



# COLLEGE OF MICRONESIA –FSM

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Office of the President

TO: The Board of Regents

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

DATE: November 18, 2016

RE: President's Report

Since the submission of the August 2016 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 college has received an Action Letter from ACCJC announcing reaffirmation of accreditation for 18 months with a *Follow-Up Report* to address two recommendations and three standards. The Commission decision was informed by the college’s Self Evaluation Report and the External Evaluation Report of a March 2016 visiting team.

The college has already begun to address these Standards in a Supplemental Report to the Commission in May 2016, and the president's Presentation to the Commission in June 2016. The Follow Up Report due in October 2017 will be an update to the Commission on work completed towards fully addressing the three standards.

On May 24, 2016, a *COM-FSM Summary Table of Recent Actions and Evidence* was submitted to the ACCJC Commission with the assistance of the director of human resources, VPIA and COS that shows the progress of the college's work towards the Accreditation Standards since the submission of the Supplemental Report on May 12, 2016.

During the week of October 17<sup>th</sup>, Joe Habuchmai, Vice President for Administrative Services (VPAS); Frankie Harriss, Vice President for Institutional Effectiveness and Quality Assurance (VPIEQA), and ALO; Joey Oducado, Vice President for Enrollment Management and Student Services (VPEMSS); Karen Simion, Vice President for Instructional Affairs (VPIA), and Roselle Togonon, Comptroller, participated in New Evaluator Training in Guam, provided by ACCJC and sponsored by the Pacific Postsecondary Education Council. Topics included Commission policies, U.S. Department of Education policies, Accreditation Eligibility Requirements and Standards for Accreditation. Vice President Simion also represented COM-FSM at the PPEC meeting on October 20<sup>th</sup>.

This training should further inform how we respond to the U.S. Department of Education College Scorecard (Scorecard) data and other accountability measures, including graduation rates. The regional accreditors agreed to examine the institutions whose graduations rates are 15% or less for associate degree granting institutions. Approximately, 19 institutions in this group are accredited by ACCJC. Presently, the Scorecard among colleges in the region reports COM-FSM graduation rate is 18%; Palau Community College (PCC) graduation rate is 14%; Northern Marianas College (NMC) graduation rate is 10%, and College of the Marshall Islands (CMI) graduation rate is 4%. We will continue to improve graduation rates for our students, as we remain committed to student success.

- A. Ensure completion of the COM-FSM Strategic Plan 2013-2017, and the development of the next Strategic Plan 2018-2023 and Strategic Plan 2024-2028.

The Strategic Plan 2013-2017 is in progress. The development of the next Strategic Plan 2018-2023 has begun. A Strategic Plan Working Group was established and began its work during the first week of October 2016.

- B. 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 bi-weekly 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.

VPIEQA reports to the members of the board during their meetings regularly on the status of the college's Key Performance Indicators.

C. 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.

The college's *Visioning Summit* was held on August 2-3, 2016, at the National Campus Practice Gym. Schedule:

Day 1: 8AM-5PM (Employees; external Stakeholders attended from 12PM-5PM)

- Case Study: Used data to develop action plans and strategies for an AANAPISI grant to improve student success
- Core Value Assessment
- Mission Evaluation

Day 2: 8:30AM-4:30PM (Employees and External Stakeholders)

- Institution-Set Standards
- Strategic Planning for 2018-2023

Mini- summits were held later at each of the state campuses. The Visioning Summit report was issued on September 30, 2016.

D. Continue and strengthen internal leadership capacity building efforts.

Leading up to the accreditation visit of March 2016, college faculty and staff across all campuses were involved in the self-evaluation writing process. Employees underwent Accreditation trainings and took on the leadership to respond to their assigned Accreditation Standards.

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. From 2005-2014, 5 earned a Bachelor's Degree, 32 earned a Master's Degree, and 5 earned a PhD Degree. From 2011 to 2014, 299 college personnel attended professional development off-island.

National Campus Instructor Dr. Denise Oen and Vice President for Instructional Affairs Karen Simion presented at the 2016 Minority Serving Institution Convening in Dallas, Texas on October 14 and 15.

The presentation focused on field experiences as a means of building background knowledge and a community of support. Vice President Simion was also awarded an Asian-& Pacific Islander American Scholarship Fund (APIASF) travel grant to present and attend this convening. These presentations serve as part of our commitment as an Asian American Native American Pacific Islander.

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

Manny Mori, Acting Executive Director for Institutional Advancement and External Affairs, and I recently attended the Council for Advancement and Support of Education (CASE) workshop. During the workshop we met with Tom Wilson, an institutional advancement consultant and vice president with Campbell & Company located in Portland, Oregon. As a result of those meetings, Tom has offered to work with the college "pro bono" with the development of advancement

planning and fundraising. We look forward to this new collaboration.

On September 26, 2016 Regent Edward, Vice President Habuchmai and I attended an oversight hearing and made a presentation related to the following topics to the FSM Congress Committee on Education: (The presentation is available to the Board of Regents)

#### COM-FSM Presentation to Education Committee

- I. Institutional Effectiveness
  - a. NCCBB Charts (Best performing 4 categories)
- II. Accreditation
  - a. Commendations
  - b. Recommendations
- III. Facilities
  - a. Approved Infrastructure Development Projects
  - b. \$8.5 million
  - c. BECA drawings
- IV. SDSU
  - a. Update
- V. Economic Impact
  - a. Personnel chart
  - b. Professional development/capacity building
- VI. Programs
  - a. Meeting nation's needs
  - b. Pell grant awards/implications
- VII. Challenges
  - a. USP
  - b. PCC
  - c. CMI
- VIII. Enterprise Risk Management (ERM)
  - a. Securing FSM and COM-FSM from opportunistic threats
  - b. Legislation that regulates the establishment of higher education institutions in the FSM.
- IX. Board of Regents

X. Students “Voices of COM-FSM”

As president, I continue to ensure that COM-FSM participates in the American Association of Community Colleges (AACC). On November 8-10, 2016, I attended the AACC Fall Commission, Committee, and Board meetings.

The following briefing was provided to college presidents regarding President-Elect Donald Trump’s position on Higher Education.

The following summary is from the AACC briefing document:

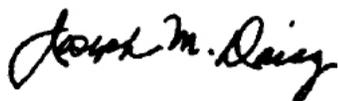
“ Mr. Trump envisions a limited federal role in education, but has stopped short of calling for the elimination of the U.S. Department of Education. He indicates that he would work with (U.S.) Congress on reforms in higher education to “ensure universities are making a good faith effort to reduce the cost of college and student debt in exchange for the federal tax breaks and tax dollars.”

He states he would reduce the regulatory burden and thus enable institutions to reduce their administrative costs.” There has been no mention of his position on Pell grants.

The AACC continues to advocate for the reinstatement of Year-Round Pell (YRP) Grants. The program currently has a substantial surplus, which is why many lawmakers think it is time to reinstate YRP.

We will continue to monitor the status of YRP.

Respectfully submitted,

A handwritten signature in black ink that reads "Joseph M. Daisy". The signature is written in a cursive, flowing style.

Joseph M. Daisy, EdD  
President and Chief Executive Officer