



COLLEGE OF MICRONESIA - FSM

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Office of the President

October 27, 2015

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

RE: President's Report FY 2015 4th Quarter Performance Report

Since the submission of the July 2015 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 am assessing the current leadership structure to determine ways in which it may be strengthened.

The following report is structured with the president's position profile in mind, and seeks to report at a high level, and to confirm that the "challenges and opportunities" as well as the "duties and responsibilities" for the President of the College of Micronesia-FSM remain top of mind for me.

Most if not all of these challenges, opportunities, duties and responsibilities are now appropriately shared through our participatory governance model with the broader internal constituents that comprise the college community.

Challenges and Opportunities:

1. Resolve the issues identified by the Accrediting Commission and maintain accreditation;

Ongoing: The college established a "*Policy Review Process*" which VPs would identify the total number of policies in their department and categorize policies in these following categories: needing revision, needing no revision, obsolete, and policies are not truly policies, but are procedures. The "*Policy Review Process*" is ongoing until spring 2016. Some college [policies](#) are available for public viewing on the college website under "Board of Regents" tab.

The college faculty, staff and administration have been working on writing Accreditation Standards self-evaluation reports during the past months. Consultants met with Accreditation Standard teams to help provide guidance and technical support with the accreditation self-evaluation report. The Accreditation Standard teams will submit their self-evaluation reports on October 30, 2015, to Frankie Harriss, VPIEQ/ALO. The report will be reviewed for endorsement at the Board of Regents' meeting in December 2015. Transmission of the final report to ACCJC and distribution to the visiting team will be on January 2016. Team visit will be on March 2016.

To ensure the college community understands and embraces accreditation as an ongoing process, which serves to strengthen the college, 100% of the employees and members of the Board of Regents voluntarily completed the Accreditation Basics On-Line Course. As part of the college's current hiring process, all new employees are required to complete the on-line course. The Board of Regents shares this same commitment.

The college will undergo its next comprehensive review by the Commission on March 14-17, 2016. Steps are being implemented to ensure accreditation standards are upheld and evidenced to facilitate the review process.

2. Cultivate a culture of genuine communication, inclusiveness, participatory governance and respect for all;

The following forums were held:

On August 7, 2015, FSM student recipients made a presentation on the Asian & Pacific Islander American Scholarship Fund (APIASF) at Pohnpei Campus Small Business Development Center on 3rd Floor. The forum was well attended and open to the public community.

On September 25, 2015, Ambassador Masaki Sakai from the Japan Embassy presented about the relationship between FSM and Japan, scholarship opportunities, and upcoming events hosted by the Japan Embassy. The presentation was held at MITC from 1-2PM.

The following events were held:

On August 3-7, 2015, faculty from Pohnpei and National campuses attended workshops and orientation. Topics included: effective practices, assessment plans for 2015-2016, presentation of program assessment summaries from 2014-2015, re-launch of the Foundations of Excellence for faculty engagement, general assembly and lunch with new freshmen, and a training session for division chairs.

August 6-7, 2015, the Board of Regents' Meeting was held at National Campus and the community meeting was held at PICS cafeteria on August 6, 2015.

On August 23, 2015 to September 6, 2015, seven students and two professors from Reitaku University arrived for their annual study tour. The students presented environmental lessons at two elementary schools, visited cultural sites and performed community service in U municipality.

On September 7-14, 2015, the Sophia University brought 15 students and four professors. These students attended classes at COM-FSM, visited cultural sites and experienced home visits over the weekend. The COM-FSM Micro/Japan Student Club served as guides for each group.

On September 16, 2015, the college held its 4th Annual Convocation. This year's theme is "Student centered + Student Learning = Student Success." Guest speakers were Yosiwo George, Vice President of FSM, Churchill Edward, Chairman of the Board of Regents, Joseph M. Daisy, President and CEO of COM-FSM, Jean Ranahan, professor of Languages and Literature, Kasiano Paul, Vice President and

Faculty Representative and Vice Chairperson of Faculty/Staff Senate and Darla Simina, Student Body Association secretary.

On September 22, 2015, the college officially opened the Center for Entrepreneurship with a ribbon cutting ceremony at the college's National Campus. Present at the ceremony were former FSM President and now COM-FSM Executive Director for Institutional Advancement Office, Mr. Emanuel Mori, FSM Secretary of Education, Mr. Kalwin Kephias, Chairman and President of the Micronesia Registry Advisory (MRA), Mr. Steve Baker, COM-FSM Regent, Mr. Kasio Mida, COM-FSM President, faculty, staff, and students.

3. Determine and implement solutions to the fiscal consequences of declining compact funding and challenging economic times;

Ongoing: Future steps depend upon the continued action taken by the FSM Congress to restore the decrement resulting from the JEMCO resolutions.

During August, vice president for administrative services led the planning for priorities and resource allocation and preparation for the 2017 budget and the launch meetings.

The college continues to explore new streams of revenue, the development of partnerships and achieving new efficiencies to address the decline in compact funding and the challenging economic times in which we find ourselves.

With accreditation reaffirmed, time can now be dedicated toward other program initiatives and opportunities.

4. Enhance overall standing of COM-FSM and advocate for the college in all arenas;

The president continues to meet with the leadership and diplomatic corps during which the challenges and success, as well as the vision for the college's future, are shared.

The president continues to regularly share information regarding the many areas of significant progress with national and state leaders and representatives from OIA.

On July 7-10, 2015, the Western Region Sustainable Agriculture, Research and Education (WSARE) coordinator, Jackson Phillip, attended the regional coordinators meeting in Colorado on behalf of the program in Micronesia.

On July 14, 2015, the college received notification from the Office of Insular Affairs that its proposal for the Technical Assistance Program Grant was awarded. The college was awarded \$103,160 US dollars. With the fund, the college proposed to participate with an institution that could help address *student persistence, student retention, and student success* for two years beginning August 2015 to July 2017.

August 4-5, 2015, Governance Summit was rescheduled to January 2016. The college used August 4-5, 2015, for additional work on Accreditation Standards self-evaluation reports.

On August 10-11, 2015, the COM-Land Grant Program Board of Regents meeting for the third quarter of FY'15 was held at the University of Guam, College of Natural and Applied Sciences. In attendance were the members of the board, chair Hilda Heine from Marshall Islands, treasurer Masa-Aki Emesiochl of Palau, secretary Churchill Edwards of Federated States of Micronesia, Executive Director Singeru Singeo, President Patrick Tellei of Palau Community College, President Theresa Koroivulaona of the College of the Marshall Islands and the Cooperative Research and Extension VP/Deans from each of the colleges. Among the directives signed into effect was a commitment to provide funds to support major improvements to the research station in the Marshall Islands. For the extension program support, the board approved the designation of November as a month to promote local vegetables such as Kang Kong, Bele, and other traditional vegetables to help fight non-communicable diseases caused by current poor diets. President Tellei asked that the Land Grant program identify and focus future efforts to support economic development for the three countries. The Board of Regents agreed.

During the month of August, the college was informed about the connectivity contract status with FSMTC. Bandwidth expanded for all networks for improved services at National, Pohnpei, Yap and Chuuk Campuses due to recent changes in infrastructure allowing for expansions. Direct internet connectivity on Pohnpei and National Campus increased 7x, Yap Campus increased 4x, Chuuk Campus increased 4x. Kosrae Campus rates for direct internet connectivity will remain the same as FSMTC infrastructure does not allow for further expansion at this time. However, Kosrae Campus links for services directly located at National Campus have doubled. The situation for Kosrae Campus will continue to be monitored for potential network improvements as they become available.

With our renewed efforts with the signing of the new MOU to launch the career and technical education program along with the partnership through a MOU with UOG to bring in the Small Business Development Program to support our Pohnpei small business training needs, the college submitted a proposal to Pohnpei State government seeking funding through the private sector component of the Compact Fund to allocate funds in the amount of \$100,000. The matching fund will assist the college to engage the technical expertise of the UOG Small Business Development Program to support the training at Pohnpei Campus. This proposal and funding is still pending at Pohnpei State leadership. No action has been taken by Pohnpei State.

COM-FSM in partnership with Pohnpei State proposed to build a COM-FSM Community Health Center (COM-FSM) to be located within the grounds of the National Campus. This proposed project will develop a bridging activity center between the COM-FSM and its community, helps the local government of Pohnpei in delivering the needed health service within the area of Palikir, and strengthen the skills and knowledge of the COM-FSM students enrolled in the different health fields. COM-FSM will be a public entity community health center, managed under an agreement between COM-FSM, Pohnpei State Government specifically through the Division of Public Health. Requested funding is \$1,705, 970. No action has been taken by Pohnpei State.

5. Advance academic excellence through continually assessing programs and services, attracting and retaining quality faculty and staff, promoting student centeredness, and addressing the problem of underprepared students; and

Beginning of December 2014, the COM-FSM Foundation of Excellence team held numerous meetings with staff, faculty, and committees to inform about its projects providing information to its importance and relevance to the college. The FOE team sent out surveys to both students and faculty across all

campuses. On August 3, 2015, the Foundation of Excellence Working group held a meeting to establish the dimension groups consisting of students, faculty, staff, and other members of the community to help with the process of FOE report. By September 15, 2015, the dimension groups had completed their reports.

6. Refine and successfully implement the comprehensive long-range educational master plan and ensure linkages to all college plans;

The college continues to work in this new, yet increasingly familiar, culture of assessment, accreditation, purposeful dialogue, and participatory governance in support of the college's continuous quality improvement. The college completed, and the Board endorsed in May 2013 the Five-Year Integrated Educational Master Plan, which links instructional, technology, human resources, facilities, and financial plans. Strategic directions focus on: student success; emphasize academic offerings in service to national needs; be financially sound, fiscally responsible, and build resources in anticipation of future needs; invest in and build a strong capacity in human capital; become a learning organization through development of learning culture guided by learning leaders; and evoke an image of quality. This plan serves the college well as it looks forward to "confronting challenges and creating its future." The completion of the space utilization and facilities master plan will significantly strengthen the Integrated Educational Master Plan.

On August 24-28, 2015, COM-FSM and COM-Land Grant program attended the *Regional Consultation on Strengthening Agriculture & Forestry Research & extension Linkages for Sustainable Food Security & Trade* in Apia, Samoa. Attended were Mr. Jim Currie, VP-CRE, Dr. Nat Tuivavalagi, Pohnpei Researcher, and Mr. Steven Young Ukh, CRE State Coordinator-Yap. The conference was funded from various donors through the Secretariat of the Pacific Community. The conference focused on ideas of how to raise the professional profile of extension services and to better link the on-going research through extension to the farm community. These three representatives shared information from the American system with their counterparts from the independent countries of the region. The effort resulted in a proposed regional professional level linkage between researchers and extension and between professionals throughout the region. The new association is called the Pacific Islands Rural Advisory Services (PIRAS).

7. Implement and assess the recently approved organizational structure and reporting procedures and make changes for an efficient, effective, and sustainable institution;

The two-sided organizational structure is working well – the role of the participatory governance organization is making decisions and recommendations, and as for the administrative organization, it deals with action and implementation. On the administrative side, the Management Team (MT), comprised of deans and directors, continues to function in an advisory capacity and meets to share information, identify areas for improvement, recommend solutions to problems, and apply respective skills and knowledge in support of all areas of the college.

On the participatory governance side, the Executive Committee (EC), comprised of representatives from the faculty and staff senate, management team, student body association, and campus deans and cabinet members to improve communication among all COM-FSM internal constituents, ensure experiential decision making, enhance team building and integration, and provide authentic and effective participatory governance. The committee makes decisions and/or recommendations to the

president on matters relating to all COM-FSM internal constituents. The committee is the final link in the participatory governance process.

Informal review and assessment of the participatory governance process have continued this year. Discussions regarding recommendations to strengthen the process are occurring among stakeholders.

Some additional position changes, shifts in responsibilities, and reassignment of reporting responsibilities will be considered as assessment of the structure continues.

Duties and Responsibilities:

1. Provide leadership for the college as a whole, including planning, development, implementation of educational and fiscal programs and services of the college;

Ongoing: The president continues to work closely with, and meet with a wide range of stakeholders related to ongoing instructional, student services, financial, facilities, and overarching educational master planning. He continues to listen, learn, form impressions and share his ideas for ways in which to address the challenges faced by the college, and strategically move the college forward in a promising direction.

2. Ensure campus actions and policies are in accordance with decisions officially adopted by the Board and information and advice to the Board are accurate, complete, and timely; AND
3. Provide administrative direction in the development and initiation of campus policies and procedures, as well as the organizational structure;

Ongoing: The current two-sided organizational structure facilitates the policy development and implementation process. A slate of draft policies and revised policies will be presented at BOR meetings for consideration and approval through Spring 2016.

4. Develop a vision and formulate and implement long range strategic plans;

Ongoing: The investiture remarks have set a clear tone and direction for the college. The Presidential “white paper” has laid out the framework for long range planning. The status report, *COM-FSM Quality, Sustainability, and Success: A Framework for Planning and Action – Status Report*, provides an assessment of our progress and remaining work.

In May 2013, the college’s Strategic Plan 2013-2017 included a revised vision and mission statement, which was approved on May 2014 and is being implemented. The new mission statement reads now as “*The College of Micronesia-FSM is a learner-centered institution of higher education that is committed to the success of the Federated States of Micronesia by providing academic, career and technical educational programs characterized by continuous improvement and best practices.*”

The Visioning Summit is scheduled in 2017.

5. Build and maintain a cohesive and highly functional senior administrative team, delegate responsibility appropriately and hold individuals accountable;

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.

6. Oversee performance management of the organization through implementation of work planning and performance evaluation linked to Key Performance Indicators (KPIs);

“Institutional Standards and Measure of Success” are additional terms for Key Performance Indicators. The Director of IRPO and the college committees have met and developed targets and goals in March 2014. VPIEQA reports to the members of the board during their meetings regularly on the status of the college’s Key Performance Indicators.

In Progress.

7. Maintain the college’s accreditation;

Ongoing: Although accreditation has been reaffirmed, the college is mindful that the work of accreditation continues. (*See response to Challenges and Opportunities #1 above.*) The college is preparing for the next cycle of comprehensive evaluation and visit in spring 2016.

8. Promote excellence by sustaining the cycle of continuous quality improvement;

Ongoing: Included among accreditation related activities and cabinet meetings are an ongoing review of the ways in which the college is cultivating a culture of assessment, and reviewing current strategies and determining new and additional ways in which to measure progress. The college is becoming more familiar with TracDat, an assessment software program, to support the collection, analysis and reporting of a wide range of assessment data and reporting achievement levels of learning outcomes. Training on TracDat is ongoing. [TracDat](#) has been created and posted on the COM-FSM.

The college administration across the college campuses and their departments are closing their loop for the academic year of 2014-2015 on TracDat by end of September 30, 2015, end of fiscal year. A new academic year 2015-2016 should be inputted into TracDat for all departments across the college campuses. All reports and plans must be completed to ensure TAs and POs will be processed.

9. Direct the preparation of the annual college budget to ensure reflection of the college’s strategic direction and goals;

The college administration through the lead of vice president for administrative services is currently working on the 2017 Budget. The 2017 Budget materials are located on the College of Micronesia – FSM website under [Administrative Services](#) tab.

Ongoing: The Five Year Integrated Educational Master Plan will inform the development of the budget for 2016, and 2017. A new budget development manual will guide the development of the FY 2016 budget.

10. Monitor the efficient and effective uses of the college's resources, safeguard assets, maintain appropriate internal controls and guarantee quality and integrity of all financial and non-financial reporting and disclosures;

Ongoing. The president has articulated his expectations to cabinet and beyond regarding the dual roles and responsibilities held by each. First is responsibility for the respective area, and the second is responsibility to the college. Decisions are expected to be informed, analytical and one's signature is expected to have meaning. Members of the cabinet are expected to review and approve requests for travel and meetings that are only for the following: "meaningful" professional development, related to accreditation, or aligned and consistent with the college's mission.

Additionally, the college has engaged a consultant to assist the business office in achieving greater efficiencies, maximizing resources, and assessing and improving the use of related best practices. These improvements continue.

11. Strengthen and grow the college's endowment fund;

The Friends of the College of Micronesia-FSM, a foundation for the college, has been established. Five foundation board members originally agreed to serve. Recently, a sixth member was elected to serve. U.S. IRS has determined that the Friends of the College of Micronesia-FSM foundation qualifies as being tax exempt as an organization and is classified as a public charity.

12. Develop and maintain channels of communication with and among employees regarding all aspects of college operations;

Ongoing: *(See response to Challenges and Opportunities #2 above.)* In addition, the college has compiled an Inventory of Public and Communications Products and will be developing communications protocols and a master calendar of event. Master Calendar is completed.

13. Maintain a highly visible leadership role in the communities served and develop and maintain strategic partnerships;

Ongoing: *(See response to Challenges and Opportunities #4 above.)*

14. Seek funding for the master infrastructure development plan and maintenance program;

Ongoing: The college-wide space utilization and facilities master plan study in support of college facilities master plan has been completed. This study will add value to our existing facilities master plan and further inform both our short and long term facilities planning. A Concept Framework Paper has been developed which identifies facility priorities and funding requirements for fifteen years.

The IDP funding for the first five years (2015-2019) was submitted to FSM for all campuses. \$24 million was recommended to the FSM Government to be taken to JEMCO for approval in the August 2015 meeting. As of September 2015, the Infrastructure Development Plan (IDP) projects were revised and submitted to FSM Congress for the ongoing efforts to compile all IDPs and get final endorsement from the 19th FSM Congress.

15. Recruit, develop, support and retain quality faculty and staff;

Ongoing: (See response to Challenges and Opportunities #5, and Duties and Responsibilities # 2, and #3 above.)

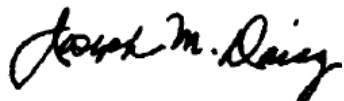
16. Promote appreciation of cultural diversity;

Ongoing. In everything we are doing and will plan to do at the college; including but not limited to college wide events such as commencement; campus beautification, cultural day, and identification of buildings, the appreciation and celebration of cultural diversity is considered. For example, at the commencement exercises, students in traditional attire served as flag bearers for the national and college flags. Additionally, at commencement flags from all of the countries, which comprise the college community, are displayed. These flags are permanently displayed in the Learning Resources Center (LRC).

17. Perform such other additional duties as the Board may require.

Planned for the future!

Respectfully submitted,

A handwritten signature in black ink that reads "Joseph M. Daisy". The signature is written in a cursive style with a large, stylized initial "J".

Joseph M. Daisy, EdD
President and Chief Executive Officer

College of Micronesia – FSM
Enrollment Management & Student Services
FY 2015 *Fourth* Quarter Performance Report¹
July – September 2015

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.

Vision

College of Micronesia-FSM will provide educational opportunities of the highest quality and will embrace the life-long pursuit of knowledge and the enrichment of the diverse Micronesian communities we serve.

Strategic Directions:

- *Focus on student success*
- *Emphasize academic offerings in service to national needs*
- *Be financially sound, fiscally responsible, and build resources in anticipation of future needs*
- *Invest in and build a strong capacity in human capital*
- *Become a learning organization through development of a learning culture guided by learning leaders*
- *Evoke an image of quality*

Focus on student success

Office	Accomplishments	IEMP #	ACCJC Standard																												
VP&SS	<p>Fall 2015 Enrollment: 2,221 students with 11,944 credits or 2,088.5 full-time equivalent students</p> <p>College registered 2,221 students with 11,944 registered credits (or equivalent to 2,088.5 full-time equivalent students) this fall 2015 semester. Table below shows the distributions by campus.</p> <table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <thead> <tr style="background-color: #2c3e50; color: white;"> <th>Campus</th> <th>Headcount</th> <th>Registered Credits</th> <th>FTE Students</th> </tr> </thead> <tbody> <tr> <td>National</td> <td>953</td> <td>11,944</td> <td>995.33</td> </tr> <tr> <td>Pohnpei</td> <td>630</td> <td>6,450</td> <td>537.50</td> </tr> <tr> <td>Chuuk</td> <td>234</td> <td>2,752</td> <td>229.33</td> </tr> <tr> <td>Kosrae</td> <td>221</td> <td>1,990</td> <td>165.83</td> </tr> <tr> <td>Yap</td> <td>183</td> <td>1,926</td> <td>160.50</td> </tr> <tr style="background-color: #f39c12; font-weight: bold;"> <td>Total</td> <td>2,221</td> <td>25,062</td> <td>2,088.50</td> </tr> </tbody> </table> <p>Continuing students account for 73% of the college’s fall 2015 enrollment; while new and returning students are 21% and 6%, respectively. Of the 2,221 students registered this fall 2015, 1,482 (or 67%) are registered full-time, and 788 (or 33%), part-time.</p>	Campus	Headcount	Registered Credits	FTE Students	National	953	11,944	995.33	Pohnpei	630	6,450	537.50	Chuuk	234	2,752	229.33	Kosrae	221	1,990	165.83	Yap	183	1,926	160.50	Total	2,221	25,062	2,088.50		
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¹ College of Micronesia – FSM website: <http://www.comfsm.fm/> for additional information contact rschplanning@comfsm.fm

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	<p>College awards \$2.4M Pell to 1,084 students as of November 24, 2015 90 students receive \$114,886.50 Supplemental Education Grant The college's Financial Aid Office(FAO) reported awarding \$2,489,645.00 Pell Grant to 1,084 students for period beginning August 2015, and ending, November 24, 2015. The 1,084 students represent 49% of the college's 2,221 head counts registered this fall 2015. Table below shows the distribution by campus. FAO further reported that \$114,886.50 of SEG were awarded to 90 students.</p> <table border="1" data-bbox="326 569 1122 783"> <thead> <tr> <th>Campus</th> <th>Fall 2015 Enrollment</th> <th>Pell Recipients</th> <th>Recipient in % of Enrollment</th> <th>Total Amount</th> </tr> </thead> <tbody> <tr> <td>National</td> <td>953</td> <td>527</td> <td>55%</td> <td>\$ 1,374,892.00</td> </tr> <tr> <td>Pohnpei</td> <td>630</td> <td>275</td> <td>44%</td> <td>\$ 480,837.00</td> </tr> <tr> <td>Chuuk</td> <td>234</td> <td>148</td> <td>63%</td> <td>\$ 342,950.00</td> </tr> <tr> <td>Kosrae</td> <td>221</td> <td>67</td> <td>30%</td> <td>\$ 128,516.00</td> </tr> <tr> <td>Yap</td> <td>183</td> <td>67</td> <td>37%</td> <td>\$ 162,450.00</td> </tr> <tr> <td>Total</td> <td>2,221</td> <td>1,084</td> <td>49%</td> <td>\$ 2,489,645.00</td> </tr> </tbody> </table>	Campus	Fall 2015 Enrollment	Pell Recipients	Recipient in % of Enrollment	Total Amount	National	953	527	55%	\$ 1,374,892.00	Pohnpei	630	275	44%	\$ 480,837.00	Chuuk	234	148	63%	\$ 342,950.00	Kosrae	221	67	30%	\$ 128,516.00	Yap	183	67	37%	\$ 162,450.00	Total	2,221	1,084	49%	\$ 2,489,645.00		
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FAO	<p>70 students receive \$68,625.00 financial assistance from scholarship grants Acting Director of FAO reported that 70 students received \$68,625.00 financial assistance from FSM National, State, and APIASF scholarship grants.</p> <table border="1" data-bbox="326 1016 1133 1184"> <thead> <tr> <th>Scholarships</th> <th>Recipients</th> <th>Amount</th> </tr> </thead> <tbody> <tr> <td>Asian Pacific Islander American Scholarship Fund</td> <td>1</td> <td>\$ 2,500.00</td> </tr> <tr> <td>FSM National Scholarship</td> <td>20</td> <td>\$ 21,070.00</td> </tr> <tr> <td>Kosrae State Scholarship</td> <td>15</td> <td>\$ 7,500.00</td> </tr> <tr> <td>Yap State Scholarship</td> <td>34</td> <td>\$ 37,555.00</td> </tr> <tr> <td>Total</td> <td>70</td> <td>\$ 68,625.00</td> </tr> </tbody> </table> <p>552 students receive \$78,557.75 from SEG Work Study Program FAO reported that 552 students received \$78,557.75 from the SEG Work-Study Program from August 2015 to November 23, 2015. According to the FAO Work-Study Coordinator, "The SEG Work-Study Program gives students the opportunity to earn money to help pay for their educational expenses by providing part-time work." He however added that college regulations limit students to a maximum of 20 hours per week while classes are in session and 40 hours per week when classes are not in session. Ten US VA students received \$7,912.50 from the US Veterans Affairs Work-Study Program.</p>	Scholarships	Recipients	Amount	Asian Pacific Islander American Scholarship Fund	1	\$ 2,500.00	FSM National Scholarship	20	\$ 21,070.00	Kosrae State Scholarship	15	\$ 7,500.00	Yap State Scholarship	34	\$ 37,555.00	Total	70	\$ 68,625.00																			
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Total	70	\$ 68,625.00																																				
OAR	<p>Percent of students placed on mid-term deficiency list decrease by 2% 1,254 students were placed on mid-term deficiency list this fall 2015. The number represents 56% of the college's fall 2015 enrollment. Last fall 2014, 1,357 students (or 58% of the college's fall 2014 enrollment) were placed on mid-term deficiency. As such, a decrease by 2% this term.</p> <p>218 students apply for fall 2015 graduation Five students are candidates under the college and UOG BAE partnership program</p>																																					

Office	Accomplishments	IEMP #	ACCJC Standard																												
	<p>The college's Office of Admissions, Records and Retention (OARR) reported that 218 students had submitted their applications for fall 2015 graduation. Of the 218 students who applied for fall 2015 graduation, 126 (National Campus), 49 (Pohnpei Campus), 18 (Chuuk Campus), seven (Kosrae Campus), and 18 (Yap Campus). Meanwhile, Dean John Sanchez of the University of Guam informed the college that five students are candidates for graduation under the college and UOG Bachelor of Arts in Elementary Education (BAE) program this December 2015. He further informed the college that UOG graduated four students from the FSM under its Master of Arts in Reading program. He has requested the college to allow these students to join the December 2015 commencement. The college's 62nd Commencement Exercises will be held on December 17, 2015, 9:00 AM in the main gym of the FSM-China Friendship Sports Center.</p>																														
Counseling Office	<p>Counseling and EducationUSA conduct Transfer Workshop The college's counseling services and EducationUSA conducted transfer workshop last September 21, 23, and 25, 2015, for students at the National Campus. The workshop provided students with information about colleges and/or universities abroad, general admission procedures, and other related topics. 37 students participated in the workshop. The same workshop was also given in Yap State last October 26, 2015, participated by 154 high school seniors and COM-FSM students.</p> <p>Counseling Services: Workshops Counseling services conducted a workshop on resume writing and job interview last October 14, 2015, 2:00 PM, at MITC. 15 students participated in the workshop. Test-taking skills workshop was conducted on November 20, 2015, to help students develop skills necessary for success in their academic courses. The workshop also included learning strategies for note-taking, time management, reading critically, concentration and studying, and test-taking strategies. Counseling Services and EducationUSA organized the International Education Week/ Transfer Activity last November 25, 2015, to help students identify financial assistance and scholarship opportunities.</p>																														
Sports and Recreation	<p>Sports and Recreation: Intramural Games 2015 The college's sports and recreation reported the results of the 2015 intramural games launched in August 2015. According to the sports and recreation coordinator, there were 18 female and 46 male teams that participated in various recreational team sports competitions, such as basketball, volleyball and softball.</p> <p>Table below shows the distributions by team sports:</p> <table border="1" data-bbox="321 1583 1179 1768"> <thead> <tr> <th rowspan="2">Sports</th> <th colspan="2">Number of Teams</th> <th colspan="2">Number of Participants</th> <th rowspan="2">Total</th> </tr> <tr> <th>Female</th> <th>Male</th> <th>Female</th> <th>Male</th> </tr> </thead> <tbody> <tr> <td>Basketball</td> <td>4</td> <td>18</td> <td>53</td> <td>183</td> <td>236</td> </tr> <tr> <td>Volleyball</td> <td>8</td> <td>14</td> <td>77</td> <td>127</td> <td>204</td> </tr> <tr> <td>Softball</td> <td>6</td> <td>14</td> <td>63</td> <td>140</td> <td>203</td> </tr> </tbody> </table> <p>Table below shows the results of the 2015 Intramural Games by team sports and category (or division).</p>	Sports	Number of Teams		Number of Participants		Total	Female	Male	Female	Male	Basketball	4	18	53	183	236	Volleyball	8	14	77	127	204	Softball	6	14	63	140	203		
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Office	Accomplishments				IEMP #	ACCJC Standard
	Sports	Champion	1st Runner Up	2nd Runne Up		
	Basketball (F)	NuKap	Chuu-Chok	YSO		
	Basketball (M)	Chuu-Chok	Mam-Ma	KSO-B		
	Volleyball (F)	Mo-Chuu	Paies Lads	KSO-A		
	Volleyball (M)	PNI-Sakau	PNI Campus	Gladiator		
	Softball (F)	KSO	PNI Nation	NuKap		
	Softball (M)	Staff	Hakuna	YSO-B		

College of Micronesia – FSM
Instructional Affairs
FY 2015 4th Quarter Performance Report¹
July - September 2015

Mission Statement

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- *Focus on student success*
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- *Become a learning organization through development of a learning culture guided by learning leaders*
- *Evoke an image of quality*

Focus on student success

Office	Accomplishments	IEMP #	ACCJC Standard
VPIA	<p>Authentic Assessment</p> <p>A workshop on authentic assessment was held for National Campus faculty and Pohnpei Campus faculty on August 7, 2012. A definition of authentic assessment was agreed on, examples of authentic by current instructors were provided and an assignment to write and use one type of authentic assessment during the fall semester was given. The workshop included a peer observation form for faculty to use when observing a partner’s authentic assessment. The contents of this workshop were shared with Kosrae, Chuuk and Yap campus. The peer observation forms from each campus were due in by the end of the fall semester.</p> <p>The table below indicates how many faculty actually participated in the observations. 46% of the faculty from all campuses submitted the peer observation forms.</p>		

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	<table border="1" data-bbox="298 254 1079 600"> <thead> <tr> <th>CAMPUS</th> <th colspan="2"># OF PARTICIPANTS</th> </tr> </thead> <tbody> <tr> <td>Yap Campus</td> <td>5 out of 5 instructors</td> <td>100%</td> </tr> <tr> <td>Chuuk Campus</td> <td>10 out of 21 instructors</td> <td>48%</td> </tr> <tr> <td>National Campus</td> <td>17 out of 41 instructors</td> <td>41%</td> </tr> <tr> <td>Pohnpie Campus</td> <td>10 out of 22 instructors</td> <td>45%</td> </tr> <tr> <td>Kosrae Campus</td> <td>2 out of 6 instructors</td> <td>33%</td> </tr> <tr> <td>TOTAL</td> <td>44 out of 95 instructors</td> <td>46%</td> </tr> </tbody> </table> <p data-bbox="266 648 961 682">COM-FSM On-Site Faculty Development Activities</p> <p data-bbox="266 684 1219 863">On August 3-7, 2015, National Campus collaborated with the other State Campuses on several topics regarding (1) Risk Assessment, (2) Online submission of grades, (3) PAS presentation, (4) Institutional Assessment Plan dialogue/writing, (5) Best Practices sharing. About 81/110 or 74% faculty members participated in the workshop.</p> <p data-bbox="266 936 922 970">College offers 398 sections this fall 2015 semester</p> <table border="1" data-bbox="266 970 1203 1262"> <thead> <tr> <th rowspan="2">Campus</th> <th rowspan="2">Number of Sections</th> <th colspan="3">Number of Faculty</th> </tr> <tr> <th>Full-time</th> <th>Part-Time</th> <th>Total Faculty</th> </tr> </thead> <tbody> <tr> <td>Kosrae</td> <td>40</td> <td>8</td> <td>7</td> <td>15</td> </tr> <tr> <td>Pohnpei</td> <td>52</td> <td>23</td> <td>6</td> <td>29</td> </tr> <tr> <td>National</td> <td>197</td> <td>45</td> <td>10</td> <td>55</td> </tr> <tr> <td>Chuuk</td> <td>60</td> <td>12</td> <td>6</td> <td>18</td> </tr> <tr> <td>Yap</td> <td>49</td> <td>6</td> <td>8</td> <td>14</td> </tr> <tr> <td>Total</td> <td>398</td> <td>94</td> <td>37</td> <td>131</td> </tr> </tbody> </table> <p data-bbox="266 1335 786 1369">College holds 4th Annual Convocation</p> <p data-bbox="266 1371 1195 1619">The 4th Annual Convocation was held on September 16, 2015. The theme was Student-Centered + Student Learning = Student Success. Convocation addresses were given by Vice President Yosiwo P. George, Professor Jean Ranahan, President Joseph M. Daisy, and Student Body Association (SBA) Secretary Darla Simina. Darla Simina's speech can be viewed at http://www.youtube.com/watch?feature=player_embedded&v=tjkHpgUH_ko.</p>	CAMPUS	# OF PARTICIPANTS		Yap Campus	5 out of 5 instructors	100%	Chuuk Campus	10 out of 21 instructors	48%	National Campus	17 out of 41 instructors	41%	Pohnpie Campus	10 out of 22 instructors	45%	Kosrae Campus	2 out of 6 instructors	33%	TOTAL	44 out of 95 instructors	46%	Campus	Number of Sections	Number of Faculty			Full-time	Part-Time	Total Faculty	Kosrae	40	8	7	15	Pohnpei	52	23	6	29	National	197	45	10	55	Chuuk	60	12	6	18	Yap	49	6	8	14	Total	398	94	37	131		
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NC/PC	<p data-bbox="266 1654 444 1688">Best Practices</p> <p data-bbox="266 1690 1227 1829">The College continues to All faculty, including part time, must have a master's degree to be certified to teach. Faculty are provided a variety of opportunities for professional development to keep current on academic best practices leading to student success.</p> <p data-bbox="266 1864 1122 1898">Professional development opportunities for faculty members include:</p>																																																													

Office	Accomplishments	IEMP #	ACCJC Standard
	<ul style="list-style-type: none"> • 20 Minute Monday Morning Mentor Series – Magna Publications • Faculty Professional Dev. Day (every spring semester) • Faculty workshop 1st day of spring semester • Best Practices Training – TESOL Trainers • Webinars • Faculty Workshop Week in August • Off-island conferences and workshops • Faculty monthly meeting “What’s Working” • Program Prioritization Update: <ul style="list-style-type: none"> ▪ Employment and transfer data collected from all programs ▪ Transfer courses identified. ▪ Certificate of Achievement in Bookkeeping, Secretarial Science, and Agriculture and Food Technology are under revision to become pathways to degree programs. ▪ Remaining work includes: <ul style="list-style-type: none"> ▪ external stakeholder input on associate degree program changes ▪ revision in admission policy to allow pathway from certificate to degree <p>Assessment Workshop, FoE, and Division Chair Training</p> <ul style="list-style-type: none"> • Faculty from Pohnpei and National campuses attended workshops and orientation on August 3-7, 2015. Topics included: effective practices, assessment plans for 2015-2016, presentation of program assessment summaries from 2014-2015, re-launch of the Foundations of Excellence for faculty engagement, general assembly and lunch with new freshmen, and a training session for division chairs. • AFT/Soc. Sci./Bookkeeping/ 		

Evoked an image of quality

Office	Accomplishments	IEMP #	ACCJC Standard
NC/PC	<p>Improving Academic Quality:</p> <ul style="list-style-type: none"> • Jennifer Hainrick and Karleen Manual presented at the Annual Pacific Island Association of Libraries and Archives conference July 27 – July 30, 2015. • Peltin Pelep presented at the Native American and Pacific Island Research Experience conference July 13 –July 16, 2015. 		

Office	Accomplishments	IEMP #	ACCJC Standard
	<ul style="list-style-type: none"> • Pohnpei Campus will host four new World Teach instructors for the 2015-2016 academic year. • Languages and Literature division hired three new faculty beginning fall 2015 semester. • Program change plans – see beginning of report for Program Prioritization Implementation Update. • Refrigeration and Air Conditioning program modification. (see Board Action item) • On July 14, 2015, the faculty successfully piloted the online submission of grades. <p>Student Success:</p> <ul style="list-style-type: none"> • The 4th Annual Convocation was held on Wednesday, Sept. 16, 2015. This year's theme is "Student centered + Student Learning = Student Success." Guest speakers were Yosiwo George, Vice President of FSM, Churchill Edward, Chairman of the Board of Regents, Joseph M. Daisy, President and CEO of COM-FSM, Jean Ranahan, professor of Languages and Literature, Kasiano Paul, Vice President and Faculty Representative and Vice Chairperson of Faculty/Staff Senate and Darla Simina, Student Body Association secretary. • The college hosted students from two Japanese universities. Reitaku University brought seven students and two professors on August 23, 2015, to September 6, 2015. The students presented environmental lessons at two elementary schools, visited cultural sites and performed community service in U municipality. Sophia University brought 15 students and four professors on September 7 -14, 2015. These students attended classes at COM-FSM, visited cultural sites and experienced home visits over the weekend. The COM-FSM Micro/Japan Student Club served as guides for each group. 		

**College of Micronesia – FSM
Administrative Services
FY 2015 Fourth Quarter Performance Report¹
July to September 2015**

Mission Statement

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- *Evoke an image of quality*

Invest in and build a strong capacity in human capital

Office	Accomplishments	IEMP #	ACCJC Standard					
Human Resources Office	College diversity by nationality as of November 2015							
	National Campus	Pohnpei Campus	Chuuk Campus	Yap Campus	Kosrae Campus	FMI Campus		
	Austria -1	Chuuk-1	Kosrae-2	India-1	Inda-1	Fiji-1		
	Canada -2	Kosrea-1	Philippine-3	Philippine-4	Philippine-4	Chuuk-2		
	Chuuk -6	Marshall-1	US-4	US-1	Mexico-1	Yap-16		
	Fiji-1	Philippine-8	Chuuk-29	Saipan-1	Nauru-1			
	Japan-1	Samoa -1		Yap- 23	Kosrae -28			
	Kiribati-1	US-3						
	Kosrae -1	Yap-4						
	Palau -1	Pohnpei-52						
	Philippine - 19							
	Romania -1							
	Sri Lanka -3							
	US-16							
	Yap-7							
Pohnpei -96								

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Evoke an image of quality

Office	Accomplishments	IEMP #	ACCJC Standard
VPAS/BO	<p>FY17 Budget Development</p> <ul style="list-style-type: none"> • During August, vice president for administrative services led the planning for priorities and resource allocation and preparation for the 2017 budget and the launch meetings. The process of exploring new streams of revenue, the development of partnerships and achieving new efficiencies to address the decline in compact funding and the challenging economic times in which we find ourselves continues as well. As of September 2015, all office budgets had been summited and being reviewed. Periodic meetings with the college’s Vice Presidents continues in its regular budget meeting <p>Self-Evaluation Standard IIIB completed</p> <ul style="list-style-type: none"> • Submitted the Accreditation Standard IIIB Report as required. 		
Maintenance and Security	<p>Annual Security and Fire Safety Report</p> <ul style="list-style-type: none"> • Completed and posted the Annual Security and Fire Safety Report as required by US Department of Education and submitted the annual campus crime statistics. 		

College of Micronesia – FSM
Institutional Effectiveness and Quality Assurance
FY 2015 Fourth Quarter Performance Report¹
July – September 2015

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Evoke an image of quality

Office	Accomplishments	IEMP #	ACCJC Standard
VPIEQA	<p>College representatives attended an Accrediting Commission for Community and Junior Colleges (ACCJC) Self Evaluation Workshop, and the ACCJC Regional Workshop on Student Learning Outcomes (SLOs) and Assessment at Kapi’olani Community College on July 15, 2015. The purpose of the workshop was to develop, assess, and use SLOs to improve instruction and support services.</p> <p>The training also included access to ACCJC resources for self-evaluation, requirements for evidence in the institutional self evaluation report, eligibility requirements, compliance with USDE regulations and commission policies, resources for self evaluation, and specific standard formats of the self evaluation report.</p>		

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Office	Accomplishments	IEMP #	ACCJC Standard
	<p>Teams and lead writers met with Consultant David Adams 1-8 June 2015, and 3-10 August 2015. Recommendation summaries from Consultant Jim Mulik’s visit include the following:</p> <p>During visits with each standard writing team, it was stressed that the ACCJC is looking to ensure that the college is addressing to specific things in the self-evaluation report:</p> <ol style="list-style-type: none"> 1. Is the college meeting its mission? 2. Is the college setting up students for success? <p>In addition the meeting the mission and setting students up for success, Jim and the writing teams discussed the movement away from “equally” treating all students and the move toward “equitably” treating all students. The differences between equality and equity were discussed, and places in the ACCJC’s standards where equity is stated were reviewed.</p>		
IRPO	<p>Mission Indicators Developed an additional key performance indicators called “Mission Indicators” as recommended by VPIEQA. The “Mission Indicators” provide the framework for decision making and reporting on college progress towards meeting its mission, tracking and monitoring of institutional effectiveness and academic quality. While in the development process, IRPO included recommendations for use of NCCBP data (sometimes in combination with CCSSE data to show rankings against NCCBP schools). This process is on-going and is being set to be addressed in the next report (FY16 quarter report).</p> <p>Institutional Set Standards and Measure of Success The COM-FSM Strategic Plan 2013 – 2017 and institutional set standards are currently being reviewed and assessed in preparation for the next planning cycle. Evaluation of the strategic plan are conducted on an annual basis. The strategic plan is support by an Integrated Educational Master Plan (IEMP) that provides in-depth strategies, activities and targets for instructional and non-instructional programs. Detailed planning is available for facilities, campus facilities (Chuuk, Kosrae, National, Pohnpei, Yap, FMI, common), financial projections, and a Master Planning Calendar.</p> <p>FY2017 Performance Budgeting Development The Fiscal Year 2017 performance budget development (starting in late summer and fall 2015) shows a structure for discussion and dialogue around planning, data trends, assessment, and developing priorities and outcomes based on the ripple effect (solving a critically placed problem area can ripple out and effect related problems). Discussions were strongly based on data presentations and review of planning documents. Vice Presidents presented summary of their department’s</p>		

Office	Accomplishments	IEMP #	ACCJC Standard
	<p>strengths and weaknesses based on program assessment and program reviews and what that information said about priorities. Trend data was dived into deeply to determine critical courses that prevent students from progressing toward a timely degree. Dialogue resulted in one critical set of student learning outcomes to drive improvement in FY 2017.</p> <p>Self-Evaluation – Standard IB IRPO went through the developing process of its self-evaluation standard IB write-up. IRPO working sessions and other sessions includes Mr. David Adams (Skype) took place as well. A draft of the Standard IB was developed and submitted to VPIEQA/ALO for review.</p> <p>Data and Reporting The college continues to collect and publish disaggregates, analyzes, and publishes quantitative and qualitative data from its SIS, external surveys such as IPEDS, CCSSE and NCCBP and internal survey such as satisfaction, registration, orientation, graduation and program specific survey.</p> <p>Enrollment and achievement data is available for at least five years and is disaggregated by institution, student type (continuing, new, returning (student has been out of school for at least one year), full time versus part time, origin (the college uses FSM State of Origin in place of ethnicity due to the fact that 99+% of students are Native Hawaiians or Other Pacific Islanders (IPEDS)), age group, degree type, and gender. For achievement data, the college includes program category (basic skills and ESL, CTE, liberal education/transfer, and other). The following is a three-year (due to size) example of a five-year table for fall semester course completion. For you information, following are the completed internal survey for this reporting period:</p> <ol style="list-style-type: none"> 1. Student Registration Survey – Fall 2015 2. Tobacco/Alcohol/Marijuana/Betelnut Survey 2015 3. Student Orientation Survey - Fall 2015 4. 2015 Health Fair 5. Committee Self Evaluation 2014-2015 6. Student Registration Survey - Summer 2015 7. Inter-Campus Shuttle Service Survey <p>TracDat IRPO continues to update its annual assessment and tracking trends in TracDat. College TracDat reports are available on the IRPO Website.</p>		
ITO	Self-Evaluation Standard IIIC		

Office	Accomplishments	IEMP #	ACCJC Standard
	<p>ITO completed its Self-Evaluation write-up process. The draft report was reviewed by ITO and then submitted to VPIEQA.</p> <p>Network/Systems ITO continues to provide systematic planning and deployment of technology as well as address technology needs as they arise to ensure system-wide technology support. As of September 2015, all services remain adequate through updates in bandwidth, hardware, and software as technology and needs change. ITO also continues to provide technology support for the National, Pohnpei, Kosrae, Chuuk, Yap and FMI campuses. Currently maintaining more than 400 computers for student use in 18 main computer labs.</p> <p>TracDat ITO continues to update its annual assessment in TracDat. TracDat reports can be found at http://www.comfsm.fm/?q=node/881.</p>		

**College of Micronesia – FSM
Cooperative Research and Extension
FY 2015 Fourth Quarter Performance Report¹
July to September 2015**

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Focus on student success

Office	Accomplishments	IEMP #	ACCJC Standard
CES PNI	<p>Five intern students from COM-FSM were taught some technical skills through hands-on training in all phases of sea cucumber farming at Nett Point hatchery. Two Marine fisheries officers from Kosrae Mr. Lindon Cornelius & Maxwell Salik visited the hatchery and assisted to transfer out the recent spawning of 2,400 juveniles which are ready to be distributed to the hapa farms.</p> <p>Two AFT students continued to work with CES PNI to learn skills and knowledge from respective Extension Agents in managing the Urban Vegetable Project with soil media preparation, seeding sowing, seedling transplanting and management of the Greenhouse.</p>	CES6.2.5	1.1

Emphasize academic offerings in service to national needs

Office	Accomplishments	IEMP #	ACCJC Standard
CES PNI	The activities conducted in the hatchery at Nett Point include the following: installation and demonstration of nursery culture of sea cucumber (sand fish) in the grow-out section and installation and demonstration of sand fish in hapa cages at Nihco, Mwand & Murphy Panuelo sea cucumber farms.	CES6.2.3 AES6.4.2	2.2

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Office	Accomplishments	IEMP #	ACCJC Standard
	<p>CES Agents assisted Office of Economic Affairs to develop the State Invasive Species Strategic Action Plan</p> <p>The following activities carried out during the quarter include: 1) provided technical support and advice to 14 pepper farmers; 2) conducted demonstrations on commercial fertilizer application, pruning, timely and regular fertilizer applications, weed control and management practices to improve production on farms in the communities, 3) conducted demonstrations on swine best practices regular deworming; teeth clipping, regular estrus and pregnancy testing, immediate treatment of sick animals, fresh feeds at all time; 4) demonstrated to farmers how to compose, use and apply pig manure as fertilizer to crops; 5) continued with the Home Gardening project in communities with the emphasis on vegetables; 6) travelled to Pingelap and Southern Islands and conducted presentation in home gardening, how to select site, selection of type of crops to be planted, plant in different types of containers, importance of a home garden for nutrition, food security; and 7) demonstration on transplanting breadfruit planting materials and assessment on the other crops delivered previously.</p> <p>EFNEP Agents submitted the 2016 Recipe Calendar for printing. Agents conducted two surveys on how best to improve health and well being of the people in the communities</p> <p>Discussion on the effect of climate change on agriculture crops was conducted with a group of farmers The discussion covered the three layers of natural gases (carbon dioxide, methane, and Nitrous Oxide) in the atmosphere and the human activities that cause pollution and contaminates in the air which cause global warming.</p>	<p>CES6.2.5</p> <p>CES6.6.1</p> <p>CES6.3.3</p>	<p>2.2</p>
Kosrae Ag Experiment Station	<p>Selected plants of sweet potato identified through in vitro screening process, performed very well in in vivo studies.</p> <p>Conservation of selected salt tolerant germplasm for mass multiplication in future has been initiated.</p>	CRE/AES6.1.1	2.2
	<p>Germplasm of pineapple and black pepper being collected, planted and maintained in the greenhouse to establish cultures.</p> <p>Protocols are being developed and/or refined for pineapple and black pepper culture establishment and maintenance by manipulation of various plant growth regulators, media composition and culture conditions</p>	CRE/AES6.1.2	2.2
	Seedling distribution and farm visits for on-site	CRE/CES6.2.5	2.2
YAP CRE	<ul style="list-style-type: none"> • Conducted 2 business management workshops in partnership with Yap SBDC • Completed 1 fact sheet about Yap Outreach Project • One booklet on 'Pallet Planter' completed • 	CRE/CES6.2.5	
	<ul style="list-style-type: none"> • Attended OASDVFR Program Directors Meeting • Attended consultation workshop on "Strengthening Agriculture and Forestry Research and Extension Linkages for Sustainable Food Security and Trade" • Attended training on nutrition and food safety in Hawaii • Participated in Yap State Food Security and Food Catering Committee, Yap Trade Facilitation Committee, and Yap Inter-Agency Nutrition Council • 	CRE-A6.1.2	

Office	Accomplishments	IEMP #	ACCJC Standard
Yap CRE	<ul style="list-style-type: none"> 10 students completed small farm summer internship program 11 youths completed Arts & Crafts summer program 	CRE/CES 6.2.5	

Invest in and build a strong capacity in human capital

Office	Accomplishments	IEMP #	ACCJC Standard
CES PNI	<p>Provided information from farmers in Enpei to guide Researcher to write a research proposal for submitting to Australian Embassy for funding.</p> <p>Aquaculture Agent continues to carry out research, training technology and information dissemination of sea cucumber production in the hatchery including bottom culture and floating cages. Seven hundred forty (740) juvenile sea cucumber have been distributed to the designated farms to monitor its growth development.</p> <p>Shared Climate Change adaptation strategies with Nett Local Government and traditional leaders responsible for the development of Nett Watershed Line and proposed Nett Water Fund System. The target was re-foresting in an areas where land slide and commercial sakau planting took place in Nett.</p> <p>Sekere people completed the EFNEP training on Safe Food Handling and cooking. Presented how to purchase food in a safe ways or safe food purchase.</p> <p>EFNEP conducted nutrition and food processing workshop on the island of Pingelap. Discussed and demonstrated what balance meal is and how to process taro and breadfruit.</p>	<p>CRE6.1.2</p> <p>AES6.4.2</p> <p>CES6.2.2</p> <p>AES6.42</p> <p>CES6.6.1</p>	2.2

Become a learning organization through development of a learning culture guided by learning leaders

Office	Accomplishments	IEMP #	ACCJStandard
CES PNI	CES Agents attended a workshop at Cliff Rainbow. The workshop was on “FSM Draft National Invasive Species Strategy and Action Plan Development workshop Pohnpei State”. Participants identified terrestrial and marine species that were not indigenous to the island and have become problematic or pest to the environment and the eco-system.	CES6.3.3	4.2
Chuuk AES	Prepared proposal for Hatch funding (Effects of Cassava Pruning in Its Tuber Yield and Yield Components, Storage and Eating Qualities, Preparing another Hatch-funded proposal- Productivity and Chipping Qualities of Colocasia esculenta (L.) Schott at Different Types of Planting Materials	6.1.4 a, 6.2..2, 6.2.3	II
Chuuk CES	<p>Global Food Security and Hunger Planned Program</p> <ol style="list-style-type: none"> Met with one Chuuk Conservation Society(CCS) staff to discuss about partnership with an ongoing effort to rehabilitate island devastated by typhoon Maysak. CRE participation was provision of information 	6.1.4, 6.1.4a &c	II

	<p>materials about crops and simple recipes using local produce. Provided were 18 crop brochures (Cholesterol Spinach, Okra, Yardlong Bean, Malunggay, Sponge Gourd, Bitter Melon, Cucumber, Eggplant, Sweet Potato, Cassava, Giant Swamp Taro, Water Spinach, Sweet Potato Leaves, Banana Blossom, Breadfruit, Sweet Taro Leaves, Coconut and Sweet Pandan) that CSC would translate into Chuukese on July 13;</p> <p>2. Prepared and presented powerpoint entitled "Healthy Lifestyle for 8-15 Years Old" for the Chuuk Public Health Summer Program at Well Center in Weno to 25 elementary students on July 16. Topics dealt about balanced diet, physical activities especially gardening, staying away from addiction and infection, adequate sleep balanced house work, study and play.</p> <p>3. Informed 33 women, men and children at Fefen island about garden planning, composting and all steps in gardening from land preparation, care and management (fertilizing, watering, pest control) and harvesting; about Moringa (malunggay) and home-made pesticide on July 22.. Distributed cholesterol spinach and long bean seeds. Provided handouts-Easy composting, Distance of Planting and Maturity Signs of Fruits and Vegetables.</p> <p>4. Participated on July 23-24 with 18 agency representatives in the National Agriculture Policy Mid-term review held at Truk Stop Hotel to evaluate and determine the role of agriculture in increasing export over imports, import substitution for eggs, meat, flour by improving domestic production of crops and poultry; holding of state trade fair to boost local tourism, agriculture, marine, handicrafts, sewing, cooking and culture</p>		
	<p>Climate Change Planned Program Taught composting instead of burning biodegradable wastes in the backyards of 33 participants at Fefen to minimize global warming</p>	<p>4.4.9 4.2.6 4.3.1</p>	<p>II</p>
<p>August 2015</p>			
<p>Chuuk AES</p>	<p>Conducted training in characterization of morphological differences of nine local cassava cultivars to 13 staff of the Pohnpei CRE and Department of Agriculture(DA) extension agents and staff and performed morphological characterization of nine cassava cultivars with 3 CRE and one DA agent on August 12</p>	<p>6..1.4, 6.1.4 a, 6.2..2, 6.2.3</p>	<p>II</p>
<p>Chuuk CES</p>	<p>Global Food Security and Hunger Planned Program As a member of an inter-agency Ad hoc committee for Chuuk Trade Fair, met with 5 members to discuss about logistics needed on August 6; presented organic gardening to 35 participants at Eot Island on August 7; planned out with two Mormon church officials about training church members in vegetable gardening on August 18; evaluated with four Salvation Army officials about results of monitoring in Tunnuk on August 19; participated with 14 inter-agency representatives about Chuuk's program in the FSM National Invasive Species Strategy and Action Development on August 21; evaluated status of watershed condition in nine Eot landowners for gardening purposes on August 26, informed and encouraged 35 participants at Uman Island to adopt healthy and clean living through two powerpoint presentation on August 27- Solid Waste Management and Eating the Rainbow; prepared and finished Brochure 19--Tomorrow's Leaf on August 25</p>	<p>6.1.4, 6.1.4a 6.3.3.</p>	<p>II</p>
	<p>Climate Change Planned Program</p>	<p>4.4.9 4.2.6 4.3.1</p>	<p>II</p>

	Provided training to 35 participants at Uman Island about waste segregation and emphasized non-burning of biodegradables for composting and recyclables for handicrafts on August 27		
September 2015			
Chuuk AES	Met with two landowners in Fefen for use of their lands for crops research and review of literature for research proposals in crops like taro and vegetable crops using organic liquid fertilizers	6..1.4, 6.1.4 a, 6.2..2, 6.2.3	II
Chuuk CES	Global Food Security and Hunger Planned Program Informed 50 Chuuk campus staff, faculty and students about various benefits derived from coconut through presentation “Coconut Tree” on September 2; demonstrated preparation and application of home-made pesticides to 3 family gardeners on September 4; presented to 84 Chuuk Women’s Council (CWC) “ Food Security, Nutrition and Gardening” to explain implementation of community gardening on September 20; Met with 5 CWC officers about ensuring sustainability of their community gardening project by establishing Monitoring and Evaluation team, seed production and food processing of excess produce; promoted agriculture and nutrition to 167 high school students of the Southern Namoneas high school on September 24 at Sapore, Fefen for Department of Education Career Technical Education Outreach program	6.1.4, 6.1.4a &c	II
	Climate Change Planned Program Explained to 84 Chuuk Women’s Council (CWC) production of greenhouses gas leading to global warming causing high temperature and sea level rise from burning the solid wastes and encouraged them to garden, not to cut trees and compost biodegradables	4.4.9 4.2.6 4.3.1	II
PNI CRE/AES	Second Hatch project approved by NIFA. Title of project: Rehabilitating degraded lands of Pohnpei, FSM, with focus on Mal soils. This is a 3 year project with a budget of \$132,543.00.	A.E.S. 6.3.2	II
PNI CRE/AES	Cassava Project: (1) Maintain research plots; (2) Dr. Lolita Ragus was with us for one week – to take the lead in the morphological characterization of the collected nine varieties; (3) Built a small “local house” by the experimental area for use by staff as a shade & resting place during field work & field visit	AES 6.3.2	II
PNI CRE/AES	Provided on the job training for two students in the STEP-UP Program in doing research, data analysis, writing and presentation of results on “food/diet and health” issues. Students gave their final presentation at a STEP-UP conference in Washington DC.	AES 6.2.3	II
PNI CRE/AES	Discussed other possible research topics with collaborators: (1) to evaluate effectiveness of local cyanobacteria (blue-green algae) as a cheap source of organic Nitrogen fertilizer, and (2) to assess impact of feed with local ingredients	AES 6.2.1	II
PNI CRE/AES	Research Assistant (Fredson Ardos) enrolled in and started taking a course in Ethnobotany which should count towards his B.S. degree	AES 6.3.1	II
PNI CRE/AES	Staff development: Provided training (Lolita/Nat/Fredson) on morphological characterization of cassava to Extension agents, Agriculture Office staff, and COM-FSM interns	CES 6.2.3	II
PNI CRE/AES	On-island provision of advisory services to collaborating government and regional/international agencies: (1) Made significant contributions to consultation organized by SPC and FSM government to review the FSM Agriculture Policy; (2) Also contributed to review of the SPREP (climate change adaptation) proposal for outer islands, and made significant comments submitted to proposal coordinators and other stakeholders.	CES 6.2.4	II
PNI CRE/AES	Off-island provision of advisory services to collaborating government and regional/international agencies: Researcher attended a one-week workshop in Samoa on “Strengthening agriculture & forestry research and extension linkages for sustainable food security & trade.” Gave a presentation entitled “Agroforestry in the atolls.” Also made use of the occasion to discuss issues of common interest including 1) livestock experimentation, 2) coconut replanting in Pohnpei & outer islands, 3) the Pacific breadfruit development project, etc	CES 6.2.4	II
PNI CRE/AES	Contributed to the Typhoon Maysak Response works for Chuuk & Yap: (1) Liaised with selected Kitti farmers for supply of required planting materials; (2) Helped in	CES 6.2.5	II

	receiving and organizing planting materials supplied by Pohnpei farmers; (3) Helped in dipping planting materials in Clorox, bagging and taking them to the wharf; (4) Helped in monitoring and watering of planting materials at the wharf; (5) Helped in loading the planting materials and Research Assistant accompanied one of the boat-trips to Chuuk.		