

CRE: Youth and ... from page 2

Outcomes:

- ▶ 20 through mentoring and counseling, 7 students were able to successfully complete their college courses.
- ▶ 250 students participated in sport activities and tournaments.
- ▶ 218 youth participants improve their social skills through their increased participation in community activities, developing positive relationships, and engagement in their civic responsibilities.
- ▶ 70 youth participants and their families established home gardens to provide fresh, nutritious vegetables for their family meals.
- ▶ Technical assistance provided to Kosrae Youth Entrepreneurship Start-up (YES) program increase knowledge and skills of members in several income-generating activities. One member was able to earn \$2,816.25 in extra family income that contributed to improvements made to the family.

Impact Statement: Youth, families, and other community members experienced positive and harmonious relationship in the family, increased their capacity to make healthy and wise decisions, developed positive friendship and support network, and improved livelihood opportunities. A youth participant earned \$2,816.25 and a youth group had combined earnings of \$2,557.00 from various training activities in food processing, value-addition, handicrafts, sewing, and carving that contributed to their family needs.

Climate change challenges in Micronesia

Issue: Families and farmers need to build more resilient food production system to increase access to nutritious vegetables in the communities.

Activity: Farmers participated and learned climate-friendly vegetable gardening activities.

Accomplishment: 85 households participated in the program.

Outcomes: In written surveys, 57 program recipients responded and indicated the following:

- ▶ 95% tried growing vegetables to a great extent.
- ▶ 84% used ideas and skills from training programs in vegetable gardening.
- ▶ 79% indicated they are doing methods differently and implement best practices.
- ▶ 91% shared information and ideas with neighbors and extended family members.
- ▶ 98% showed interest to continue with the program.

Impact Statement: Participants reported that the program had increased their access to nutritious vegetables and improved their eating habits. Communities show increased confidence to solve food insecurity challenges resulting from climate variability.



COM-FSM Vision
We provide quality education today for a successful Tomorrow.

High incidence of food and waterborne illnesses

Issue: There is limited knowledge of food and waterborne germs that causes illnesses through contaminated water and food.

Activity: Training sessions and presentations were conducted at schools. Hands-on training on causes of waterborne diseases were conducted in the communities.

Accomplishment: 78 teachers participated in trainings and presentations. 20 children, ages 4 and 5 in Early Childhood Education program received hands-on training on proper technique in hand washing. 16 households completed training sessions on method of boiling water properly as a simple treatment drinking water.

Outcomes:

- ▶ 16 households reported that the adopted practice of boiling water before drinking had shown a reduction in incidence of their children getting sick.
- ▶ 50% of teachers provided positive feedback to the trainings and presentations.
- ▶ 65% of children, ages 4 and 5 were able to demonstrate proper hand-washing technique.

Impact Statement: Participants increased their awareness of health problems caused by germs through contaminated food and water sources and poor hygiene.



Childhood obesity

Issue: There is limited knowledge amongst school children of good nutrition, food portioning, physical activities including exercise, and monitoring health status. Baseline information on health status for student population is not available.

Activity: Trainings were provided to selected teachers to improve their knowledge and skills in obesity, good nutrition, food portioning, physical activity and how to collect data for Body Mass Index (BMI) and waste circumference to track student's health status.

Accomplishment: 68 teachers selected from all public schools, Early Childhood Education Program, and three private schools completed their training in the program.

Outcomes:

A survey was conducted at the end of the program with results showing:

- ▶ 99% of the teachers saying that they think this program will work at the schools.
- ▶ 100% think that it will help improve student health.
- ▶ 100% said they learned something from their training session.

Impact Statement: Trained school teachers had gained the knowledge and skills to be able to collect data to establish needed baseline information for the program, which will be used to provide a guide in implementing various extension activities to address the health threat of childhood obesity.



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

UPDATES: Office of the VP for Administrative Services

VP for Administrative Services (VPAS) along with the Interim President, Director Francisco Mendiola, and Dr. Paul Dacanay met with His Excellency David W. Panuelo, President of the FSM, as requested for the college to discuss funding requests for the following:

Teaching Health Clinic at the National Campus

College requested \$2.0 million funding for the teaching health clinic from the COVID-19 Coronavirus FSM fund assistance from ADB, China, and other donor countries.

Multipurpose Building at Kosrae Campus

Kosrae Multipurpose Building fund was requested but in the meeting, the FSM President Panuelo directed the college to seek the Kosrae State IDP fund which according to FSM PMU representative, Mr. Robert Goodwin, there is available IDP fund that the college can ask Kosrae leadership to help support the construction of the multipurpose building for Kosrae campus. The amount needed to implement the project is \$5.5 million. Senator Aron Palik expressed support for funding the project through the FSM domestic fund sources.

FSM pledge to the college's endowment fund

Request for the \$285,000.00 FSM pledge to the college's endowment fund.

COVID-19 Coronavirus fund for supplies at all COM-FSM campuses

COVID-19 supplies will be procured by the FSM Department of Health according to the list provided in the request. COVID-19 PPE supplies included masks, hand sanitizers, medicines, and other coronavirus costs to be used at all COM-FSM campuses from November until the Summer of 2021. In the discussion, President Panuelo asked the college to work with the Department of Health to secure the supplies through the FSM Finance procurement process.



COM-FSM FY 2019 Audit Report has been completed and the good news is that the college once again rated as an unmodified opinion for that fiscal year and also the college has now achieved the status of low-risk audit institution. This status will put the college in good standing not only for federal funding but also with the ACCJC standards of accreditation.



The FY 2022 budget formulation was completed on October 15, 2020, by the vice presidents and deans at all campuses. The Finance Committee reviewed and endorsed the FY 2022 budget in a letter dated November 10, 2020, to VPAS. The Executive Committee also endorsed the FY2022 budget on November 17, 2020, meeting.

Updates Facilities and Maintenance

Infrastructure Development Projects funded under Compact II

The Student Center at the National Campus and the CTEC Multipurpose Technical Building along Infrastructure Upgrades are being bid out for construction. Contractors requested for extension of the bid closing date to November 12, 2020. The delay was granted resulting in a delay—in construction to possibly February 2021 or a little later due to upcoming holidays.



Student Center at the National Campus



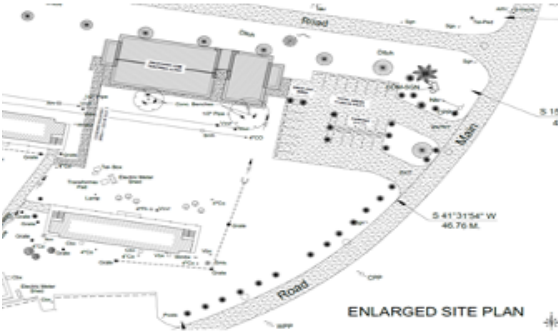
CTEC Multipurpose Technical Building

Teaching Health Clinic at the National Campus

The Program Management Unit (PMU) has decided to proceed with implementation of the concept of "Design-Build" for the new National Campus Teaching Clinic which will expedite the construction of the building as well as increase the capacity of developing health care workers in the nation.



Proposed Teaching Health Clinic at the National Campus



Kosrae Campus Land Grant and Faculty Building

The Kosrae Campus Land Grant and Faculty Building Roofing project nears completion at 90% percent complete. The remaining work includes a few window replacements and painting.

CTEC HTM Building renovation

The CTEC HTM Building Renovations is still ongoing, however, the progress is behind schedule and completion may be extended to mid-January 2021.

Chuuk Campus Project

While the PMU office requested to hold the Chuuk Campus project until the National Student Center and CTEC Multi Technical Building are implemented, the VPAS is following through with the college's legal counsel regarding the access road land issue. It is critical for the college to work with the Chuuk State Government to settle the matter before any infrastructure is put in place.

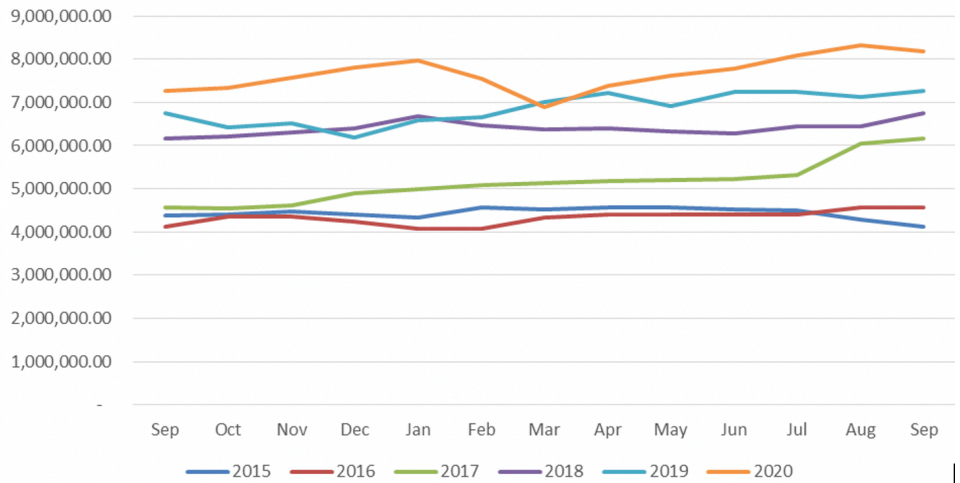


Proposed Chuuk Campus at Nantaku, Weno, Chuuk

Business Office

Endowment Fund Investment

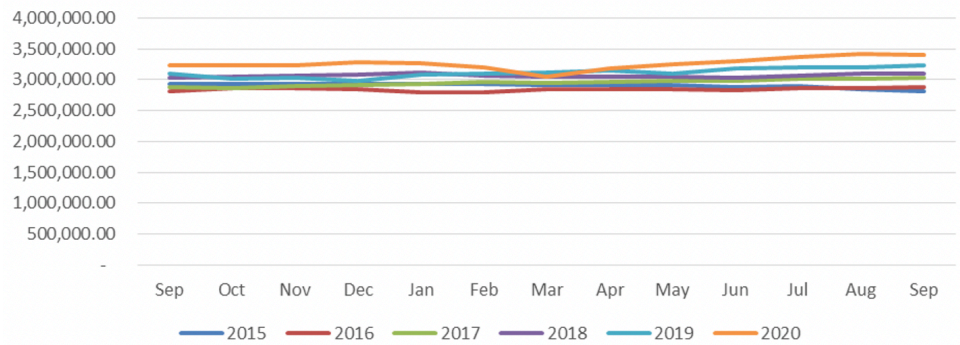
The endowment fund increased by \$950K or 15% due to an additional investment of \$510K and an unrealized market gain of \$620K.



Balance as of September 30, 2015 - \$4.123M; September 30, 2016 - \$4.576M; September 30, 2017 - \$6.162M; September 30, 2018 - \$6.761M; September 30, 2019 - \$7.256M; and September 30, 2020, \$8.186M.

Cash Reserved

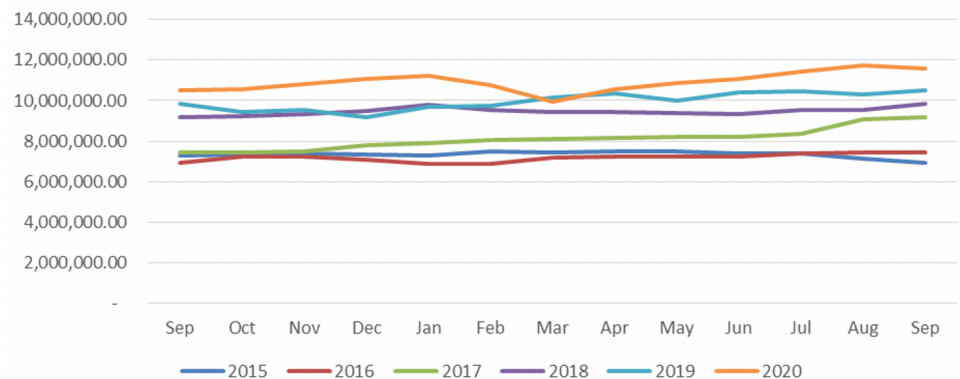
The cash reserve fund increased by \$161K or 5% during FY 2020 due to unrealized market gain.



Balance as of September 30, 2015 - \$2.812M; September 30, 2016 - \$2.875M; September 30, 2017 - \$3.058M; September 30, 2018 - \$3.100M; September 30, 2019 - \$3.235M; and September 30, 2020, \$3.396M.

Total Investment

The total investment increased by \$1.091M or 10% due to additional investment and unrealized market gain.



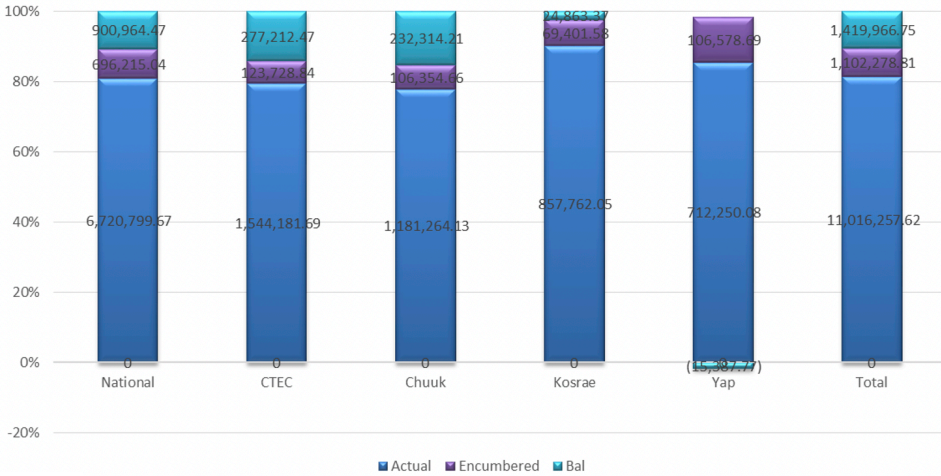
Balance as of September 30, 2015 - \$6.955M; September 30, 2016 - \$7.451M; September 30, 2017 - \$9.200M; September 30, 2018 - \$9.861M; September 30, 2019 - \$10.491M; and September 30, 2020, \$11.582M.

"To succeed, we must all work to ensure that we are upholding the mission of the college and working toward the collective vision that we set for the institution."

~Dr. Joseph M. Daisy, COM-FSM Quality, Sustainability, and Success: A Framework for Planning and Action, April 20, 2012

Budget balance: FY 2020 Financial Status

As of September 30, 2020



Updates Human Resources Office

Retention Rate vs. Attrition Rate, September 8, 2020, to November 6, 2020.

Data below reflect current personnel during the reporting period. Personnel whose effective dates or separation dates from the college fall on dates after November 6, 2020, will be reflected in the next report.

Campus	Number of Personnel	Retention		Attrition		
		Count**	Rate	Count	Rate	Reason
National	157	156	99.36%	1	0.64%	Retirement
CTEC	82	81	98.78%	1	1.22%	Another Job
Chuuk	50	49	98.00%	1	2.00%	Another job
Kosrae	39	39	100.00%	0	0.00%	
Yap	38	37	97.37%	1	2.63%	Personal
FMI	16	16	100.00%	0	0.00%	
Total	382	378	98.95%	4	1.05%	

**Current number of full-time personnel as of November 6, 2020

Gender and citizenship distribution of current, September 8, 2020, to November 6, 2020.

Campus	Gender				Citizenship				n
	Male		Female		FSM		Non-FSM		
	Count	% of n	Count	% of n	Count	% of n	Count	% of n	
National	91	58%	65	42%	115	74%	41	26%	156
CTEC	46	57%	35	43%	69	85%	12	15%	81
Chuuk	30	61%	19	39%	43	88%	6	12%	49
Kosrae	23	59%	16	41%	33	85%	6	15%	39
Yap	19	51%	18	49%	30	81%	7	19%	37
FMI	12	75%	4	25%	15	94%	1	6%	16
Total	221	58%	157	42%	305	81%	73	19%	378

Recruitment data, September 8, 2020, to November 6, 2020.

There are eight new hires from September 8 to November 10, 2020, at National Campus, CTEC, and Yap Campus and FSM-FMI. Three new faculty members were hired during this period but will start at a later date and they are not reflected in the table below.

Positions	National	CTEC	Yap	Chuuk	Kosrae	FSM-FMI
Faculty						
Management						
Professional	1					
Classified	3	2	1			1
Total	4	2	1			1

Enrichment and Initiatives

SHRM Membership Renewal – HR Director and 2 other HR staff extended membership in this professional organization.

Facilitated a Proposal for Employee Engagement Survey to support Strategic Direction II – Shared with Cabinet

Continued to page 6

COVID-19 preventive measures

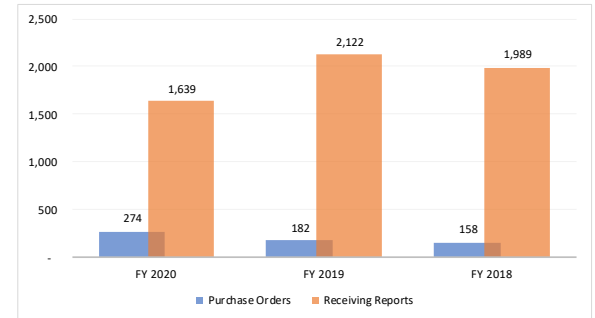
The Maintenance Office has purchased 140 motion sensor faucets to be installed on all the lavatory sinks at all sites. Installation of these faucets will commence at the National Campus for training and demonstration video before the dissemination of faucets to the other campuses.



Updates

Procurement & Property Management Office (PPMO)

Procurement Section



Property Management Section

The Property Management Section has assisted the various campuses/offices in acquiring these essential procurements of tools, equipment, and other required supplies to support the college operations and services. The Procurement Officer coordinated these purchases and receiving reports of the assets to comply with policies and procedures. The EMT assigned the unit to handled most of the COVID-19 PPE supplies purchases during the lockdown and continue to replenish these essentials supplies to maintain stock availabilities throughout the pandemic.

Campus mail services

During the Department for Administrative Services management meeting last October 30, 2020, the team discussed and agreed to transfer the maintenance utility worker's position (mailman), including the fund budget to the Procurement and Property Management Office (PPMO).

PPMO recognized the recommendation and support from the Director of Facilities and Maintenance to entertain the transfer. PPMO has consulted with the HRO Director for process guidelines and procedures. The transfer would enhance the required services and practices within the given duties and responsibilities of the position in line with the PPMO related campus mail functions and activities including distribution and logistical support and services.

Upon the approval of the transfer, PPMO further seeks support from the Director of HRO and the comptroller in processing the request to complete the necessary transfer, to be effective tentatively by December 14, 2020.

PPMO staff development

Procurement Technician Maygen Ardos is continuing her enrollment this semester in the Business Administration Program at the college for the second degree.

Procurement Officer Eugene Edmund is also exploring the opportunity for an online Bachelor's degree in Business Administration to begin on October 12, 2020.

During the APIPA 2020 Virtual Conference, both PPMO Director and Procurement Technician participated via Zoom on August 5-14, 2020.

2018-2023 Strategic Plan

Strategic Direction 1. Innovate academic quality to ensure student success.
Ensure student success by decreasing time to completion and increasing student satisfaction, persistence, retention, and graduation rates by innovating academic quality and enhancing student support services.

Strategic Direction 2. Strengthen resources to meet current and future needs.
Strengthen resources to meet current and future needs through revenue diversification, efficient use, innovation, effective allocation, conservation, infrastructure upgrades, and investment in human capital.

HRO: Enrichment ... from page 5

Facilitated an online Pilot Training on Customer Service Course with Dr. Watson and Associates. The course will be delivered online and free of charge for the 15 members selected by the HR Director for this initiative.

Policy Training for Instructional Coordinators to be delivered online by HR Director November 19-20, 2020.



College prepares for the 2020 Campus Safety and Security Survey

On October 13, 2020, the college's Campus Security & Safety Supervisor received US ED a notice relating to the 2020 Campus Safety and Security Survey which will open on November 18, 2020, and close on January 14, 2021.

According to Mr. Terry Marcus, Campus Security & Safety Supervisor, "Institutions of postsecondary education that participate in the Federal student financial assistance programs are required by section 485(f) of the Higher Education Act of 1965 (HEA), known as the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act), to provide Secretary of US ED with campus crime statistics since 1990 and with fire statistics since the High Education Opportunity Act (Public Law 110-315) (HEOA) was enacted on August 14, 2008, reauthorizing the HEA."

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act or the Clery Act is a U.S. federal statute codified at 20 U.S.C. § 1092(f), with implementing regulations in the U.S. Code of Federal Regulations at 34 C.F.R. 668.46. The collection of Clery crime and fire safety statistics is authorized by §485(f) of the Higher Education Act of 1965, as amended, 20 U.S.C. §1092(f) and 34 C.F.R. §§ 668.46 and 668.49. Mr. Marcus further reported.



College completes the IPEDS 2020-2021 Fall Survey

The college completed the Integrated Postsecondary Education Data System (IPEDS) 2020-2021 Fall Survey on October 5, 2020, or 10 days before the deadline. The IPEDS 2020-2021 Fall Survey opened last September 2, 2020, and closed on October 14, 2020 (or six weeks). The survey required the college to report data on institutional characteristics (IC), completions, and 12-month enrollment.

The completion of all IPEDS surveys, in a timely and accurate manner, is mandatory for all institutions that participate in or are applicants for participation in any Federal financial assistance program authorized by Title IV of the Higher Education Act (HEA) of 1965, as amended. The completion of the surveys is mandated by 20 USC 1094, Section 487(a)(17) and 34 CFR 668.14(b)(19).

The IPEDS 2020-2021 Winter Survey will open on December 9, 2020, and will close February 10, 2021. This survey requires the college to report data on (a) student financial aid; (b) graduation rates; (c) 200% graduation rates; (d) admissions; and (e) outcomes measures. While, IPEDS 2020-2021 Spring Survey, which requires the college to report data on fall enrollment, human resources, and academic library, is scheduled on December 9, 2020, to April 7, 2021.

UPDATES: Student Life

FSM-FMI Leadership Academy, September 17 to 24, 2020

The FSM-FMI Leadership Academy is a foundational program being developed to give opportunity to all cadets to explore what it means to be a leader and how to effectively take care of self and serve others. This is a program in the beginning stages with intent to expand and offer to all students in the virtual setting in Spring 2021.

Continued to page 7



DEPARTMENT FOR ENROLLMENT MANAGEMENT & STUDENT SERVICES
Admissions & Records | Center for Entrepreneurship | Counseling | Financial Aid | Security & Safety | Student Life

College awards \$3.3 Million Pell to 1,217 students, as of November 13, 2020

250 students received \$27,452.25 from the Supplemental Education Grant (SEG) Work-Study Program. 12 students received \$10,250.00 from FSM national scholarship program and CFSM assistance

The college's Financial Aid Office (FAO) reported awarding \$5,535,051.44 Pell Grant to 1,217 students during the period beginning September 24, 2020, and ending November 13, 2020. The 1,217 students represent 73% of the 1,663 Pell eligible students enrolled this fall 2020 semester.

Table 1.0. Fall 2020 Pell data

Campus	Enrollment in Headcounts (N)	Pell Eligible Students (A)	A in % of N	Awarded Pell (B)**	B in % of A	Pell Award in US\$
National	751	687	91%	525	76%	\$ 1,538,221.03
CTEC	376	347	92%	272	78%	674,062.00
Chuuk	195	165	85%	136	82%	386,245.50
Kosrae	311	253	81%	126	50%	299,679.07
Yap	228	211	93%	196	93%	527,684.84
Total	1,861	1,663	89%	1,255	75%	\$ 3,425,892.44

**As of November 13, 2020

According to the Acting Director of FAO, "12 students received \$9,750.00 from the FSM national scholarship and \$500.00 from the Congress of the FSM (CFSM) assistance."

FAO also reported that 250 students enrolled in the SEG Work-Study Program this fall 2020, and received \$27,452.25. Table below shows the distribution by campus.

Table 2.0. Fall 2020 SEG Work-Study Program, as of November 13, 2020

Campus	Enrollment in Headcounts (N)	Allocation SEG Work-Study Program (A)	A in % of N	Enrolled in the SEG Work-Study Program (B)	B in % of A	SEG Work-Study Award in US\$
National	751	200	27%	80	40%	\$ 11,447.50
CTEC	376	100	27%	73	73%	6,142.25
Chuuk	195	49	25%	10	20%	373.75
Kosrae	311	10	3%	5	50%	615.00
Yap	228	30	13%	28	93%	2,988.75
FSM FMI	39	39	100%	39	100%	5,885.00
Total	1,900	428	23%	235	55%	\$ 27,452.25

390 students early registered for spring 2021 semester

The college registered 390 students with 4,467 credits (or 372 full-time equivalent students) during the early registration for spring 2021 last November 6 to 11, 2020.

According to Mr. Doman Daoas, Registrar, "Of the 390 students, 370 registered as continuing students, while 10 as new and 10 as returning students." The college has scheduled its regular registration for spring 2021 semester on January 6 to 8, 2021, Mr. Daoas further reported. Table below shows the distribution by campus.

Table 3.0. Spring 2021 semester early registration data

Campus	New Students		Continuing		Returning		Total		Full-Time Equivalent (FTE)
	Headcounts	Credits	Headcounts	Credits	Headcounts	Credits	Headcounts	Credits	
National	2	26	176	2,138	5	37	183	2,201	183
CTEC	1	10	63	624	0	0	64	634	53
Chuuk	2	25	16	182	1	11	19	218	18
Kosrae	0	0	17	176	0	0	17	176	15
Yap	5	63	98	1,137	4	38	107	1,238	103
Total	10	124	370	4,257	10	86	390	4,467	372



Counseling Services

Personal Counseling | Career and Guidance Counseling | Tutoring Services | Scholarship and Transfer Information

- Counseling is now included in the college's HelpDesk to provide assistance to students in a timely manner regarding academic, career guidance, personal, scholarship, transfer information and others.
- Counseling college-wide statistics: 328 visits to counseling center. These visits include assistance relating to academics, FAFSA, scholarship, clearance, disciplinary, and others.
- Counselors and tutors worked with the Center for Entrepreneurship's Executive Director to put together a series of videos to be posted on the college's YouTube for students to access. These videos will include test-taking strategies to help students for quizzes, mid-term and final exams.

Continued to page 8