assist with the project administration process to assist in implementing the projects.

IMF Funds

CTEC and Chuuk Campus are currently soliciting proposals for the renovation of buildings. Roof structure replacement is scheduled for Chuuk Campus Library and roof replacement for classrooms 1-4 at CTEC.

Routine Maintenance

General cleaning, repairs and servicing of classrooms are ongoing in preparation for fall 2021. Vehicles and buses are also being serviced.



UPDATES
Human Resources

Number of full-time personnel between April 7, 2021, to June 17, 2021

Campus	No. of Personnel	Retention		Attrition		Reasons
		Count	% of N	Count	% of N	
National	160	155	97%	5	3%	Termination, Personal, Family, Salary and Deceased
CTEC	84	81	96%	3	4%	Termination and Other job,
Chuuk	51	50	98%	1	2%	Deceased
Kosrae	41	40	98%	1	2%	Medical
Yap	39	39	100%	0	0%	
FMI	21	21	100%	0	0%	
Total	396	386	97%	10	3%	

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HR ... Continued from page 1.

The data above reflect current personnel during the reporting period, employee departed and hired/started. Personnel whose effective dates or separation dates from the college fall on dates after June 17, 2021, will be reflected in the next report.

Full-time personnel distributed by gender and citizenship, April 7, 2021, to June 17, 2021

Campus	Male	Female	FSM Citizens	Non-FSM	Total
National	91	64	114	41	155
CTEC	45	36	67	14	81
Chuuk	31	19	46	4	50
Kosrae	23	17	34	6	40
Yap	20	19	31	8	39
FMI	16	5	20	1	21
Total	226 (59%)	160(41%)	312(81%)	74(19%)	386

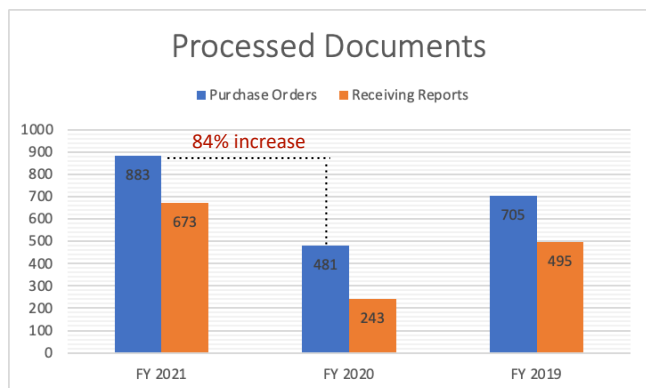
Recruitment Data for April 7, 2021, to June 17, 2021

Campus	Faculty	Management	Professional	Classified	Total
National	0	0	0	3	3
CTEC	0	0	2	0	1
Chuuk	0	0	0	1	1
Kosrae	0	0	1	0	1
Yap	0	0	1	0	1
FMI	0	0	0	1	1
Total	0	0	3	5	8

Enrichment Initiatives

- April 29, 2021, Webinar, *Improving Leadership Skills (using best practices)*. 27 participants from National, Chuuk and Yap campuses with very good assessment results.
- May 7-21, 2021, Annual Incentive Award across the campuses with 151 certificates issued and listing posted on the college website.
- May 20, 2021, Webinar, *Effective Performance Evaluation*. 31 participants from National, Chuuk, and Yap campus sites and with very good assessment results.
- May 20, 2021, *International Human Resources Day* was celebrated with an appreciation personal card to all major offices at the National campus with small gifts of treats to recognize effective and supportive partnerships with Human Resources Office especially during the challenging pandemic. A message was posted on the newsfeed.

Procurement & property ... Continued from page 1.



The purchase activities have increased around 84%, as illustrated in the table above compared to last year due to March 2020 COVID-19 lock down and other consequential conditions.

Property management section

The property management section has assisted the various campuses/offices in acquiring these essential procurement of tools, equipment, and other required supplies to support the college operations and services.

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DEPARTMENT FOR ENROLLMENT MANAGEMENT & STUDENT SERVICES

Admissions & Records | Center for Entrepreneurship | Counseling | Financial Aid | Security & Safety | Student Life

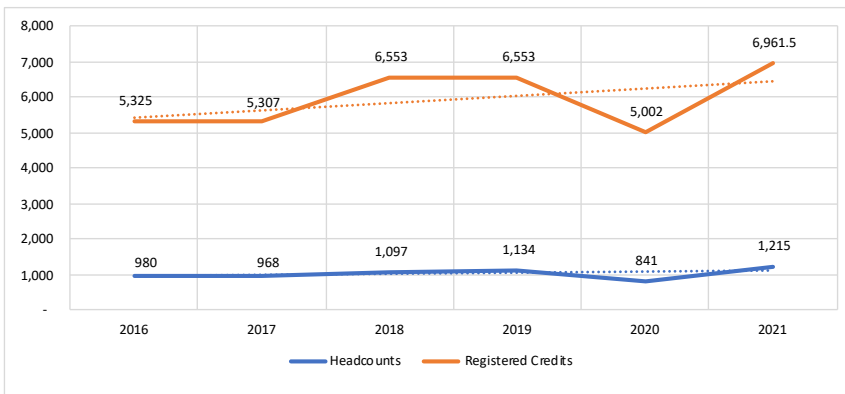
SUMMER 2001: STUDENT ENROLLMENT AT THE HIGHEST LEVEL IN FIVE YEARS

College surpassed its summer 2021 enrollment targets in headcounts and registered credits by 9% and 4%, respectively.

The college has a summer 2021 enrollment of 1,215 students with 6,962 credits (or 1,160 full-time equivalent students). This figure is

the highest summer enrollment the college has recorded for the past five summers.

Chart 1. Summer 2016 to summer 2021 enrollment in headcounts and registered credits



According to the college's registrar, "Vis-à-vis summer 2020, the college has seen increases in its enrollment in headcounts and

registered credits by 44%, and 39%, respectively." Table below shows the college's summer 2021 enrollment data.

Table 1. Summer 2021 enrollment data vis-à-vis summer 2020 by campus

Campus	Summer 2020		Summer 2021		Headcounts		Registered Credits	
	Count	Credits	Count	Credits	CountDiff	%Diff	CountDiff	%Diff
National	342	2,087	514	2,940	172	50%	853	41%
CTEC	114	693	179	1,095.5	65	57%	403	58%
Chuuk	192	1,113	247	1,391	55	29%	278	25%
Kosrae	117	679	145	847.5	28	24%	169	25%
Yap	76	430	130	687.5	54	71%	258	60%
Total	841	5,002	1,215	6,961.5	374	44%	1,960	39%

Of the 1,215 students (N) registered this summer 2021:

- 767 (or 63% of N) are female and 448 (or 37% of N) are male. The college has a predominantly female student population this summer 2021 term.
- 364 are new students, which is 44% higher if compared to last summer 2020 new student enrollment.
- 796 are continuing students, which is 55% higher if compared to last summer 2020 continuing student enrollment.
- 55 are returning students. Vis-à-vis summer 2020's enrollment, the college has seen a 27% decline in return student enrollment.

- 962 (or 79% of N) students are registered full-time, while 253 (or 21% of N) are registered part-time.

The college's registrar further reported that the college-wide summer 2021 enrollment in headcounts and registered credits exceeded the enrollment targets for summer 2021 by 9% and 4%, respectively. The enrollment targets provide the college data on revenue projections which are used to guide annual budget development.

Table below shows the college's summer 2021 enrollment vis-à-vis summer 2021 targets by campus:

Table 2. Summer 2021 enrollment data vis-à-vis summer 2021 targets by campus

Campus	In Headcounts				In Registered Credits			
	Target	Actual	CountDiff	%Diff	Target	Actual	CountDiff	%Diff
National	491	514	23	5%	2,946	2,940	(6)	(0.2%)
CTEC	236	179	(57)	(24%)	1,418	1,096	(322)	(23%)
Chuuk	172	247	75	44%	1,029	1,391	362	35%
Kosrae	106	145	39	37%	636	848	212	33%
Yap	114	130	16	14%	687	688	1	0.1%
Total	1,119	1,215	96	9%	6,716	6,963	247	4%

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Summer 2021: Student Enrollment ... Continued from page 2.

Chart 2. Summer 2016 to summer 2021 enrollment in headcounts by campus

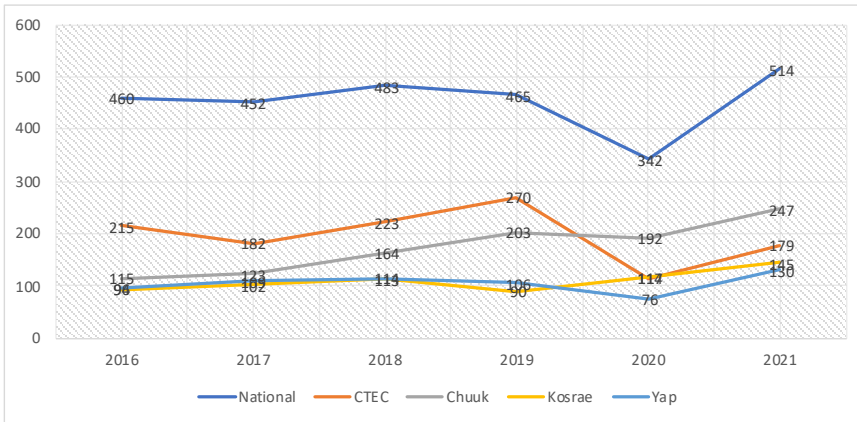
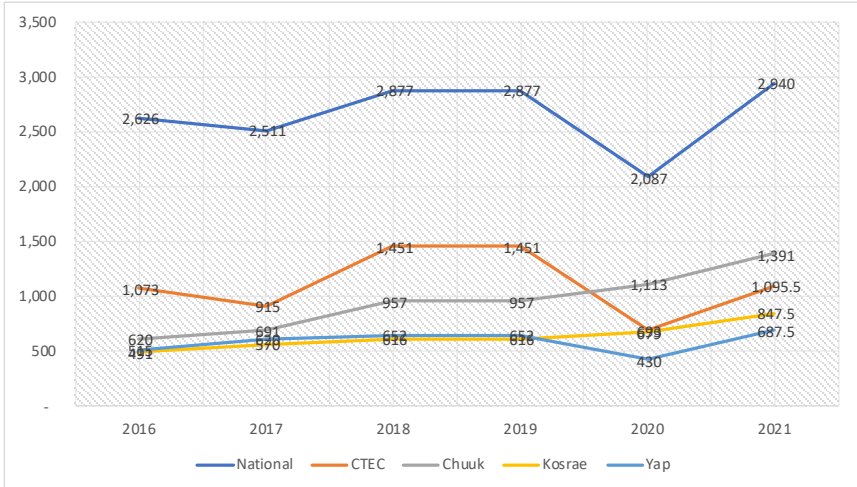


Chart 3. Summer 2016 to summer 2021 enrollment in registered credits by campus



College awards \$7.7 million Pell Grant to students last fall 2020 and spring 2021

The college's Financial Aid Office (FAO) reported that it awarded \$7,719,246.84 Pell Grant to students last fall 2020 and spring 2021 semesters. According to the director of FAO, "\$4,305,822.46 Pell Grant were awarded

to 1,621 students last fall 2020, and \$3,413,424.38 to 1,242 students last spring 2021." Tables below show the distribution by academic term and campus.

Table 3. Pell awards for fall 2020 semester

Campus	Enrollment (N)	Pell Eligible (n)	n in % of N	Pell Recipients (A)	A in % of n	Pell Award in US\$
National	752	640	85%	640	100%	1,822,984.35
CTEC	376	342	91%	342	100%	808,653.00
Chuuk	310	276	89%	276	100%	756,203.20
Kosrae	195	151	77%	151	100%	350,170.07
Yap	228	212	93%	212	100%	567,811.84
Total	1,861	1,621	87%	1,621	100%	4,305,822.46

Table 4. Pell awards for spring 2021 semester

Campus	Enrollment (N)	Pell Eligible (n)	n in % of N	Pell Recipients (A)	A in % of n	Pell Award in US\$
National	525	464	88%	464	100%	1,328,380.46
CTEC	250	234	94%	234	100%	631,050.00
Chuuk	290	252	87%	252	100%	694,036.00
Kosrae	114	97	85%	97	100%	237,420.43
Yap	231	195	84%	195	100%	522,537.49
Total	1,410	1,242	88%	1,242	100%	3,413,424.38

FAO further reported that:

- \$114,225.14 of Supplemental Educational Grant (SEG) were awarded to students last fall 2020 and spring 2021.
- \$69,684.00 of financial assistance from the FSM national and state scholarships, including CFSM subsidy were awarded to

students during the fall of 2020 and spring 2021 semesters.

- 274 students enrolled in the Supplemental Educational Grant (SEG) Work-Study Program last. spring 2021, and received \$94,004.50.

Property ... Continued from page 2.

Major Purchases	Activity	Status
Laptop Computers Upgrade for Administrative Services Division, includes state Campus Fiscal Officers, under CARESACT FUND	Contract made with Progressive Computer services CT21-0319	50% payment has been made to the Contractor
Nissan NV350 Van for Kosrae Campus 14-seater van	Payment made to Eevery Co. Ltd	1-unit 12000KM
Chuuk Campus Admin. Vehicle Request	Cabinet Approval on Vehicle Specifications Need Clarification - Modification	Still Pending Action between PPMO/Dean/Cabinet Approval
CTEC-HTM Furniture (9 sets of Tables w. chairs & 18 bar stools)	Payment made to Vendor: Dateline Exports (PO21-01773)	Additional payment needed for Furniture increase in price
COVID19 PPE Supplies: 80 ea. Auto. Mist spray Hand Sanitizers for system wide use	Shipment documents received	ETA -Pohnpei 6/27/21 on Kyowa orchid Voyage 104B
Smoke Detectors -10 ea.	Purchase order was made for 10 ea. Smoke detectors to replace the old ones in the Admin. Bldg.	10 were received early this month. And were installed by maintenance staff over a weekend ago
RFQ B2021- 15 LRC Computers CARES ACT Fund	Vendor selection was awarded to Progressive Comp. Services with Ref. PO21-01766 in the of amount \$34,022.00	Part of the order has been received 3 IMacs Received
Consultant Direct Contract MIP Licenses (2)	Management Workshop on Design, Language, and Integrations of Policies	Contract Awarded
Asset Survey & Disposal		
CTEC IT Disposal for old and obsolete Computers	Manner of disposal recommended for dumping	Pending disposal Report

College graduated 133 students last spring 2021

The college's registrar reported that the college graduated 133 students last spring 2021. Of these 133 students, 15 were graduated from the college's baccalaureate program in elementary education.

A total of 85 graduates from the National Campus, 28 from the Career & Technical Education Center (CTEC), nine from Chuuk campus, seven from Kosrae campus, and four from Yap campus.



COM-FSM drive-thru commencement exercises, May 14, 2021



College offers admission to 764 (or 77%) of the 998 seniors who took the spring 2021 COMET

The college administered the COM-FSM Entrance Test (COMET) to 1,268 students from private and public schools in the FSM, including other students at the state campuses last January 29, 2021, to March 5, 2021. Of these 1,268 students, 998 were high school seniors, 219 were high school juniors, and 51 were other students.

According to the college's registrar, "Of the 998 seniors (N) who took the spring 2021 COMET for either summer or fall 2021 admission, 764 (or 77% of N) were placed into the college's programs. Of these 764 seniors

(n), 458 (or 60% of n) were placed into degree programs, 64 (or 8%) and 242 (or 32% of n) were placed into Achieving College Excellence (ACE) and certificate programs, respectively."

Vis-à-vis spring 2020 COMET, the college has seen an 11% decrease in the number of seniors taking the COMET. 998 seniors took COMET last January 29 to March 5, 2021, as against 1,128 seniors last spring 2020.

53% of the 458 degree- and 64 ACE-bound seniors, and 39% of the 242 certificate-bound seniors have registered this summer 2021.



UPDATES

Center for Entrepreneurship

CFE executive director recognized as "2021 PISBDNC State Star" performer

A year after opening the Pohnpei Small Business Development Center (SBDC), the Center for Entrepreneurship's Executive Director, Timothy James Mamangon, was recognized as this year's **Pacific Island Small Business Development Center Network (PISBDNC) State Star**.

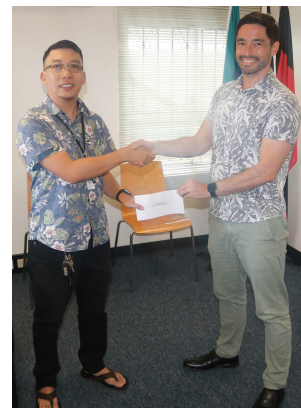
The **State Star** award is given to a network staff who has demonstrated and made significant contribution to their state or regional SBDC program, shows strong commitment, and is dependable to small businesses. The **State Star** performer is chosen by the advisory board members, center directors and staff. Nominations are submitted by over seven membered network/lead centers located in all seven states: CNMI, Palau, Guam, Pohnpei, Chuuk, Yap, and Kosrae.

Mr. Mamangon will be featured in the upcoming Pacific Business Partners news edition. This is a great achievement that will bring additional support for the Pohnpei SBDC.

CFE receives \$15,000.00 grant from Australian Embassy's DAP

The Center for Entrepreneurship applied and got approved for a \$15,000.00 funding from Direct Aid Program under the Australian Embassy. Due to the frequent power interruptions on island, CFE looked for solutions to convert its farm's operations to use renewable energy.

In March 16, CFE applied for a grant to install solar panel systems that will provide renewable energy for its farm and satellite office. The systems are expected to run the hydroponic pumps without interruptions and will provide enough electricity to run all other equipment used for operations. In addition, the funding also allowed CFE to purchase four solar street lights, ten solar fans, and additional equipment to improve the operations of the demonstration farms. Installment of the systems are expected to be completed by the end of July.



This upgrade to the farms operations will not only decrease the costs of operations for the college, but will increase the production of hydroponic systems. The greenhouses continue to provide vegetables to the dining hall and serve as training labs for students. CFE has already met with faculty members and is expecting more collaboration with the Agriculture and Food Technology (AFT) program at CTEC in fall of 2021.

CFE receives \$979,837.00 grant from the US Economic Development Administration

CFE has been awarded \$979, 837.00 grant from the US Department of Commerce's Economic Development Administration (EDA) as an investment for the FSM Entrepreneurship Initiative – Phase II Project.

The project aims to help increase small- and large-scale agriculture production in the FSM by building four 23x40 ft. hydroponic greenhouse, which will serve as a training hub to provide business training for farmers interested in starting their hydroponic farms. The COVID-19 pandemic has seen issues of food security worsen and, if not anticipated, this crisis may have a particularly severe impact on FSM territories that are ever so reliant on imported consumables. The project is expected to duplicate the success of the hydroponic farms in Pohnpei to the other FSM states, grow the economic capacity of peasant farmers, and address issues of food self-sufficiency in the communities as well as food security at the national level. The project will also hire sixteen graduates from the college to work at the farms. The facility will serve as training labs for students who are



DEPARTMENT FOR INSTRUCTIONAL AFFAIRS

Career & Technical Education Center | Learning Resources Center | State Campuses | Cooperative Research & Extension | FSM Fisheries & Maritime Institute

FACULTY OBTAIN CERTIFICATES IN ONLINE TEACHING

Twenty faculty registered for certificates in online teaching. Eight completed a program at the University of Wisconsin, Madison; five are in a program at University of California – San Diego; five just started a program at University of Hawaii-Manoa; one is in a program at Open University in UK; and the

final participant is attending Charles Sturt University Australia. These faculty will then assist in offering further training in online teaching for the rest of the faculty at the college. The training was funded through the Coronavirus Aid, Relief, and Economic Security Act (CARES Act) funding.

Jennifer Helieisar named college's Accreditation Liaison Officer (ALO)

On April 21, 2021, Ms. Jennifer Helieisar was appointed as Accreditation Liaison Officer (ALO) for the College of Micronesia-FSM. Jennifer has been working at the college for almost 24 years in Learning Resources where she is currently the Director of Learning Resources. She holds a BA in Elementary Education from the University of Guam and a Masters in Library Science from the University of North Texas.

The first of her new duties includes leading the college efforts in completing the Institutional Self-Evaluation Report (ISER) due to the Accrediting Commission for Community and Junior Colleges (ACCJC), Western Association of Schools and Colleges (WASC) on August 1, 2022.



Update: Dentist and Doctors for Tomorrow (DDFT)

The goal of the Pacific Oral-health Education and Training (POET) Program is to significantly improve dental care for the population of the Federated States of Micronesia (FSM) by creating innovative programs for expanding services and accessing training in this isolated developing US affiliated nation.

The purpose is to increase access to and quality of care by doubling the size of the dental workforce and providing new educational opportunities to up-skill underserved residents. Innovative interventions include: distance learning opportunities; tele-dentistry; visiting volunteer dentists for services and training; and dynamic career development and mentoring programs utilizing Problem Based Learning, near-peer mentoring and

community outreach. POET addresses ten of the 13 allowable activities, including nutrition training and substance use/opioid awareness training using Youth Mental Health First Aid for all trainees.

- 13 students in cohort, three graduated last May 2021.
- There are ten students in Cohort 4 with finish date of May 2022.
- 15 students have been recruited for Cohort 5 and start summer 2021.
- Ten DDFT graduated students currently are divided between attending two medical schools in Fiji.
- E-Da hospital in Taiwan conducts online sessions for DDFT students and dental staff. 24 sessions are planned for this year.



Learning Resource Centers

The mission of the College of Micronesia-FSM library (including media and instructional technology services) is to serve the students, faculty, staff and other college community members in providing reader, instructional, media and technical services to meet their educational needs and interests and provide opportunities for lifelong learning.

LRC continues to open on Saturdays this summer semester to accommodate students with needs to access computers and library resources. The exception is Chuuk campus library which temporarily suspended library services except for computer use pending the renovation of the library ceiling scheduled for this summer. Students may continue to access needed materials moved to the MITC office on chuuk Campus or request assistance from the librarian temporarily stationed in the MITC office.

Statistics: Programs/Services

Campus	Patron Usage	Course Reserves	Circulated Materials	Visitors	Computer Usage	Tech Assists	Reference Assists	Total Volumes
Chuuk	849	-	-	1	747	2	-	11,005
CTEC	691	-	67	22	412	31	4	4,607
Kosrae	368	-	48	-	368	5	-	4,489
National	11,930	51	188	37	1,528	51	26	73,203
Yap	256	-	6	1	120	10	10	11,573
Total	14,094	51	309	61	3,175	99	40	104,877

CFE ... Continued from page 4.

interested in learning about agriculture and business.

The project will be located at the college's National campus in Pohnpei, as well as the three other state campuses located in Chuuk, Yap, and Kosrae. The grant has a period of five years.



Statistics: Health services at the National Campus

April 7, 2021, to June 14, 2021

Types or Purpose of Visits	Students	Staff	Total
Viral Syndrome/URI	0	5	5
Minor injuries	0	3	3
General body aches/pains	5	30	35
Eye/ear/nose-related problems	0	1	1
Oral/dental problems	0	1	1
Skin diseases/infection	3	3	6
Gastro-intestinal problem	0	2	2
Genitourinary problem	0	0	0
Gynecological health/women-specific health issues/problems including appointments & follow-up	1	0	1
Personal and Family Problem Counseling	0	0	0
Family Planning IEC include pregnancy testing and contraception administration	5	4	9
Other Health-related IEC and Consultations	0	0	0
STIs Screening/Counseling and follow-up	0	0	0
Screening of NCD and Communicable Diseases including follow-up	130	157	287
COVID-19 Vaccination Rollout participants (April 13 & May 11, 2021)	33	35	68
Prescription fills/refills	0	2	2
Health Maintenance and Prophylaxis	13	22	35
Referrals	0	4	4
Others	4	5	9
Total	194	274	468

Improving Quality Basic Education in the North Pacific (IQBE) Grant

The college is contracted by NDOE to provide academies on FSM Quality Pedagogy Framework (QPF), Literacy and Numeracy to elementary teachers in each state and assist with training on alternative assessment, lead teacher roles and responsibilities, and a teacher mentor program for new teachers. The grant is entering its fourth year. Ms. Mayleen Wichep, the COM-FSM grant coordinator, has reported accomplishments for the first three years:

- QPF developed and all states trained on how to implement the framework in lesson plans.
- All 3 academies (1-2 weeks each) conducted in each state including lead teachers. Lead teachers are trained to become the trainers.
- COM-FSM education faculty conduct observations and provide feedback between academies.
- Trainings on alternative assessment incorporated in Academy 2 & 3. Examples are mini white boards, rubrics, journal writing and interviews.

The college has conducted a total of 21 trainings on the QPF and each academy. A total of 461 teachers are trained on QPF; 461 on alternative assessments; 94 participated in professional learning on resources used to improve student learning; and QPF shared with 52 department of education leadership personnel. The grant targets training a total of 800 teachers.

The college assists with the other outputs for the grant such as developing teaching and learning resources, researching and connecting pre-service and in-service training needs, and a professional learning



Career & Technical Education Center

Telecommunication & Electronics Programs

CTEC is pleased to share that there has been a second cohort of telecommunications and electronics students that took the ETA industry certification examination. There were 12 students that took the examination and 12

(100%) of them passed the industry entry level certification exam. The first picture is from the examination date and the second picture taken on May 3, 2021, is when the students were informed of the results of the examination.



Agriculture & Food Technology Program

Agriculture and Food Technology Program continues to encourage its students to not only actively engage in the classrooms but to also take an active role in the hands-on aspect of their learning. The students excitedly planted,

transplanted, and harvested cucumbers, eggplants, tomatoes, okra, and cabbage. In addition to raising some level of revenue, while small but what was raised provides some level of cost recovery for the program.



Hospitality & Tourism Management (HTM) Building

Roofing work is complete on the HTM building. Since roofing is completed, ceiling work has started for the interior of the HTM building. At the same time finishing and painting on the

exterior. While progress continues to be realized, the project is currently behind schedule because of certain unanticipated delays such as shipping.



IQBE Grant ... Continued from page 5.

framework. The grant is for six years with most activities ending year 5 and reporting in year 6. The activities are expected to be imbedded in each state department of education so the program will continue (mentor program for new teachers, lead teachers, principal training, coordinated and planned in-service training) beyond the grant funding.

Chuuk Campus

Computer training for students

After the Professional Development Day, the faculty identified the knowledge on the use of Schoology as one of the issues for students taking online courses. A committee was created consisting of two faculty members, two Student Services' staff, and the IT person. After a few meetings, they came up with a plan of action which included trainings on the use of Schoology to new and returning students. A brief introduction on Schoology was given to students during their orientation on May 26. A series of follow-up trainings were scheduled with the last one on June 30, 2021. Hopefully these trainings will help students learn how to use a computer, and to be able to use and navigate through Schoology.

Collaboration with Chuuk State Department of Education

There is an ongoing dialogue between the Chuuk State Department of Education and Chuuk Campus for a cohort of third year education students to take two courses with a compressed schedule this summer. We are awaiting their scores and if we have more than ten students, we will request for the session to start as soon as possible. This is an effort to have the classroom teachers of the CSDOE work for their BS degrees. Tuition and fees will be paid for by the Chuuk State Department of Education.

Kosrae Campus

First employee of the month

Ms. Marlina Kephas, a custodian for Kosrae Campus, is recognized by the college as the Employee of the Month for June 2021.

Marlina was nominated as employee of the month for demonstrating two core values -Professionalism and Teamwork.



Science seminar continues

Dr. Nick Zoa, geologist and seismologist, continued with his weekly special science seminars focusing on topics ranging from the ocean's health, notion on ET life, the ecosystem, energy, etc.

Close-Up students visit Kosrae Campus

Kosrae DOE Close-Up Program for Juniors at Kosrae High School implemented their activities during the month of April. One of their planned activities during the week was to visit each of the departments or agencies on the island to gather information about how that office is operating or functioning. One of the groups was assigned to our campus to meet with relevant individuals. IC Tilfas talked to the students about attending college and career and program choices. The students and their chaperons were given the opportunity to ask questions at the end of the presentation.

Education students' final showcase

On April 28, 2021, the final showcase for students in EDU 498 (Internship) was implemented in Malem Elementary School for three of the students in that course. After completing all the observations, instructor Rosalinda Bueno and the evaluators held a post conference with the three students to reflect on the students' classroom performance. On April 29, 2021, the evaluation team moved to Tafunsak Elementary School to observe two students in this class who are working there. The same process used at MES was also implemented at TES. Both principals from the two schools were involved in the classroom observations. IC Tilfas, who was also a

Kosrae Campus ... Continued from page 6.

member of the team, expressed his gratitude on behalf of Dean Mike to the two school administrators for their involvement in the observation and continuous support to COM-FSM.

Yap Campus

Yap Campus faculty professional development day

Faculty Professional Development was held on March 30th and Staff Development Day was on March 29, 2021. All employees of the campus attended the staff development day with presentations from CRE on grants, aquaculture, obesity, COVID 19 Plan for Yap State and the COM-FSM (emphasis on actions to take in emergencies and each condition), Yap State Taskforce Update by Dr. Ann Lopez from Health Services, and Basics to Google Chrome.

Computer training for students

On May 31 –June 2, 2021, conducted student orientations for all interested students. Topics covered included basic computer skills, schoology (from faculty & student views), MyShark, Zoom, Canvas, and textbooks & Mindtap. A total of 41 students participated.

FSM-Fisheries & Maritime Institute (FSM FMI)

FSM FMI graduation

This year's 18th Commencement Ceremony was held on Thursday May 13, 2021, at the FSM-FMI campus seamanship shelter. Among the 29 graduates (26 male and 3 female), nine received a master/engineer class 6 certificates, seven with engineering class 5 and thirteen with master class 5. Cadette Louisa Rumoon was the first graduate to receive both class 5 master and engineering certificates. The following graduates received special honors:

Dux award (higher ranking student in academic)

- o Cadette Louisa Rumoon, IDF Master/Engineer Class 5

Salutatorians

- o Cadet Jimmy Yaeiseliug, Navigation
- o Cadet Fredrick Mudong, Fishing
- o Cadet Tedrickson T. Melander, Engineering



Traditional Navigation/Okeanos graduation

FSM FMI will hold a traditional navigation graduation ceremony on Friday June 11, 2021 at 2 pm. Ten Okeanos students that include two females will receive their certificates of completion. Basic traditional navigation is a one year program, a prerequisite course before taking advance traditional navigation. These courses will be merged with FMI watch-keeping (WKR) program in fall 2021.

Boat launching

FSM FMI brand new fiber glass boat "FMI Shark" was finally launched for sea trial cruising around the island on Friday June 4, 2021. Bottom fishing and trolling activities took place the next day before boat recovery and servicing.

Promoting Indigenous Knowledge for Sustainable Management of Marine Resources



On June 1, 2021, the UN decade 'Ocean science for sustainable development' was officially launched by the German Federal ministry of Education and Research, in partnership with the Intergovernmental Oceanographic Commission of UNESCO (IOC). Out of hundreds of contributions and topics from all over the world, the committee had decided to focus on two main issues, one of them being the importance of indigenous knowledge for the sustainable management of marine resources.

Three Okeanos examples were chosen to showcase the strong cultural connection of Pacific Islanders to their marine environments. Grand Master navigator and Okeanos Fleet Commander Peia Patai gave an extraordinary interview making clear the dependence of human civilization on healthy oceans and the role that traditional environmental knowledge and indigenous human-place-relations play in achieving the goals of the decade. Grand Master Navigator and Okeanos cultural advisor Ali Haleyalur was invited to talk about traditional navigation and the importance of traditional knowledge in adaptation to environmental degradation and impacts of climate change. Grand Master Navigator Ali Haleyalur teaches traditional navigation at FSM-FMI.

Presentations may be watched on YouTube (2.06.00 – 2.14.47 - <https://www.youtube.com/watch?v=BPBjWEe9IIM&t=7452s>).

CRE | Cooperative Research & Extension

USDA/NIFA approved College of Micronesia plan of work

The College of Micronesia Plan of Work for six critical issues of importance to the Micronesia region has been approved by USDA National Institute of Food and Agriculture. The approved plan covers the years 2022-2026. The plan can be accessed at <https://cutt.ly/rnlkSUP>.

Demonstrating giant clam farming for food security

Chuuk CRE received shipment of 360 giant clam juveniles for farming. The purpose of the trial shipment was to establish procedures for proper and safe packaging and handling of live giant clam juveniles as well as establish the costs involved.

Additionally, this was a demonstration of feasibility for Chuuk to start considering giant clam farming as a food security initiative. Giant clams are a highly suitable farming species for protein food because they require minimal inputs. They filter nutrients from the water through their gills but their main source of nutrition is derived from a symbiotic relationship with photosynthetic algae that live in their mantle. Thus, giant clams grow through their entire life cycle with only clean seawater and sunlight.



Photo: (Top) The giant clam species *Hippopus hippopus* shipped to Chuuk. (Bottom left) Anengenimon Island where 112 juveniles are in ocean nursery. (Bottom right) Giant clam juveniles in ocean cage.

The shipment was received on April 26 and placed in ocean cages at two locations: Weno Causeway and Anengenimon Island. To date survival has been good at more than 80%. The demonstration trial was a good collaboration between CRE and the Chuuk Department of Marine Resources, Division of Marine Resources, and Yap Fishing Authority.

Swine production program

One of the extension programs at CRE aims to improve pig production to increase sources of protein and livelihood income for families and communities. The expected impact is to increase capacity of at least 75 swine farmers in producing healthy pigs from average 1-3 pigs to 5-8 per household in the next five years or at least 15 farmers per year. In this first year of the Plan of Work, results from Pohnpei and Yap indicated a total 19 households have successfully achieved this goal with an average of 6 pigs per household.





DEPARTMENT FOR INSTITUTIONAL EFFECTIVENESS & QUALITY ASSURANCE
Information Technology | Office of Institutional Effectiveness

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 28th 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

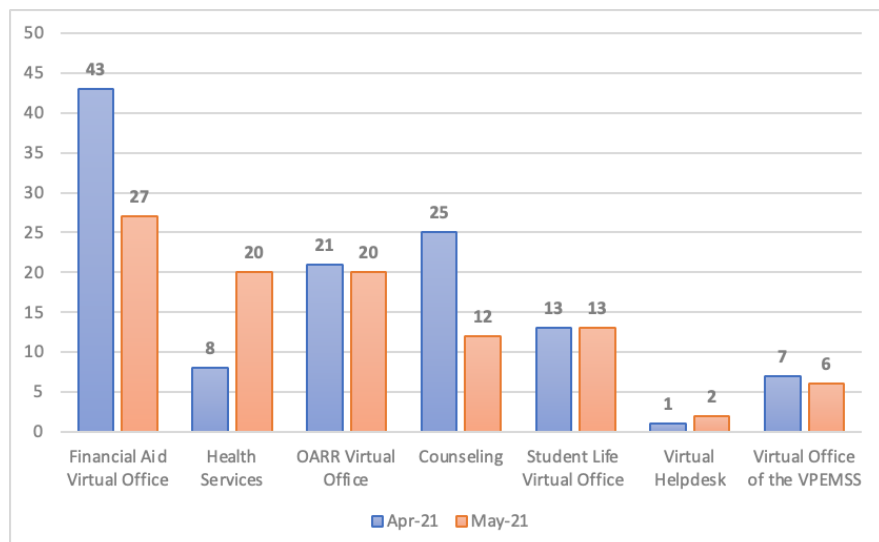
Facebook Post	Date Posted	Number of People Reached	Number of Engagements
Fall and Spring Graduation Photo Album	May 14, 2021	25,800	5,700
Graduation Congratulatory Post	May 14, 2021	2,500	256
SUMMER 2021 REGISTRATION	May 7, 2021	1,400	156
CTEC Students 100% passing rate on CETa	May 5, 2021	3,400	171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

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
Office of admissions, records, & retention.	8:00AM-5:00PM	Monday-Friday
Counseling Office	9:00AM-4:00PM	Monday-Friday
Financial Aid Office	8:00AM-5:00PM	Monday-Friday
VPEMSS	8:00AM-5:00PM	Monday-Friday
Student Life	8:00AM-10:00AM & 1:00PM-4:00PM	Monday-Friday
Health Services	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.

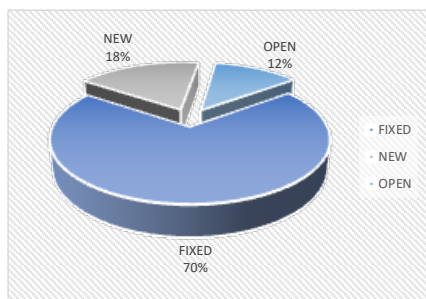
A report of the pilot is compiled and has been shared with various administrators and will be shared with concerned committees in the



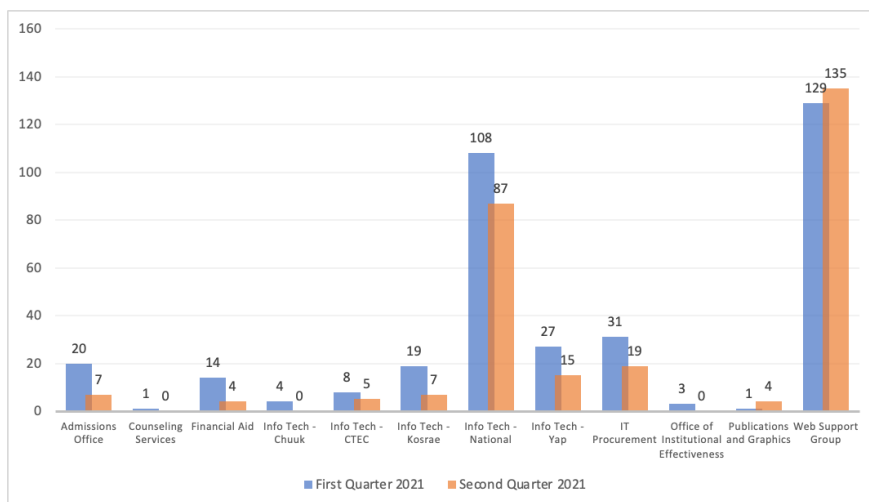
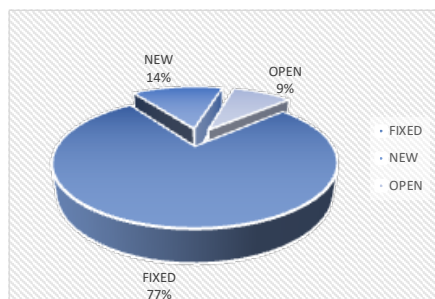
Helpdesk

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)		<div style="display: inline-block; width: 10px; height: 10px; background-color: green; border: 1px solid black;"></div> = met <div style="display: inline-block; width: 10px; height: 10px; background-color: white; border: 1px solid black; margin-left: 5px;"></div> = not met <div style="display: inline-block; width: 10px; height: 10px; background-color: red; border: 1px solid black; margin-left: 5px;"></div> = 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.	
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 1.6 below.</u>	

Strategic Direction 1: Innovate academic quality to ensure student success'

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 (VPMESS) 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"> Institutional Characteristics Completions 12-month Enrollment 	<ul style="list-style-type: none"> Student Financial Aid Graduation Rates Outcome Measures 	<ul style="list-style-type: none"> Fall Enrollment Finance Human Resources Academic Libraries
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.

Strategic Measure II: Strengthen resources to meet current and future needs	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..).
	1.7 Graduation rate (100%) is 12%	Include first-time full-time students who started in summer session together with the Fall cohort. Change wording to "12% of full-time first-time students graduate in 2 years"
	1.8 Graduation rate (150%) is 29%	Update the wording of the Institution Set Standards in the same way.
	1.9 Graduation rate (200%) is 35% (p25-26)	Change to "29% of full-time first-time students graduate in 3 years"
	Change to "35% of full-time first-time students graduate in 4 years"	
	TOTAL: 2 of 9 Strategic Measures (stretch targets) met - 22%	
	4 of 9 ISS met - 44%	
	3 of 9 Neither ISS nor Strategic Measure met - 33%	
	2.1 Operating costs reduced by 5% by innovating ad 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...)
Strategic Measure II: Strengthen resources to meet current and future needs	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."
	TOTAL 5 of 11 strategic measures met - 45%	
	4 of 11 strategic measures not met - 36%	
	2 of 11 measures lacking data or target - 18%	

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