

College of Micronesia – FSM - Performance reporting form

Department/Division/Campus:		Period:	3rd Quarter 2008 (April 1 – June 30, 2008)
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Mission Statement

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

Values

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

Strategic Goals

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

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

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

Objectives	Accomplishments	Comments/additional detail
IA: Promote quality teaching and learning-centered behaviors and environments for the six campuses	<p>[VP Instructional Affairs] 63 classes offered for summer session.</p> <ul style="list-style-type: none"> • LRC Program Services April, May, June) Statistics <ul style="list-style-type: none"> ○ Patron Usage: 37,018 ○ Library Cards: 27 ○ Reserved materials: 110 	<p>[VP Instructional Affairs]</p> <ul style="list-style-type: none"> • 2 sciences with labs • 5 courses for independent studies (grad. Students) • 7 UOG Partnership classes • 24 full-time faculty working summer session

- Materials circulated (both floors): 2,730
 - Booking of Library Use: 3
 - Computer usage: 19,176
 - Computer Use
 - General Applications: 7,647
 - Reference: 6,940
 - Email: 4,589
 - Technical Assistance: 8
 - Reference Services: 43
 - Copier Usage: 4,780
 - New Titles added to collections: 970
- 1 curriculum committee meeting in June 2008
1 new course outline recommended for approval

[VP Cooperative Research & Extension]

- Through funding of the CariPac program Dr. Lee Yudin, Dean of the College of Natural and Life Sciences – University of Guam, visited COM-FSM

[Pohnpei Campus]

- HTM Division provided quality classroom teaching utilizing lecture, power point presentations, case studies and the HTM Blue Plate facilities.
- CA classes visited the Technical & Trades exhibit to enhance their understanding of the aspects of technology in these areas.
- SC130 class went on 3 site visits and had the opportunity to experience first hand the physical changes in everyday activities and how the concepts in physics and chemistry are applied to everyday living. Sites visited were NRCS, Water Treatment Plant, and Weather Bureau
- MS/SC Division posted one math puzzle and one science puzzle with 7 entries for math and 12 for science of which none was the correct solution. However, this activity has provided participants with significant experience.
- Winners of the math & science quiz bowls were recognized by certificate ceremony awarding participating students with prizes and certificates.
- Acquisition of laboratory materials for use in SC130 lab experiments was completed providing for a well equipped SC lab.
- Final exams for Spring 2008 were administered and results reported in compliance with the College timeline. Detail of success rate per course is on the corresponding column.
- LRC supported and enhanced student learning and instructional activities by providing the following services: assisted **6,649** patrons, issued **9** LRC cards, retrieved **13** overdue books, put **192** volumes on

- 4 part-time faculty teaching summer session

[VP Cooperative Research & Extension]

- Collaboration with VPIA and VP-CRE and agriculture instruction staff to articulate courses, begin plans for Distance Education collaboration and student recruitment for both institutions as well as plan future combined efforts

[Pohnpei Campus]

Spring 2008 Success rate based on final grades

Course	% Pass	Course	% Pass	Course	% Pass	Course	% Pass
AC131	71	EN120a	77	MS104	100	VEE135	89
BU097	100	EN123	75	MS106	100	VEE222	100
BU101	55	ESS102b	72	SC094	63	VEE223	80
CA100	82	HTM110	48	SC098	74	VEE224	100
CA105	95	HTM120	88	SC101	96	VEE240	100
ESL071	49	HTM165	95	SC130	70	VEM104	100
ESL079	37	HTM170	100	SS100	93	VEM112	100
ESL087	41	HTM220	100	SS150	92	VEM113	100
ESL088	35	HTM230	92	VBM103	100	VEM114	86
ESL089	60	MS095	46	VBM104	100	VEM240	100
ESL098	39	MS096	42	VCF110	100	VTE281	75
ESL099	33	MS099	39	VEE104	75	VTM103	80
EN110	90	MS100	27	VEE110	89	VWE115	85

New materials at LRC

- Island Community of Pohnpei (IFCP): a DVD on Pohnpei and tradition Foods
- Micronesia Seminar: DVD, History of Micronesia Part 4 Ruin & Construction
- The Messenger-Serehd, Newsletter by CSP
- The Mesekius, Palau Community College Newsletter

	<p>reserve, circulated 737 materials, cataloged 64 materials, received 152 donated materials, processed 134 new materials, received \$3.50 for fines, signed 8 applications for clearance/withdrawal, provided 5 trainings/orientations on OPAC use, assisted 1181 copier users, 104 material users, 586 technical assistance, received 131 materials from donors, received and catalogued 46 periodicals, received 51 purchases, expended \$1,933 for reference materials.</p> <ul style="list-style-type: none"> • LRC provided support services conducive to all learning areas resulting in frequent use by students in the Social Study Methods class and Computer Program for Kids. • New materials were received at the LRC expanding its collection. Details on the right column. <p>[FSM FMI]</p> <ul style="list-style-type: none"> • Completed reviewing the outlines of the welding courses, which will be forwarded to the Curriculum Committee at the National Campus for review and approval. <p>[Kosrae Campus]</p> <ul style="list-style-type: none"> • Total Spring 2008 term courses, including developmental courses: 45 courses • LRC technician provided 1 library tour to 8th graders from Tafunsak Elementary School • 45 new LRC acquisitions (25 were electronically cataloged and added to Kosrae LRC collection). <p>[Chuuk Campus]</p> <ul style="list-style-type: none"> • New computer lab tables and chairs installed in all computer labs and library <p>[Yap Campus] <u>Summer 2008:</u></p> <ul style="list-style-type: none"> • 28 classes (25 lecture; 3 labs) offered with classes held at Yap High School classrooms, 1 class at Yap Campus, 1 class at AES Research Lab, and one CHS class held at Yap State Hospital. 	<ul style="list-style-type: none"> • <u>Pacific Educator</u>, PREL Newsletter
<p>1B: Make developmental courses an institutional priority</p>	<p>[FY 2008 Institutional Priority 2a]</p> <p>[President]</p> <ul style="list-style-type: none"> • Approved the recommendation of the curriculum committee on realigning the developmental courses at the COM-FSM (3/8/09) <p>[Pohnpei Campus]</p> <ul style="list-style-type: none"> • English instructor assisted 8 students with their developmental writing assignments. • 11 developmental classes and 3 sections of lab for developmental 	<ul style="list-style-type: none"> • Priority 2a: Continue improvement of developmental education with emphasis on assessment and evaluation of student progress of existing programs and development of and training for improved programs and delivery techniques.

	<p>math are being offered this summer 2008 semester</p> <p>[Kosrae Campus]</p> <ul style="list-style-type: none"> • Total Spring 2008 developmental courses: 9 courses (20%) • Attended NADE in Boston with other staff in the system. <p>[Chuuk Campus]</p> <ul style="list-style-type: none"> • 6 sections of remedial English, 4 sections of remedial math courses offered this summer. This will add one more intensive English course designed to bolster the students' chances of passing the COMET. <p>[Yap Campus]</p> <ul style="list-style-type: none"> • For the summer session, there are a total of 7 developmental courses (2 Math; 5 ESL). • Still working with Yap High School regarding ESL courses. They now have copies of all ESL course outlines. Starting Fall semester, will work closely with them, especially with their tutoring program. • We have also offered to have the campus English instructors provide mini-workshops to their English teachers. This is an attempt to somehow align YHS curriculum with ours and bridge the gap, if possible. 	
<p>IC: Enhance faculty involvement in the college</p>	<p>[Pohnpei Campus]</p> <ul style="list-style-type: none"> • All faculty participated in the Founding Day activities and or events leading up to the final activities. • CA/BU Division Chair participated in interviews and selection of recommended candidates for Distance Learning Coordinator and Director of Vocational, Community and Continuing Ed. • Four English instructors and IC screened and interviewed applicants for three EN/ESL positions and made recommendations of which two were approved and accepted the job offer. • Instructors of MS096 met and discussed the possibility of departmentalizing the final exam as a means to assess the course. This was agreed and implemented for Spring 2008. • Math instructor (Bert Richly) conducted salsa dancing class for free to faculty, staff, and students of Pohnpei Campus as a personal enrichment activity. • IC participated in the screening and selection of UBP Director. • Representatives from all the instructional divisions and the IC participated in the President's Retreat on May 13-15, 2008. As a result, instructional faculty's awareness of the institutional priorities and their role in accomplishing the College goals was enhanced. • BU/CA Division established business networking and resources with the OIA Island Fellow Workshop for Train-the-Trainer through Business Links. 	

	<p>[Kosrae Campus]</p> <ul style="list-style-type: none"> • Instructional faculty/staff had 1 meeting with IRPO Director in re: current/effective assessment practices. • IC attended NADE 2008 and as part of the system's faculty recruitment efforts • Faculty/staff members participated in 1 SD(Staff Development) committee initiated Utwe/Walung Marine Park environment awareness tour <p>[Chuuk Campus]</p> <ul style="list-style-type: none"> • Faculty members were appointed to the system wide standing committees. • 3 faculty members, including the IC, participated in this year's President's retreat. <p>[Yap Campus]</p> <ul style="list-style-type: none"> • <u>Summer 2008:</u> • 5 of the 8 full time faculty are currently on special contracts teaching this summer. • 2 faculty workshops have been conducted at the start and middle of the summer session. The workshops are to share information with all required documents to be submitted as well as assessment of student learning outcomes. 	
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Strategic goal 2: Provide institutional support to foster student success and satisfaction

Objectives	Accomplishments	Comments/additional detail
<p>2A: Promote strategic enrollment management for the college</p>	<p>[President]</p> <ul style="list-style-type: none"> • Continue to monitor the enrollment indicators to make sure that facilities and other infrastructures at each campus can accommodate the enrollment. Monitoring the enrollment projection and its impact on annual budgets. Funded the Director of IPRO to attend the Workshop on Enrollment and Retention. <p>[VP Instructional Affairs]</p> <ul style="list-style-type: none"> • Working group formed to develop enrollment management and recruitment plan before Fall 08 • Two meetings held and research/data collection ongoing. <p>[VP Student Services]</p> <ul style="list-style-type: none"> ▪ VPSS participated in several meetings of the Planning and Resources Committee to talk about the 2008 President's retreat, enrollment management, etc. 	<p>[President]</p> <ul style="list-style-type: none"> • Facilities construction at State Campuses will soon be impacting the accomplishments on this objective. Due to increase in cost of construction some of the projects will be pushed back to a later dates.

- VPSS chaired the meeting of a working group for summer registration. VPIA, DAP and Registrar were in the meeting with OAR staff, Counselors, and Business Office staff. The purpose was to get organize for the summer registration.
- IRPO met with the cabinet and et al, about the 2009 Priorities to review and revise if needed.
- VPSS had a meeting with the Tutoring Program Coordinators regarding the summer tutoring program. The program is able to hire 6 tutors for the summer to assist the students at-risk.
- Three meetings of the Student Services Management Team were held during the reporting period. The purpose was to be informed of the on going activities and the plans for the upcoming months. One of the major issues was on assessment/program evaluation.

[Pohnpei Campus]

- Faculty assisted 47 students with course selection for Summer & Fall 2008 semesters; CA 12 students, MS/SC 15 students, EN/SS 20 students.
- BU/CA Division assisted with student completion or program requirements by offering two (2) CA100 courses and one (1) BU097.
- 14 certificate of attendance were sent to Social Security office
- 103 students were reported in the Summer 2008 Mid-Term Deficiency
- 191 students were course selected for summer 2008
- 69 students registered for summer 2008 courses during the early registration period
- 376 admissions packages for certificate bound students were sent to their high schools
- All spring 2008 grade sheets were received and send to the National Campus OAR on May 22, 2008
- 135 admissions documents for incoming fall 2008 students were received
- Following documents were sent to the National Campus OAR
 - 7 student withdrawal/clearance
 - 2 change of major
 - 5 change of grade
 - 3 re-admission application
- Pohnpei Campus summer 2008 total enrollment is 298 students.
- 76 scholarship applications were submitted during the reporting period: 36 male / 36 female

[FSM FMI]

- Currently working with IRPO to develop strategic enrollment plan

[Kosrae Campus]

- Locally conducted 2 SIS training with staff and some faculty. Participated on an SIS training conducted by consultants from the National Campus.
- Staff assignment of roles to offices were made for efficient student report processing

	<p>[Chuuk Campus]</p> <ul style="list-style-type: none"> • 88 scholarships applications requested • 325 FAFSA applications requested (48 completed) <p>[Yap Campus]</p> <ul style="list-style-type: none"> • A total of 261 students were tested. (YHS = 132; Ulithi = 31; Woleai = 39; Yap SDA = 17; Yap Campus = 42) Yap Campus test takers include current certificate students who wish to advance to degree programs and others who wish to enroll in summer and fall semester. <p><u>Summer 2008:</u></p> <ul style="list-style-type: none"> • Class size for the summer ranges from 9 to 25 students per class. • TOTAL STUDENTS = 174 Male=73; Female = 101 • Degree students = 101 Certificate students = 73 • New = 36 Returning = 32 Continuing = 106 • Breakdown of student body: • Regular students = 63; DOE = 40; SEPPIE = 40 • Hlth. Serv. = 20; UB = 11 <p>[Admissions & Records]</p> <ul style="list-style-type: none"> • Registered 430 students for Summer Session, 2008, National Campus • Processed (a) 31 applications for admissions to the 3rd year Certificate of Achievement Programs, and (b) 50 applications for readmission and second degree admissions. • Processed 26 certificates of attendance of students for FSM Social Security • Processed 23 enrollment certificates to support scholarship applications • Received and processed 250 application packets for Fall 2008 new admissions. 	
<p>2B: Become more student-centered in the development of specific college system policies and procedures</p>	<p>[President]</p> <ul style="list-style-type: none"> • Approved the contract for purchase of materials for construction of the tutoring center at National Campus. Met with the US Ambassador, the Director of the USDA Development Program in the FSM and a delegation from the Washington, D.C at the Pohnpei Campus Student Services Offices being co-funded by USDA Development Program and the College. The project is about to be completed at the end of July 2008. <p>[VP Student Services]</p> <ul style="list-style-type: none"> ▪ VPSS and Counselor/Advisor accompanied two students from Phi Theta Kappa (Beta Omicron Upsilon Chapter) to Philadelphia, PA to attend the 90th International Convention of the Phi Theta Kappa. We were able to network with peers and other chapter advisors/students about scholarships, leadership, service, and fellowship. ▪ VPSS Ringlen and Advisor and 2 students that went on the trip to Philadelphia met with members of the honor society to talk about the international convention and share their impressions and experiences. The sharing was able to encourage other members and advisors to start the work on chapter 	<p>[President]</p> <ul style="list-style-type: none"> • US Government Representatives were impressed with the quality of the work at the project and the short period of time it takes to complete 90% of the work needed on the project.

development and Five-Star Development program.

- 3 advisors and 18 members of the Beta Omicron Upsilon Chapter spent the morning of May 9 at Pohnpei Campus cleaning, weeding, clearing, and planting at the Botanical Garden. This is part of the chapter's work on Cleaning Up the Community/Operation Green Project for the Phi Theta Kappa International Honor Society.
- The Department of Student Services hosted a Student Leadership Retreat at National Campus. One student leader from each campus plus student leaders from Pohnpei and National Campuses participated. Student Leaders were able to networked and shared areas of concern.
- VPSS attended the President's Retreat 2008. The retreat was to address the Problem Statements from 2007 Retreat, revise the 2009 priorities and formulate the 2010 Priorities. Additionally, the retreat tried to address "What has been accomplished at the college since the last retreat? What has been accomplished against the college's institutional priorities? What has been accomplished against problem statements identified in last year's retreat?"
- VPSS hosted a meeting to get organize for the upcoming Freshmen Orientation for Fall Semester. All Counselors, DAP, VPIA, OAR, Recreation Staff, and Business Office participated.

[VP Cooperative Research & Extension]

- Initiated the offering of Ag. Certificate training at Pohnpei campus

[Pohnpei Campus]

- Prep Committee, a mixture of staff from various offices and programs was established on May 28. There are two main outcomes to be implemented for next school year:
 1. English Speaking Zone
 2. Parents' Orientation

[Chuuk Campus]

- Outdoor study areas constructed in support of student learning
- High school outreach and orientation provided for high school seniors on FAFSA applications

[Yap Campus]

- 12 workshops and seminars have been held on campus already by Student Services and the Peer Counseling Center. Workshops held are: Financial Management Seminar, STI presentations (gender specific), study skills seminar, History of Micronesia video show, Women's changing roles in Micronesia Video show, career choices, kick butt day, alcohol awareness day, health screening by public health staff, stress management seminar, and cost of attendance.

[Admissions & Records]

- Processed 327 academic transcripts to support scholarship applications, job

[VP Cooperative Research & Extension]

- Funding from CariPac used to develop courses and employ the coordinator

	<ul style="list-style-type: none"> • applications, transfer to four-year IHEs, and others • Processed and released 1,972 end-of-semester (Spring Semester, 2008) grade reports for students attending national and state campuses • Prepared 255 academic dossiers for new students • Processed 85 degrees and 20 certificates • Released 57 degrees and 13 certificates • Released college-wide end-of-Spring 2008 list of students on (a) academic honor roll, (b) good academic standing, (c) academic probation, (d) continued academic probation, and (e) academic suspension; as such and in compliance with the college policy, students who had been placed on academic suspension were barred from registering for Summer 2008 term. 	
<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>[President]</p> <ul style="list-style-type: none"> • Gave the opening remarks at the alcohol and tobacco day sponsored by the College. Signed a number of special contracts for custodial/Facilities & Security workers that will be keeping the campuses clean and to promote health conscious among students and the college community. <p>[VP Student Services]</p> <ul style="list-style-type: none"> ▪ VPSS met with spring 2008 candidates for graduation in order to pick the graduation speaker. ▪ VPSS attended the Spring 2008 Graduation ceremony at the gym. Professor Susan Moses gave the commencement address while Victor Nabeyan, II and Herbert Hadley (Pohnpei Campus) gave the Valedictorian addresses. ▪ VPSS met with Director of Student Life and Dorm Manager about dormitory issues regarding, student welfare, Facilities & Security and furniture. ▪ VPSS also met with 2 members of the Micronesia Red Cross Society regarding conducting of “blood typing” with the college community at both Pohnpei and National Campuses. The purpose is to be informed of the Society’s services and the value of blood typing and blood donation in general. <p>[Pohnpei Campus]</p> <ul style="list-style-type: none"> • Class schedule for summer 2008 was revised to include the courses that students need per the results of course selection and final exams. • Class schedule for fall 2008 is being revised to correspond with students’ needs per COMET and Spring 2008 final grades. <p>[FSM FMI]</p> <ul style="list-style-type: none"> • Graduated 16 students: <ul style="list-style-type: none"> ○ 9 major in Navigation ○ 5 major in Marine Engineering ○ All graduates were Level 5 Masters and Marine Engineers and were skilled in Fishing Techniques <p>[Student Support Services Program]</p> <ul style="list-style-type: none"> • There were 11 SSSP students completed their degree requirements and 	

participated in the Spring 2008 commencement. Of these 11 graduates 1 from Chuuk, 3 Yap and 7 PNI. Among these SSS graduates, 3 have applied and accepted into a 4-year university in the mainland (1 at UOG, University of New Haven in Boston and Michigan University).

- Academic Support Services & Expected Outcomes
 - Tutors provided tutoring sessions to 101 participants and as a result over 85% did well on their exams. Generally, students who received tutorial assistance are likely to pass the subject areas tutored.
 - Financial Aid Counseling – FA Counselor conducted individual and group sessions to 34 students on how to use the computer to apply FAFSA on-line. As a result of these sessions, all of the above students completed their FAFSA for school year 2008-2009 on their own.
 - Academic Workshops – two workshops were conducted with the following topics:
 - *--Planning & Goal Setting – 70 participated. The outcome of workshop evaluation showed that 100% gained useful information and tips that can be helpful when preparing their educational plans. Overall, the students rated workshop as being well organized and very informative.*
 - *--Study Skills Workshop – The workshop conducted during final exam week therefore participation was only 24. This specific topic is presented 3-4 times each semester to allow all 160 participants to attend. Similar to previous outcomes, this group rated this workshop as being very informative and useful where new study tips are learned.*
- The Client Satisfaction Survey is administered once a year during month of May. 119 SSS participants completed this survey & it showed 108 students are generally satisfied with performance of staff and the academic support services provided.

April - June 2008 # of Counseling Contacts

	CC	FMI	KC	PC	NC	YC
M		0	34	50	117	96
F			42	71	107	155
T		0	76	121	224	251

SEG SEOG/CWS Summer 2008

	CC	FMI	KC	PC	NC	YC
M		0		63	280	
F				42	305	
T		0	18	105	585	

7/2/2008

3rd Quarter Report from
April to June 2008

SEG FY 2007
Financial Aid Office

National
Campus

Trans#	Male	Female	SEGAward/Male	SEGAward/Female
1	256	290	\$ 44,000.00	\$ 45,700.00
2	3		\$ 1,950.00	
3	3	6	\$ 150.00	\$ 300.00
5	4	4	\$ 850.00	\$ 1,500.00
6	14	5	\$ 10,029.50	\$ 4,986.50
Total	280	305	\$ 56,979.50	\$ 52,486.50

Pohnpei
Campus

Trans#	Male	Female	SEGAward/Male	SEGAward/Female
4	61	42	\$ 3,050.00	\$ 2,100.00
7	2		\$ 100.00	
Total	63	42	\$ 3,150.00	\$ 2,100.00

SEG CWS Summer 2008 \$

	CC	FMI	KC	PC	NC	YC
M						
F						
T	3,123.75	466.25	1,105.00	4,942.00	20,957.50	1,049.75

Pell Grant Summer 2008 #

	CC	FMI	KC	PC	NC	YC
M	18	0	8	33	61	2
F	17	0	1	38	81	1
T	35		9	71	142	3

/2/2008

3rd Quarter Report from
April to June 2008
Pell Grant Recipients by
Campus
Financial Aid Office

National Campus				
Trans#	Male	Female	PellAward/Male	PellAward/Female
112	6	7	\$ 12,930.00	\$ 13,470.00
115	2	2	\$ 4,310.00	\$ 4,310.00
118	2	1	\$ 4,310.00	\$ 2,155.00
120	1	0	\$ 2,155.00	\$ -
127	27	43	\$ 22,490.00	\$ 37,510.00
129	13	17	\$ 13,380.50	\$ 19,602.00
130	10	11	\$ 10,780.00	\$ 11,319.00
Total	61	81	\$ 70,355.50	\$ 88,366.00

Chuuk Campus				
Trans#	Male	Female	PellAward/Male	PellAward/Female
109	3	1	\$ 6,465.00	\$ 4,310.00
111	7	10	\$ 14,008.00	\$ 20,474.00
114	3	1	\$ 6,465.00	\$ 1,078.00
123	5	5	\$ 8,621.00	\$ 6,467.00
Total	18	17	\$ 35,559.00	\$ 32,329.00

Kosrae Campus				
Trans#	Male	Female	PellAward/Male	PellAward/Female
113	1		\$ 538.00	
121	4	1	\$ 3,773.00	\$ 539.00

125	3		\$	3,773.00	
Total	8	1	\$	8,084.00	\$ 539.00

Pohnpei Campus

Trans#	Male	Female	PellAward/Male	PellAward/Female
110	2	4	\$ 2,694.00	\$ 3,772.00
119	3		\$ 6,465.00	
122		1		\$ 1,078.00
126		1		\$ 539.00
128	19	26	\$ 15,087.00	\$ 16,703.00
131	9	6	\$ 8,800.00	\$ 5,390.00
Total	33	38	\$ 33,046.00	\$ 27,482.00

Yap Campus

Trans#	Male	Female	PellAward/Male	PellAward/Female
116	1		\$ 4,310.00	\$ -
117		1		\$ 4,310.00
124	1		\$ 4,310.00	
Total	2	1	\$ 8,620.00	\$ 4,310.00

[Retreat Problem Statement #4]

[Kosrae Campus]

- Shared at the DOE stakeholder strategic planning conference about student academic needs at the College
- Seventy-six students were on deficiency list

[Retreat Problem Statement #5]

[Kosrae Campus]

- **Problem statement 4:** The academic level of the majority of incoming students is inadequate to meet college level standards
 - **Problem statement 5:** The success and retention rate of students at the college is less than 40%
 - **Priority 2b:** Based on the program evaluations for student's services, prioritize enhancement of tutoring and counseling services to students.
- Priority 4a:** Complete development and implement of recruitment and retention plans.

	<ul style="list-style-type: none"> • Installation of tutoring program in Math and English <p>[Yap Campus]</p> <ul style="list-style-type: none"> • 106 out of the 174 enrolled students are continuing students. More students are staying in school to complete their program. <p>[FY 2008 Institutional Priority 2b]</p> <p>[Kosrae Campus]</p> <ul style="list-style-type: none"> • Currently planning program assessments for all departments <p>[FY 2008 Institutional Priority 4a]</p> <p>[Kosrae Campus]</p> <ul style="list-style-type: none"> • Increase understanding of teaching practices in the elementary and high school. Completed English Language Acquisition Professional Development (Kosrae TEACH) to 38 in-service teachers, the last patch of 4. • Have scheduled a summer program with UOG for language teachers in Kosrae elementary and high schools on students with disabilities. <p>[Yap Campus]</p> <ul style="list-style-type: none"> • We have started a Recruitment Campaign during spring semester. We have visited 3 communities, 5 schools, 2 councils, and Youth Congress. Campaign to resume during fall semester. Posters about programs, especially voc ed programs have been distributed. Still need to do radio program. All of these are part of our assessment goals and objectives for the next 2 years. 	
<p>2D: Develop a student-friendly campus environment that encourages and enables students to be health conscious</p>	<p>[VP Student Services]</p> <ul style="list-style-type: none"> • The Student Services Department hosted the Annual Health Fair with over 200 students, faculty and staff participating. The goal was to inform the college community about general public health issues/challenges and the best practices in keeping your body fit and healthy. <p>[Pohnpei Campus]</p> <ul style="list-style-type: none"> • HTM office remains open to students. HTM Club members were given access to a desk and computer for club affiliated work. <p>[Recreation-Gym]</p> <p><u>Weight room usage:</u> students, faculty and staff who utilized the Recreation weight room:</p> <ul style="list-style-type: none"> ▪ 103 males ▪ 16 females <p><u>Programs Conducted @ the Sports Center April 2008 to June 2008:</u></p> <ul style="list-style-type: none"> • April 1-3 FSM SBOC 	

- April 23 to 30 COM-FSM National Music Class
- May 16 COM-FSM National Graduation
- May 13-15 COM-FSM President Retreat
- May 31 TSP Program
- June COM-FSM Security/Red Cross Training
- June 11-12 Pohnpei State Government Retreat
- June 15 to July 27, 2008 PNI Upward Bound Program
- June 15 LDS Mormon
- May 2008 COM-FSM Resident Social Night
- ESS 3rd Year Class/ESS Resistance Training Class

Summer Sports 2008:

Three male teams and 2 female teams are participating in the Pohnpei State Basketball League and 1-Staff Team in the Department League Softball.

- Open League Basketball Results:
- Out of 20 men's teams
- Team rankings – COM A came in second/Staff team 3rd and COM B 10th. For the women's COM B came in 3rd place and COM A 5th. The business softball league is about to go into the playoffs and Team Sharks is standing in number 6 and will be going into the playoffs.

Recreational Sports: (Students Signed-Out Sports Equipment)

- Estimated of 544 male students/staff & 115 female students/staff this include basketball, pool table, Table Tennis, volleyball.
- With in the month of April to June 2008 the Sports Center hosted other programs such as: school & community social activities, visits, graduations and conferences. With in this reporting period the number of people visited/utilized Sports Center April to June 2008 is around 5138

Accomplishments from April to June 2008:

- Assisted in reorganizing of Peer Guides 2008/09
- Preparation and setup for COM-FSM Commencement Exercises of COM-FSM Graduation
- Preparation of COM-FSM President Retreat and the Actual 3-days of activities
- Preparation of other conferences, group visit and other Host Community Social Functions.
- Summer and Fall 2008 Activity Calendar

[Health Services]

- Health Fair, April 30, 2008 with the theme: "Eating for Life". Our primary objective for this activity is to educate the College community about different health issues/problems through presentations and dissemination of information on these issues/problems. The outcome of this activity showed that over two hundred students and staff were actively participating in the day's planned activities. Participants were not only given information, but were also screened for diabetes/hypertension, eye/ vision problem and others.

April - June 2008 # Visits to Dispensaries						
	CC	FMI	KC	PC	NC	YC
M	339	10	96	121	494	5
F			183	81	651	6
T	339	10	279	202	1,145	11

April - June 2008 Counseling Activities by Campus # Visits						
	CC	FMI	KC	PC	NC	YC
Academic		1	121	90	39	135
Discipline		3		1	4	NA
Personal		0		0	11	2
Career		2		0	11	NA
Transfer		1		4	21	7
Other				26	138	125
						5

April - June 2008 # visits to Peer Counseling						
	CC	FMI	KC	PC	NC	YC
Family Planning	126	0	337	127	181	97
Financial Aid	43	0	01	-	68	11
Substance Abuse	74	0	26	-	2	44
Personal	1	0	12	-	0	28
Other	25	0	2	-	19	96

[Counseling –National]

- Other types of assistance from counselors to students were in forms of signing clearance forms, writing financial aid appeals, distributing scholarship information; Phi Theta Kappa Information and advice, application review, tutoring information, and e-mail assistance.

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

Objectives	Accomplishments	Comments/additional detail
3A: Provide for adequate facilities to support a learning community	<p>[FY 2008 Institutional Priority 3b & 3c]</p> <p>Status Report Major Projects By Campus (Facilities & Security)</p> <p>Chuuk Campus</p> <ul style="list-style-type: none"> • Coordination for construction of Access Road to Nantaku is in progress. • Students are more comfortable with new computer lab and Library furniture. 	<ul style="list-style-type: none"> • Priority 3b: Continue to upgrade college facilities in line with the facilities master plan and to enhance the college environment for a learning centered institution of higher education. • Priority 3c: Secure Chuuk campus permanent site. <p>Comments on facilities from campuses in comments/additional detail</p>

Kosrae Campus

- Pre-design work for Kosrae Student Center is progress.
- Received approval for funding Student Center.
- Lease agreement is still undergoing a review between the office of Attorney General and Dept. of Resources and Economic Affairs. In early June, a draft agreement was sent to President of the College for review and action.

FMI

- On going work focused on changing the lighting system to more efficient one with low energy consumption.

National campus

Pohnpei Campus

- Construction contract negotiation for Pohnpei Campus Research Lab in Progress.
- Received Funding approval for Construction of Library.
- Pohnpei Campus Student Center Completed.

Yap Campus

- Design for Yap Campus Student Center, Computer Lab are completed
- Construction of the Science Lab Bldg. is currently ongoing. This project is funded by FEMA with matching provided by Yap State Government. Projected is expected to be completed by September 30th, 2008.
- BECA Engineering firm from New Zealand is presently working on designs for other projects – Classroom Bldg., Student Center, and Vocational Ed. Center

[President]

- Signing of contracts for Yap Campus FEMA Building and National Campus tutoring centers will assist in providing adequate facilities for students at these campuses. Negotiating with TTC Board of Directors on leasing the save mart facilities in Chuuk that will add more classrooms and needed space to support learning community at Chuuk Campus. Continue to work with PMU and OIA staff to approve the College's IDP at the State Campuses. Some of the facilities in Kosrae, Pohnpei, and Yap Campuses have been approved by OIA. Met with Governor Simina of Chuuk State and AG 24, 2008 and cleared the easement for the Nandaku access road to College's land in Nandaku that could be the future permanent site for Chuuk Campus.

[Pohnpei Campus]

- HTM teaching facility was maintained in good working order.
- CD worked closely with Campus Facilities & Security Supervisor and the College Director of Facilities & Security in planning for campus facility improvement to ensure equity and support of student learning.

[Facilities & Security]

- Topographic Survey Update for National Campus, Pohnpei Campus has been completed.
- Save Mart site being considered for Chuck Campus as another campus site.
- Met with Chuck State Governor, AG and Public Works Director for joint effort in construction of the access road to Nantaku site.

[President]

- TTC Board of Directors also gave the option of outright purchase of the Save Mart.

	<ul style="list-style-type: none">Student Services Center construction project is about 90% completed. The Student Services staff will begin to move into their new offices during the third week of July.15 computers were purchased and set up for student's use. As a result an additional computer lab is now available for Campus students beginning the summer 2008 session. <p>[IRPO]</p> <ul style="list-style-type: none">IRPO is still awaiting the expansion of its office that was approved in September 2006.	
3B: Provide for Facilities & Security and upkeep of grounds, facilities, and equipment	<p>[President]</p> <ul style="list-style-type: none">Approved new Facilities & Security contract for custodial services at Chuuk and National Campus. Also signed special contracts for Facilities & Security staff at National and Kosrae campuses. <p>[Pohnpei Campus]</p> <ul style="list-style-type: none">Scheduled Facilities & Security was performed on the HTM teaching facility as needed.5 Facilities & Security workers and 4 janitors provided Facilities & Security and upkeep of ground, building, and vehicles to ensure efficient services to and maximum support of student learning.2 landscaping personnel continued to maintain and improve the campus Traditional & Medicinal Garden and beautify the campus ground.2 IT personnel continued to maintain communication equipment to provide maximum support to students, faculty, and campus staff. <p>[FSM FMI]</p> <ul style="list-style-type: none">Facilities & Security of the grounds is done for a period of two weeks every month while two weeks is reserved for other errands and chores, in order to keep the beauty and healthy environment of the Campus. <p>[Kosrae Campus]</p> <ul style="list-style-type: none">Micronesia Plant Propagation Research Center is undergoing renovation of its main building including the culture room <p>[Facilities & Security]</p> <ul style="list-style-type: none">Service Requests: 242, Completed: 242KWH usage Increased by 20.5% in MarchKWH usage decrease by 8.7% in AprilKWH usage decrease by 15.8 in May	<p>[President]</p> <ul style="list-style-type: none">Accessing the IDP Facilities & Security Funds. <p>[Facilities & Security]</p> <ul style="list-style-type: none">As of June 30, 2008 the budget for Utilities is (\$66,855) short. Estimated shortfall in utilities budget may at \$180,000 to \$200,000.
3C: Provide for a safe, secure and effective college environment	<p>[President]</p> <ul style="list-style-type: none">Recently signed the lease agreements for facilities to be use by Vocational and Upward Bound Programs at Chuuk Campus. Continue the efforts to amend the current lease agreement with Roger Mori on the current site of Chuuk Campus to include more land.	<p>[Facilities & Security]</p>

[VP Student Services]

- The Student Services Department hosted the Annual Health Fair with over 200 students, faculty and staff participating. The goal was to inform the college community about general public health issues/challenges and the best practices in keeping your body fit and healthy.
- One (1) student filed for a grievance hearing after he was issued a suspension letter by the Director of Student Life. The grievance committee ruled in favor of the student by putting him on probation. The student will be graduating at the end of summer school so they gave him a chance so he could graduate. However, if he violates any school policy, he would be suspended immediate.

[Pohnpei Campus]

- HTM teaching facility maintained safety standards for utensil use and hot item cooking procedures.
- DTT Chairperson with the help of volunteer from JOCV maintained and updated computer systems in the DTT labs allowing IT personnel to work on other needs.
- DTT have completed plans of work for the summer and are in the early stages of implementation. Details are in the corresponding column.
- 7 Security Guards provided 24 hours round the clock security and safety service for the whole campus.

[Kosrae Campus]

- A proposal for improvement of parking lot and driveway on the eastern side of the campus is being considered by the office of the President for funding.
- Alfred Olter, Project Manager from the National Campus visited the site to assess and do cost estimate.

[Information Technology]

System-wide Virus/Exploit attempts per month for 1st Quarter 2008:

January	503
February	6742
March	3752

System-wide e-mail identified as potential SPAM per month for 1st Quarter 2008:

January	106484
February	99038
March	114119

System-wide High Score SPAM e-mail Deleted per month for 1th Quarter 2008:

- 13 Security Officers and 2 Facilities & Security staff have been certified to perform first aid and CPR.
- 1 sexual harassment incident (male student & female staff)
- 25 incidences of alcohol violation resulting from founding day celebrations.
- 1 incident of Burglary
- 1 dorm inspection (burglary related)

[Information Technology]

Kb/s Data Traffic by Main Gateway per minute average for 1st Quarter 2008:

*kb/s = Kilobits Per Second (source; mrtg. graphs)

Chuuk	in	110.4 kb/s(21.6%)
	out	14.2 kb/s (2.8%)
		77.0 kb/s (15.0%)
Kosrae	in	
	out	15.4 kb/s (3.0%)
		668.4 kb/s (65.3%)
National/PNI	in	
	out	283.8 kb/s (27.7%)
Yap/FMI	in	103.7 kb/s (20.2%)
	out	11.4 kb/s (2.2%)

January	92810					
February	98396					
March	82898					
April - June 2008 # incidences reported by campus						
	CC	FMI	KC	PC	NC	YC
T	6	0	1	32	91	1

Strategic goal 4: Foster effective communication

Objectives	Accomplishments	Comments/additional detail
4A: Enhance communications pathways	<p>[Retreat Problem Statement #3]</p> <p>[FSM FMI]</p> <ul style="list-style-type: none"> Have completed appointing FMI staff to the different committees and subcommittees of the College. Since FMI has a small staff, all the committees will have the same membership <p>[Facilities & Security]</p> <ul style="list-style-type: none"> Conducted a Facilities & Security staff retreat on June 27, 2008 with assistance from IRPO & DCR. Staffs are more familiar with matters relating accreditation requirement and its impact to the college should the college loses its accreditation. Staff learned about goals and objectives of the college and felt more important knowing they play a role in college's performance and image to the community. <p>[FY 2008 Institutional Priority 1a]</p> <p>[Pohnpei Campus]</p> <ul style="list-style-type: none"> Campus Director and DTT Division chair met with the Lt. Governor of Pohnpei and Director of State DOE regarding the status of the Pohnpei Campus proposal for funding of a summer bridge program. Another proposal submitted to Pohnpei State Government was a continuation and expansion of the School-to-Work project. The purpose of the project is to 	<ul style="list-style-type: none"> Problem statement 3: Governance processes including development, implementation and evaluation do not include all necessary internal and external stakeholders Priority 1a: Enhance linkages between the college and elementary and secondary programs through partnerships between the college and state and national departments of education and related national and state departments agencies with emphasis on improving readiness of students for college. Priority 1c: Fully implement the communications and governance policies by establishing necessary processes and procedures and improvement plans in line with WASC recommendations, emphasis on enhancing the information technology aspects, and inclusion of specific provisions for participation of and by the Student Body Association (s) and Faculty/Staff (s) senates.

improve the readiness of students coming into the College's Technical & Trade Programs.

[Kosrae Campus]

- Key staffs from Kosrae Campus were involved in phase II of Kosrae DOE strategic planning stakeholders' workshop in the improvement of K-12 articulation and collaboration.

[FY 2008 Institutional Priority 1c]

[President]

- Completed the terms of references for the Standing Committees. The Implementation Working Group has started doing the training for the chairs on these terms of references. It has occurred to us that some of the terms of references needs to be modified before the implementation of the governance structure and terms of references sometimes in August 2008.

[Pohnpei Campus]

- MS/SC Division held its monthly meeting on April 14, 2008 at 3pm. Main agenda was preparation for the award ceremony of Math & Science Quiz Bowl.
- Division Chairs monthly meeting was held with 4 in attendance plus the IC. Main items on the agenda were end of the semester activities and requirements and plans for summer and fall 2008 semesters.

[Information Technology]

- We continue in our efforts toward being part of the WINDS high speed satellite communications experiment. WINDS initial function checkout was successfully conducted by this June. The Basic Experiment starts from now and the Application Experiment will be followed from October.
- JAXA statement: "Taking this opportunity, we are pleased to inform you that the 3rd Plenary Meeting of the Association for Application Experiments of WINDS (AAEW) organized by the participants of WINDS application experiments will be held on 28 July 2008 in the Association of Radio Industries and Businesses (ARIB) in Tokyo Japan in cooperation with the Ministry of Internal Affairs and Communications (MIC), the National Institute of Information and Communications Technology (NICT) and the Japan Aerospace Exploration Agency (JAXA) as follows:
- Schedule: 14:00 ~ 17:00 on 28 July 2008
- Place: 2nd/3rd Meeting Room in ARIB, Tokyo, Japan"
- As requested, we have resubmitted our letter of intent to continue to be a member of the experiment team for this project and have asked our Japanese counterpart, Dr. Kenji Saga, to represent the interest of the FSM at the above mentioned meeting on July 28.
- COM-FSM IT office continues to work closely with the FSM national govt. and the Ministry of communications in Japan with regards to COM-FSM

<p>4B: Provide communications infrastructure to support communication pathways</p>	<p>participation with this project</p> <p>[President]</p> <ul style="list-style-type: none"> Implemented modified organizational chart. Continue to purchase computers for campuses to enhance and support communication pathways. Network modification and expansion continued for improving communication at the College. <p>[VP Cooperative Research & Extension]</p> <ul style="list-style-type: none"> Funding from CariPac used to develop courses and employ the coordinator <p>[Pohnpei Campus]</p> <ul style="list-style-type: none"> IT staff, with the help of Division Chairs and Activity Heads, submitted update information for College website. Ordered and received 15 new computers for student use. IT routinely configured new computers for faculty and staff use, and set up and installed new printers as needed. <p>[Yap Campus]</p> <ul style="list-style-type: none"> The 2 computer labs have a total of 45 computer systems for faculties and students to use. The LRC only has 4 computers set aside for research purposes. VoIP is set up in offices for use by faculty and staff for meetings and consultations with the other campuses. There are now 4 VoIP set up on campus which has greatly improved / enhanced communication with the rest of the campuses. VoIP has improved communication whereby Committees with members at each of the campus can have conferences to discuss issues, etc. There are still improvements to be made, although this is a very encouraging beginning. <p>[DCR]</p> <ul style="list-style-type: none"> Enhanced the college's image and ability to communicate effectively by creating a standard design for business cards for all college employees. <p>[Information Technology]</p> <ul style="list-style-type: none"> IT Office has purchased and is in the process of finishing the installation of a new primary network and mail service server (Running Red Hat Linux ES 5), the technical specs. on the unit are as follows: <ul style="list-style-type: none"> <i>SuperMicro SYS-7045B-TR+B</i> <i>2 Intel Xeon 2.5GHz 1066MHz</i> <i>4 2GB DDR2 PC2-5300 ECC RAM</i> <i>3Ware 9650SE 8-channel SATA RAID</i> <i>5 Hitachi OA35722 SATA Hard drives, 1TeraBit ea</i> 	<p>[President]</p> <ul style="list-style-type: none"> Delays on expansion of bandwidth at all campuses are due to FSM Telecom not being able to upgrade their system in the State of Chuuk <p>[VP Cooperative Research & Extension]</p> <ul style="list-style-type: none"> Held th3 first meeting of the CRE Standing Committee during the Presidents Retreat 2008 Mission Statement prepared, TOR for the state Advisory Council commissioned from Kiyoshi Phillip, Engly Ioanis and Dr. Murukesan. <p>[Information Technology]</p> <ul style="list-style-type: none"> The new unit will provide faster processing power, higher capacity, and improved services for the com-fsm system to serve current primary server needs considering future needs and expansions. The system is installed at the IT server room at the national campus due to the rooms security, good air-conditioning power backup capabilities and central location.
<p>4C: Enhance the college community's ability to communicate effectively</p>	<p>[President]</p> <ul style="list-style-type: none"> Adopted terms of references for standing committees and training for the chairs of these committees as well as members and the college community will 	

enhance the college community's ability to communicate effectively

[VP Student Services]

- Cabinet met with President of ACCJC Dr. Beno and Commissioner Floyd Takeiyochy about self-study process and accreditation in general. They also briefed the cabinet about the 2 year rule on sanctions and fraudulent degrees that are rampant in the region.
- VPSS took part in the May Board of Regents meeting from May 19-22 followed by State Directors Meeting. Several policies and programs were approved by the Board plus the 2010 Budget Guidelines and Emeritus Professor Policy. Additionally, the Admissions requirement for third-year certificate of achievement program in teacher education.

[Pohnpei Campus]

- Campaigning for the promotion of an "English Speaking Zone" by EN/SS Division has received favorable support by the Instructional Divisions and Student Services.
- Monthly meetings of Management Team and Administrative Staff to ensure campus-wide flow of communication.
- Monthly reports and Report for BOR May 2008 Meeting submitted on time.
- 28 Campus faculty, staff, and student leaders attended the 3-day President's Retreat at the National Campus. As a result, awareness of the institutional mission, goals and priorities as well as individual's role in accomplishing the College goals was enhanced.
- CD had a meeting with all of the campus participants prior to the President's Retreat to prepare them and to ensure valuable contributions.
- CD met with key Campus staff and faculty on May 29th to impart information gathered from the President's Retreat, the BOR meeting, and the Planning Council's meeting and to discuss issues relevant to the information gathered from the said meetings.

[Kosrae Campus]

- KCV 88.5 is back on-air. Announcements and other student related matters are announced daily

[Chuuk Campus]

- Training provided on Institutional Assessment Plan by IRPO Director
- Student Services staff were trained on reporting format

[Yap Campus]

- New campus representatives have been assigned to committees at the national campus

[DCR]

- Help students better understand the funding sources for their education by

[DCR]

- Edited Financial Aid Handbook and gave it back to the

	editing the financial aid handbook for them. <ul style="list-style-type: none"> • Improve the partnership between the college and the government by providing a management workshop for the Pohnpei State Government. 	Financial Aid Coordinator. <ul style="list-style-type: none"> • Recommended: <ul style="list-style-type: none"> ○ Font size changes ○ Boldface changes ○ Format changes ○ Paper size changes • Met with the Lt. Governor and the working committee for the retreat at the Governor's office. [June 3; 3pm – 5pm]
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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>[President]</p> <ul style="list-style-type: none"> • The Staff Development program continues to provide opportunities for faculty and staff to continue to work on their advance degrees. 4 of the faculty members recently completed their master degrees from the San Diego State University online program in May 2008. All but one faculty member system wide are working on their Master degrees and hopefully will meet the deadline for them to get their master degrees. The minimum qualification for instructors is master degree and the effective date for implementation of this policy is Fall 2008. Deliver the Welcoming Remarks at the San Diego online Master Degree Programs. <p>[Pohnpei Campus]</p> <ul style="list-style-type: none"> • DTT Chairperson attended a three-day (5/12-14) workshop on Career and Technical Education Standards. As a result the College is working collaboratively with the National and all the four State DOE's and PREL, on establishing national standards for career and technical education in the FSM. • IC, SC, and Campus Student Services staff attended a two-day SIS workshop. As a result the Pohnpei Campus Summer 2008 class schedule was entered into the database for use by the student services staff. • CD attended TESOL 2008 Convention in NYC in April as a result several potential ESL instructors were interviewed onsite and 60 lbs of reference and sample English textbooks were brought back for Campus English faculty's use. • In-house computer applications training for CES staff to improve their technical skills and enhance their job performance. • Student Services Coordinator, Student Services Specialist/OAR and FAO clerk attended Student Information System training at the National Campus. • 28 Campus faculty, staff, and student leaders attended the 3-day President's Retreat at the National Campus. As a result, awareness of the institutional mission, goals and priorities as well as individual role in accomplishing the College goals was enhanced. • CD had a meeting with all of the campus participants prior to the President's Retreat to prepare them and to ensure valuable and relevant contributions. • IT Specialist Betson Ifamilik joined Pacific Islands Geo-science Commission to 	<p>[President]</p> <ul style="list-style-type: none"> • The Staff Development Program at the College has been a successful program. It is a model program that should be looked at by governments and agencies in the FSM.

acquire Geographical Information System Skills using Global Positioning Systems.

[Kosrae Campus]

- IC attended NADE 2008
- IC attended system-wide SIS training
- Agriculture and Food Technology instructor attended SARE 20th Anniversary Conference in Kansas City.

Summary Major Professional Development Activities by Campus (HRO)

Chuuk Campus

- 2 Faculty members are taking masters degree programs online
- 1 Faculty graduated from an MA program at UOG in June

Kosrae Campus

- 1 Senior management staff graduated from an MA program online

CRE:

- 1 staff and 1 student sent to Univ. of Puerto Rico for training
- 2 staff attended CYFAR meeting in Houston Texas
- Dr.Verma presented research papers at a conference in Malaysia
- Dr. Verma travelled to Ontario CA for meetings and training to support the Citrus research

FMI

National campus

- 3 Faculty members completed MA programs
- 1 Faculty member continues with MA program at UOG
- 1 counseling staff continue with online MA program

Pohnpei Campus

- 2 Faculty members continue with MA programs online and onsite
- 1 Faculty member graduated from an MA program at SDSU
- 1 Teaching Assistant continue with BA program on site
- 1 Counseling staff continues with MA program online
- Arranged Livestock management training for one staff member from CES-Pohnpei provided through Mainland China support

Yap Campus

- 1 Faculty member continues with MA program at UOG
- Dr. Muru attended the Program review meeting for the Community Foods projects in Austin TX

[HRO]

- The fourteen (14) employees listed on the left column are supported by the staff development program - \$40,000 budgeted under HRO for state campuses and \$17,500 budgeted for degree programs at the National Campus for degree programs.
- At the end of spring 2008, six (6) of the employees in master's degree program graduated. One other employee also graduated but was self-funded.
- The staff development committee is currently reviewing other degree program requests for fall 2008.

	<p>Non-Degree Programs</p> <ul style="list-style-type: none"> National Campus held its annual incentive award on May 12, 2008, recognizing 42 employees for faithful years of service from 5 to 38 years. Other recognition includes good health, community service, professional recognition, special award, staff and faculty of the year, innovative idea award, and award of recognition. A total of 56 employees were recognized. <p>[VP Cooperative Research & Extension]</p> <ul style="list-style-type: none"> Sent Engly Ioanis to China for one month training in Animal management systems Sent Julie Timothy and one Student from Kosrae to the University of Puerto Rico for one month of training Extension Methods for Food Sciences Kenye Killin and Paliknoa Sigra attended the annual meeting of the Children, Youth and families at Risk program meeting in Houston TX Dr. Verma maintains Hatch projects to study management and cultivation methods to alleviate the problems caused by citrus cancer. He presented a preliminary paper at a conference in Malaysia and also travelled to California for meetings, training and to acquire planting materials needed for his project Dr. Muru maintains a community development project in alternate community food production through hydroponics, in the Gargey community of Yap <p>[Health Services]</p> <ul style="list-style-type: none"> Participated in the following conferences/workshop/meeting: 22nd Annual Pacific Basin Family Planning conference-China-FSM Friendship Sports Center, Pohnpei-May 7-9, 2008 Family Planning/Maternal Child Health workshop-Skylite, Pohnpei-May 12-16, 2008 30th Annual American Pacific Nurse Leaders Council conference-Holiday Resor & Spa, Guam, June 16-20, 2008 APNLC Nurse Educators meeting-UOG,Guam- June 21-22, 2008 Information learned/gained from conferences/workshops were relevant to my area of work and should be useful in improving the delivery of health services here at the College. Participating in the conferences/workshop/meeting has not only increased my knowledge and skills but has also provided great networking opportunities with other health care professionals in the Pacific as well as other regions. Additionally, they also provided opportunities to earn CE credits towards renewal of my FSM nursing license. 	
<p>5B: Recruit and retain qualified personnel to allow delivery of quality services</p>	<p>[President]</p> <ul style="list-style-type: none"> College provides a better benefits package for all full-time employees (tuition waiver, retirement plan, housing, and yearly increments). The newly implemented policy on individual employee retirement plan will also help to retain qualified staff at the College. Working with Michigan State University on faculty and staff exchange programs for purposes of capacity building. 	

[VP Student Services]

- As a member of the ad hoc committee to recruit the new VPA, VPSS took part in the interview process. Three applicants were interviewed. The committee made its recommendation and forwarded it to the President.

[VP Cooperative Research & Extension]

- Identified researcher for Chuuk
- Announced Call for applications for Research Position in Pohnpei
- 2 staff from the CES –Yap office retired

[Pohnpei Campus]

- Ad hoc selection committee submitted their recommendation of three English/ESL instructors of which two were approved and accepted job offer. This will improve the shortage of instructors for the Fall 2008 and subsequent semesters.
- Class schedule for Summer 2008 was finalized and forwarded on a timely manner to the Director & VPIA for approval. This in turn will speed up the processing of teaching contracts for the summer session.
- IC office assisted with the preparation of three part-time teaching applications in technology and trades and submitted the same to the CC subcommittee. All were approved by the CC subcommittee improving the shortage of instructors for this summer session.
- CD went to attend TESOL Convention 2008 to help recruit qualified ESL instructors for the College.
- Campus supervisors hosted a luncheon in appreciation of their secretaries on Secretary Day (April 13, 2008).
- Replacement OAR Clerk, Mr. Emanuel Rodriquez commenced employment on April 28, 2008.
- Mr. Snyder Biza filled the Student Services Specialist III position at UBP.
- UBP hired 5 qualified tutors to begin tutoring on weekends and after school in April. UBP was also successful in recruiting the following summer 2008 instructors: 2 new Chemistry, 2 new English, 1 new math, 3 new cultural studies, and in retaining 1 former math instructor.
- Diaz Joseph was promoted to the position of UBP Director.
- 1PSBDC position filled.
- 1 Landscaping position filled
- 1resignation from ETS
- 3 special contracts issued for Pohnpei Campus personnel to teach summer computer classes for kids.

[FSM FMI]

- The advertisement for the position of Student Services Coordinator was put on announcement from June 3rd to July 2nd 2008, and six people submitted their applications. The applications are under review and screening during second

week of July. Interview for possible candidates will follow.

[DCR]

- Improved consistency and timeliness of DCR services by initiating the process to hire an administrative specialist; pending approval from President's Office

[HRO]

Hiring Activities

- 12 employees were hired and began work during the reporting period
- 13 were hired and began after June 30 or thereafter
- 24 positions were advertised and /or re-advertised during the reporting period.

Summer Semester 2008 Full Time vs. Part Time Faculty

	CC	FMI	KC	PC	NC	YC
Total	132	36	95	201	278	89
Full Time	55	16	36	70	174	37
Part Time	77	20	59	131	104	52
% Full Time	42%	45%	38%	35%	63%	42%

Profile College Faculty by Degree and Origin Spring 2008

[Pohnpei Campus]

Name	Degree	Origin
Ada, Alicia	MA/Ed. (2)	UH Manoa
Alosima, Alan	BS/C.Engineer	Manuel Enverga University
Daniel, Deeleeann	BA/Math MA/Math (in progress)	UH Hilo UH Manoa
Esteban, Bertoldo	MA/ET	Marikina Institute of Science & Tech.
Garcia, Emmanuela	MS/Management Engineering	St. Louis University

Jano, Shirley	BA/Management MA/ED (in progress)	Southwestern Adventist SDSU
Tadlock, Stacy	MA/English Language & Literature	Eastern Michigan University
Lamsis, Pablo	BS/Industrial Ed. MA/ED (in progress)	Nueva Vizcaya State U. Central Luzon State U.
Mangonon, George	MBA	St. Louis University
Perman, Debra	BA/Business Admin. MBA (in progress)	UH at Hilo Walden University
Permitez, Nelchor	PhD/Ed. Management	Eulogio Amang Rodriguez Institute of Science & Technology
Ranahan, Jean	M.Ed. BA, English	University of Maine St. Joseph College, Maine
Recana, Cirilo	MA/Teaching	Marikina Institute of Science & Technology
Rice, Howard	BA/Communications	MSU
Roby, Joycelyn	AS/HTM BS/HTM (in progress)	COM-FSM MSU
Silbanuz, Phyllis	MS/CIS	University of Phoenix
Silbanuz, Salba	COA/CM Journeyman Certificate (in progress)	COM-FSM US Dept. of Labor
Victor, Romino	AAS/BT in Electrical Journeyman Certificate BA/V. Ed. (in progress)	COM-FSM US Dept. of Labor
Edgar, Gardner	BS/Technology	Texas State University

	Macaraig-Santos, Sheila	MS/HTM	Adventist University	
	Yarofmal, Xavier	BA/Elementary Ed.	UOG	
	Tadena, Evelyn	PhD/Ed.; MA/Math	De La Salle University	
	<p>[Yap Campus]</p> <ul style="list-style-type: none"> • Faculty Profile by Degree and Origin, Spring 2008 • 7 US Masters Degree – 6; JD - 1 • 3 Philippine Islands CPA – 1; PhD – 1; Masters - 1 • 9 FSM Voc. Ed. Journeymen Certificate - 1 • Bachelors - 7 • Bachelors + graduate credits - 1 			
5C: Update personnel policies and procedures to meet on-going human resources needs	<p>[President]</p> <ul style="list-style-type: none"> • Strengthening the policy on Special Services contract was done during this reporting period. This will eliminate abuse of the policy and will enable the college to meet the actual need of the human resources need. <p>[HRO]</p> <ul style="list-style-type: none"> • Work continues on the Comprehensive Staff Development Program by staff development committee and HR. • Coordinated meeting held with MiCare on July 4, 2008 to discuss MiCare policies and coverage. • Following implementation of Policy 007 Professor Emeritus in March, Harvey Segal was given the honor of Professor Emeritus during spring 2008 graduation complete with retirement dinner by the College. • Site visit continues for 3 remaining campuses within this fiscal year on college policies and procedures. 			

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

Objectives	Accomplishments	Comments/additional detail
6A: Enhance new and existing revenue resources to promote growth and increase cost effectiveness	<p>[President]</p> <ul style="list-style-type: none"> • Establishment of the SBDC in Kosrae and Pohnpei State will generate revenues from training programs to be contacted at these centers. College has been entered into agreement where it will be subcontracted to provide services to agencies and government that may bring in additional revenue to the College. For example, the development of the curriculum standards for vocational programs at the education systems in the FSM, management of PPEC \$500,000 grant, etc. • Approval of Policy on maximizing interest on savings accounts by BOR at their recently concluded meeting in May 2008. 	

[VP Instructional Affairs]

- USDA Caripac grant Phase IV plans submitted and grant awarded.

[Pohnpei Campus]

- Received a grant of \$3,776.00 for Screen House Development at the Traditional and Medicinal Plant Botanical Garden from the Secretariat of the Pacific Community.

[DCR]

- Improved relations with sponsors of the college's annual fun walk event by personally writing a thank you note to them.

[Business Office]

- Statement of Current Funds Revenues, Expenditures and Other Changes (SRE) indicate a fund balance change for unrestricted fund of \$1.753 Million for six months ended March 31, 2008. The fund balance change of unrestricted fund consists of National campus at \$968k and state campuses at \$785k.
- The restricted fund account shows negative fund balance change of \$20k.
- The net fund balance change for unrestricted and restricted fund is \$1.733 Million.
- Market value of Endowment Fund dropped by \$141k, from \$3.091 Million as of December 31, 2007 to \$2.950 Million as of March 31, 2008.
- The audit of the college's financial statement for the fiscal year ended September 30, 2007 was completed on time on June 15, 2008. The auditor expressed an unqualified opinion that financial statements present fairly the financial position of the College as of September 30, 2007, and the changes in net assets and cash flows.
- With the completion of the audit of the college's financial statements for fiscal year 2007 before June 30, 2008, the required Federal reports were submitted on time

[DCR]

- The letters were distributed by the National Campus recreation staff along with gifts of t-shirts.

[Business Office]

- The breakdown of unrestricted fund balance changes for six months ended March 31, 2008 per campus are as follows:
 - National operations - \$ 833k
 - National programs/grants - 135k
 - Pohnpei campus - 440k
 - Chuuk campus - 168k
 - Kosrae campus - 33k
 - Yap campus - 137k
 - FSM-FMI - 7k
- The first six-month period is expected to provide positive fund balance changes due to timing of recording revenues and expenses. Revenues for two regular semesters (fall 07 and spring 08) for the current fiscal year have already been recorded. The only remaining revenue that remains unrecorded for the current fiscal year is summer 08.
- From March 31, 2008 to May 2, 2008, the market value went up to \$3.078 Million or by \$129k.
- The summary of Auditors' results provide the following:
 - The Independent Auditors' Report on the financial statements expressed an unqualified opinion.
 - No significant deficiencies in internal control over financial reporting were identified.
 - Instances of noncompliance considered material to the financial statements were not disclosed by the audit.
 - No significant deficiencies in internal control over compliance with requirements applicable to major federal awards programs were identified.
 - The Independent Auditors' Report on compliance with requirements applicable to major federal award programs expressed an unqualified opinion.
 - The audit disclosed no findings required to be reported

		<ul style="list-style-type: none"> by OMB Circular A-133. ○ COM – FSM did qualify as a low – risk auditee. • The following reports were transmitted on time via online: <ul style="list-style-type: none"> ○ Data Collection Report to Federal Audit Clearinghouse ○ Accreditation Annual Fiscal Report to Accrediting Commission for Community and Junior Colleges (ACCJC) ○ Annual Submission of audited Financial Statements to Federal Student Aid
<p>6B: Diversify resources of the College</p>	<p>[FY 2008 Institutional Priority 3a]</p> <p>[President]</p> <ul style="list-style-type: none"> • The recently approval of the COM-FSM to manage the Pacific Postsecondary Education Council's (PPEC) \$500,000 grant from DOI will assist the College to diversify its resources. <p>[VP Student Services]</p> <ul style="list-style-type: none"> • VPSS took part in the Congressional Oversight Hearing on the FY 2009 Budget. \$3.9 million was submitted but only \$3.8 was approved. • The President's Cabinet members were in a budget consultation meeting with members of OIA and SBOC regarding the 2009 budget. <p>[Pohnpei Campus]</p> <ul style="list-style-type: none"> • Economized limited resources at Pohnpei Campus by the following efforts: <ul style="list-style-type: none"> ○ The World Teach Inc. has identified three volunteer teachers for SY2008-2009; two to teach ESL and one to teach math. ○ JICA has also identified one volunteer teacher for SY2008-2009 to teach math and to train a local counterpart. • Utilization of work-study students and WIA Trainees in the LRC and other instructional divisions. <p>[Kosrae Campus]</p> <ul style="list-style-type: none"> • The COM-FSM Alumni Kosrae Chapter has organized and did fundraising activities for the endowment fund. • An additional employee from KC is allotting from his salary for the endowment fund. <p>[DCR]</p> <ul style="list-style-type: none"> • Revised a policy for providing campus directories at all campuses and for providing a venue to allow the college to promote naming of facilities to assist the college financing projects or help generating endowment funds 	<ul style="list-style-type: none"> • Priority 3a: Improve fiscal stability of the college through seeking external support of foundations and governments in addition to U.S. federal education programs. <p>[DCR]</p> <ul style="list-style-type: none"> • The policy has been submitted to the Director for Facilities & Security and Security and to the President of the Faculty/Staff Senate to solicit community comments.
<p>6C: Budgeting and resource allocation</p>	<p>[President]</p> <ul style="list-style-type: none"> • The BOR approved the budget guidelines for FY 2010 that provides directions on allocations of resources. The College also submitted it combined FY 2008 	

	<p>SEG and FY 2009 Sectors budgets to SBOC and OIA during the earlier part of June 2008. College representatives also had budget consultation meeting with SBOC and OIA representatives. OIA wanted to know how the reduction of the College's budget by \$100,000 will impact the College. College's reps informed them that \$100,000 is for fuel and utilities and the reduction will really impact the College. However, the college will try to make adjustments on its budgets to accommodate the cut. We also learned at this meeting that College is ahead of the FSM States on its IDP.</p> <p>[Business Office]</p> <ul style="list-style-type: none"> The Board of Regents approved the budget guidelines for developing FY 2010 budgets for the college. <p>[IRPO]</p> <ul style="list-style-type: none"> Based on the consultation meeting with OAI and SBOC regarding the FY 2009 budget, IRPO revised the consolidated ESG 2009 and SEG 2008 to reflect recommendations from the meeting. 	<p>[Business Office]</p> <ul style="list-style-type: none"> Under the budget guidelines, the college shall retain the requested funding assistance of \$3.9 Million from FSM - Education Sector Grant. In fiscal year 2009, the FSM National Government recommends only \$3.8 Million 														
<p>6D: Develop and implement college sustainability plans that will lead to the careful stewardship of natural and man-made resources, saving of revenue, and enhancement of the college experience; serves as a model for the nation</p>	<p>[President]</p> <ul style="list-style-type: none"> Annual audit report is one of the ways the College monitors its resources. The College Audit Report for Fiscal Year 2007 was completed before June 30, 2008 and has been submitted electronically to US Government, Accrediting Commission, and Title IV programs. Hard copies of this audit report will be distributed to the FSM President's and FSM Congress Speaker's Office. The College audit report was given an unqualified opinion with no findings. College was also given low risk auditee. Moving funds to banks off island that offers more interest will help the college to have a sustainable plan for its financial survival. <p>[FSM FMI]</p> <ul style="list-style-type: none"> April-June 2008 Water Consumption (Gals) – 897,800 <p>[Yap Campus]</p> <ul style="list-style-type: none"> Average monthly cost is \$2,170.71 <p>April - June 2008 Power Consumption (Kw)</p> <table border="1" data-bbox="541 1247 1270 1313"> <thead> <tr> <th></th> <th>CC</th> <th>FMI</th> <th>KC</th> <th>PC</th> <th>NC</th> <th>YC</th> </tr> </thead> <tbody> <tr> <td>Total</td> <td></td> <td>50,520</td> <td></td> <td>78,219.1</td> <td></td> <td>24,160</td> </tr> </tbody> </table>		CC	FMI	KC	PC	NC	YC	Total		50,520		78,219.1		24,160	<p>**see attachment for power consumption figures from National Campus</p>
	CC	FMI	KC	PC	NC	YC										
Total		50,520		78,219.1		24,160										

Strategic goal 7: Build a partnering and service network for community, workforce and economic development

Objectives	Accomplishments	Comments/additional detail
<p>7A: Increase involvement of the community in college affairs</p>	<p>[Retreat Problem Statement #1]</p> <p>[President]</p> <ul style="list-style-type: none"> President Retreat that has been scheduled on May 2008 will continue to include public and private stakeholders in the planning process at the College. Meeting with Governor of Chuuk as well as the Director of Education and key staff there regarding teacher training and well as clearing of access road to Nandaku site increases involvement of the community in Colleges affairs. Having the oversight and budget hearings with the FSM Congress also increases the involvement of the community in College affairs. <p>[VP Instructional Affairs]</p> <ul style="list-style-type: none"> Acting Director of Vocational, Continuing and Community Education (DVCCE), Director of Information Research and Planning and Chairperson for Trade and Technology at Pohnpei campus are working with FSM DOE to finalize the National Vocational Education plan to submit to OIA and USDOE. COM-FSM, PREL and FSM State DOE developed a working draft of career standards for K-8. COM-FSM, PREL and FSM State DOE's are in partners to develop technical standards for 9th to 12th. Workshops for these standards are set for end of July/2008. <p>[VP Student Services]</p> <ul style="list-style-type: none"> VPSS participated in the Pohnpei State Executive Retreat that was hosted by the college. This is part of the college's effort in enhancing its collaborative functions with the stakeholders. <p>[Yap Campus]</p> <ul style="list-style-type: none"> good working relationships with Health Services, Resources & Development Workforce Enrichment Division (WED), Scholarship Office, Yap DOE, SAIL (School Administrator & Instructional Leader), FEMA/PA Office, Yap High School, Ulithi High School, Woleai High School, Yap SDA High School, and Yap CAP. WED Advisory Council has been set again with the responsibility of providing guidance to 3 components: Scholarships, Workforce Training, and Traditional workforce development. I represent Yap Campus on this council. Yap State Government continues to be very supportive of the college by agreeing to provide use of state owned land at a rate of \$1 per year for the 3rd five year lease. <p>[FY 2008 Institutional Priority 1b]</p> <p>[Pohnpei Campus]</p>	<ul style="list-style-type: none"> Problem statement 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 Priority 1b: Increase dialogue, information exchange and providing of technical assistance with external stakeholders in regard to economic and social development needs, program development, service delivery, funding for students and the college, and the World Park.

	<ul style="list-style-type: none"> • PCTI Coordinator has been proactive in working on increasing community involvement in the College affairs, as a result 27 completed advanced computer applications training course: 13 participants in Microsoft Word and 14 in Excel. 26 participants were employees of the FSM Finance and Administration, 1 was from Micronesia Bound. • Kids Computer Program, which was held in June, enrolled 52 children. Certificate of completion ceremony was held on June 30, 2008. • The Pohnpei Campus gym and nahs have been well used by the community. <p>[Kosrae Campus]</p> <ul style="list-style-type: none"> • Campus management team members participated in the Kosrae DOE stakeholders' strategic planning workshop. <p>[IRPO]</p> <ul style="list-style-type: none"> • IRPO facilitated the Pohnpei State Government's Retreat held in April 2008 at the college's FSM China Friendship Sports Center and is providing continued assist in developing a Strategic Plan for the state. ▪ IRPO facilitated a nation wide workshop for the FSM National Department of Education to lay the foundation for development of a FSM Vocational and Technical Plan. Continued assistance is being provided to complete the plan that includes the linkages between secondary and higher education and addresses meeting the needs for the US military buildup in Guam. 	
7B: Enhance and promote employment opportunities	<p>[President]</p> <ul style="list-style-type: none"> ▪ Implementation of UOG 4th Year Program in Teachers Education Program and offering of trades and apprenticeship programs at the College will enhance the employment opportunities for graduates. <p>[VP Instructional Affairs]</p> <ul style="list-style-type: none"> • Acting DVCCE had a teleconference with OIA and USDOL as part of the reviewing committee for the Regional Innovation Grant(RIG) for the military build up. • Guam regarding the apprenticeship program in FSM. • GIS training offered to land offices in Yap and Kosrae • Surveying and Mapping training offered to Land office in Yap <p>[Pohnpei Campus]</p> <ul style="list-style-type: none"> • UBP, ETSP, and Campus Student Services Department hired qualified part-timers as tutors in the programs. <p>[Kosrae Campus]</p> <ul style="list-style-type: none"> • 1 Voc. Ed ET post has been advertised during the quarter. • 1 English Instructor post has been advertised during the quarter. <p>[Yap Campus]</p>	

	<ul style="list-style-type: none"> A list of graduates of COM-FSM (national, FSM FMI & yap campus) is shared with government and private companies. 	
<p>7C: Develop new and enhance existing programs to meet the changing educational and workforce needs of our communities</p>	<p>[FY 2008 Institutional Priority 1a]</p> <p>[President]</p> <ul style="list-style-type: none"> Approval of Modified AS Degree Program in Agriculture by the BOR at May 2008, implementation of Nursing and Public Health in Fall 2008 or Spring 2009 will enhance the employability of graduates. The continued collaborations with UOG, UH at Manoa and Hilo on articulation of courses will enhance the ability of the COM-FSM transferred students to graduate with advanced degrees that will increase their employment opportunities. <p>[VP Instructional Affairs]</p> <ul style="list-style-type: none"> Revision of Agriculture AS degree courses and certificate courses. Re-instituting the Agriculture certificate degree at Pohnpei Campus. National Campus Agriculture Division visited by Dr. Lee Yudin, Dean of College of Natural and Applied Sciences, UOG to review new AS in Agriculture program for alignment with UOG BS in Agriculture. AS in Public Health program approved by the board. Substantive Chagne report submitted to WASC for AS in Public Health. <p>[Pohnpei Campus]</p> <ul style="list-style-type: none"> HTM short term certificate programs are being finalized for presentation to the HTM Division Chair. CA/BU Division Chair traveled to Kosrae and conducted one week training on Module V: Database Design for Kosrae State Land Management employees. Revisited Secretarial and Bookkeeping certificate programs; proposed updated technology wording and applications to better serve current IT skills/needs. UBP included hands-on cultural studies course (local hut building) to the existing summer curriculum. <p>[Kosrae Campus]</p> <ul style="list-style-type: none"> Members of Kosrae Campus management team actively attended Department of Education Stakeholder strategic workshop. Initial work on sub-change report for AS in General Agriculture program commenced during the quarter. <p>[Yap Campus]</p> <ul style="list-style-type: none"> Yap Campus and Yap DOE have been working together to get teachers to achieve their AS degrees in elem. Ed. By end of summer 2008, we expect to graduate more than 40 DOE teachers. 	<ul style="list-style-type: none"> Priority 1a: Enhance linkages between the college and elementary and secondary programs through partnerships between the college and state and national departments of education and related national and state departments agencies with emphasis on improving readiness of students for college. Priority 1b: Increase dialogue, information exchange and providing of technical assistance with external stakeholders in regard to economic and social development needs, program development, service delivery, funding for students and the college, and the World Park. <p>[VP Instructional Affairs]</p> <ul style="list-style-type: none"> The agriculture division chair at National campus, Kosrae campus, and agriculture instructor for Pohnpei campus along with the VP/IA, VPCRE, DAP, and IC from Pohnpei campus have worked to prepare offering some degree courses at Kosrae and certificate courses at Pohnpei. These changes are the result of requests from stakeholders. Kosrae has long offered the certificate program in agriculture and now has a group of students ready for the degree program. On Pohnpei, COMET results of high school agriculture students indicate there is a group who scored for certificate level but not degree level courses. Rather than lose these students to another field, Pohnpei campus will again offer certificate courses in agriculture during the fall semester

	<ul style="list-style-type: none"> We are also working with Health Services to train their nurses and health assistants to man the dispensaries and community health centers <p>[IRPO]</p> <ul style="list-style-type: none"> IRPO participated in a series of meeting with NDOE, FSM UNESCO Coordinator and the Chuuk State School System regarding meeting the needs for teacher training and certification. A plan of action was agreed up to assist CSSS with a varied approach to improving the quality of teachers in Chuuk State. <p>[FY 2008 Institutional Priority 1b]</p> <p>[Kosrae Campus]</p> <ul style="list-style-type: none"> In a meeting with the Governor of Kosrae offered to run cooperative extension services for state agriculture program. 	
<p>7D: Provide Cooperative Extension Services to the community</p>	<p>[FY 2008 Institutional Priority 1d]</p> <p>[VP Cooperative Research & Extension]</p> <ul style="list-style-type: none"> Dr. Muru held a Business management training workshop for the Yap Noni farmers association. Dr. Muru publishes a monthly extension bulletin from his noni project and another from the Gargey Project VP-CRE arranged a working visit by Dr. M. Golabi, Soil Scientist from the University of Guam to Pohnpei <p>[Pohnpei Campus]</p> <ul style="list-style-type: none"> HTM Division provided food service management and catering to two embassies and the FSM national government in April. ETSP PICS seniors held a trash-a-thon around Kolonia Town and Dekehtik in April, and 10th and 11th grade students at NMHS had the same activity in Kitti on Earth Day. ETSP held workshops on various skills and youth issues for Kolonia , Ohmine, and Sokehs Powe Elementary School participants at Pohnpei Campus classrooms and nahs. The same workshops were held for Madolenihmw Elementary students at Lukop School. ETSP organized concurrent workshop for PICS participants. The list of participating offices includes CSP, Mental Health, Phi Theta Kappa, UBP, Peace Corp, and ETSP. The same activity was also held at NMHS and MHS. The issues addressed included: Time Management, College Life, Career Orientation, Environmental Concerns, Drugs, Team Building, Goal Setting, and the Honor 	<ul style="list-style-type: none"> Priority 1d: Enhance sustainable management and utilization of the natural resources of the FSM and human/community improvement through research and extension in the environmental, agriculture and food sciences in response to national and state economic and social development plans and priorities. <p>[VP Cooperative Research & Extension]</p> <ul style="list-style-type: none"> A consultant from Hawaii was hired for the presentations of Business management planning Dr. Golabi supported a Farmer Field Day provided through support from a Western Region Sustainable Agriculture Research and Education (WSARE) project funding at the farm of Sei Uemoto to discuss the soils based problems evident on that farm and to take soil and plant samples for lab analysis

Society at the College.

- A Retreat was held for UBP girls to discuss pertinent issues affecting girls while in College.
- CES Pohnpei agents implemented Integrated Pest.
- PNI CES continued to provide cooperative extension services to the community in Pohnpei. PNI CES report is included as part of VPCRE report.
- Pohnpei Campus students and staff joined the Pohnpei State Government observation of Earth Day by picking up trash along the side roads in Kolonia on April 23rd.

[Kosrae Campus]

- Initiatives in food processing have inspired great interest among local leaders and clientele.

[Yap Campus]

AES:

- Monthly information bulletin helped to create greater awareness about diverse uses of noni among the community at large
- Morphological characterization revealed significant variation in the morphological features of three noni varieties
- Extension leaflets helped to disseminate research findings to farmers and home owners so that interested could adopt appropriate measures
- Greater enthusiasm of community members in home gardening using simplified micro gardens
- Improved well-being of families at Gargey
- Gargey community incorporated vegetables from home gardens in their daily food menu, thus improving general health
- Groups show great enthusiasm in vegetable gardening
- Discussion with NRCS Scientist helped to know more about Yap's soils and steps need to reclaim them
- Community gained considerable experience in managing biodegradable wastes and effectively undertakes composting
- Identified a potential buyer for noni fruits
- Collective participation of community members in gardening activities
- Physical activity of women members increased due to gardening activities
- Proceeds from sales of vegetables aptly supplemented family income and improved living standards.

[Yap Campus]

Activities:

- Over 200 seedlings to distributed to community under the noni project
- Published information bulletin and extension leaflets to create awareness of research and extension programs
- Based soil Solarization experiment, an extension leaflet is compiled and circulated among farmers and other community members
- Two extension activity reports submitted online
- Five members of Yap SDA School Administration received training in micro gardens
- Current month yield of Gargey Community Food Project includes 192 heads of Chinese cabbage, 69 pounds of bell pepper and three bundles of long beans
- Gargey community groups earned \$69.00 from sale of vegetables
- Detailed discussion with NRCS Soil Scientist Dr Bob Gavenda regarding Yap's soil survey results and steps needed to increase its productivity
- Six extension activity reports and 3 research reports submitted online
- Two extension leaflets circulated among stakeholders
- Three monthly information bulletins covering information about noni were circulated among community members
- Gargey community groups earned \$248.00 from sale of vegetables
- Harvest of this quarter includes 874 heads of Chinese cabbage, 11 heads of lettuce, 132 pounds of bell pepper and 17 pounds of long beans
- We have identified a potential buyer from Utah for Yap noni fruits. Efforts are underway to ship sample fruits in frozen

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

Objectives	Accomplishments	Comments/additional detail
<p>8A: Increase community involvement in college affairs</p>	<p>[VP Student Services]</p> <ul style="list-style-type: none"> • Cabinet met with President of ACCJC Dr. Beno and Commissioner Floyd Takeiyochy about self-study process and accreditation in general. They also briefed the cabinet about the 2 year rule on sanctions and fraudulent degrees that are rampant in the region. • VPSS participated in a meeting by the FSM Social Security Administration regarding its new policies and changes in the premium rate. The representative was able to articulate the policy objectives and the rationale for the change. <p>[VP Cooperative Research & Extension]</p> <ul style="list-style-type: none"> • COM-Land Grant Program Board of Regents held the Quarterly meeting in Pohnpei <p>[Pohnpei Campus]</p> <ul style="list-style-type: none"> • Pohnpei Campus hosted a Pacific Islands 2008 Fellow from June 19 to 27, 2008, including provision of training venue for the program. • Pohnpei Campus continued to support Camp Glow this year with a small donation of supplies. • PC gym continued to be a popular venue for functions sponsored by various organizations/institutions in the community. • Pohnpei Campus assisted MRCS Blood Typing Project on June 13, 2008. Interested students, faculty, and staff took advantage of the free blood typing offered by MRCS on Campus. <p>[Kosrae Campus]</p> <ul style="list-style-type: none"> • Small Business Development Center staff is involved in the CYFAR project. • CYFAR parents elected their officers to provide support and governance for the project. <p>[Yap Campus]</p> <ul style="list-style-type: none"> • Yap Campus initiated an Interscholastic Basketball Tournament for students at this campus, Yap High School, Yap SDA High School, and FSM FMI. 2 teams from Yap Campus are now playing the championship games this week in the villages, thanks to the Youth Basketball Tournament Organization officers who are assisting in planning the games. Their goal is to encourage youth's participation in sports. Hosting community is Kaday Village. <p>[DCR]</p> <ul style="list-style-type: none"> • Increased community's awareness about the college by being present and 	<p>[VP Cooperative Research & Extension]</p> <ul style="list-style-type: none"> • No directives were issued since there was not a quorum

	<p>covering the graduation of San Diego State University master's program students at a ceremony at PICS. [May 30; 3pm – 5pm]</p> <p>[HRO]</p> <ul style="list-style-type: none"> 14 ethnic groups from around the world in addition to the four states of the FSM are represented in the employees hired and work for the College. 	<p>[HRO]</p> <ul style="list-style-type: none"> Saipan, Hawaii, US, Palau, Canada, Romania, Sri Lanka, India, Nauru, Kiribati, Thailand, Philippines, Fiji, Samoa, Yap, Kosrae, Pohnpei, & Chuuk.
8B: Cultivate respect for individual differences, and champion diversity	<p>[President]</p> <ul style="list-style-type: none"> Admitting students from different states of the FSM and other countries of the world promote and respect the cultural diversity. Continue to Hire faculty and staff from different countries also promote diversity. Continue to offer Micronesian Studies, language and cultural courses of different countries like China and Japan also promote diversity. <p>[VP Student Services]</p> <ul style="list-style-type: none"> President met with VPSS, Comptroller, and DDCR regarding clubs and student organizations and criteria for starting an organization. <p>[Pohnpei Campus]</p> <ul style="list-style-type: none"> Pohnpei Campus continues to cater to a diverse population of students, staff, faculty and the public by offering services and programs that serve their needs. UBP contracted representatives from the Kapingamarangi Community to coordinate the Cultural Studies course/project of building a local hut at the National Campus. <p>[Kosrae Campus]</p> <ul style="list-style-type: none"> The composition of our full-time faculty is: 2 USA (1PCV), 2 Pacific Islanders, 1 Indian, 5 Filipino. <p>[Chuuk Campus]</p> <ul style="list-style-type: none"> On going joint effort with Historical Preservation Office to secure and maintain traditional artifacts for preservation and display. 	<p>[VP Student Services]</p> <ul style="list-style-type: none"> It was agreed that an advisor must provide oversight and direction and a signer on all documents/accounts.

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>[FY 2008 Institutional Priority 4b]</p> <p>[VP Instructional Affairs]</p> <ul style="list-style-type: none"> COMET 08 Spring test data/analysis report provided to BOR and directors of education. 	<ul style="list-style-type: none"> Priority 4b: Evaluate implementation and impact of the strategic plan. Priority 4d: Continue and evaluate implementation of the institutional assessment system for all programs and

	<p>[Kosrae Campus]</p> <ul style="list-style-type: none"> Held departmental workshop on program assessment; each department continues to do assessment planning. <p>[FY 2008 Institutional Priority 4d]</p> <p>[President]</p> <ul style="list-style-type: none"> Departments, campuses, and units at the college have developed their assessment plans. The assessment should also look at program review especially on some key indicators that can be monitored and tracked <p>[Pohnpei Campus]</p> <ul style="list-style-type: none"> With the assistance of instructional staff, students, IC completed and submitted 840 class evaluations for Spring 2008. 12 classroom observations (MS/S 5; 2 p/t, 2 f/t, & 1 volunteer; EN/SS 7 p/t) were conducted all with satisfactory results. 28 members of Pohnpei Campus faculty, staff, and students participated in President's Retreat 2008 to help strengthen our institutional assessment and evaluation. <p>[Business Office]</p> <ul style="list-style-type: none"> Prepared Assessment Plan for Business Office, Cafeteria and Bookstore <p>[IRPO]</p> <ul style="list-style-type: none"> Presentations and working sessions on the draft IAP Handbook have been conducted at the national, Chuuk, Yap and FMI campuses for approximately 80 participants. The IAP Handbook is designed to assist with the development of improvement plans, assessment plans and reports of continuous improvement. <p>[HRO]</p> <ul style="list-style-type: none"> HR Director is part of governance structure working group and is proving and coordinating the first section of the Managers Training Plan scheduled for July 22, 2008 for both Pohnpei and National Campus. Continues work on the organizational chart implementation plan working with department heads currently. <p>[Student Support Services Program]</p> <ul style="list-style-type: none"> The SSSP staff members and tutors had an evaluation workshop meeting to evaluate the program services and its activities. As a result, areas of strengths 	<p>services of the college with emphasis on training needs of faculty and staff.</p> <p>[Business Office]</p> <ul style="list-style-type: none"> Business Office, Cafeteria and Bookstore will implement the Assessment Plan as soon as approved by the Assessment Committee and by the President. <p>[IRPO]</p> <ul style="list-style-type: none"> The draft IAP Handbook can be found at http://comfsm.fm/national/administration/VPA/researchdocs/assessment.html on the IRPO web site
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	<p>and weaknesses & training needs for staff/tutors were identified. In this workshop, all staff/tutors now have a better understood of their specific role in the program and institutional assessment processes.</p>	
<p>9B: Integrate planning, evaluation and resource allocation for continuous improvement</p>	<p>[Board of Regents]</p> <ul style="list-style-type: none"> • The budget guidelines for developing the FY 2010 budgets were approved. • The recommended modifications to the admission requirements for the Third Year • Certificate of Achievement Program in Teacher Education were approved. • Identification of a permanent site for Chuuk Campus was deferred until the full Board • is present. • The Board adopted a resolution recognizing Mr. Kanichy Welle for his services to • the College and to the Nation and expressing sincere condolences to Mr. Welle's family and friends. • The Board deferred adoption of the minutes of the March 2008 meeting until a • Teleconference of the full Board can be arranged. • The next meeting will be held in August 2008; the dates and venue to be determined. <p>[Retreat Problem Statement #2]</p> <p>[President]</p> <ul style="list-style-type: none"> • Budget Guidelines for FY 2010 that were approved by BOR at their meeting in May 2008 will allocate resources based on priorities established for fy 2009 and fy 2010 <p>[VP Student Services]</p> <ul style="list-style-type: none"> • The Student Services Management Team met 3 times during the period to continue the work on program evaluation. Work is on-going. <p>[Yap Campus]</p> <ul style="list-style-type: none"> • Assessment workshop provided and assessment of each unit done. • Better understanding of need for assessment and governance policy. <p>[IRPO]</p> <ul style="list-style-type: none"> • IRPO facilitated the President's Retreat 2008 in May 2008, provided training for facilitators and coordinated planning through the Planning and Resources Committee. The retreat reviewed the college's mission and progress in meeting institutional priorities in 2008, revised institutional priorities for 2009 and developed priorities for 2010 budget development. • IRPO is coordinating the evaluation of the organizational structure for the department of administration with a final report expected in July 2008. • As the Vice President for Administration position is vacant, IRPO coordinated two Planning and Resources Committee Meetings that focused on preparation 	<ul style="list-style-type: none"> • Problem statement 2: Inadequate development, understanding and application of quality standards for an effective student centered learning environment

	<p>for the President's Retreat and follow up/review of the Retreat recommendations.</p> <ul style="list-style-type: none"> Based on the recommendations of the President's Retreat, Campus Director's Meeting, and the Institutional Priorities Working Group the Institutional Priorities 2009 have been revised to reflect priorities of the college. 	
<p>9C: Increase research and data driven decision making</p>	<p>[President]</p> <ul style="list-style-type: none"> Institution has started collecting baseline data and established baseline data on some important key indicators that will help administrators to make informed decisions. IPEDs data will tremendously helped the administrators to make informed decisions from now on. <p>[IRPO]</p> <ul style="list-style-type: none"> Based on presentations on implementation of the new governance policy and standing committee structure to committee chairs, Yap campus, Chuuk campus and FMI (total of 70 participants for all presentations), IRPO has compiled a listing of comments recommendations and questions. Major areas addressed by the comments recommendations and questions center around communications, transparency and decision making. Additional presentations will be given to Pohnpei, Kosrae and national campuses with a summary report to be submitted to the President and cabinet. The new governance policy is to implemented beginning Fall 2008. IRPO has enhanced its web site to include reports, data and other information that is needed to enhance data driven decision making at the college. Information can be accessed at http://comfsm.fm/national/administration/VPA/researchdocs/irpo.html. . Updates to the web site are occurring weekly. <p>[DCR]</p> <ul style="list-style-type: none"> Improved planning for the DCR by initiating the office's assessment plan and by participating in workshop on assessment for non instructional services given by the director of the IRPO <p>[HRO]</p> <ul style="list-style-type: none"> HRO continues to track, collect and provide HR statistical information and research on policy developments. 	<p>[IRPO]</p> <ul style="list-style-type: none"> The governance presentation, policy and standing committee Terms of Reference can be found at http://comfsm.fm/national/administration/VPA/researchdocs/governance.html on the IRPO web site. <p>[DCR]</p> <ul style="list-style-type: none"> The plan was sent to the IRP with request for assistant in completing the plan. The IRP director has agreed to meet with the DCR director to complete the plan in July.
<p>9D: Develop an integrated data system</p>	<p>[FY 2008 Institutional Priority 4c]</p> <p>[President]</p> <ul style="list-style-type: none"> Consultant has completed the development of the SIS database and started training staff on the use of the data base. Our next agenda and objective will be on providing funds in the regular budget to support the database. Already instructed Director of IT to put in the FY 2010 funds for supporting the expansion and ongoing development of the Database. <p>[Pohnpei Campus]</p>	<ul style="list-style-type: none"> Priority 4c: Enhance information technology capacity through training in the college's new Student Information System (SIS) and continuing improvement of the technical infrastructure of the college.

- As a result of Student Information System Training, summer registration students' information has been in the process of being input, the completed data will be ready for next school year.

[Kosrae Campus]

- IC and IT specialists represented Kosrae Campus in the Student Information System database training at the National Campus.
- Gordon Segal led a team to conduct training on the SIS; appropriate staff attended the training.

[Yap Campus]

- Training provided on use of SIS by consultant, IT Director and OAR Director
- SIS put into use summer 2008

[Information Technology]

- The first phase of the Student Information System (SIS) project is complete and we have gone live with our new SIS. The System is a tremendous success giving COM-FSM capabilities we have needed to be able to do but couldn't for a very long time. The developer's 4th site visit is near completion, he will be at the national campus until July 18 2008.
- A decision was made earlier to move up the activation date of the new SIS rather than operate the new SIS database in parallel with the old access database. The decision was made due to the early capabilities of the SIS and the OAR's office need to start using it sooner than expected.
- Significant activities for that occurred during the 4th site visit are as follows:
 - Completed three week-long training for each state campus on-site for all state campuses, one week each. Staff trained included OAR, FAO, SSC, IC, Campus Director, Counselors, ID issuers, fiscal officers and support staff from those areas. At the national campus, further training was conducted for VPSS and staff as well as FAO office, Counselors, ID issuers, VPIA, Business Office, and associated staff.
 - Configured and verified multiple degree program definitions, successfully testing the automated online assessment of student progress toward program completion
 - Performed and verified a conversion of the existing student account balances from MIP accounting system into the SIS accounts balance module.
 - Further reviewed accounts receivable functions with Business Office comptroller and staff; development of interface to current financial account software completed.
- Although we have gone live and are very happy with the results, the testing and monitoring period is set to continue into this year's end of summer session and a limited time beyond that.
- Student and Faculty training will possibly happen the following fall assuming we proceed as planned with the 2nd phase of the SIS which the faculty and

student module.

- *The final conversion has occurred during summer session 2008 and we are successful and pleased with our results.

[Admissions & Records]

- Effective May 29, 2008 at 12:00 noon, OAR-National Campus officially-shut down for data entry its old and aging database systems and started using the new Student Information System (SIS). Similarly and immediately after the on-site SIS trainings, all OAR-State Campuses have been advised to shut down their database systems and required to start using the new SIS; as such, the College now uses one integrated database system.
- The Registrar traveled to the state campus on June 3 to 24, 2008 as one of the facilitators for the on-site training in the implementation of phase I of the Student Information Systems (SIS); as such, state campuses OAR staff were able to:
 - (a) Exhibit proficiency in the use of various components (or modules) of the SIS, such as: catalog and schedule, student, registration, academic history, validation, etc.;
 - (b) Enter into the SIS the campus' Summer 2008 registration; and
 - (c) Generate reports, such as enrollment list, class list, grade rosters, grade sheets, mid-term deficiency reports, etc.

**College of Micronesia - FSM
Institutional Priorities FY 2008**

Introduction

The institutional priorities for FY 2008 guide major improvement efforts for the College of Micronesia – FSM. The institutional priorities form a basis of allocation of resources (human and financial) to support improvement efforts of the college and are a foundation for reporting on the college to the Board of Regents, FSM national government and other key stakeholders. [Note: Reporting recommendations against strategic goals & goals are included in brackets]

Institutional Priorities for FY 2008

1) Communications, governance and technical assistance

- a) Enhance linkages between the college and elementary and secondary programs through partnerships between the college and state and national departments of education and related national and state departments agencies with emphasis on improving readiness of students for college. [SG4a & SG7c]
- b) Increase dialogue, information exchange and providing of technical assistance with external stakeholders in regard to economic and social development needs, program development, service delivery, funding for students and the college, and the World Park. [SG7a&c]
- c) Fully implement the communications and governance policies by establishing necessary processes and procedures and improvement plans in line with WASC recommendations, emphasis on enhancing the information technology aspects, and inclusion of specific provisions for participation of and by the Student Body Association (s) and Faculty/Staff (s) senates. [SG4a]
- d) Enhance sustainable management and utilization of the natural resources of the FSM and human/community improvement through research and extension in the environmental, agriculture and food sciences in response to national and state economic and social development plans and priorities. [SG7d]

2) Instructional and student services

- a) Continue improvement of developmental education with emphasis on assessment and evaluation of student progress of existing programs and development of and training for improved programs and delivery techniques. [SG1b]
- b) Based on the program evaluations for student's services, prioritize enhancement of tutoring and counseling services to students. [SG2c]

3) Fiscal and facilities

- a) Improve fiscal stability of the college through seeking external support of foundations and governments in addition to U.S. federal education programs. [SG6b]
- b) Continue to upgrade college facilities in line with the facilities master plan and to enhance the college environment for a learning centered institution of higher education. [SG3a]
- c) Secure Chuuk campus permanent site. [SG3a]

4) Continuous improvement

- a) Complete development and implement of recruitment and retention plans. [SG2c]
- b) Evaluate implementation and impact of the strategic plan. [SG9a]
- c) Enhance information technology capacity through training in the college's new Student Information System (SIS) and continuing improvement of the technical infrastructure of the college. [SG9d]
- d) Continue and evaluate implementation of the institutional assessment system for all programs and services of the college with emphasis on training needs of faculty and staff. [SG9a]

President's Retreat 2007 – Problem statements, action strategies & interventions

Problem statement & action strategies	Interventions
<p>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:</p> <ul style="list-style-type: none"> a. Improve dialogue and information exchange between the College and stakeholders pertaining to funding for students and the college. b. Improve dialogue and information exchange between the College and stakeholders pertaining to the delivery of College services. c. Improved communication and exchange of information between stakeholders and the college for program development/improvement. d. Improve dialogue and information exchange between the College and stakeholders pertaining to College programs and services related to economic growth and social development. 	<p>1a – d: Incorporate into development of the college's communication plan.</p>
<p>2. Inadequate development, understanding and application of quality standards for an effective student centered learning environment [Goal 9b]. The college needs to:</p> <ul style="list-style-type: none"> 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 	<p>2a & 2c: Incorporate action strategies into development of the i) institutional assessment plan (set up a process for quality standards), ii) improvement of reporting, iii) key indicators of the strategic plan iv) governance structure & v) enrollment management indicators. 2b: Include in training of above items.</p>
<p>3. Governance processes including development, implementation and evaluation do not include all necessary internal and external stakeholders [Goal 4a]. The college needs to:</p> <ul style="list-style-type: none"> a. Develop implementation plan for Communication Policy b. Develop implementation plan for Shared Governance Policy 	<p>3a: Communications plan development 3b: Governance policy implementation</p>
<p>4. The academic level of the majority of incoming students is inadequate to meet college level standards [Goal 2c]. The college needs to:</p> <ul style="list-style-type: none"> a. Improve dialogue and communication between NDOE, SDOEs and the college to improve K-12 & 13 educational outcome b. Promote the value of education among all stakeholders c. Collaborate with K12 in designing and implementing a plan to raise the awareness and importance of vocational education/technical programs 	<p>4a & 4b: Incorporate into development of communications plan & reporting of results on i)COMET, ii) IAP results & iii) TRIO 4c: Incorporate into development of i) communications plan and ii) retention (& recruitment) plan</p>
<p>5. The success and retention rate of students at the college is less than 40% [Goal 2c]. The college needs to:</p> <ul style="list-style-type: none"> 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 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 quality control in student services College wide. e. Improve quality control in administrative services College wide. f. Ensure consistency and quality of instructional services College wide g. Improve facilities and technology availability and accessibility. h. Develop and implement an institutional assessment plan. i. Improve the image of the College 	<p>5a: Incorporate into development of communications plan 5b: Incorporate into development of the i) IAP, ii) retention (& recruitment) plan, & iii) increase training for remedial instruction and support services 5c: Develop a retention (& recruitment) plan 5d, 5e, 5f: Same as problem statement 2 above 5g: Incorporate into revision, improvement and expansion of enrollment management indicators, and facilities master plan 5h: IAP 5i: Develop a plan that indicates how each part of the college contributes to its image</p>