

# 2012 1<sup>st</sup> Quarter Report (October 1<sup>st</sup>, - December 31<sup>st</sup>, 2011)

College of Micronesia – FSM - Performance reporting form

<b>Department/Division/Campus:</b>	<b>President’s Office</b>	<b>Period:</b>	<b>October 1<sup>st</sup> – December 31<sup>st</sup>, 2011</b>
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**FSM Strategic Development Plan Goal 4: to allow FSM students 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](http://www.comfsm.fm) IRPO web site: <http://comfsm.fm/national/administration/VPA/researchdocs/irpo.html>  
For additional information contact: [rschplanning@comfsm.fm](mailto:rschplanning@comfsm.fm)

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

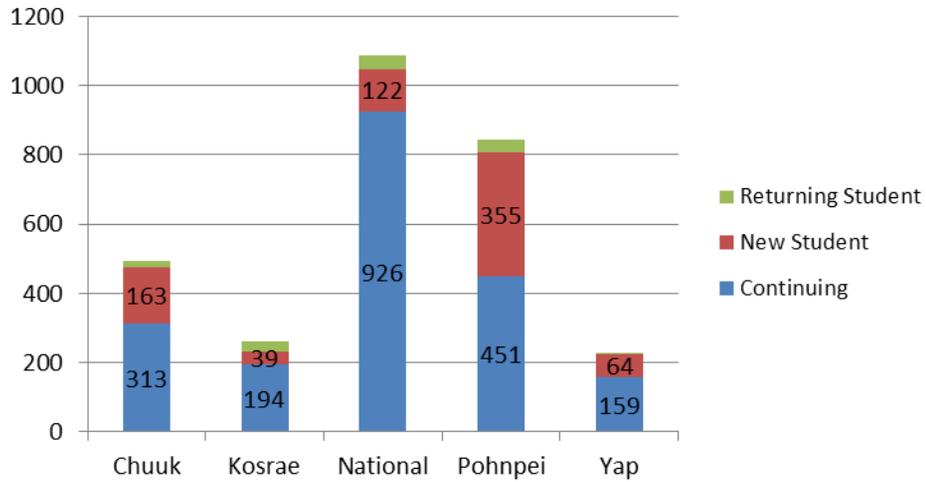
<b>Objectives</b>	<b>Accomplishments</b>	<b>Comments/additional detail</b>
1A: Promote quality teaching and learning-	<b>Chuuk:</b> Library is now back to its original place.	<b>Chuuk:</b> Despite the moving around of the LRC

centered behaviors and environments for the six campuses		temporarily to accommodate renovation of the roof paneling, the LRC carries out its role in a different room to serve the needs of students' learning and research.
1C: Enhance faculty involvement in the college	<b>Chuuk:</b> Two instructors continue on line courses for the MACIMISE program with PREL and University of Hawaii Manoa	<b>Chuuk:</b> Two instructors, Miuty Nokar and Danilo Mamangon from the Math/Science Division continue their courses on line for masters and doctoral degrees respectively.

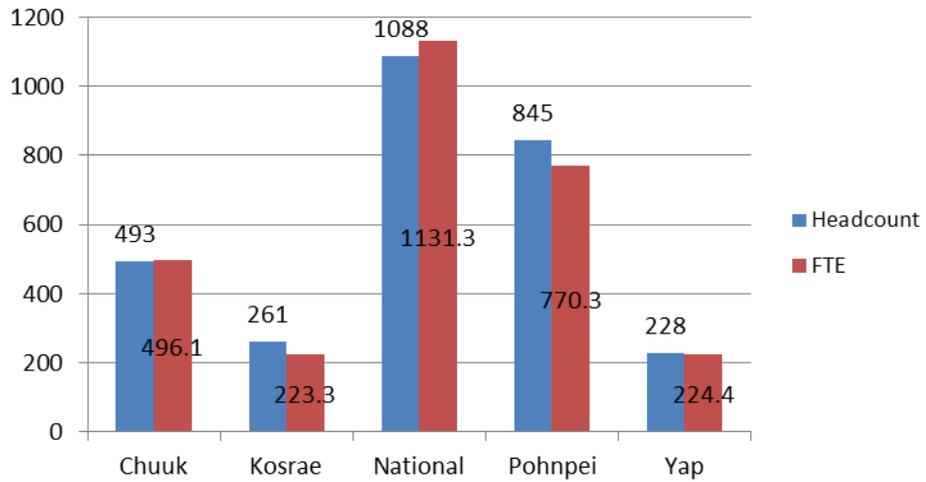
**Strategic goal 2:** Provide institutional support to foster student success and satisfaction

<b>Objectives</b>	<b>Accomplishments</b>	<b>Comments/additional detail</b>
2A: Promote strategic enrollment management for the college	<b>IRPO</b>	

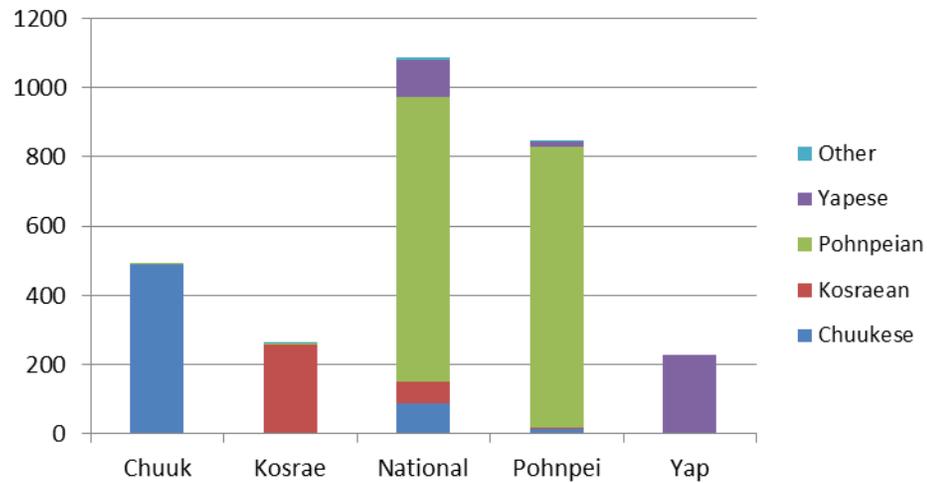
Fall 2011: Enrollemnt Student Type & Campus



Fall 2011: Headcount vs. FTE



Fall 2011: Enrollment by State of Origin and Campus



Fall 2011: Total Credits by Student Type & Campus

studentTypeDescription	Chuuk	Kosrae	National	PNI	Yap	Total	%
Continuing	3653.0	2005.5	11479.0	4767.5	1794.0	23699.0	69.4%
New Student	2124.0	430.0	1643.0	4141.0	872.0	9210.0	27.0%
Returning Student	176.0	244.0	454.0	335.0	27.0	1236.0	3.6%
Total Credits	5953.0	2679.5	13576.0	9243.5	2693.0	34145.0	100.0%
Percent	17.4%	7.8%	39.8%	27.1%	7.9%	100.0%	

	<p style="text-align: center;"><b>Fall 2011 Enrollment by Degree Type</b></p> <table border="1"> <caption>Fall 2011 Enrollment by Degree Type</caption> <thead> <tr> <th>Degree Type</th> <th>Count</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>AA</td> <td>1118</td> <td>38%</td> </tr> <tr> <td>AS</td> <td>742</td> <td>25%</td> </tr> <tr> <td>CA</td> <td>722</td> <td>25%</td> </tr> <tr> <td>UC</td> <td>49</td> <td>2%</td> </tr> <tr> <td>TYC</td> <td>2</td> <td>0%</td> </tr> <tr> <td>AAS</td> <td>176</td> <td>6%</td> </tr> <tr> <td>BA</td> <td>106</td> <td>4%</td> </tr> </tbody> </table>	Degree Type	Count	Percentage	AA	1118	38%	AS	742	25%	CA	722	25%	UC	49	2%	TYC	2	0%	AAS	176	6%	BA	106	4%		
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<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>	<p><b>President's Office</b></p> <p>IP gave opening/welcoming remarks at the 54<sup>th</sup> Commencement Exercises by highlighting the challenges facing the college and how the college should address these challenges. President Mori gave the keynote address. UOG President Dr. Robert Underwood conferred BA degrees to 17 graduates. One hundred seventy-three students graduated on Dec 15, 2011.</p>		<p><b>Yap Campus input</b></p> <ul style="list-style-type: none"> <li>• 4 graduates, Fall 2011</li> <li>• 1 – CA Electronics Engineering Technology 1- Business</li> <li>• 2 – Teacher Education - Elementary</li> </ul>																								

<p>2D: Develop a student-friendly campus environment that encourages and enables students to be health conscious</p>	<p><b>Chuuk:</b> 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><b>Chuuk:</b> The Student Health Nurse holds assemblies on certain diseases currently affecting Chuuk and invite the Public Health nurses to do hypertension and blood sugar check up for students, faculty and staff.</p>
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**Strategic goal 3:** Create an adequate, healthy and functional learning and working environment

Objectives	Accomplishments	Comments/additional detail
<p>3A: Provide for adequate facilities to support a learning community</p>	<p><b>President's Office</b></p> <p><b>Status Report Major Projects By Campus (Maintenance)</b></p> <p><b>Chuuk Campus</b> IP conducted a site visit to Yap, FMI, Chuuk, and Pohnpei Campuses and took a tour of all the facilities to make certain the maintenance challenges are being resolved. I am pleased to report that the Facilities and Maintenance Office have attended to these maintenance issues. A two-member team was dispatched to the campuses to address these concerns at the campuses.</p> <p><b>Kosrae Campus:</b></p> <ul style="list-style-type: none"> <li>A memorandum of understanding between Kosrae State Government and College to transfer five classrooms belonging to Kosrae High School. These classrooms will be remodeled for vocational shops and a temporary learning resources center.</li> </ul> <p>Director of Facilities and Maintenance assessed and issued scope of work for renovation project of Vocational and LRC Building at Kosrae Campus.</p>	
<p>3B: Provide for maintenance and upkeep of grounds, facilities, and equipment</p>	<p><b>Chuuk:</b> Student Body takes role in building huts and clean up.</p> <p><b>Kosrae Campus:</b></p>	<p><b>Chuuk:</b> 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.</p>

	<ul style="list-style-type: none"> <li>Continued replacing Freon air conditioning units with Pureon units. Black Micronesia Corporation donated 110 cubic yards of filling materials to Kosrae Campus access road and parking lots.</li> </ul>	
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**Strategic goal 4:** Foster effective communication

<b>SObjectives</b>	<b>Accomplishments</b>	<b>Comments/additional detail</b>
<p>4A: Enhance communications pathways</p>	<p><b>IRPO</b></p> <ul style="list-style-type: none"> <li>Conducted Student Satisfaction Survey that includes communications questions.</li> <li>Conducted Faculty/Staff Satisfaction Survey that includes communications questions.</li> <li>Conducted Dormitory survey on impact of tuition increases.</li> <li>IPEDS Fall 2011 Surveys locked in October 2011: <ul style="list-style-type: none"> <li>12 Month Enrollment</li> <li>Institutional characteristics</li> <li>Completions</li> </ul> </li> </ul> <p><b>Kosrae Campus:</b> Kosrae Campus is represented in all college wide standing committee as required by accreditation standards. In addition, a local standing committee was establish to conduct business relating to human resources.</p>	<p><b>IRPO</b></p> <ul style="list-style-type: none"> <li>The Overall report for student satisfaction is attached.</li> <li>The Overall report for faculty/staff satisfaction is attached.</li> </ul> <p>The Overall report on the Dormitory surveys attached.</p> <p><b>Yap Campus:</b></p> <ul style="list-style-type: none"> <li>Outcome of president’s retreat and implementation procedures of organizational structure was shared with all faculty and staff during an all campus meeting upon return from retreat in Pohnpei.</li> <li>All information sharing from cabinet members are shared with all on campus via email.</li> <li>Some faculty and staff are members of the standing committees and have attended their respective committee meetings on a regular basis, unless attendance is prevented due to technical difficulties.</li> <li>Committee meeting minutes are shared with all faculty and staff via email by committee</li> </ul>

		representatives here on campus.
4B: Provide communications infrastructure to support communication pathways	<p><b>Kosrae Campus:</b></p> <ul style="list-style-type: none"> <li>• Provision for a wider wireless Internet connection is under construction.</li> </ul>	
4C: Enhance the college community's ability to communicate effectively	<p><b>DCR</b> Enhance the College community's ability to communicate effectively through the writing and dissemination of press releases, newsletters and updating of the social networking sites</p> <p><b>President's Office</b> The All Campus meetings were being held at Yap, Chuuk, Pohnpei, and National campuses. The purpose was to share and update everyone on the current happenings and listen to concerns/questions from faculty, students, and staff. Plan to visit Kosrae in early January to do the same.</p> <p>IP also maintained the monthly meetings of All Chairs of the Standing Committees. Again, the purpose was to share and listen to challenges/accomplishments of the committees.</p> <p><b>Chuuk:</b> The Language and Literature is finalizing newsletter for Chuuk Campus.</p>	<p><b>DCR</b> News Releases:</p> <ol style="list-style-type: none"> <li>1. College to Hold Town Hall Meeting at National Campus</li> <li>2. JEMCO to Reduce College Compact Education Sector Grant Funding by 74 Percent</li> <li>3. Board Chair Releases Statement on Presidential Search</li> <li>4. ACCJC President Calls JEMCO Actions Unfortunate</li> <li>5. Chuuk CRE Expands Collaboration with Community</li> <li>6. Board Names Dr Joseph M Daisy as New President</li> <li>7. College Holds 54th Commencement Exercises</li> </ol> <p>COM-FSM Sharks newsletter:</p> <ul style="list-style-type: none"> <li>• Volume 4 Issue 6</li> <li>• Volume 4 Issue 7</li> </ul> <p>Social networking sites and blogs</p> <ul style="list-style-type: none"> <li>• Facebook: College of Micronesia Alumni</li> <li>• Facebook: College of Micronesia - FSM (OFFICIAL)</li> <li>• Twitter</li> <li>• Blogger: <a href="http://com-fsm.blogspot.com/">http://com-fsm.blogspot.com/</a></li> </ul> <p>Implementation Plans:</p> <ul style="list-style-type: none"> <li>• Branding</li> </ul>

		. Expanded News Coverage
		<b>Chuuk:</b> The Division of Language and Literature is putting together a newsletter displaying students work in writing and critical thinking skills and information sharing.

**Strategic goal 5:** Invest in sufficient, qualified, and effective human resources

Objectives	Accomplishments	Comments/additional detail
5A: Provide on-going professional development of faculty and staff	<p><b>IRPO</b></p> <ul style="list-style-type: none"> <li>• Provided in-house training to IRPO on pitfalls of Intuitive Thinking based on videos from Daniel Kahneman from Princeton University to assist with improved critical thinking as applied to IRPO work.</li> <li>• Grant writer prorated in month long workshop on data reporting and writing for the 2010 FSM Census. The workshop was conducted by SBOC and SPC.. The Grant Writer worked on the population projections component of the Census Report. The work increased the grant writer’s capacity for data analysis and application of computer programs for analysis and report and grant writing. Data researcher continued with online training for the AIRWEB Data Academy. One course has been completed: Foundations of Data Management with a second to be undertaken in spring 2012. The training focused on improved use of ACCESS and EXCEL for data manipulation and reporting.</li> </ul> <p><b>Kosrae Campus:</b></p> <ul style="list-style-type: none"> <li>• Renton Isaac continued his undergraduate studies at Walden University in ICT.</li> </ul> <p><b>POHNPEI CAMPUS:</b></p> <ul style="list-style-type: none"> <li>• Campus Secretary attended the following meetings: Ad hoc committee hiring process for the HR Administrative Specialist position leading to interviews of three applicants and recommendation submitted to HRO; HR committee meeting.</li> <li>• The following Campus personnel continued to further their education by attending Fall Semester 2011 classes at the College: Albert Amson, Salba Silbanuz, Leyolany Anson, Rensleen Joel, and Yoneko Kanichy.</li> </ul>	

	<ul style="list-style-type: none"> <li>• Clerk typist for PSBDC was reclassified to administrative assistant.</li> </ul> <p><b>Yap Campus</b></p> <ul style="list-style-type: none"> <li>• Robert Yangerluo, social science instructor, is still completing his thesis for his master's program in Micronesian History at the University of Guam.</li> </ul>	
<p>5B: Recruit and retain qualified personnel to allow delivery of quality services</p>	<p><b>Kosrae Campus:</b></p> <ul style="list-style-type: none"> <li>• There is 80% full time employees with the following: India: 1 PhD, 1 MA; Filipino: 2 MA, 2 BA; Nauro: 1 BA; FSM: 5 MA, 5 BA, 14 AA, 3 no degrees.</li> </ul> <p><b>POHNPEI CAMPUS:</b></p> <ul style="list-style-type: none"> <li>• The position of clerk typist (receptionist) at Pohnpei Campus was filled in October providing additional support services for students.</li> <li>• Special Contract for Landscape Technician, Reagan Andreas was extended for another six months starting October 1, 2011 to March 31, 2012.</li> <li>• Romino Victor was appointed as Apprenticeship Coordinator to provide the necessary work to coordinate and monitor the apprenticeship program at Pohnpei Campus.</li> <li>• The Personnel Requisition for Student Services Aide (Ramsie's position) was sent to HRO on December 2nd.</li> </ul>	<p><b>Kosrae Campus:</b></p> <p>Note:</p> <p>PhD – Doctor of Philosophy  MA – Master's degree  BA – Baccalaureate  AA – Associate of Arts or Science</p>
<p>5C: Update personnel policies and procedures to meet on-going human resources needs</p>	<p><b>Kosrae Campus:</b></p> <ul style="list-style-type: none"> <li>• The Director of Human Resources Division held workshops about HR policies and new salary schedule during a visit.</li> </ul> <p><b>POHNPEI CAMPUS:</b></p> <ul style="list-style-type: none"> <li>• On October 25, 2011, HR Director Rencelly Nelson met with PC staff in the Student Activity Room re: new/revised policies. The meeting was dismissed early due to power outage.</li> </ul>	

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

Objectives	Accomplishments	Comments/additional detail																																																									
<p>6A: Enhance new and existing revenue resources to promote growth and increase cost effectiveness</p>	<p><b>IRPO</b></p> <ul style="list-style-type: none"> <li>IRPO prepared a paper to support development of the 2013 budget regarding potential new and enhance revenue sources for the college.</li> </ul> <p>IRPO prepared a paper to support development for the 2013 budget regarding potential for institutional level expenditure reductions.</p> <p><b>DCR</b> October – December, 2011</p> <p><b>POHNPEI CAMPUS</b> All the units within the Pohnpei Campus administration participated in the development of the FY2013 budget proposal and submitted the same to the President’s office</p>	<p><b>IRPO</b></p> <ul style="list-style-type: none"> <li>The paper on new and enhanced revenue sources is attached</li> </ul> <p>The paper on potential institutional level expenditure reductions is attached.</p> <p><b>DCR</b> <b>[DEVELOPMENT &amp; COMMUNITY RELATIONS]</b></p> <table border="1" data-bbox="1339 480 1923 1485"> <thead> <tr> <th>Received from</th> <th>Amount</th> <th>Payment for</th> </tr> </thead> <tbody> <tr> <td>COM-FSM Pohnpei Campus</td> <td>1,201.90</td> <td>Fund Raising</td> </tr> <tr> <td>Francisco Mendiola</td> <td>100.00</td> <td>Allot. PP#23</td> </tr> <tr> <td>COM-FSM Pohnpei Campus</td> <td>286.21</td> <td>Fund Raising</td> </tr> <tr> <td>DCR</td> <td>11.50</td> <td>Christmas Cards</td> </tr> <tr> <td>DCR</td> <td>12.00</td> <td>Christmas Cards</td> </tr> <tr> <td>DCR</td> <td>15.00</td> <td>Christmas Cards</td> </tr> <tr> <td>COM-FSM Kosrae Campus</td> <td>1,199.00</td> <td>Fund Raising</td> </tr> <tr> <td>DCR</td> <td>31.00</td> <td>Christmas Cards</td> </tr> <tr> <td>DCR</td> <td>15.00</td> <td>Christmas Cards</td> </tr> <tr> <td>COM-FSM Kosrae Campus</td> <td>60.50</td> <td>Fund Raising (Deposited in Kosrae)</td> </tr> <tr> <td>Apiner Hadley</td> <td>300.00</td> <td>Bid - Green Jeep</td> </tr> <tr> <td>McGarry Barnabas</td> <td>2,000.00</td> <td>Bid - Yamaha Boat</td> </tr> <tr> <td>McGarry Barnabas</td> <td>100.00</td> <td>Bid - Yamaha Boat</td> </tr> <tr> <td>Nukuoro Black Pearl, Inc.</td> <td>13.50</td> <td>10% of Sale - Graduation</td> </tr> <tr> <td>SSSP - Staff &amp; Students</td> <td>100.00</td> <td>Donation</td> </tr> <tr> <td>DCR</td> <td>10.50</td> <td>Christmas Cards</td> </tr> <tr> <td>COM-FSM Pohnpei Campus</td> <td>284.75</td> <td>Fund Raising</td> </tr> <tr> <td>Bonster Fredrick</td> <td></td> <td>Bid - Green Flatbed</td> </tr> </tbody> </table>	Received from	Amount	Payment for	COM-FSM Pohnpei Campus	1,201.90	Fund Raising	Francisco Mendiola	100.00	Allot. PP#23	COM-FSM Pohnpei Campus	286.21	Fund Raising	DCR	11.50	Christmas Cards	DCR	12.00	Christmas Cards	DCR	15.00	Christmas Cards	COM-FSM Kosrae Campus	1,199.00	Fund Raising	DCR	31.00	Christmas Cards	DCR	15.00	Christmas Cards	COM-FSM Kosrae Campus	60.50	Fund Raising (Deposited in Kosrae)	Apiner Hadley	300.00	Bid - Green Jeep	McGarry Barnabas	2,000.00	Bid - Yamaha Boat	McGarry Barnabas	100.00	Bid - Yamaha Boat	Nukuoro Black Pearl, Inc.	13.50	10% of Sale - Graduation	SSSP - Staff & Students	100.00	Donation	DCR	10.50	Christmas Cards	COM-FSM Pohnpei Campus	284.75	Fund Raising	Bonster Fredrick		Bid - Green Flatbed
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		Nukuoro Black Pearl, Inc.	105.40	10% of Sale on Campus
		COM-FSM Pohnpei Campus	168.60	Fund Raising
		Mr. Kasio E. Mida	100.00	Pledge
		Merlein Johnny	25.00	Doors
		Enipein Pwilidak Community Group	3.00	10% of sale - Health Fair Day
		COM-FSM Savings Interest	18,305.06	
		Bank of the FSM	500.00	Contribution - 2011 Walk A thon
		Caroline Fisheries Corp.	150.00	Contribution - 2011 Walk A thon
		Moylan's Insurance	1,000.00	Donation
		Moylan's Insurance	100.00	Contribution - 2011 Walk A thon
		COM-FSM Pohnpei Campus	219.44	Fundraising
		Western Central Pacific Fisheries Comm.	150.00	Contribution - 2011 Walk A thon
		2011 Walk A Thon	668.00	Registration Fees
		Jazmin G	10.00	Walk A Thon T-Shirt
		Bookstore	25.00	Walk A Thon T-Shirt
		Bookstore	5.00	Walk A Thon T-Shirt
		COM-FSM Pohnpei		Fundraising

		<table border="1"> <tr> <td>Campus</td> <td>214.75</td> <td></td> </tr> <tr> <td>Kate Dick</td> <td>396.00</td> <td>Fundraising</td> </tr> <tr> <td>COM-FSM Pohnpei Campus</td> <td>212.10</td> <td>Fundraising</td> </tr> <tr> <td>COM-FSM Pohnpei Campus</td> <td>181.60</td> <td>Fundraising</td> </tr> <tr> <td>Simion Hickson</td> <td>50.00</td> <td>% of Sale on Campus</td> </tr> <tr> <td>COM-FSM Pohnpei Campus</td> <td>159.40</td> <td>Fundraising</td> </tr> <tr> <td>COM-FSM Upward Bound-Yap</td> <td>2,500.00</td> <td>Summer Banquet</td> </tr> <tr> <td>Herbert Gallen</td> <td>50.00</td> <td>Sept. 2011 Sale</td> </tr> <tr> <td></td> <td><b>Total:</b></td> <td><b>\$ 31,939.21</b></td> </tr> </table>	Campus	214.75		Kate Dick	396.00	Fundraising	COM-FSM Pohnpei Campus	212.10	Fundraising	COM-FSM Pohnpei Campus	181.60	Fundraising	Simion Hickson	50.00	% of Sale on Campus	COM-FSM Pohnpei Campus	159.40	Fundraising	COM-FSM Upward Bound-Yap	2,500.00	Summer Banquet	Herbert Gallen	50.00	Sept. 2011 Sale		<b>Total:</b>	<b>\$ 31,939.21</b>
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6B: Diversify resources of the College	<p><b>President's Office</b> IP wrote all the major businesses in FSM to solicit support for the Endowment Fund by donating 10% of annual amount spent in those businesses. The plan is to follow up with these businesses with a face-to-face visit. Several businesses have informed IP that they would help.</p> <p><b>POHNPEI CAMPUS:</b></p> <ul style="list-style-type: none"> <li>• PSBDC FY 2012 Budget in the amount of \$50,000 was approved by the Governor. First quarter allotment covering October to December 2011 in the amount of \$12,250 has been approved and funds were deposited with the Business Office.</li> <li>• Based on PSBDC Budget call from the State Government received end of November 2011, an FY 2013 Budget Proposal is being finalized for submission to Governor's Office. Deadline of budget submission to Pohnpei Legislature is mid January 2012.</li> <li>• PSBDC and Rural Development are in the process of finalizing all the figures to make sure all is accurate before final submission.</li> </ul>																												

<p>6C: Budgeting and resource allocation</p>	<p><b>IRPO</b>  IRPO has provided forms regarding 2013 performance budget for data entry into the FSM BPS. However, changes in the budget development process have placed an emphasis on developing line item budget prior to developing performance goals and objective.</p> <p><b>President's Office</b>  IP met with the FY 13 Budget working group on several occasions chaired by VPAS to discuss the assumptions, revenue/expenditures projections and enrollment, and balancing of the budgets.</p>	
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**Strategic goal 7:** Build a partnering and service network for community, workforce and economic development

<b>Objectives</b>	<b>Accomplishments</b>	<b>Comments/additional detail</b>
<p>7A: Increase involvement of the community in college affairs</p>	<p><b>IRPO</b> has designed a system for gathering information on college graduates in the past two years to support a Employer Survey to be administered the beginning of Spring 2012.</p> <p><b>Kosrae Campus:</b>  Held an International Night by inviting and soliciting support from the business community and international communities in the state to perform a cultural presentation.</p> <p><b>POHNPEI CAMPUS:</b>  <b>UBP</b> recruited 91 participants for SY2011-2012 with 34 new sophomores, 9 new Juniors, and 48 returning students. The program's beginning of the school year activities included parents' and students' orientation and election of student officers and awards for last school year's accomplishments. Forty out of the 43 parents of new students participated in the orientation meeting. Information shared and discussed included policies and calendar of activities.</p> <p><b>ETSP</b> recruited 700 students from 15 target schools for the upcoming academic year. To deliver tutorial and instructional services 25 tutors and teachers are contracted of which 12 are alumni of the program and are now attending the college. PREL provided trainings for tutors in the areas of English literature and math which has enhanced the tutors' skills.</p> <p><b>GEARUP</b> in partnership with IOM conducted teacher training in science</p>	

enhancing the science component of its afterschool program.

IOM organized and sponsored a disaster management event of which 170 GEAR UP students participated.

GEAR UP awarded students with school supplies and bags donated by the Rotary club. Students were awarded for perfect 1<sup>st</sup> quarter attendance, best PICS practice test, among other

GEAR UP students has registered to participate in the National Spelling Bee. Cost for this activity is shared by Rotary club.

Meeting to develop an advisor board for GEAR UP was held in November to strengthen and enhance cooperation with partners towards the “matching.”

**PSBDC:**

**October 2011:** 14 clients were received for consultation and advice; 4 completed packages and submitted to SBGFC.

**November 2011:** 4 clients were received for consultation and advice; 2 completed packages and submitted to SBGFC.

**December 2011:** 7 clients were received for consultation and advice; 3 loan packages completed and submitted to SBGFC.

PSBDC Coordinator attended the following meetings: 10/25 PVB Board; 11/29 FSMACC in Chuuk; 12/01 FSM Association of Chamber of Commerce, Chuuk; 12/5 Enipein Women Pwilidak Local Produce Show; and 12/13 PVB Board.

**Yap Campus:**

- During ALO (Frankie Harriss) visit to Yap, she met with all students, faculty, and staff on campus to explain the accreditation status and issues to everyone and to solicit our support and assistance.
- I accompanied ALO to pay courtesy visit to Governor Anefal and Lt. Gov. Tareg to share the same information with them.
- I also accompanied ALO to pay courtesy visit to Speaker Falan and members of Yap State Legislature. She shared information on accreditation issues and JEMCO resolution.
- Interim President Ringlen also visited Yap Campus in November and met with all students, faculty, and staff to share information on accreditation issues, JEMCO resolutions, and presidential search. He answered questions from all and also took notes of concerns shared during meetings.
- I accompanied IP to pay courtesy visits to Governor Anefal & Lt. Gov. Tareg and Speaker Falan and members of the Yap State Legislature (YSL). He shared the same information on accreditation issues, JEMCO

	<p>Resolution, Consultant Floyd Takeuchi’s report which will be used as a roadmap by the college to address accreditation sanctions, FSM President Mori’s call for an FSM Leadership Meeting, and the presidential search progress. Input and concerns by the Governor, Lt. Gov., YSL members were noted.</p> <ul style="list-style-type: none"> <li>• IP and I also paid a brief courtesy visit to the newly appointed Yap DOE Director, Vincent Parren. Congratulations were given to him for his new post. The college and Yap DOE will continue to work together collaboratively.</li> </ul>	
<p>7B: Enhance and promote employment opportunities</p>	<p><b>President’s Office</b></p> <p>IP also met with the external stakeholders at Yap, Chuuk and Pohnpei to share and update the stakeholders and also gathered their input as to what they envision the college could do to assist in their training needs. The stakeholders have been very supportive of the college in terms of expressing their dissatisfaction and disappointment of the JEMCO Resolutions to cut operational funding of the college.</p> <p>IP continues to meet with the National and State Leadership in Pohnpei including courtesy call on the new Secretary of Education, Dr. Rufino Mauricio. Dr. Mauricio expressed his support and collaboration with the college. IP intends to maintain an open channel of communication between his office and the college. IP plans to meet with new cabinet members of the FSM President as well as the members of Congress. The purpose is to inform and listen.</p> <p>IP also met with all the State Directors of Education at a meeting of FACSSO members in Pohnpei. This is also an effort to educate and introduce the challenges the college is facing in terms of accreditation and long-term sustainability of the system.</p>	
<p>7C: Develop new and enhance existing programs to meet the changing educational and workforce needs of our communities</p>	<p><b>IRPO</b> paper on new revenue sources for 2013 budget emphasis developing and entrepreneurial college and use of distance learning. Both areas can be revenue generators for the college</p> <p><b>POHNPEI CAMPUS:</b></p> <p><b><u>Educational Talent Search Program:</u></b></p> <ul style="list-style-type: none"> <li>• ETS completed its Academic and Social Activities Curriculum in line with the FSM and Pohnpei State standards and benchmarks.</li> <li>• ETS completed a tutor and teachers training held by PREL trainer from Guam.</li> <li>• ETS recruited 700 students from 15 target schools.</li> <li>• ETS completed needs assessment and pre test in Math and English for all Middle Schools and High Schools.</li> </ul>	

- ETS conducted workshops with all students on time management, goal setting, research and writing tips, and motivational talks with all students.
- ETS started the rigorous curriculum component in which 30 advance (3.8 - 4.00 GPA) students were being selected from each high school we serve. Classes are being held at the Pohnpei Campus on Saturdays in English writing and researching, biology, chemistry, physics, algebra, geometry advance algebra, and computer. This is a new component in this new grant.
- ETS started regular tutorial services for all students from Mondays to Saturdays.
- ETS successfully submitted their Annual Performance Report on Friday December 9, 2011 to U.S. Department of Education.
- 36 TSP alumni graduated on December 15, 2011 at the FSM China Friendship Gym in Palikir. Out of the 36 students, 3 received Bachelors degrees in Teachers Education in Elementary Education while the rest received Associate of Arts or Associate of Applied Science.

**Upward Bound Program:**

- Recruitment SY 2011-2012 (34 new sophomores, 9 new Juniors, 48 returning students). Total of 91 participants. New participants are placed on a 90 days probationary period. Permanent participation status will be determined after evaluation.

**October 2011:**

- PTA meetings were conducted twice for new participant parents on 10/6 and for returning participants' parents on 10/7. Out of 43 new parents, only three (3) did not show up for the meeting policies, calendar of activities, and miscellaneous matters were discussed.
- First day of instruction was held on October 15, 2011. (45 minutes session) Last school year awards were presented during an informal ceremony in a form of certificates or cash.

**November 2011:**

- UB Staff and work-study students had their staff in-service meeting to start the Academic Year 2011-2012.
- UB Forum includes staff from the College of Micronesia-FSM UB Pohnpei, UB Kosrae, UB Chuuk, UB Yap and UB College of Marshall Islands, met with Mr. Dave Ferguson, former Grant Reader for US Department of Education to discuss and go over strategies for writing their Grant Proposals.
- PTA meeting for all school sites was held on November 14, 2011. Report Cards for participants were collected on this day for counselor to review their academic needs and assign tutorial sessions to those in need.
- Five (5) UB participants left for Honolulu, Hawaii to represent their respective schools in the Annual Science Symposium Fair.
- The Acting Director, Dernita I. Clark finalized the Annual Performance Report (APR) and submitted it electronically to the US Department of Education. A signature page was printed and signed by the College Interim

President, Mr. Ringlen Ringlen to verify completion of this process.

December 2011:

- Month of December, staff are still busy working on the UB Grant application to be submitted on January 30, 2012.
- Eighteen (18) Upward Bound alumni at College of Micronesia-FSM joined the commencement exercise and acknowledged their achievements in certain major areas. This will reported as two year postsecondary completion with AS/AA degree. Another two (2) UB alumni received their BA degrees from UH, Hilo in communication and the other one from USP in Computer and Administration.
- On December 17, 2011: UB program with UB student body had their Christmas activity after school to close the year 2011, it was done in a form of skit, dance, and songs organized by UB student body association.

**GEAR UP Program:**

GEAR UP completed after school tutorial services at all sites with the following results:

- GU maintained a total of 380 students.
- Students grade from 1<sup>st</sup> quarter indicated 80% increase in GPA improvement and 80% increase in the number of students with or higher than 2.5 GPA.
- 60 students were selected, based on attendance and performance records at their respective schools, to attend the COM-FSM 2011 College Fair. Outcome of the activities reflected in the students sharing information parents, teachers and classmates, about new motivation in continuing education after elementary and high school. Exposure to college life-style and opportunities in choosing career/colleges created much interest in staying in and continuing school has increased among the students as a result of the visit.
- Based on the report cards, 58 students were identified as ‘at-risk’ students at Ohmine, Kolonia, and Sekere Elementary school and are being counseled and are attending workshops to promote the increase of students’ performance habit and achievement in their studies.
- Along side with student counseling, parent conferences were conducted with 179 parents. Parents have a better understanding of their students performance progress at school and their interest in their children’s education quest has increased. This increase can be seen in the parents participants in workshops/activities and provision of student’s after-school snacks.
- Secured the PDOE’s consent and approval of supporting the upcoming Spelling Bee (February 2012) with the provision of venue, training of Specialists and provision of transportation; Anticipate more GEAR UP and PDOE specialist collaboration and future spelling bee competitions hosted by PDOE.
- 3 site coordinators, 29 teachers of GEAR UP completed the Teacher Professional Development in Science Inquiry and Lesson Planning, and are

	<p>now teaching science lesson with more understanding of its effects on Pohnpei and teachers are now aware to the resources available for them in regards to teaching materials and methods.</p> <ul style="list-style-type: none"> <li>• With joint effort with the Pohnpei Rotary Club, GEAR UP managed to register Pohnpei to the 2012 Scripps Regional Spelling Bee in Guam. Anticipate exposure of students to more opportunities, encourage student motivation in learning in spelling.</li> <li>• Registered six (6) GEAR UP personnel to participate in the National Council for Community and Education Partnership in New York in February 2012. Anticipate more in depth understanding of goals and objectives.</li> <li>• The 50 scan tron of the Cambridge Assessments has been mailed to the US for processing and will be reported as soon as result is received at GEAR UP. Anticipate better instructional planning to prepare students for standardized test in tertiary educational settings.</li> </ul> <p><b>Yap Campus:</b></p> <ul style="list-style-type: none"> <li>• Yap Campus continues to work with Yap DOE to provide teacher training to elementary teachers to get their associate degrees.</li> <li>• Trial Counselor training continued during the semester with the same cohort group. Lawyers from other agencies are the instructors for these courses.</li> <li>• ACE Program continues into its second year with some changes. Tutors are now part of the program to assist the instructors and students.</li> </ul>	
7D: Provide Cooperative Extension Services to the community	<p><b>Kosrae Campus:</b></p> <ul style="list-style-type: none"> <li>• Entered into a MOU with Kosrae State to share the use of livestock facilities.</li> </ul>	

**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><b>President's Office</b></p> <p>IP attended a PPEC meeting held in Honolulu to represent the college and discuss the important issues impacting the college in the region.</p>	

	<p>IP participated in a Children's Healthy Living Program for Remote Underserved Minority Populations in the Pacific Region Introductory Meeting.</p> <p>IP attended a Upward Bound Program Forum held at National Campus. All the UB Directors and UB Consultant/trainer/writer were in attendance.</p> <p><b>Chuuk:</b> The Governor invited the Acting Director to be a member of the Chuuk Delegation to the 4<sup>th</sup> State National Leadership Conference.</p> <p><b>POHNPEI CAMPUS:</b></p> <ul style="list-style-type: none"> <li>Pohnpei Campus continued to accommodate students' and the communities' requests to utilize the facilities, and the vocational front area for their sport tournaments, meetings, fundraisings, and car wash activities.</li> </ul>	<p><b>Chuuk:</b> Acting Director participated in the pre-convention and 4<sup>th</sup> SNLC at FSM National Government representing the private sector from Chuuk. Collaboration and reaching out to the stakeholders was well accomplished and done.</p>
8B: Cultivate respect for individual differences, and champion diversity	<p><b>Kosrae Campus:</b></p> <ul style="list-style-type: none"> <li>Recognizing the international communities residing in the state by inviting them to participate and show Kosrae about their culture and values.</li> </ul> <p><b>Yap Campus:</b></p> <p>A Yap Campus paddling team participated in the games during the Canoe Festival in November and won several canoe races. This event provided opportunities for students to learn how to sail traditional canoes. Serphin Ilesiyalo, UB Counselor, volunteered his time and assisted the students in getting them prepared and ready for the Festival and canoe races.</p>	

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

Objectives	Accomplishments	Comments/additional detail
9A: Improve institutional assessment and evaluation	<p><b>IRPO</b></p> <p>The student and faculty/staff satisfactions surveys provide critical data and information for program and office assessment at the college as well as gauging changes in communications quality.</p>	
9B: Integrate planning, evaluation and resource allocation for continuous improvement	<ul style="list-style-type: none"> <li><b>IPRO</b> has submitted a Strategic Planning Initiative to the Interim President and PRC to guide development of a new strategic plan in 2012.</li> <li>IRPO and DCR are working with FSM NDOE , SBOC and State DOEs to address JEMCO Resolution 2011 – 3 Education Priorities and Resources. A two page summary of the initiative is attached. The FSM has to report to JEMCO and the FSM by June 2012 on its recommendation for education priorities and resources. Included in this effort are issues such as overall priorities, use of PELL grant and capture rate and the structure of the college.</li> </ul>	<p><b>IRPO</b></p> <p>Strategic Planning Initiative is attached.</p>

	<p><b>President's Office</b>  IP met with consultant Floyd Takeuchi several times on issues impacting the college. Mr. Takeuchi put together a report at the end of his visit that would serve as a "road map" for the college to address the accreditation, immediate, medium, and long term planning issues.</p>	
<p>9C: Increase research and data driven decision making</p>	<ul style="list-style-type: none"> <li>● <b>IRPO</b> submitted a recommendation to the Interim President for creating a formal decision making process for the college.</li> </ul> <p><b>President's Office</b>  IP met with planning working group regarding integrated plan and the prioritization of academic programs process on several occasions.</p>	
<p>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>	<p><b>President's Office</b>  IP had several meetings with Chairman of the COM-FSM Board of Regents to discuss and strategize how the college plans to address the accreditation and the budget short-fall of \$700,000 cut by JEMCO.</p>	

