

Employment Opportunity

EO No: **2020-082**

Position: **President**

Salary: Negotiable

Opening Date: April 1, 2020

Closing Date: May 30, 2020

Location:

National Campus

P.O. Box 159

Palikir, Pohnpei FM 96941

The College of Micronesia-FSM, an institution accredited by the Western Association of Schools and Colleges, is seeking a visionary, dynamic, and inspirational leader who can make a difference at the college and in the communities it serves. The larger community is the Federated States of Micronesia (FSM), a nation of 607 islands scattered across approximately a million square miles of the western Pacific Ocean. Each of four states of the federation – Yap, Chuuk, Pohnpei, and Kosrae – has its own unique language, culture, and needs. The college has a key role in the development of the Federated States of Micronesia. Like the nation, the college is geographically extensive. The national campus located in Palikir, Pohnpei, and the FSM Fisheries and Maritime Institute located in Yap state serve students from all four states, while the four state campuses, one in each state, primarily serve the residents of that state.

For specific information about the college, see the following:

- [College mission](#)
- [Accreditation](#)
- [Strategic plans and goals](#)
- [Organizational Chart](#)

Challenges and Opportunities:

The college currently faces a series of challenges; the president will have the opportunity to make a difference in the following areas:

1. Determine and implement strategies to secure future funding of the college including ways to increase student enrollment and retention;
2. Work effectively with the Board, faculty, staff, and students;
3. Maintain accreditation by offering high quality educational programs and services provided by outstanding faculty and staff aligned with the needs of the FSM;
4. Enhance student access to learning;
5. Cultivate a culture of genuine communication, inclusiveness, participatory governance, and respect for cultural diversity with a shared focus on student success; and
6. Enhance overall standing of COM-FSM and advocate for the college in all arenas.

Position Profile:

The President is appointed by the Board of Regents to serve as the chief executive officer of the College of Micronesia-FSM (COM-FSM) and as the official advisor to and executive agent of the Board of Regents. The President is a non-voting *ex officio* member of the Board and attends all Board meetings. The President, as educational and administrative head of the college, devotes her/his full time to exercising a general superintendence over all affairs of the institution and brings such matters to the attention of the Board as are appropriate to keep the Board fully informed in discharging its policy-making responsibilities. The President, on behalf of the Regents, performs all acts and executes all documents to make effective the actions of the Board.

Duties and responsibilities include:

1. Has primary responsibility for the quality of the institution including planning, development, organizing, selecting and developing personnel, and assessing institutional effectiveness with the primary focus on student success;
2. Secures sufficient funding for the college by enhancing relationships with the FSM and State governments, increasing student enrollment, securing funding for implementation of the college's master infrastructure development plan, obtaining grants, and growing the endowment fund;

3. Establishes a collegial process that sets the college's values, goals, and priorities;
4. Appreciates cultural diversity and supports an inclusive college community;
5. Ensures the college sets institutional performance standards for student achievement;
6. Ensures that evaluation and planning rely on high quality research and analysis of external and internal conditions;
7. Ensures that educational planning is integrated with resource planning and allocation to support student achievement and learning;
8. Ensures that the college's annual budget allocates resources to support learning and achievement;
9. Establishes procedures to evaluate overall institutional planning and implementation efforts to achieve the mission of the college;
10. Recruits, develops, supports, and retains quality faculty and staff;
11. Plans, oversees, and evaluates an administrative structure organized and staffed to reflect the college's purposes, size, and complexity;
12. Delegates authority to administrators and others consistent with their responsibilities, as appropriate;
13. Provides primary leadership for accreditation, ensuring that the college meets or exceeds ACCJC Eligibility Requirements, Accreditation Standards, and Commission policies at all times;
14. Assures the implementation of statutes, regulations, and Board of Regents policies and assures that college practices are consistent with the college's mission and policies, including effective control of budget and expenditures;
15. Maintains a highly visible leadership role, working and communicating effectively with the communities served by the college including the Board of Regents, faculty, staff, students, and stakeholders to enhance the effectiveness and standing of the college;
16. Perform such other additional duties as the Board may require.

Required Qualifications:

Applicant must have the educational credentials from a US regionally accredited institution and executive leadership experience necessary to earn the respect and trust of the college, its associates abroad, and the public and private sectors in the Federated States of Micronesia.

Foreign credentials must be equated to meet US standards using **World Education Services** at <http://www.wes.org>. A master's degree is the minimum qualification. Significant prior executive leadership responsibility, considerable experience in an institution of comparable size and complexity, proficiency in addressing the challenges faced by COM-FSM. Higher education teaching experience preferred.

Application Procedure:

To ensure full consideration in the COM-FSM presidential search, candidates must submit the following documents:

1. A letter of interest addressing how the candidate's professional qualification and experience match the challenges and position profile (not to exceed three pages);
2. COM-FSM application form (www.comfsm.fm/jobs/HRdocs/employment08);
3. A current resume which includes personal email address and cellular phone number;
4. Official transcripts for all degrees earned;
5. A minimum of five professional reference letters.

Due to a 3mb size restriction on incoming mails, candidates are required to upload application documents to Dropbox or Google Drive and share with presidentsearch@comfsm.fm. Alternatively documents can be mailed to:

Presidential Search Committee
College of Micronesia-FSM
P. O. Box 159
Pohnpei FM 96941

U.S Postal Service domestic rates apply in the Federated States of Micronesia.

Applications will be accepted until midnight on 30th May 2020.

Confidential inquires may be made to presidentsearch@comfsm.fm - a confidential call may be arranged upon request.

The College reserves the right to request or require from any applicant additional documentation or certification in addition to the minimum requirements stated in this advertisement in order to be considered for this position. All persons applying must meet or exceed any additional qualifications required in the COM-FSM Personnel Policy and Procedure Manual.