

FY 2012 2nd Quarter Performance Report (January 1st - March 31st, 2012)

College of Micronesia – FSM - Performance reporting form

Department/Division/Campus:	Office of the President	Period:	(January 1 st – March 31 st , 2012)
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FSM Strategic Development Plan Goal 4: to allow FSM student6s to complete postsecondary education to assist in the economic and social development for the FSM.

Mission Statement

Historically diverse, uniquely Micronesian and globally connected, the College of Micronesia-FSM is a continuously improving and student centered institute of higher education. The college is committed to assisting in the development of the Federated States of Micronesia by providing academic, career and technical educational opportunities for student learning.

Values

Learner-centeredness, professional behavior, innovation, honesty and ethical behavior, commitment and hard work, teamwork and accountability

Strategic Goals

The College of Micronesia-FSM, through a cycle of assessment and review, will continuously improve to meet or exceed current accreditation standards and will:

1. Promote learning and teaching for knowledge, skills, creativity, intellect, and the abilities to seek and analyze information and to communicate effectively;
2. Provide institutional support to foster student success and satisfaction;
3. Create an adequate, healthy and functional learning and working environment;
4. Foster effective communication;
5. Invest in sufficient, qualified, and effective human resources;
6. Ensure sufficient and well-managed fiscal resources that maintain financial stability;
7. Build a partnering and service network for community, workforce and economic development;
8. Promote the uniqueness of our community, cultivate respect for individual differences and champion diversity; and
9. Provide for continuous improvement of programs, services and college environment.

College web site: www.comfsm.fm IRPO web site: <http://comfsm.fm/national/administration/VPA/researchdocs/irpo.html>

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Strategic goal 1: Promote learning and teaching for knowledge, skills, creativity, intellect, and the abilities to seek and analyze information and to communicate effectively

Objectives	Accomplishments	Comments/additional detail
<p>1A: Promote quality teaching and learning-centered behaviors and environments for the six campuses</p>	<p>President’s Office Investiture remarks “Confronting our challenges and creating our future” focused of the future of the college and its aspirations for greatness. Wide dissemination of the investiture remarks. Met with faculty and staff in all campuses, except Kosrae, to share president’s expectations for high quality in the delivery of academic programs to students. Will visit the Kosrae campus in May, 2012.</p> <p>Chuuk Campus Tutors available for students.</p> <p>FMI All the 2nd year students went on the Yap field trip ship, <i>M.V. Hapilmogol</i>, for their shipboard practical training. The training took about three weeks, from 8th March to 2nd April 2012.</p>	<p>Chuuk Campus 5 tutors have been placed in the Counseling Center for students to use their services in most of the general education requirements. This is a sustainable effort to put students back on track when they are on the deficiency list but is not limited to this alone.</p>
<p>1B: Make developmental courses an institutional priority</p>	<p>Chuuk Campus ACE II to be offered Summer 2012</p>	<p>Chuuk Campus ACE II English and Math have been put on schedule for Summer 2012 for students who place ACE II on COMET 2012. This is an effort to decrease length of students’ time in developmental courses and place them in regular degree courses to graduate on time.</p>
<p>1C: Enhance faculty involvement in the college</p>	<p>President’s Office Through active support for the committee work and participatory governance of the college. In college wide communications, through campus meetings and at staff development day, encourage the meaningful involvement and reflective dialogue of faculty in decision-making.</p>	

	Chuuk Campus: Two instructors continue on line courses for the MACIMISE program with PREL and University of Hawaii Manoa	Chuuk Campus: Two instructors, Miuty Nokar and Danilo Mamangon from the Math/Science Division continue their courses on line for masters and doctoral degrees respectively. Continuous effort to improve is necessary and a part of our institutional improvement plans.
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Strategic goal 2: Provide institutional support to foster student success and satisfaction

Objectives	Accomplishments	Comments/additional detail
2A: Promote strategic enrollment management for the college	<p>President's Office Speak to a broad range of constituencies about the programs and value of educational experiences of COM-FSM. Conceptualized the promotion of COM-FSM through its production of "The Faces of COM-FSM" Video.</p> <p>Chuuk Campus Staff Development Day addressed registration and advising issues.</p> <p>IRPO Staff posted the following on the IRPO's website under What's New(http://www.comfsm.fm/irpo/):</p> <ul style="list-style-type: none"> ● 2011-3 Fall Enrollment & Achievement ● 2012-1 Spring Enrollment & Achievement 	<p>Chuuk Campus: Before Easter Break, faculty participated in staff development day tackling registration and advising issues for students to complete course work in a timely manner. Completion rate is a must for COM-FSM to improve.</p>
2C: Promote timely college tenure and graduation of students with mastery of array of core learning objectives, including civic-mindedness and self-value	<p>President's Office Focus efforts on academic advising, retention efforts to ensure student program completion and graduation. Share and review data with cabinet, and faculty regarding the status of students' academic progress.</p> <p>Chuuk Campus Management Council monthly meetings.</p>	<p>Chuuk Campus Management Council for Chuuk meets every month to inform and assist students in meeting educational and other needs while in</p>

		school.
2B: Become more student-centered in the development of specific college system policies and procedures	<p>Chuuk Campus Management Council monthly meetings.</p> <p>FMI Regular exercises have been running during morning hours and games during the afternoon hours of every school days in order to keep the students in good health and shape, and in high morale.</p>	<p>Chuuk Campus Management Council for Chuuk meets every month to inform and assist students in meeting educational and other needs while in school.</p>
2D: Develop a student-friendly campus environment that encourages and enables students to be health conscious	<p>President's Office Meet with students regularly, both formally and informally to ensure students are heard and know that we care for them. Major improvements have been made to the residence halls for students.</p> <p>Chuuk Campus Student Health Clinic holds series of assemblies during lunch break on influenza, HIV/AIDS and other STD, TB and MDR, Hypertension and Fasting Blood Sugar.</p>	<p>Chuuk Campus The Student Health Nurse holds assemblies on certain diseases currently affecting Chuuk and invites the Public Health nurses to do hypertension and blood sugar check up for students, faculty and staff. Chuuk Campus needs to be informed on diseases affecting people today as well as collaborate with external stakeholders.</p>

Strategic goal 3: Create an adequate, healthy and functional learning and working environment

Objectives	Accomplishments	Comments/additional detail
3A: Provide for adequate facilities to support a learning community	<p>President's Office In progress and ongoing. Through the strategic planning process, and program prioritization we continue to identify needs and related resources to meet these needs. Linkage to budget process required.</p> <p>Yap Campus Student Center and Classroom buildings still under construction with completion date of June 2012. Doors and windows now are being installed. IT work for both buildings will need to be completed before other work can continue.</p> <p>Kosrae Campus</p>	

	Vocational/LRC Renovation project is 85% completed. It is possible to have this building opened for use in the Summer Semester. Shelves for the library are being ordered.	
3B: Provide for maintenance and upkeep of grounds, facilities, and equipment	<p>President's Office Work closely with the VPAS and his staff to ensure the facilities, grounds and equipment are maintained. The development of systems and processes are required.</p> <p>Yap Campus</p> <ul style="list-style-type: none"> • Repair work and renovation (based on building inspections) have started in March for restroom facilities, classrooms, verandah area, etc. Still ongoing. • Maintenance of campus grounds are still done every 2 weeks. • All buildings are in good condition with regular maintenance work done. <p>Chuuk Campus Student Body takes role in building huts and clean up.</p> <p>Kosrae Campus Monthly ground maintenance and vehicle repair and maintenance reports were submitted regularly to the Director of Maintenance and Security during the period. A vehicle survey report from VPAS was reviewed.</p>	<p>Chuuk Campus Student Body is renovating huts from last year that needed repair and maintenance as well as do clean up areas assigned by Activity Coordinator Lucille Sain. Students take initiative in doing work and feel ownership of what they do. The cycle done is sustainable and continuous improvement.</p> <p>Kosrae's gasoline price has gone up to \$5.75 effective as of this writing.</p>

Strategic goal 4: Foster effective communication

Objectives	Accomplishments	Comments/additional detail
4A: Enhance communications pathways	<p>President's Office Have engaged the services of Wilson Hess, David Adams and Jim Mulik of Sandy Pond Associates to develop, administer and analyze survey results about the</p>	

	<p>effectiveness of the college’s communication plan.</p> <p>Yap Campus</p> <ul style="list-style-type: none"> ● Management Team meeting every 3 weeks to share information and to coordinate work among all campus units. ● All cabinet meeting minutes as well as cabinet members’ reports are shared with everyone on campus. ● Campus reps are regularly attending their respective standing committee meetings except for Facilities and IT committees. Committee reps give brief reports during management team meetings to update and to solicit input / feedback. <p>Chuuk Campus Tuesdays and Thursdays assemblies for students.</p> <p>Pohnpei Campus Management Team meeting was conducted and presided over by the ACD on January 27th and February 29th and shared the following information among others; BOR Actions & Directives, accreditation activities & timeline, committee work & participation, President’s investiture, and data needed for the presentation at the leadership conference.</p> <p>Kosrae Campus</p> <ul style="list-style-type: none"> ● Two series of meeting were held separately faculty, staff, students during the reporting period. ● Faculty and members of Standing Committees are participating and reporting on meeting minutes. <p>Development and Community Relations Arouse out-of-country students and prospective donors’ interest in the college by featuring our students and world-class faculty in short films online.</p>	<p>Chuuk Campus:On Tuesdays and Thursdays 12:30-1:55 is activity time tailored to inform students on events happening and solicit inputs from students as well. It is a 2 way communication to address urgent and long term issues of students.</p> <p>DCR This will be completed by summer 2012. A video production titled “Faces of COM-FSM: Transforming Lives” was presented during the JEMCO meeting and is available on the College’s website. The production will be expanded to other campuses and to include the college</p>
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	<p>Ensure that the college has a standard purpose and message when communicating with the public through the identification of a college brand</p> <p>IRPO initialed efforts for follow-up to the communication plan evaluation with additional survey data.</p>	<p>faculty.</p> <p>Work on the college brand is ongoing. A suggested brand statement and values are in place and will be reviewed following new information provided by the president.</p>
<p>4B: Provide communications infrastructure to support communication pathways</p>	<p>President's Office Recommendations will be made by Sandy Pond Associates to improve the college's communication.</p> <p>Yap Campus</p> <ul style="list-style-type: none"> • Campus network and internet connectivity have been working during the report period. • All full time faculty and staff have good working computers. Students have and use computers available in the computer lab and LRC. <p>Chuuk Campus: a) New teleconference phones installed and used in Chuuk. b) New bulletin board with cover on building A.</p> <p>Development and Community Relations Ensure that all college stakeholders and international community are informed of what is taking place at the college through a revamped website that is user friendly.</p>	<p>Chuuk Campus: a) ALO Harris sent a teleconference phone for Chuuk. It has been used for teleconferencing and other meetings COM-FSM system-wide. b)a new bulletin board with cover has been installed outside building A for disseminating information to everyone. These are efforts to meet communication effectiveness on campus.</p> <p>DCR The revamped website was launched</p>

	<p>Promote intercampus communication by providing access to different areas of the college to update their sections of the college website and by providing login capability through the college website for document sharing and social communication capabilities such as online forums.</p> <p>Review online video storage and display solutions for the college website</p> <p>IRPO Staff posted the following on the IRPO’s website under What’s New (http://www.comfsm.fm/irpo/):</p> <ul style="list-style-type: none"> ● COM-FSM 1st Quarter Report <ul style="list-style-type: none"> ○ President's Office ○ Administrative Services ○ Student Services ○ Cooperative Research and Extension ○ Instructional Affairs ● 2011-3 Fall Enrollment & Achievement ● Communications Plan Evaluation 2012-02 ● Communication Plan Evaluation APPENDIX ● Fall 2011 BOR Data Report ● 2012-1 Spring Enrollment & Achievement 	<p>in March. The next step would be to build the site from the back end to the front.</p> <p>Through the assistance of the IT staff, Drupal, an open source content management system for the website and other networking and usability features of the website was utilized.</p> <p>The College posted a short video about its students on YouTube. Other videos will be posted when they are ready by Summer 2012.</p>
<p>4C: Enhance the college community’s ability to communicate effectively</p>	<p>President’s Office The recommendations made by Sandy Pond Associates and through our own internal assessments will be reviewed and implemented to ensure effective communication is achieved and sustained. Much work needs to be done in this area.</p> <p><u>Kosrae Campus</u></p> <ul style="list-style-type: none"> ● A formal training was conducted by IT division for the use of Polycom conference telephone. This device is used for standing committee work. <p><u>Development and Community Relations</u></p>	<p><u>DCR</u> The COM-FSM website content</p>

	<p>Enhance the college community’s ability to communicate effectively through the writing and dissemination of press releases, newsletters and updating of the college’s website and social networking sites.</p> <p>Enhance the college community’s ability to communicate standard information to stakeholders and visitors through the design of a fact card that contain basic facts about the college.</p> <p>Promote the credibility of the college through regular meetings by the college president and stakeholders.</p> <p>Promote an image of the college that celebrates its unity in diversity through the recognition of other country nationals that make of the college community.</p> <p>Celebrate the college’s 40th year of existence by honoring the first graduates of 1972.</p>	<p>improvement plan is underdevelopment and will be made available by April 20, 2012. The DCR current provides the contents for the news and information section of the website.</p> <p>COM-FSM Sharks newsletter: Volume 5, Issue 1 Volume 5, Issue 2 Volume 5, Issue 3</p> <p>Social networking sites and blogs Facebook: College of Micronesia Alumni Facebook: College of Micronesia - FSM (OFFICIAL)</p> <p>This will be completed by Summer 2012</p> <p>DCR is in the process of scheduling meetings between the college president, stakeholders, and other community leaders.</p> <p>DCR will be exploring the possibility of incorporating this element in the May 2012 commencement exercises. Letters were written to foreign counties requesting flags to be donated to the college.</p> <p>DCR is working to incorporate this into the upcoming May commencement exercises.</p>
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Strategic goal 5: Invest in sufficient, qualified, and effective human resources

Objectives	Accomplishments	Comments/additional detail
<p>5A: Provide on-going professional development of faculty and staff</p>	<p>President’s Office In progress. We continue to require that professional development requests be tied to the fulfillment of the college’s mission, linked to accreditation, or provide “meaningful” professional development.</p> <p>Chuuk Campus: a) 2 instructors from Math and Science doing on line with MACIMISE grant. One from Social Science is on sabbatical at UH Manoa. b) Upward Bound Director and staff participated in annual conferences and other UB conference across the United States.</p> <p>Kosrae Campus Planning process for the Staff Development Day was conducted by local staff development committee.</p> <p>Pohnpei Campus Continuing on profession development by attending classes at the College and on-line programs are Yoneko Kanichy (pursuing her bachelor degree); Leyolany Anson (3rd Yr Certificate); Rensleen Joel (3rd Yr Certificate); Deeleeann Daniel (Ph.D. Mathematics); and Stanley Etse (MS. Mathematics)</p>	<p>Chuuk Campus a) Danilo Mamangon and Miuty Nokar continue to do doctoral and masters on line with UH Manoa. Joakim Peter from Social Science is on sabbatical working for a doctoral in special education. He will be teaching during summer sessions 2012 and 2013. b) Upward Bound Program director and staff have throughout the year participated in annual conferences and other UB conferences in the US mainland as required by their program.</p>
<p>5B: Recruit and retain qualified personnel to allow delivery of quality services</p>	<p>President’s Office The president careful reviews the supporting documents and recommendations for hire before final approval. There have been at least two recommendations for hire rejected by the president based on information included as part of background references.</p>	

	<p>Pohnpei Campus Recommendation for the Student Services Aide position was forwarded to the President thru HRO on February 27th.</p> <p><u>Kosrae Campus</u> Renton Isaac, IT specialist is receiving in-service training at Walden University.</p>	
5C: Update personnel policies and procedures to meet on-going human resources needs	<p>President's Office In progress. Met with HR Director and college legal counsel and reviewed policies to determine which policies need review and revision.</p> <p>Chuuk Campus HR workshop with college legal counsel.</p> <p>Pohnpei Campus Two faculty members, Anna O. Dela Cruz and Joycelyn Roby enrolled in the Retirement Program during the open season in January.</p>	<p>Chuuk Campus Supervisors from Chuuk attended a 4 hours workshop with Legal Counsel Finnen updating on policies and procedures for human resources. The supervisors did a panel discussion with the rest of CCC during Staff Development Day.</p>

Strategic goal 6: Ensure sufficient and well-managed fiscal resources that maintain financial stability

Objectives	Accomplishments	Comments/additional detail
6A: Enhance new and existing revenue resources to promote growth and increase cost effectiveness	<p>President's Office Met with comptroller to review current costs and control and reduction strategies; to develop tuition increase scenarios and recommendation for the BOR to consider at its May meeting.</p> <p>[IRPO]TRIO Upward Bound programs (Chuuk, Korae, Pohnpei and Yap) successfully submitted their grant applications for the new Upward Bound grant competition for FY 2012.</p> <p>Development and Community Relations <i>College of Micronesia-FSM Endowment Foundation, Inc.</i> - After an endowment foundation scope of work was developed and submitted by DCR to the executive director of the UOG Endowment Foundation, as proposal</p>	<p>DCR DCR Director will be meeting with both Parick Maloney of the US Embassy and intern, Andrew</p>

	<p>was submitted by the executive director to the College based on the scope of work. The board will further review the proposal and the chair will relay the decision of the board to the executive director. The DCR is working with Andrew Robinson, an intern with President Daisy, to develop a development plan. Patrick of the US Embassy has met with President Daisy and expressed his willingness to work with the college on its development plan. The long term plans it to develop its endowment foundation and the short term plan is to raise funds now toward the endowment fund.</p>	<p>Robinson to scope out work that needs to be done.</p>
<p>6B: Diversify resources of the College</p>	<p>President's Office In progress of developing an institutional development plan to increase friendship and donor building and giving.</p> <p>Chuuk Campus As part of CRE's collaboration with Chuuk State Dept of Health and Education, funding for employees salaries are secured.</p>	<p>Chuuk Campus Because of the collaboration efforts of CRE with State Dept of Education & Health, salaries of CRE employees using state monies has been granted</p>
<p>6C: Budgeting and resource allocation</p>	<p>President's Office Meet regularly with the comptroller to evaluate current financial status.</p> <p>Kosrae Campus A request for supplemental funding per Congressional appropriate has been sought to provide classroom/laboratory for Agriculture and Food Technology Program.</p> <p>IRPO had a meeting with VPAS Joseph Habuchmai on the Budget Performance System inputting on January 5, 2012. Consulting the 2013 BPS with Esiri Edward (SBOC's Chief of Budget) on how to input for each of the state campuses.</p> <p>IRPO Staff finalized and consolidated the Budget Performance System on February 16th , 2012.</p> <p>IRPO submitted consolidated BPS to SBOC's Chief of Budget Mrs. Esiri Edward on February 17th, 2012.</p> <p>[IRPO] Provided input, preparation and participated in meetings with FSM Executive Budget Review Committee and FSM Congress Committee on Education regarding the college's FY 2013 budget submission and JEMCO mid year meeting.</p>	
<p>6E: Managing and administration</p>	<p>Chuuk Campus</p>	<p>Chuuk Campus</p>

of fiscal resources.	All supervisors at Chuuk Campus have been asked to work within budget provided and cut down on unnecessary expenses	All division supervisors at Chuuk Campus have been aware of budget cuts and should be very strict with expenditures to save. For instance, instructors turn off lights, computers and air conditioning when leaving office for classes during the day.
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Strategic goal 7: Build a partnering and service network for community, workforce and economic development

Objectives	Accomplishments	Comments/additional detail
7A: Increase involvement of the community in college affairs	<p>President’s Office Interview with Bill Jaynes for article in the press. Participated in community meeting in Yap. Submit several “messages” from the president to the college community including update reports. Meeting with business leaders, government leaders, and members of the diplomatic corps to inform them about the college and invite further engagement.</p> <p>Yap Campus</p> <ul style="list-style-type: none"> ● During the Board of Regents Meeting in Yap in March, a community meeting was held at the Colonia Community Center to share information about the college and to solicit input / feedback from external stakeholders. ● Courtesy visits were paid by the college Regents, President Daisy, and Yap Campus Directors to State Leadership (Governor, Lt. Gov., Yap State Legislature members) in March. ● Met with Yap DOE Director Parren to discuss ways the department and state campus can better together and to collaborate more. ● I continue to serve on the Yap State Scholarship Council as chairperson. The council has developed new eligibility requirements for the scholarship to meet new requirements and to better manage the scholarship program. <p>IRPO Assisted with planning and delivery of a workshop for the Piggery Advisory Council on strategic objectives for a wide range of agencies including CRE, USDA Natural Resource Conservation Service, Pohnpei State Agriculture, EPA, and other agencies.</p>	
7B: Enhance and promote employment opportunities	<p>President’s Office Developed an unpaid internship in the president’s office dedicated to research related to institutional advancement. Met with Dr. Glen Hurry (Tuna Commission) to explore opportunities for an MOU for FMI graduates to be employed as “observers.”</p>	

	<p>Yap Campus</p> <ul style="list-style-type: none"> • Vacant positions announcements are forwarded to the local radio station to be aired; announcements are also posted in town. • I have written 3 recommendation letters for college graduates seeking employment with government and private agency. 	
<p>7C: Develop new and enhance existing programs to meet the changing educational and workforce needs of our communities</p>	<p>President's Office This will occur as a result of program prioritization and through research of projected future jobs.</p> <p>Yap Campus</p> <ul style="list-style-type: none"> • Collaborating with Palau Community College (PCC) to assist nurses at the Yap Hospital to take general education courses offered here at Yap Campus as part of the nursing program at PCC. • Collaborating with Yap DOE and PCC to assist Yap teachers working towards their bachelor's degrees with San Diego State University (SDSU). The DOE teachers are still having their documents processed by PCC and SDSU with the program to begin in Fall 2013. • Sign Language course, a course designed by Yap DOE staff for their teachers, is currently being re-written / improved. • Community Health Assistant course outlines are also being re-written with assistance from health services department staff physician. <p>Chuuk Campus CRE has collaborated with Chuuk Health Services and Education to do drug free campaigns for communities and schools.</p> <p>Pohnpei Campus <i>ETSP's accomplishments:</i> March – Juniors and seniors won High School Championship week Essay Contest: ETS Juniors from PICS Ms. Emily Billen won first place, Tom Gilmete from Kittu came in second place while Ms. Negizia Eliou from MHS came in third. From the senior class, Ms.</p> <p>Cultural Activities. ETS joined the rest of Pohnpei state in observing the cultural day by doing their own cultural excursions at each of the tutorial sites. Activities included weaving of local baskets (kiam) and many more, Pohnpeian language, and more. Out of 53 students all of them showed up and learned a lot.</p> <p>Juniors and Seniors won High School Championship week Essay Contest: ETS Juniors from PICS Ms. Emily Billen won first place, Tom Gilmete from Kittu came in second place while Ms. Negizia Eliou from MHS came in third. From the senior</p>	<p>Chuuk Campus CRE participated in drug free campaigns for communities and schools and continues to do so by doing outreach to the neighboring islands of Chuuk lagoon.</p>

class, Ms.

College visit for 140 ETS seniors. The day started with a plenary session with Office of Records and Admissions, Financial Aid, Business Office and various academic and vocational programs. After that students ate in the cafeteria and toured the campus. Students went home with so much information about the college and the programs it offers.

30 TSP Seniors from the Advance Group started internships program at various work sites. Work sites include EPA, CSP, CIA, FSM Education, FSM Health, FSM Social Security and our very own tutorial sites.

February –

TSP hosted its New Year Blast Activity at the Pohnpei campus gymnasium with mini sessions on Note Taking and Test Taking Tips and followed by a plenary session with Ms. Evelyn Adolf, Director of SPOC office at FSM as the quest speaker talking to the students about Self-Control.

140 seniors sat the COMET TEST pending results
Financial Aid workshops done for all 140 ETS seniors. 32 students have submitted application through mail while 43 have submitted online.

TSP held its annual TRIO Day celebration with special guest Mr. David Reynolds from the U.S. Embassy representing the U.S. Ambassador. 95% of our students showed up and a lot of parental support in providing the take outs and their presence in cheering for their students.

Director Hadley and her two counselors Ms. Amy Santiago and Francisco Simram participated in the Pohnpei State Department of Education Teachers forum held at each high school.

UBP Accomplishments:

March –

Staff and Acting Pohnpei Campus Director Mrs. Maria Dison joined the Trio program staff and the IRPRO office staff met the President Joseph Daisy on March 27, 2012 at Presidents conference room to update him on the objective and the progress of the Trio programs at the College community.

The Upward Bound program Staff met with Parents of UB seniors on March 29, 2012 on a workshop format to educate them on the Summer Bridge Program requirements. It's also an opportunity to strengthen the support they had shown to their kids and program since the beginning of their tenure in the program and to continue on to the College level with same enthusiast, commitment, dedication and sacrifices. Most importantly and most emphasis is to continue on with their responsibilities as caring parents for their students to complete successfully.

The Program staff had a staff meeting to review the needs of participants based on instructors recommendations, and had identified few needs in Math and will address that on the target sites after their regular classes effective immediately. This will continue on until the end of the Academic Program in May, 2012.

GEAR UP Accomplishments:

Program is approaching its one year anniversary. In one year of activities (after-school program (tutoring, instruction/rigorous curriculum, enrichment activities) Mondays through Fridays 2-hours a day; computer classes on Saturdays; summer school, more than 3 teacher trainings; counseling; educational and college awareness events and activities), we have witnessed quite some successes. Overall, in one year time GEAR UP has shown a very good progress towards achieving its objectives. The student learning outcomes have been gradually improving: during the 1st quarter of 8th grade, 47% of students improved their GPA and 60% maintained 2,5 or higher GPA; during the second quarter, 56% of students improved their GPA and 64% maintained 2,5 or higher GPA. The preparation for the upcoming high school entrance test has shown very positive results: From the average performance of 44% in the pre-test in the beginning of the school year, the academic performance increased to 57% in the post-test in December. It is expected that the student learning outcomes further improved during the 3rd quarter and will continue improving during the 4th quarter, and that the majority of GEAR UP students will pass the 70% threshold required to enroll into a high school.

GEAR UP program has also increased student and parent knowledge on higher education matters through several workshops and its regular activities, as student and parent surveys conducted this year show.

Parent survey results: a) parents who have spoken with someone about college entrance requirements – this year 69%, last year – 36%; b) parents who have spoken with someone about the availability of financial aid – this year 73%, last year – 33%; c) parents who spoke about college with their child – 89% this year, 81% last year; d) parents who expect their child to obtain a college degree – 94% this year and last year; e) parents who think that their child will afford a college using scholarships or family’s resources – 75% this year, 67% last year.

Student survey results: a) students who have spoken with someone about college entrance requirements – 61% this year, 30% - last year; b) students who have spoken with someone about the availability of financial aid – this year 51%, last year – 43%; c) students who expect to obtain a college degree – 94% this year, 98%-last year; d) students who think that they will afford a college using scholarships or family’s resources – 57% this year, 47% - last year.

GEAR UP student participation in the Scripps Spelling Bee competition: January 26-31, 2012, GEAR UP with support of volunteers from the Rotary Club of Pohnpei, PDOE and community conducted the National Scripps Spelling Bee competitions at GEAR UP target schools. This was the first time for Pohnpei state to be enrolled in the national competition and been a great success. The winners of the school level competition competed at the Pohnpei state level competition on February 6, 2012. 1 GEAR UP student and his mother, GEAR UP Education

Specialist, and 1 GEAR UP teacher participated in the regional Spelling Bee competition in Guam on March 3. It was the first time that Pohnpeians participated in the regional Scripps Spelling Bee and it was a great experience. The United Airlines provided free airfare tickets for the GEAR UP participants. For more information, please refer to GEAR UP published articles in Kaselehlie Press (2) and its newsletter.

Australian funded “Middle school science program and expo”: The Australian embassy approved GEAR UP application for “Middle School Science Fair Program and Expo” project and will fund the project in the amount of \$ 6,600. The fund transfer was made on January 23, 2012. Currently, students are researching in their chosen science topics. The program is in the process of purchasing the needed science experiment materials. The project will be concluded with a public science exposition on May 19, 2012.

Throughout January-March, 2012: GEAR UP continues its after-school program, counseling, and conducted several student and parent workshops, which include: “Time management” workshop for students (105 students participated); Student (329 students participated) and also parent (155 parents participated) workshop on “College entrance requirements and financial aid”.

GEAR UP Annual Report: the submission deadline is April 13, 2012. The report is almost complete.

Partnership with IOM: throughout January-March, GEAR UP partnered with IOM that provided support to science component of GEAR UP after-school program. March 12-15, 2012, GEAR UP and its students as well as their families participated in the IOM closing ceremonies where GEAR UP students presented what they had learned. It’s been a very successful partnership.

GEAR UP capacity building workshop, February 12-15, 2012: All 4 regular GEAR UP employees and 2 teachers (Yumi Primo, Saladak elementary school, and Steven Joel, Kolonia elementary school) participated in the workshop. Briefly, it was a good occasion to meet GEAR UP’s from different states and to share experiences on the implementation of the program and learn. GEAR UP met with the Director of GEAR UP from the USDOE and updated on the program progress and discussed about the carryover expenditure proposal. The Director was in favor of the proposal, however, suggested that the details are discussed with the Program Officer. The Program Officer approved to utilize some of the carryover funds for: establishing GEAR UP computer labs; for educational materials and supplies. She asked for more details regarding proposed expenditure for college fairs in the US and regarding staff development (teacher professional development). The GEAR UP director elaborated on the proposal and is waiting for response from the Program Officer.

Establishment of a GEAR UP computer lab: The quotes have been finalized. GEAR UP is waiting for the IT department to express its technical expertise. As soon as the justification is complete, GEAR UP will seek for approval of the program officer in the US, as requested.

“Matching” requirement: we have made a good progress towards achieving our “matching” requirement for year 2 – in 6 months we achieved 50% of the required “matching” for year 2 (year 2 has 50% reduction of the original “matching”

requirement) and we hope that we will achieve the rest in the remaining 6 months. However, for year 1, we achieved around 20% of the required 100% matching (it is almost \$ 58,000). The “matching” accumulation for year 1 has been negatively affected because of the late recruitment and late program activities. GEAR UP only had 5 months of year 1 to start up the activities and to also accumulate the “match”. However, since “matching” is accumulative over 6 years – we hope to achieve it, as the program continues.

IRPO

The college has been designated as an eligible institution to apply for Title III and V grant programs under the U.S Department of Education, Office of Post-Secondary Education.

IRPO

The college has successfully updated its Central Contractor Registration (CCR) status.

IRPO

An institution is designated as an eligible institution for up to 5 years but if an institution decides to apply for any of the Title III and V programs it must apply for designation every year it attempts to apply for a particular program.

IRPO

Collaboration with CCR and U.S Defense Logistic Agency (DLA) and DUNS & Bradstreet was made to reconcile the differences on how FSM is treated as either a foreign country or a U.S Territory. The college has been assigned a new CAGE code from U.S DLA

		therefore we are considered as a U.S Territory.
7D: Provide Cooperative Extension Services to the community	<p>President's Office Met with Jim Currie to discuss several opportunities to expand the work of CRE to the community. Met with Dr. Singeru to begin discussions regarding broadening/repurposing programs to meet community needs.</p> <p>Chuuk Campus: CRE continues to monitor and develop community projects in gardening and outreach programs on disease prevention.</p> <p>Kosrae Campus Participated in the FSM Cultural Day festivities. The CRE staff demonstrated nutritious traditional recipes. At the same time selling some for the college endowment fund. The college booth received high customer demands.</p>	Chuuk Campus: CRE has been monitoring community projects in gardening in the neighboring islands as well as do outreach programs in community education on drugs and disease prevention.

Strategic goal 8: Promote the uniqueness of our community, cultivate respect for individual differences and champion diversity

Objectives	Accomplishments	Comments/additional detail
8A: Increase community involvement in college affairs	<p>President's Office Through community meetings. Meetings and communications with business leaders. Invitations to community to attend and participate in college activities.</p> <p>Chuuk Campus: Cultural Day celebrated March 30 in Chuuk.</p>	Chuuk Campus: Cultural Day was celebrated with different kinds of food preparation, hut building and traditional dancing and singing. The Chuuk Community was invited to join the events of the day. The Chuuk Women's Association, the Mental Health and Substance Abuse office, the Health Services and Education along with parents joined students in celebrating the day. Local "uum" earth oven for a turtle and pig was done, displayed and eaten by all.

	<p>IRPO Coordinated the TRIO Upward Bound meeting with President Daisy regarding program review (both U.S and COM-FSM program review and regulations). A consensus was made on the routing and the review of the documents needed for President’s approval.</p> <p>Pohnpei Campus Pohnpei Campus received and accommodated numerous requests from the community for facilities use.</p>	<p>IRPO Also assisted TRIO Upward Bound Programs (Kosrae and Yap) College Orientation visit. Participants met with the different department heads and made a courtesy visit with President Daisy. Students were also able to take a tour around the campus visiting various offices (e.g counseling, LRC, peer counseling, etc.)</p>
<p>8B: Cultivate respect for individual differences, and champion diversity</p>	<p>President’s Office In written and oral communication and through college wide activities and celebrations we recognize and respect differences and promote our diversity.</p> <p>Chuuk Campus Cultural Day celebrations of colors and talents.</p>	<p>Chuuk Campus Each region of Chuuk displayed a style of cooking in their local huts. Mortlocks presented their pounded taro with coconut milk and herbs; Faichuk brought in sea cucumbers and clams, Southern Namoneas barbequed fish, Northern Namoneas baked a pig in “uum” and Northwest did variety of sweet taro, bananas and a baked turtle in “uum” as well. It truly was a colorful blend of food and talents for the day as the day culminated in dances and singing.</p>

Strategic Goal 9: Provide for continuous improvement of programs, services and college environment

Objectives	Accomplishments	Comments/additional detail
<p>9A: Improve institutional assessment and evaluation</p>	<p>President's Office In progress. Through the implementation of processes, such as the communications plan assessment we use data to improve institutional effectiveness.</p> <p>Chuuk Campus Assessment and evaluation workshop during Staff development day.</p> <p>IRPO Assisted with design and data for the instructional program prioritization process.</p>	<p>President's Office Much work needed.</p> <p>Chuuk Campus One of the sessions for faculty members was assessment and evaluation in which instructors learn how to do course assessment and evaluation a continuation from previous staff development workshop in August 2011.</p>
<p>9B: Integrate planning, evaluation and resource allocation for continuous improvement</p>	<p>President's Office On going. Through the work of PRC and other standing committees we continue to evaluate programs and related allocation of resources. This will continue as we began the strategic planning and linked budget processes.</p> <p>Chuuk Campus Instructors learned to do cost seating for courses.</p> <p>Kosrae Campus The department of instructional affairs received consultation from the comptroller on seat cost calculations.</p> <p>IRPO had a meeting with VPAS Joseph Habuchmai on the Budget Performance System inputting on January 5, 2012. Consulting the 2013 BPS with Esiri Edward (SBOC's Chief of Budget) on how to input for each of the state campuses.</p> <p>IRPO Staff finalized and consolidated the Budget Performance System on</p>	<p>President's Office Much work needed.</p> <p>Chuuk Campus Instructional division was asked to do seating cost for each course taught. Although new to the concept, the joint effort was done well each integrating resources for continuous improvement.</p>

	<p>February 16th, 2012.</p> <p>IRPO submitted consolidated BPS to SBOC's Chief of Budget Mrs. Esiri Edward on February 17th, 2012.</p> <p>IRPO participated in planning and working meetings for the College's Education Master Plan.</p>	
9C: Increase research and data driven decision making	<p>President's Office On going. Currently assessing the IRPO function to improve institutional use of data to inform decision-making.</p> <p>IRPO submitted College's first quarter performance report to the FSM President's Office and SBOC Director on February 14th, 2012. IRPO initiated input of IPEDS spring data surveys. Completed IPEDS data input on 4/11/12 IRPO responded to various data requests from the college</p> <p>Pohnpei Campus Conducted annual evaluation for ETSP Director and 6-month evaluation for GEARUP Director. Both received excellent ratings.</p>	President's Office Much work needed.
9e: Enhance decision making and communications at the college through implementation, monitoring and evaluation of the new governance policy and revised standing committee structure.	<p>President's Office Through the assessment of the communications plan and assessments of other plans currently in place, we will determine the effectiveness of participatory governance at the college, and make recommendations for improvement.</p> <p>Kosrae Campus Implementation phase of a project is being anticipated pending decision by Finance Committee and Cabinet.</p>	President's Office Much work needed.

