

# College of Micronesia – FSM



**Report for Fiscal Year 2007**

## President's Message

Fiscal Year 2007 was a time of reflection and development for the college. The President's Retreat was held for the first time to reflect as a community with all elements of the college community and key stakeholders regarding strengths and weaknesses of the college and major challenges and opportunities for the college.



The college is looking closely at the issues of development education and college readiness of students and we are committed to working with the State Departments of Education and key stakeholders to ensure that students are able to succeed. A major focus is on improving our education programs and services based on sound assessment of program impact and program review. Ultimately, our concern is that

the college meets its mission and supports the economic and social development of the states and nation.

Spensin James  
President

## Board of Regents

### FY 2007 Membership

Andrew R. Yatilman, Chairman, Member-at-large  
Henry Robert, Vice Chairman, Kosrae State Representative  
Isamo Welles, Secretary/Treasurer, Pohnpei State Representative  
Graceful Enlet, Chuuk State Representative  
Vacant, Yap State Representative

### Current (2008) Membership

Andrew R. Yatilman, Chairman, Member-at-large  
Graceful Enlet, Vice Chairman, Chuuk State Representative  
Isamo Welles, Secretary/Treasurer, Pohnpei State Representative  
Lyndon Cornelius, Kosrae State Representative  
Mary B. Figir, Yap State Representative

## Strategic Plan

The college's Strategic Plan 2006 -2011 was adopted by the Board of Regents at its September 2006 meeting at the FSM Fisheries and Maritime Institute in Yap State. The strategic plan provides direction and focus for the college's activities in meeting the mission of the college. The strategic plan goals are being used to guide implementation and provide the structure for tracking and reporting accomplishments and progress to the college community and stakeholders. Yearly institutional priorities are developed based on the strategic plan.

### Vision Statement

The College of Micronesia-FSM will assist the citizens of the Federated States of Micronesia to be well-educated, prosperous, globally-connected, accountable, healthy and able to live in harmony with the environment and the world community.

### 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.

### College's Values

In order for us to achieve our vision, mission, and goals we agree to uphold the following core values and behaviors. We value:

**Learner-centeredness**

**Professional Behavior**

**Innovation**

**Honesty and Ethical Behavior**

### Commitment and Hard Work

**Teamwork**

**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:

- SPG1. Promote learning and teaching for knowledge, skills, creativity, intellect, and the abilities to seek and analyze information and to communicate effectively;
- SPG2. Provide institutional support to foster student success and satisfaction;
- SPG3. Create an adequate, healthy and functional learning and working environment;
- SPG4. Foster effective communication;
- SPG5. Invest in sufficient, qualified, and effective human resources;
- SPG6. Ensure sufficient and well-managed fiscal resources that maintain financial stability;
- SPG7. Build a partnering and service network for community, workforce and economic development;
- SPG8. Promote the uniqueness of our community, cultivate respect for individual differences and champion diversity; and
- SPG9. Provide for continuous improvement of programs, services and college environment.

## President's Retreat 2007

The college hosted over 115 participants in the 2007 President's Retreat held at the FSM China Friendship Sports Center from March 19 – 23, 2007. The participants included representative of all six college campuses plus key national and state stakeholders. Three main questions were addressed at the Retreat:

- Where are we?
- Where are we going?
- How do we get there?



Figure 1 A Working Group at the President's Retreat

The Retreat identified five major problem areas that the college is facing and developed strategies and actions to address the problem areas. The problem statements have been incorporated into the college's strategic planning and

reporting framework. The problem statements and selected recommended interventions follow.

### Problem statement & action strategies

1. **There is insufficient dialogue and information exchange between external stakeholders and the college in regard to economic and social development needs, program development, service delivery and funding for students and the college [Goal 7a].** The college needs to:
  - a. Improve dialogue and information exchange between the College and stakeholders pertaining to the delivery of College services.
  - b. Improve communication and exchange of information between stakeholders and the college for program development/improvement.
  - c. Improve dialogue and information exchange between the College and stakeholders pertaining to College programs and services related to economic growth and social development.
2. **Inadequate development, understanding and application of quality standards for an effective student centered learning environment [Goal 9b].** The college needs to:
  - a. Enhance/develop and implement quality standards throughout the system in all areas.
  - b. Improve understanding of standards.
  - c. Assess/use results as basis for decision making.
3. **Governance processes including development, implementation and evaluation do not include all necessary internal and external stakeholders [Goal 4a].** The college needs to:
  - a. Develop implementation plan for Communication Policy.
  - b. Develop implementation plan for Shared Governance Policy.
4. **The academic level of the majority of incoming students is inadequate to meet college level standards [Goal 2c].** The college needs to:

- a. Promote the value of education among all stakeholders.
  - b. Collaborate with K-12 in designing and implementing a plan to raise the awareness and importance of vocational education/technical programs
5. **The success and retention rate of students at the college is less than 40% [Goal 2c].** The college needs to:
- a. Enhance working relations with K-12 to bridge the gap for students entering college (increase the number and/or per cent of degree students entering the college, reduce the number and/or per cent of under prepared students entering the college, provide realistic expectations to students entering the college, provide supplemental course and programs, etc.).
  - b. Increase quality and effectiveness of remedial/developmental programs at the college.
  - c. Promote programs and services (retention plan, increased tutoring, improved advising, mentoring etc.) that increase student success and retention within the College .
  - d. Improve the image of the College.

President's Retreats will be conducted yearly and allow the college to:

- Reflect on the past year:
  - What progress is being made on meeting established priorities?
  - Are we meeting our mission?
  - How effective and efficient are we?
  - What is our shared vision for the upcoming year?
- Review problem statements and progress.
- Establish institutional priorities for upcoming year.

- Dialogue among faculty, staff, students and key stakeholders.
- Determine effectiveness of the College against ACCJC rubrics.



Figure 2 Marine Science Student Snorkeling

## Academics and Students

The college continues to offer a wide range of degree and certificate programs. The following list provides an overview of the degree and certificate programs offered during fiscal year 2007. In addition to the degree and certificate programs, the college also provides a variety of short term training and assistance activities.

### Degrees:

- Associate of Arts
  - Liberal Arts
  - Liberal Arts/Health Career Opportunity Program
  - Liberal Arts/Media Studies
  - Liberal Arts/Special Education
  - Micronesian Studies
  - Teacher Preparation
- Associate of Science:
  - General Agriculture
  - Business Administration
  - Computer Information Systems
  - Early Childhood Education
  - Hospitality and Tourism Management
  - Marine Science
  - Teacher Education-Elementary
- Associate of Applied Science:
  - Building Technology
  - Electronic Technology
  - Telecommunication Technology



Figure 3 Training for Electronic Repair at Pohnpei Campus

### Certificates:

- 
- Third Year Certificates of Achievement:
  - Accounting
  - General Business
  - Teacher Preparation-Elementary
  - Related Services Assistant
  - Teacher Preparation-Special Education
- Certificates of Achievement:
  - Agriculture and Food Technology
  - Bookkeeping
  - Community Health Sciences-Health Assistant Training Program
  - General Studies
  - Law Enforcement
  - Preschool Teacher Education
  - Secretarial Science
  - Trial Counselors
  - Building Maintenance
  - Cabinet Making/Furniture Making
  - Career Education
  - Carpentry
  - Construction Electricity
  - Electronic Engineering Technology
  - Masonry
  - Plumbing
  - Refrigeration and Air Conditioning
  - Small Engine, Equipment and Outboard Motor Repair
- Advanced Certificate of Achievement\*
  - Maritime Studies - Class 5 Master
  - Maritime Studies - Class 5 Marine Engineer
- Certificate of Completion\*
  - Multi-purpose Rating
- Certificate of Achievement\*
  - Fishing Technology & Maritime Studies - Class 6 Master/Engineer

\*programs offered only at FSM Fisheries & Maritime Institute (FSM FMI).

## Honor Society

The Phi Theta Kappa International Honor Society serves to recognize and encourage the academic achievement of two-year college students and provide opportunities for individual growth and development through honors, leadership, service and fellowship programming. Phi Theta Kappa is the largest honor society in American higher education with more than 1.3 million members and 1,200 chapters. The COM-FSM Beta Omicron Upsilon Chapter was chartered in 2006 with 22 members inducted. In March 2007, 20 members were inducted, and in October 2007, 7 members were inducted.



Figure 4 Phi Theta Kappa – COM-FSM Beta Omicron Upsilon Chapter Induction

## Graduation

The following provides a summary of graduates for Fall 2006 to Summer 2007.

Number of Graduates by Program, Degree Type, Gender and Terms

DEGREE TYPE / PROGRAM	Fall 06		Spring 07		Summer 07		Summary		
	M	F	M	F	M	F	M	F	Total
<b>Associate of Science</b>									
Accounting	1	1	2	0	0	0	3	1	4
Business Administration	4	3	4	10	0	1	8	14	22
Computer Information Systems	13	3	3	4	2	0	18	7	25
Early Childhood Education	0	4	1	0	0	0	1	4	5
HTM	4	1	1	0	0	0	5	1	6
Liberal Arts / HCOP	3	6	6	3	0	0	9	9	18
Liberal Arts / Media Studies	1	0	0	0	0	0	1	0	1
Marine Science	1	0	0	0	0	0	1	0	1
Micronesian Studies	4	2	5	1	1	0	10	3	13
Teacher Education - Elementary	4	8	0	0	11	9	15	17	32
<b>Associate of Arts</b>									
Liberal Arts	8	10	7	7	1	1	16	18	34
Liberal Arts / Education	1	2	0	0	1	0	2	2	4
Teacher Preparation-Elementary	4	4	4	3	2	1	10	8	18
<b>Associate of Applied Science</b>									
Telecommunication	2	0	1	0	0	0	3	0	3
Building Technology	5	0	3	0	0	0	8	0	8
Electronic Technology	0	0	0	1	0	0	0	1	1
<b>Third Year Certificate Program</b>									
General Business	0	1	0	0	0	0	0	1	1
Related Services Assistant	0	0	1	6	0	0	1	6	7
Teacher Education - Elementary	0	0	7	8	0	0	7	8	15
Teacher Preparation - Elementary	2	5	5	3	0	0	7	8	15
<b>Certificate of Achievement Prog.</b>									
Electronic Eng. Technology	0	0	0	0	3	0	3	0	3
Agriculture and Food Technology	0	0	0	0	1	0	1	0	1
Career Education	0	0	1	0	0	0	1	0	1
Carpentry	0	0	0	0	1	0	1	0	1
General Studies	2	1	0	0	1	1	3	2	5
Construction Electricity	0	0	1	0	0	0	1	0	1
<b>Total</b>	<b>59</b>	<b>51</b>	<b>52</b>	<b>46</b>	<b>24</b>	<b>13</b>	<b>135</b>	<b>110</b>	<b>245</b>



Figure 5 Yap Campus Graduation Summer 2007 including Upward Bound Students

### Courses and Faculty Information

The college is striving to increase the per cent of course sections taught by full time faculty to enhance the quality and equity of instruction across all campuses and subjects. The table below provides information on the number of course sections offered and full and part time faculty for 2007.

Semester	Course Sections Offered	Full Time Instructors	Part Time Instructors
Fall 2006	587	96	59
Spring 2007	331	92	60
Summer 2007	154	49	31
Fall 2007	526	105	53



Figure 6 Students attending yoga class at FSM - China Friendship Gym

### Articulation of Courses and Programs

The college has been very active in articulation of courses and programs with other college and universities in the Pacific and U.S. These articulation agreements allow easy transfer of credits for students who transfer to other Institutions of Higher Education. The college currently has articulation agreements with the following colleges and universities.

- University of Guam
- Chaminade University
- University of Hawaii at Hilo
- University of Hawaii at Manoa
- Eastern Oregon University
- San Diego State University
- Hawaii Pacific University

- Guam Community College
- Honolulu Community College
- University of Phoenix
- University of Idaho
- Brigham Young University
- National University
- Waseda University
- Ryukus University
- Michigan State University

The college is continuing work to enhance articulation of course and programs with existing colleges and universities and seeks new articulation agreements with other colleges and universities to promote opportunities for students to complete their basic college degrees and enable them to seek advanced degrees.

### Founding Day

In April of every year, the College celebrates its founding day by displaying the different cultures within the FSM, hosting a King/Queen Coronation and a full day with games and races to raise money for the COM-FSM Endowment Fund. On April 2, 2007 the founding day event was in the form of a parade with floats in cultural costume from Spanish Wall to PNI state track and field. Cultural dances were performed by the student organizations, Pohnpei National, Pohnpei Campus, Yap, Chuuk, Kosrae, Pingelap/Mwoakiloa, Nukuoro and Mortlocks. About 900 plus college members and the community people witnessed the events.



Figure 7 Kosraean Students at Founding Day

### Major Accomplishments

The college has been active in implementing its strategic plan. Some of the major accomplishments against the plan’s strategic goals follow:

1. Promote learning and teaching for knowledge, skills, creativity, intellect, and the abilities to seek and analyze information and to communicate effectively;
  - The Partnership Bachelor in Education program with the University of Guam was approved by WASC senior college commission. Classes began in the summer 2007 session. Currently 40 students are officially admitted into the program.



**Figure 8 Students using both computers and library materials at national LRC**

- A Reading Comprehension Level Study of enrolled students and new incoming freshmen was conducted during the Spring 2007 and Fall 2007 Semester using the Gates McGinitie Reading Comprehension Testing. The test data obtained forms baseline information about reading and vocabulary levels. The results indicate the majority of students enrolled at the college have reading comprehension levels well below college level.
- Through CariPac, a consortium of Caribbean and U.S. affiliated Pacific Island Land Grant colleges, real time communications software and information technology hardware were purchased to support the development of distance learning

opportunities for agriculture and nutrition education.

2. Provide institutional support to foster student success and satisfaction;
  - The MOU for articulation with University of Hawaii-Hilo to ease the transfer of our students was updated and signed by both institutions.
  - The policy and procedures for Continuing Education were updated and a manual revised to help streamline the process for offering short term courses, trainings and special workshops.



**Figure 9 National & Pohnpei Campus Graduation December 2006**

- Teacher Corps Project funds provided a van for the education division to transport student teachers to elementary school sites for classroom visits. The project also provided 20 “Tough book” portable

notebook computers to be used by student teachers

- Tutoring programs were established at all campuses to enhance student success and retention. Training was provided to all campuses to assist with program implementation.
  - The President's Retreat established improving student readiness for college as a major priority. This includes bridging the gap through enhancing the working relations with department of education.
  - Phi Theta Kappa (Beta Omicron Upsilon Chapter) inducted 15 new members into the honor society.
  - Approximately 350 students, faculty and staff participated in the national campus health fair (theme: A Sound Mind in a Sound Body).
3. Create an adequate, healthy and functional learning and working environment:



Figure 10 Dedication of Wheelchair Lift at National LRC

- A wheel chair lift was installed in the library allowing access to the second floor collections for persons with disabilities.
- The Small Business Development Center (SBDC) for Kosrae State was dedicated. The SBDC is located at Kosrae campus and includes 2 classrooms and office and conference space.
- Capital Improvement Plan was adopted by the BOR and transmitted to FSM.
- Upgrading of computer laboratories was undertaken at all campuses.
- Enhanced Chuuk Campus through lease of a separate parking lot, placement of water tanks on the campus and contracting for generator maintenance and repair.
- The Yap Campus land lease agreement has been approved by the Yap State Government with a rental fee of one dollar per year for a five year period.

4. Foster effective communication:

- The BOR approved a communications policy for the college and a Communications Working Group was formed to develop the implementation plan.
- Voice Over Internet Protocol (VOIP) phones have been installed that allows voice communication at no additional cost between individuals and offices across all campuses.
- A new MOU was developed with FSM Telecommunications that increased available bandwidth and capacity for all campuses. The increased bandwidth has allowed improved

Internet access for students and staff and supports the VOIP.

- BOR approved a revised governance policy for the college. Implementation is progressing with revision of the committee structure and terms of reference.
  - The President's Biweekly Update has been enhanced and distribution increased to include additional stakeholders.
5. Invest in sufficient, qualified, and effective human resources:
- Ten faculty and staff are being supported in seeking BA and Masters Degrees.
  - \$100,000 was set aside to support staff development.
  - Approved release time to allow 10 existing staff to increase their skills and capacity through taking college course.
  - Revision of personnel policies on retirement loan, employment benefits, etc.



**Figure 11 Vice Presidents Reconciling the Budget**

6. Ensure sufficient and well-managed fiscal resources that maintain financial stability:
- FY 2006 Audit received unqualified rating.
  - College rated as low-risk auditee as defined by OMB Circular A-133.
  - Received continuation funding for Upward Bound Programs at all state campuses totaling \$1,153,012.
  - Negotiated revised indirect cost rate for U.S. federal education programs.
  - Improved cash management for the college to increase return.
  - Developed Institutional Priorities for 2007 based on the college's strategic plan to improve resource allocation.
  - Submitted college program and facilities improvement needs to FSM Government for consideration by the European Union.
  - The Financial Aid Office conducted workshops to improve student ability to apply for U.S. federal assistance through the PELL grant program.
  - A grant for \$100,000 was received from the OMIP program to support Associate in Applied Science Degree Programs at Pohnpei Campus.
7. Build a partnering and service network for community, workforce and economic development:
- President visited all campuses and with state leadership to enhance understanding and response to needs of states and nation.
  - Public and private stakeholders participated in the President's Retreat 2007 and Programs Planning Conference to assist with review of the colleges

programs and services and how well the college is meeting its mission.

- A multi step Nursing Program curriculum was designed and approved by the Board of Regents. The program is currently awaiting start up funding and WASC approval.
- The college was contracted to design and deliver a Land Management and Supervision Training - an Asian Development Bank funded project - with FSM government for development of private business in FSM. The college designed a series of training modules to provide on the job training for staff in various land related agencies in all four states. Modules included training in various information technology skills and programs, surveying and mapping, land law, land registration, land use policy, and land valuation.
- The Special Education Project for Pacific Island Entities (SEPIIE) enrolled special education teachers in Yap, Chuuk and Pohnpei in the AS in Elementary Education- Special Education.
- The U.S. Department. of Labor sponsored “Apprenticeship Program” added Yap State Public Utilities Corporation as a sponsor agency and 6 new apprenticeship candidates signed up. Two apprentices with FSM Telecom completed job training requirements and earned their journeyman certificate status.
- Twenty four participants in the Related Services Assistants (RSA) program completed the 18 credits

of RSA specific course work and returned to their communities.

- The Certificate of Achievement in Trial Counselor program has been revived and program coordination assigned to the national campus social science division. Binders containing course outlines and materials were reproduced and distributed to four state campuses.
- Established a Go Guam working group to define the college’s capacity and roles in meeting manpower needs for the military buildup. Held meetings with national government and the U.S. Ambassador and Rea Admiral French regarding the military buildup.
- Implemented a student exchange program and articulation agreement with Michigan State University.
- Revised the articulation agreement with the University of Hawaii at Hilo and finalized an articulation agreement with the University of Hawaii at Manoa.
- College staffs were active participants in the development of Kosrae and Pohnpei State Department of Education Strategic Plans.
- A MOU was signed between Pohnpei State and the College to renew operation the Pohnpei State Small Business Development Center and construction of the permanent facility to host the center.
- Kosrae campus provided a Land Laws and Registration course for approximately 30 state employees.

- The 26<sup>th</sup> Annual Pacific Islands Bilingual and Bicultural Association (PIBBA) Conference was co-hosted by the Kosrae Campus and the Kosrae Department of Education at Sansrik School.
- The Regional Maritime Program (RMP) of the Secretariat of the Pacific Community (SPC) conducted an audit, on behalf of the International Maritime Organization, of the FMI in July 2007. FMI was found to have a Quality Management System in place. Its courses are in compliance with minimum training standards and requirements of the STCW Convention. However, improvement needs were noted especially in systems areas.



Figure 12 FSM FMI Students touring a US Navy Ship

- Promote the uniqueness of our community, cultivate respect for individual differences and champion diversity:
  - Conducted annual Cultural Day activities to promote diversity and understanding of different cultures and traditions.



Figure 13 Chuukese King and Queen at Founding Day

- The first Chinese instructor provided by the People's Republic of China, Professor Shihua Lu joined the staff for one year and provided classes in Chinese language.
- The personal notes and documents of the late Professor Gene Ashby, a long time faculty member and well known writer in the Pacific, were donated to the college and are on display in special glass

encased shelves on the second floor of the national campus library.

- A Botanical Garden was established at Pohnpei Campus with the assistance of the Cooperative Research and Extension (CRE) program. Ninety three species of native plants that play a role in enhancing and promoting health have been planed on ½ acres.
9. Provide for continuous improvement of programs, services and college environment.
- An Institutional Assessment Plan (IAP) Working Group was formed. The IAP WG has developed new dimensions of learning for the college and is in the process of completing the IAP Plan and accompanying assessment handbook.
  - Conducted Program Review and Evaluation Workshop in August 2007 to review and enhance assessment and evaluation at the college.
  - Development of a new Student Information System (SIS) was initiated to improve student data, research and reporting. The initial implementation of the SIS will occur at the end of spring semester 2008.
  - Program evaluations were completed for the Certificate of General Studies, the Intensive English Initiative, the AS in Agriculture, the AS in Hospitality and Tourism, and the AS in Elementary Education/Chuuk campus. Program changes for improvement are ongoing.
  - Analysis of the reading levels of the textbooks and materials used in COM-FSM courses was

conducted. College course texts/materials range from the 10<sup>th</sup> grade to college level reading comprehension levels. There is a big gap between the actual grade equivalent academic reading comprehension level of our typical students and level they encounter in the instructional materials in their college courses. This poses a significant teaching and learning challenge.

## Student Enrollment

There has been a slight decline in enrollment from fall 2006 to fall 2007. The college is actively monitoring trends in enrollment to provide the best services and programs to students. The college has begun development of an enrollment management plan that will address geographical representation of students and improved retention and graduation rates.



Figure 14 Training in Fiber Optics at Pohnpei Campus

The military buildup in Guam can be opportunity for the college to show case its vocational and technical training programs. The college can provide training opportunities in the FSM in conjunction with potential employment in Guam to support the transfer of Marines from Japan.

Enrollment	Fall 2006	Spring 2007	Summer 2007	Fall 2007
<b>Chuuk Campus</b>				
Male	257	281	98	221
Female	287	280	121	262
Total	544	561	219	483
<b>Kosrae Campus</b>				
Male	121	110	48	106
Female	120	105	70	104
Total	241	215	118	210
<b>National Campus</b>				
Male	413	370	173	422
Female	474	423	232	493
Total	887	793	405	915
<b>Pohnpei Campus</b>				
Male	367	267	103	340
Female	309	196	79	261
Total	676	463	182	601
<b>Yap Campus</b>				
Male	93	113	97	107
Female	98	90	88	80
Total	191	203	185	187
<b>FMI</b>				
Male	33	31	28	30
Female	0	0	0	0
Total	33	31	28	30
<b>COM-FSM Total</b>	<b>2572</b>	<b>2266</b>	<b>1137</b>	<b>2426</b>

## Financial

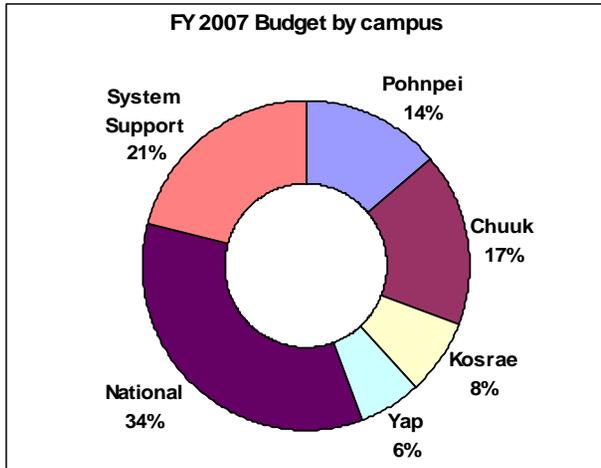
### Audit

The college was audited by the firm of Delotte & Touche LLP for the fiscal years closing September 30, 2006, and September 30, 2005. The college received an unqualified audit and additionally qualified as a low-risk auditee as the term is defined in OMB Circular-133.

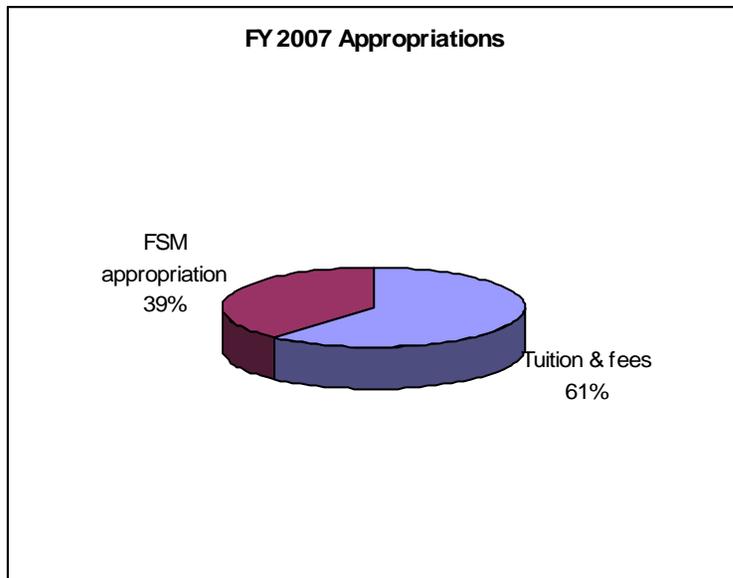
### Operations Budget 2007

The college's operation budget approved by the Board of Regents for FY 2007 was \$9,907,800. A breakdown by campus follows.

<b>BOR Approved Operations Budget</b>	
Pohnpei Campus	1,384,352
Chuuk Campus	1,679,153
Kosrae Campus	743,220
Yap Campus	596,628
National Campus	3,434,822
System Support	2,069,625
<b>Total</b>	<b>9,907,800</b>



Of the total budget 61% was funded through tuition and fees and 39% from FSM appropriations.



## Financial Aid Assistance

Students at the college have three primary sources for financial aid: 1) PELL Grant, 2) Work Study Program under the SEG, 3) State scholarship grants and for students attending summer semester 4) Summer Student Assistance under the SEG. The following provides detail on the number of students and amounts being received for student financial assistance.

### PELL Grant 2006/2007

PELL grant is a U.S. federal education program that provides assistance to students to complete their college career.

PELL Grant Summary for 2007

	Applied	Received	Amount
Total	3165	2591	7,955,262
National	1098	980	3,061,137
Yap	327	259	683,158
Chuuk	712	544	1,846,238
Pohnpei	706	585	1,799,149
Kosrae	322	223	565,580

### Work study Program under the Supplemental Education Grant (SEG)

The college work-study program was originally available as a U.S. federal education program, but under Compact II funding was included as part of the Supplemental Education Grant (SEG). The following table provides an overview of the assistance provided to students and campuses across the college.

College Work Study Program (SEG Funded)				
	Applied	Worked	Male/Female	Earned
National	384	235	109/126	117,483
Chuuk	142	47	28/19	19,844
Pohnpei	144	41	22/19	15,137
Kosrae	70	21	7/14	4,481
Yap	67	6	4/2	3,055
FMI	52	33	32/1	15,494
Total	859	383		175,494

- Kosrae Campus Research Laboratory
- Chuuk Campus Research Laboratory
- Pohnpei Campus Research Laboratory
- Pohnpei Campus Student Service Extension & Finishing
- National Campus LRC Typhoon Shutters
- IPRO, Mail Room and Storage Room Renovation
- Access Road and Fencing for National Campus Agriculture Farm

## Major Grants Received 2007

A number of major grants were received in FY 2007. Included were:

Trio Upward Bound – Pohnpei	\$250,000
Trio Upward Bound – Kosrae	\$313,631
Trio Upward Bound – Chuuk	\$339,381
Trio Upward Bound – Yap	\$250,000

## Infrastructure

FY 2007 was a busy year for infrastructure at the college. While the funding for major projects under the Infrastructure Development Fund (IDP) of Compact II continued to be delayed, the college moved forward in facilities improvements through its own and other sources. The following is a summary of projects approved by the college in FY 2007.

- National Campus Student Support Center
- Chuuk Campus Fencing
- Chuuk Campus - Generator 300 KW

## IDP Projects for the College

FY 2004 – 2006

- Yap Campus 4 Classroom Building
- Yap Campus Student Center
- Yap Vocational Education Center
- Yap Campus Furnishing

FY 2007

- Kosrae Student Center Phase I
- Kosrae Vocational Center

## Accreditation

The College of Micronesia – FSM is fully accredited by the junior commission of the Western Association of Schools and Colleges (WASC) accrediting commission which is the Accrediting Commission for Community and Junior Colleges (ACCJC).

Accreditation is the process for evaluating and assuring the quality of education through a quality assurance process

where institutions collectively set standards for good practice, conduct peer-based evaluations of institutions on a regular basis, confer accredited status on institutions, and make the results of accreditation review of institutions known to the public. The College of Micronesia-FSM is a member institution of the junior commission of the Western Association of Schools and Colleges (WASC) accrediting commission which is the Accrediting Commission for Community and Junior Colleges (ACCJC). Accrediting commissions were created by the collective group of institutions that wished to engage in the quality review and assurance process. However, the U.S. Department of Education (US DOE) provides oversight to the accreditation commissions.

The purposes of ACCJC are to evaluate member institutions to assure the educational community, the general public, and other organizations and agencies that an institution has clearly defined objectives appropriate to higher education; has established conditions under which their achievement can reasonably be expected; appears in fact to be accomplishing them substantially; is so organized, staffed, and supported that it can be expected to continue to do so; and demonstrates that it meets Commission standards. The Commission encourages and supports institutional development and improvement through self study and periodic evaluation by qualified peer professionals. The commission reviews institutions based on the four standard of best practices for two-year colleges: Standard I: Institutional Mission and Effectiveness; Standard II: Student Learning Programs and Services; Standard III: Resources; and Standard IV: Leadership and Governance.

Ever since its placement on “Warning” status in 2004 and its eventual rehabilitation in 2005, the College has been providing a series of reports to the accrediting commission to document improvements its has made to satisfy nine recommendation given to it by the commission. As of 2007, the college has been updating the commission on the following recommendations through annual progress reports:

- Recommendation One: Improve Communication – The College must develop and implement a collaborative process that includes all, identifies roles of members and committees, and use dialogue as means to develop, document, implement and evaluate SLO for instructions and student services
- Recommendation Two: Improve Communication – The College must set administrative responsibilities across all sites for continuity of instructional and student services therefore aligning all instructional programs to VPJA, student services to VPSS, and Library services to LRC Director.
- Recommendation Three: Improve Communication – Systematic evaluation of Recommendation 1 and 2 to facilitate a cycle of continued improvement.
- Recommendation Four: Integrate Planning – The College must develop and implement college-wide planning that includes all sites and individuals, and integrates planning aspects, data, research, and college plans.
- Recommendation Five: Identify and Assess Student Learning Outcomes – The College must develop measure, evaluate and implement SLO to determine the effectiveness of college programs and services on student learning.
- Recommendation Six: Create Continuity – The College needs to standardize instruction, student services, learning environment, and quality instruction in areas like policy manuals, comprehensive and consistent student services, adequate facilities especially for Chuuk site.
- Recommendation Seven: Diversify Board Membership – Membership of the college’s Board of Regents must have the

diversity of viewpoint that is required by its own policy, national law and accrediting standards.

- Recommendation Eight: Securing Permanent Site for Chuuk Campus – The College must make significant progress in securing the Chuuk High School campus as the site for COM-FSM’s permanent Chuuk state campus or, if unable to within its deadline of 2008, find another acceptable site.
- Recommendation Nine: Develop Physical Master Plans – The college must develop physical master plans, with the appropriate financial plans for reach state campus to ensure facilities equity with the national campus, and allow the state campuses to provide instructional and student services that are consistent [with] the strategic and educational master plans of the college.

The latest report of progress to address the above recommendations, were made to the commission as part of the college’s mid term report of March 15, 2007. The college has been fully accredited since 1975.

## Cooperative Research and Extension

The Cooperative Research and Extension (CRE) of COM-FSM, funded by the US Department of Agriculture Land Grant programs, offers Research and Extension services in Agriculture and Food Sciences throughout the four states of FSM. Following are some of the highlights for CRE during 2007.

- **Introduction of Elementary and High School Students to Environmental Sciences as fun activities through Water Quality Testing:** Approximately 78 students were involved in projects with two groups being selected in each state and three in Pohnpei. Each

group was involved in three testing activities, toured the local EPA and noni bottling company and was coached in science reporting and in resume preparation. Each group submitted a report and gave a presentation on what they had learned to their community and parents.



Figure 15 CES Staff with Campus Director at Pohnpei Campus Botanical Garden

- **Pohnpei Aquaculture:** Four community run commercial black pearl projects have been started. Seven thousand oysters have been successfully transferred and regular training is being provided.
- **Pohnpei Black Pepper:** More than 63 farmers are now involved in pepper production. The largest, Sei Farms, has received a grant from Western Sustainable

Agriculture Research and Education to test alternative support posts in an effort to protect the remaining fern trees. An estimated 8-9,000 pepper plants are now being managed with advice from the Pohnpei Cooperative Extension Service.

- **Yap Extension:** provided a major training workshop in Noni production, processing and marketing. This effort resulted in the development of a Farmers Association focusing on the Noni industry.
- **Kosrae Extension:** provided more than 6000 tissue culture plantlets of bananas, taro and sweet potato; of this more than 4000 banana plants were provided to Chuuk state; citrus varieties are being studied for tolerance to citrus canker.
- **Research:** disease resistance testing of banana and taro varieties suitable for growing in Pohnpei was completed. Planting material was distributed to farmers.
- **Research:** a new research position was authorized and funding was identified to construct a research facility for Chuuk State.
- **Research:** Funding was identified to construct a research facility in Pohnpei State and also for renovation of the Micronesian Plant Propagation Research Center in Kosrae.

## Update 1<sup>st</sup> Quarter FY 2008

- The FY 2009 operations budget was approved by the Board of Regents at \$10,886,541 of which a request for \$3,900,000 appropriation is to be submitted to the FSM National Government.
- The FY 2009 budget for FSM FMI was approved at \$655,110 and a request for that amount is to be submitted to the FSM National Government.
- The Student Information System plan was revised to include a 4<sup>th</sup> site visit by the database developer in spring 2008 and for a data entry (March-May 2008) person to review students files and update and correct the database to ensure accuracy of information in the new SIS. Revised plans call for the SIS to begin operational (1<sup>st</sup> phase) at the end of spring semester 2008. The SIS will greatly enhance the college's ability to track and report on student data and information.
- The COM-FSM organizational chart was revised and approved with the understanding that during the initial stage of the reorganization, placement on salary schedules for affected employees will not be altered, review of jobs will be scheduled accordingly and as determined by the administration, and evaluation of the structure for the Department of Administration be undertaken. The College's Cooperative Research and Extension Program is now fully incorporated into the organizational structure of the college.
- The Infrastructure Development Projects for FY 2009, per the college's Master Capital Improvement Project Plan, totaling \$2,235,000 were approved for submission to the

FSM National Government. A request for the 5% for IMF is to be added to the submission.

- The AS in Agriculture program was modified and updated to an AS in Agriculture and Natural Resources.
- Submitted a Feasibility Study to the FSM President regarding new directions for the college and the possibility of enhancing the capacity of the college to meet the manpower needs of the nation.
- 19 new members were inducted into the college's chapter of the Phi Theta Kappa honor society.



Figure 16 Phi Theta Kappa Honor Society Member March 2008