

AGENDA ITEM 9.a.

Presidential Search

A. Search Committee Report to the Steering Committee

Given the departure of former President Dr. Joseph Daisy to take up a post at Kauai Community College and per Board Policy No. 1211, the Board of Regents appointed a presidential search committee to advise the full board on the appointment of a new president. The Terms of Reference for the Presidential Search Committee is set under Administrative Procedure 1211, adopted 30 April 2015. The Search Committee is responsible for conducting the presidential search and recruitment process with the ultimate goal of recommending candidates to the full board. The board is responsible for making the final selection and appointment of the president.

As an update from previous Search Committee Reports, two members of the Committee have been inactive – the Pohnpei Campus representative due to her availability under her contract terms and the Student Body representative due to the Covid-related preventative measures, graduation and non-responsiveness to contact attempts. The remainder of the members remained active and meetings continued throughout the pandemic response via Zoom, typically every two weeks from February until May 2020.

Applications were due 31 May 2020. 47 inquiries were made and 36 candidates submitted applications, 29 of which were complete. Out of the 29, 13 candidates were shortlisted and invited to interviews, all except one who confirmed. Out of the 13, 3 were Micronesian and an additional 2 (non-Micronesians) have experience in the Pacific region.

As previously reported to the BOR, an online institutional analysis survey was widely publicized and conducted during the course of the search process on the strengths, opportunities and challenges that the college should build upon and address, and on the desirable leadership, qualifications and personal qualities required of a new president to accomplish the identified priorities. Results of this and previous surveys (eg. From Economic Impact Summit August 2019) were factored to establish an institutional and position profile and which were also used to generate the position profile early in the search process and later to establish interview questions and relevant screening rubric. The 12 interviews were conducted via Zoom during the month of July.

The Search Committee further shortlisted 6 candidates on 4 August 2020 and reference checks were completed by the Director of Human Resources and submitted to the Search Committee Chair on 31 August 2020. Based on applications, interviews and reference checks, the 6 candidates were further ranked and submitted to the Steering Committee on 23 September 2020.

Note: all deliberations of the presidential search committee are in strict confidence.

B. Steering Committee Report to the BOR

According to the search timeline, the new President is meant to be in place by December 2020. Given the current travel restrictions as a result of the ongoing COVID-19 pandemic, in all likelihood, travel into Pohnpei and the wider FSM will not be back to normal until well into 2021. During interviews, this was expressed to all candidates.

The Interim President is meant to serve in that role until such time that a new President is seated, however, this should be reconfirmed. The BOR and college as a whole are grateful that during these challenging times, we have an open, honest and knowledgeable leader with deep integrity and commitment to the college and the Federated States of Micronesia. Given the Interim President's very involved role in other aspects and functioning of the college as VPIA and Accreditation Liaison Officer, to all extent possible the Board must make a timely selection and appointment of the next COM-FSM President, to fulfill our roles and responsibilities to the community while heading towards new leadership. There are many rapid and significant changes being faced by the college during this period, particularly by students and faculty, who have navigated the transition from face-to-face to online learning in a relatively short timeframe.

All things considered, the Steering Committee submits the following 3 finalists for the position of COM-FSM President:

- 1.
- 2.
- 3.

The Steering Committee proposes inviting all three candidates to a virtual tour of the National campus, and possible one or two State campuses, after which a final selection may be made by the BOR. It should be noted that during these uncertain times of COVID-19, technological know-how is critical, particularly the use of various online platforms. Another key factor in determining the final candidate is to consider that some candidates may look very good on paper, do very well in interviews and have flawless references, however, that may not necessarily translate to a good President.

Once the final selection is made and even if the next President of COM-FSM is unable to physically arrive in the FSM for some time, some options that could be considered are:

	+	-	Notes
--	---	---	-------

<p><u>Job share / part-time with Interim President</u> eg. starting at 40-60% (2 or 3 days per week)</p>	<p>Best of both worlds and still one on the ground (Karen)</p>	<p>Decision making could become more complicated</p> <p>People may be confused about lines of authority</p>	<p>Are both parties interested or open to such an arrangement?</p>
<p><u>President starts remotely</u></p>	<p>Leadership change is clear and decisive</p> <p>Allows Karen to return focus on VPIA & ALO role</p> <p>President can start interacting with college community and getting to know the role and people from afar</p> <p>Opportunities for innovation in using communications technology to foster connection</p>	<p>Extremely challenging way for a new President to start, especially one not familiar with FSM</p>	<p>We can expect travel restrictions – local and international – to be in place over the coming months, years (?). Ability to work and develop connections without face-to-face interactions may be one of the most important characteristics of an effective leader in these times</p>
<p><u>Request final candidate(s) their suggestions on start dates/arrangements</u></p>	<p>Opportunity to practically demonstrate leadership in the context of uncertainty in which we find ourselves</p>	<p>Could further delay process and appointment</p> <p>HR policy may not be in place for this and would need to be developed</p>	