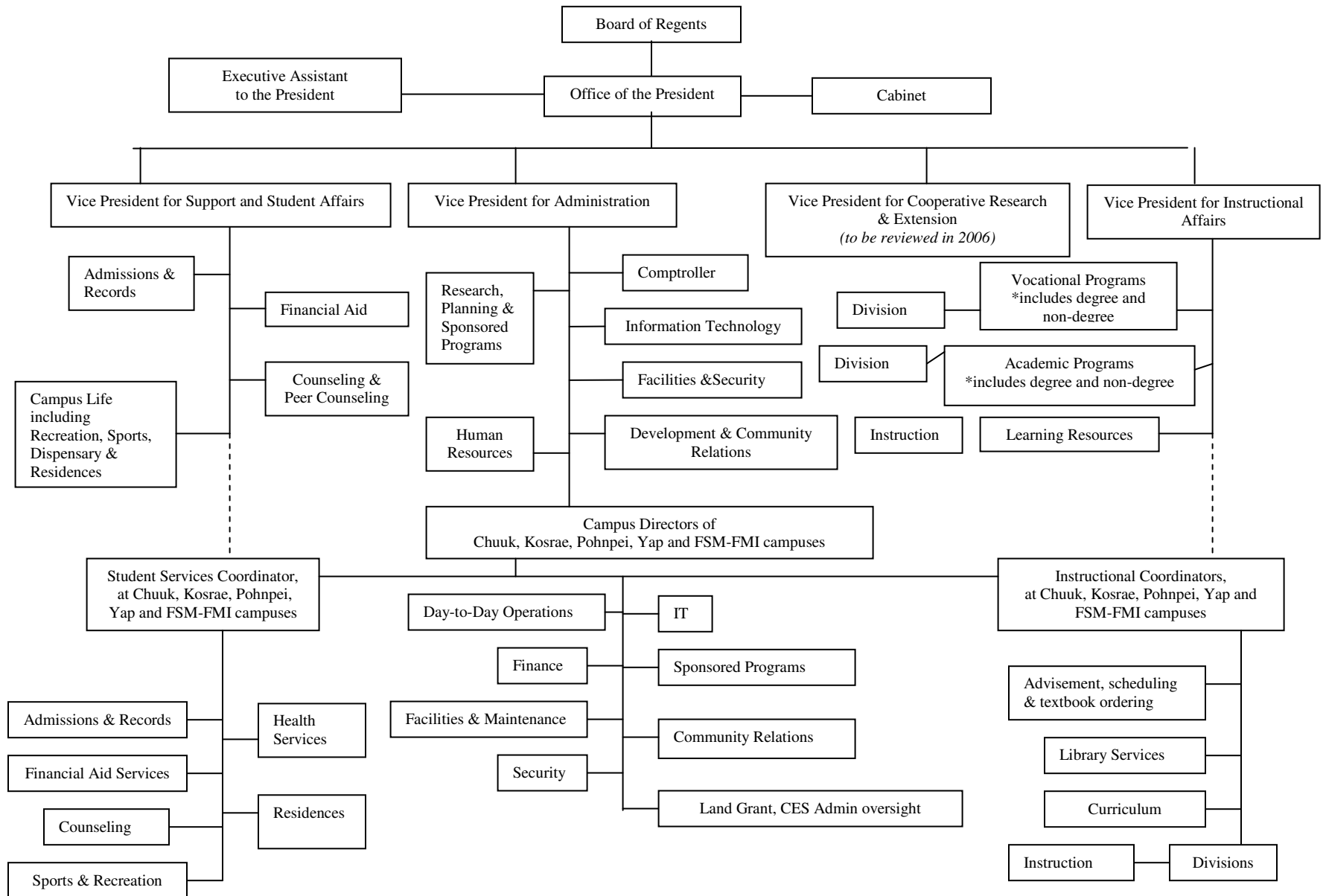
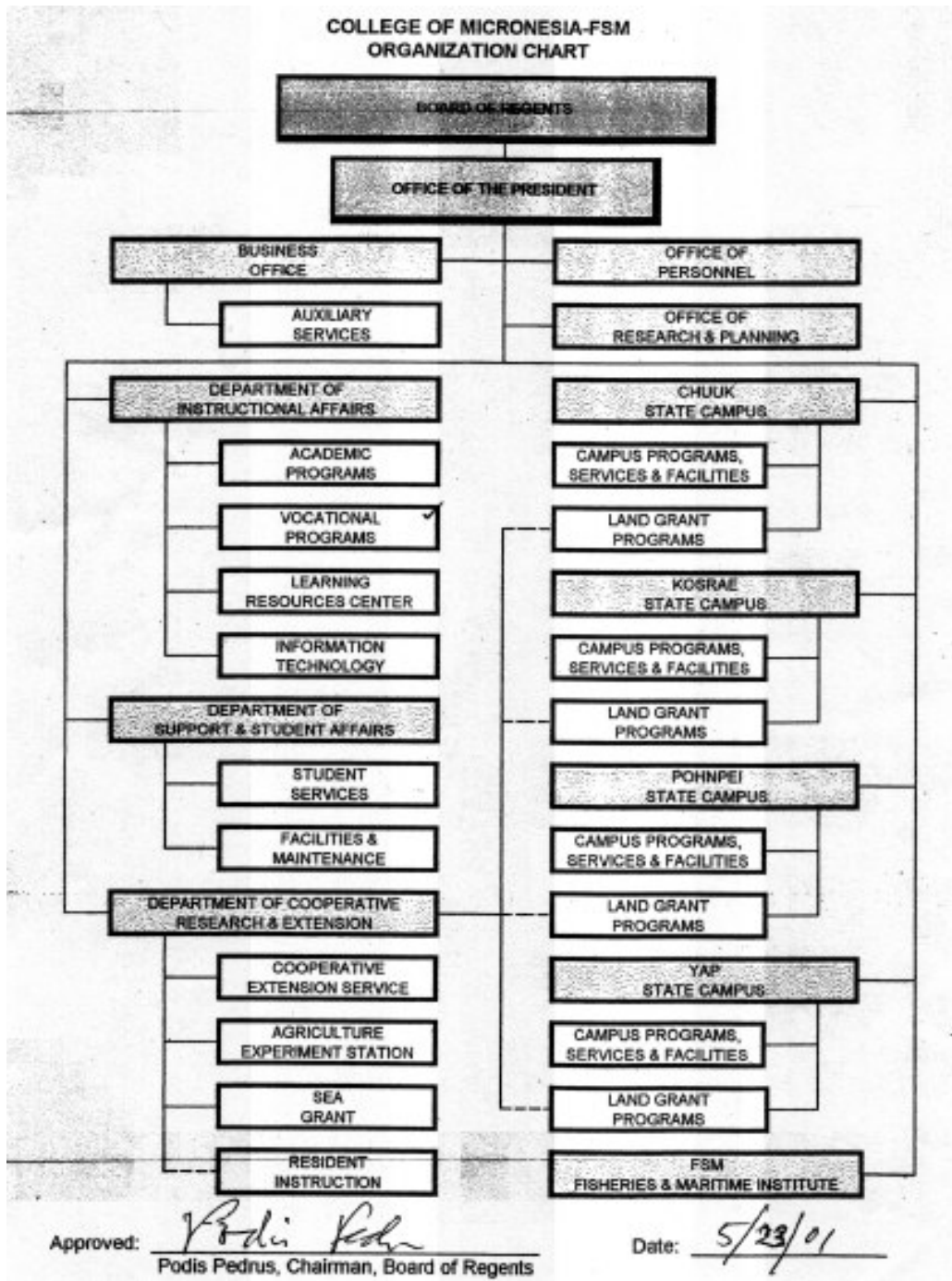


Appendix A - Organizational Chart Revision - BOR Approved



Appendix B Previous Organizational Chart (approved BOR 5/23/01)



Appendix C

COM- FSM Organization – Functional to VPs (actual day to day operations –both vertical and horizontal) Not including Cooperative Research & Extension for the purpose of this evaluation

VPA Direct Reports (State campuses) – Campus Directors; VPIA Direct Reports (State campuses) – Instructional Coordinators; VPSS Direct Reports (State campuses) – Student Services Coordinators

State & National Campuses (+National Administration) are also to operate as a unit (team) (State Campus Director (day to day supervision) – Instructional Coordinator – Student Services Coordinator)

PRESIDENT					
	↑		↑		↑
College Administration	Vice President Administration <i>Division & Office Heads (no direct control campuses) Admin Staff</i>	↔	Vice President Instructional Affairs DAP DVE	↔	Vice President Student Support <i>Division & Office Heads (no direct control campuses) SS Staff</i>
	↑		↑		↑
National (Palikir) campus	Vice President Administration Admin Staff	↔	VPIA DAP & DVE Division Chairs Faculty & LRC	↔	Vice President Student Support SS Staff
	↑		↑		↑
Chuuk Campus	State Campus Director Admin Staff	↔	Instructional Coordinator Faculty & LRC	↔	Student Services Coordinator SS Staff
	↑		↑		↑
Kosrae Campus	State Campus Director Admin Staff	↔	Instructional Coordinator Faculty & LRC	↔	Student Services Coordinator SS Staff
	↑		↑		↑
Pohnpei Campus	State Campus Director Admin Staff	↔	Instructional Coordinator Faculty & LRC	↔	Student Services Coordinator SS Staff
	↑		↑		↑
Yap Campus	State Campus Director Admin Staff	↔	Instructional Coordinator Faculty & LRC	↔	Student Services Coordinator SS Staff
	↑		↑		↑
FSM FMI	State Campus Director Admin Staff	↔	Instructional Coordinator Faculty & LRC	↔	Student Services Coordinator SS Staff

Appendix D

Design Communications Processes & System

	Content of information	Communications media	Accountabilities Who, For What?	When?
Ongoing Tactical Coordination				
Performance Related Goals, Feedback				
Learning and Improvement				
Strategic Environmental Scanning and Planning				

Decision-Making Responsibility Chart

Parties to Decision	Decisions			

Key: D = Decision Authority; R - Recommend; I = Input; N = Need to Know; U = Uninvolved

Appendix E

College of Micronesia - FSM Organizational Chart Evaluation Plan

Background

In its review of the college's 2004 self study, the WASC accreditation team made a series of recommendations regarding improvement needed at the college. One of the recommendations dealt with the need for clear administered responsibility across instructional, student services and learning resource centers at all six campuses.

Since 2004 the college has developed and implemented a revised administrative structure for instruction, student services, learning resource center and administrative services.

WASC has also called for an evaluation of the impact of the revised administrative structure. The following evaluation plan deals with instruction, student services and learning resource center. As the changes for administrative services have only been in place for seven months, the evaluation of those changes will be conducted in the fall semester for 2007.

Evaluation design

Evaluation questions	Data sources	Sampling	Analysis
Has the college developed, documented, and implemented an organization of administrative responsibilities across the six sites that ensures continuity in student support and instruction and gives a clear, consistent line of administrative authority such as, <ul style="list-style-type: none">• For all instructional programs cross all sites to the Vice President for Instructional Affairs• For all student service	Organization charts (pre and post) Progress reports (summary) President's update BOR minutes Accreditation files Personnel files Personnel evaluation documents	All accreditation files and progress reports for WASC recommendation #2 All President's updates and BOR minutes for information related to WASC recommendation #2 Personnel files for instructional (division chairs and ICs), LRC director and campus librarians and student services staff (SSC) (not support staff) Campus directors	Descriptive analysis Content analysis

Evaluation questions	Data sources	Sampling	Analysis
<p>programs across the sites to the Vice President for Support and Student Affairs</p> <ul style="list-style-type: none"> • For all learning resources programs across the sites to the Director of Learning Resources Center. 			
<p>Has the new organizational structure resulted in improved a) coordination of activities and b) clarity and consistency of decision making across all six campuses?</p>	<p>Minutes of curriculum and students services committees at all campuses Course outlines Course schedules Selection of faculty and staff (timing & qualifications) Monthly reports Quarterly reports Survey (college wide) Interviews Focus groups</p>	<p>Select two semesters for sampling of documents from committees All personnel files related to new organizational structure Monthly & quarterly reports of IC & SSC, Division Chairs LRC, VPA, VPSSS and division chairs Surveys – college community Interviews & focus groups – Written questions to response in writing followed by teleconferences</p>	<p>Descriptive analysis Content analysis Cohort analysis</p>

Timeline

Activity	Date/responsible
Document review	January to February 2007
Survey development	January 15, 2007 by IRPO and HR staff
Survey administration	January 16 - February 15, 2007
Survey analysis	By March 1, 2007

Interviews & focus groups	March 2007
Draft report	April 30, 2007
Dissemination of draft report	May 1, 2007
Finalization of report	May 31, 2007
Dissemination of report	June 2007