

## President's BOR Report December 2, 2021

This report is structured with “duties and responsibilities” for the president of the college.

The responsibility and authority of the CEO for the quality of the institution is derived from the PL7-79, 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.

- A. Fulfill all obligations of the president as outlined in 40 FSMC 721 of the establishment law 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 have been and will continue to rely on the very capable team of vice presidents to assist in running the college in the absence of a full-time president. We continue to work as a team and have had at least monthly cabinet meetings to discuss continued operation of the college in these unusual times. Initiatives include best uses of HEERF CARES Act funding and implementation of projects and financial assistance to students, management of the college's COVID-19 response plan; securing funding for the student center at National Campus, a teaching clinic at National Campus, and the multi-purpose building for Kosrae Campus; planning for an increase in career and technical education offerings; preparation of the 2023 budget for submission to FSM Congress; and review of the college mission, values, and strategic directions in preparation of the next 5-year integrated educational master plan.

### **COVID-19 Response Update Since September**

The college released Higher Education Emergency Relief funding in the total amount of \$2,831,545.44 to students starting November 1, 2021. Each eligible student was awarded an amount based on the number of credits enrolled at the time of disbursement. Quarterly reports on HEERF funding are found on the college website at <http://www.comfsm.fm/?q=care-act-reports>.

The college continues to follow condition 4 COVID-19 response plans. However, condition 4 was revised in July after most employees and students became vaccinated. Social distancing was decreased to 3 feet, college sponsored events can be held in person as long as everyone wears a mask and social distancing is observed. Security officers continue to check temperatures and IDs are required.

The college continues to promote vaccination education and hold vaccination campaigns at each campus to encourage students to get vaccinated with the most recent [events](#) scheduled for November 5 and 16 at National Campus.

- B. Retain and maintain full accreditation from ACCJC/WASC.

Preparation of the Institutional Self-Evaluation Report (ISER) is ongoing. Writing teams participated in a second ISER training conducted by the college liaison from ACCJC, Catherine Webb, on November 4, 2021. The compiled draft goes to committees for review of accuracy and completeness during January 2021. A more final draft will be prepared and made available for third party comment, then final review by the college and the Board of Regents. The report is due to the external peer review team by August 1, 2022. The peer review team will conduct an in-person visit in March 2023.

- C. Ensure development of the next Strategic Plan 2018 – 2023 and Strategic Plan 2024-2028.

The Strategic Plan 2018-2023 has been completed and approved by the BOR. A mid-term report was presented to the Board at the July 6, 2021, meeting. The next phase is to act on the recommendations and begin preparation of the next 5-year integrated educational master plan.

- D. Continue to assess the organizational structure and reporting procedures and make changes as needed for a more efficient and effective institution.

Cabinet continues to meet to discuss a wide range of topics and issues. I continue to meet with each vice president individually as needed to ensure effective leadership and continuity at this time of transition.

- E. Implement a Reengineering/Sustainability Plan to ensure long-term sustainability of COM-FSM.

Continue with current plans for long-range sustainability.

- F. Continue and strengthen internal leadership capacity building efforts.

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. Everyone is being encouraged to attend conferences with a great number being offered virtually and often for free.

The college conducted an Employee Engagement Survey the last week of October. 346 college employees participated. Employee engagement is when an employee is motivated, involved and has an emotional commitment to the organization and its goals. The purpose of the survey is to determine areas

for improvement in engaging employees. Employee engagement is measured by the Employee Net Promoter Score (eNPS). Any score +10 or above is considered a good score. The college received an eNPS of +43. A full summary of the survey is part of the president's report.

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

Memberships in the Association of Community College Trustees and the American Association of Community Colleges are current. Information regarding workshop and conference opportunities with these agencies and ACCJC are shared with faculty and staff. Interim President continues to attend functions sponsored by the diplomatic corps upon invitation. PPEC presidents continue to meet monthly.

As Interim President I am focusing on prioritizing the National Infrastructure Development Plan, the need to retain and attract qualified personnel, monitor Compact renegotiation or termination and develop contingency plans, build on fund-raising, grant-writing, and endowment-building capacity and providing quality educational experiences during COVID-19 pandemic and as the college moves to distance learning. The college has begun negotiating the renewal of Chuuk Campus lease for a period of five years with the option to renew for a second five years. At the same time the college is working with the new leadership in Chuuk to resolve access road issues so construction of the new campus can begin and hopefully finished by December 2027, end of the negotiated new lease. These agenda items will remain as a focus unless directed differently by the Board of Regents.