

President's Retreat 2009  
 May 12 – 14, 2009  
 FSM China Friendship Sports Center  
 Breakout Session Recording Form & Notes

**Breakout Session 1 (COMBINED REPORTS):** Review of Trends Affecting the College

**Purpose of Session:** This session is intended to review the major trends in enrollment, finances, budget assumptions, college readiness of students, etc. from the mornings opening presentations and the College Fact Book in the retreat portfolio with additional information and data available on the college's IRPO web site: <http://www.comfsm.fm/national/administration/VPA/researchdocs/irpo.html>. What do the trends say about the current status of the college and its future?

**Grouping:** Mixed

**Notes:** As the trends are being discussion, ensure that you identify what is known about the issue, what we do not know about the issues, and what we are assuming about the issue. Completed forms should be emailed to [rschplanning@comfsm.fm](mailto:rschplanning@comfsm.fm) for compilation and reporting.

Group number/name:	#1
Group Facilitators & recorder:	Rencelly Nelson and Karen Simion
Group members:	Kasiano Paul, Mariano Marcus, Paula Haglegam, Gertrude Mangarwen, John Curly, Jennifer Yad, Bertha Reyuw, Ahser Edward, Iris, Falcom, Semens James, Ringlen Ringlen, Rafael Pulmano, Nel Permitez, Marylou Gorospe, Romino Victor, Carilo Recana Stanely Etse, Spensin James

**Possible questions:**

What are the enrollment trends the college is facing? What is the overall impact of enrollment trends on the college?	A. Declining enrollment trend. Should we decrease the quality to increase enrollment? What is the source of the decline – emigration? Is there a correlation between the COMET and the decrease in enrollment? Assuming some students may be going to GCC or UOG. A large number of developmental students enrolled B. Expensive operating costs, If the actual number of students taking COMET is decreasing, then our enrollment would decrease, Loss of income for the College
Are the budget assumptions following trends in enrollment and credits per student? What is the impact?	Budget assumptions do not meet actual enrollment or credits per student IMPACT: The College is experiencing a deficit Small classes should improve student learning (assumption) Limited program offerings Limited services Results in loss of employees Decline in quality of instructional services College loses its financial viability and jeopardizes its future existence.
The college has faced a massive decline in its fund balance over the past three years – what is the impact on the college if the trend continues?	College loses its financial viability and jeopardizes its future existence. Decline in quality of instructional services (assumption) Could lose accreditation Continued trend would force the College to restructure in some way.
How many students appear to be college ready – or can	9% or about 150 students out of 1700+ are college ready for English

<p>benefit fully from college level courses and programs?          What is the impact on the college if a large number of students are not college ready?</p>	<p>and 15% are ready for college math.          Many students max out their semesters on Pell before they finish remedial course work.          Sacrifice the quality of programs          Places extra strain on resources          Lowers number of degree graduates          Retention rates are low</p>
<p>What are factors that affect cost effectiveness for delivery of programs and courses?</p>	<p>Class size          Budget          Too many programs with limited enrollment          Facilities          Learning resources          Reliability of power and water, and human resources          Faculty/Staff turn-over rate</p>
<p>What is the impact of low economic growth in the nation on the college?</p>	<p>Lower congress budget appropriation          Decline in enrollment          Loss of college revenue          Loss of accreditation          Very high operating expenses          More under prepared students          Limited pool of quality employees</p>
<p>Other?</p>	
<p>Other?</p>	

Group number/name:	2
Group Facilitators & recorder:	Danny & Lourdes
Group members:	Shirley Jano, Debra Perman, Twyla Poll, Matt Ewarmai, Jim Currie, Robert Andreas, Tetaake Yee Ting, Mike Ioanis, Rita Harris Hadley, Dernita Clark, Jocelyn Lukas, Jeff Arnold, Christopher Igem, Peter Pedrus, Francisco Mendiola, Delihna Ehmes, Cindy Edwin, Lore Nena, Alvios William, Cassiano Shoniber, Stacy Tadlock, Bert Esteban, Juvelina Rempis, Dokowe George

**Possible questions:**

What are the enrollment trends the college is facing? What is the overall impact of enrollment trends on the college?	<p>A.</p> <ul style="list-style-type: none"> <li>- Decline of enrollment maybe down to a realistic level.</li> <li>- Unrealistic expectations of enrollment</li> <li>- Set quota per campus</li> <li>- Decrease in credits taken; 12 credits recommended by faculty for students</li> <li>- Students taking too much time in remedial courses and spending too much pell grants on remedial instead of degree courses</li> <li>- Students not college ready affects enrollment</li> <li>- Level of remedial students improving or not?</li> <li>- COMET impacts enrollment; admission requirements change</li> <li>- Population of K-12 students and number of students graduating from high schools; do these graduates attend COM-FSM; what % stay and what % go off to other schools</li> </ul> <p>B.</p> <ul style="list-style-type: none"> <li>- less revenue / money for the college</li> <li>- Quality of students</li> </ul>
Are the budget assumptions following trends in enrollment and credits per student? What is the impact?	<ul style="list-style-type: none"> <li>- No, budget assumptions are overstated in comparison with enrollment trends</li> <li>- Deficit in operations</li> </ul>
The college has faced a massive decline in its fund balance over the past three years – what is the impact on the college if the trend continues?	<ul style="list-style-type: none"> <li>- Close down the college</li> <li>- Possibility of losing accreditation</li> <li>- Shut down some college campuses / services/ programs</li> <li>- Downsize of structure</li> <li>- Aggressively seek other funding sources</li> <li>- STOP EXPANSION!!!!!!</li> </ul>
How many students appear to be college ready – or can benefit fully from college level courses and programs? What is the impact on the college if a large number of students are not college ready?	<p>A</p> <ul style="list-style-type: none"> <li>- ONLY 10 – 15% students are college ready</li> <li>- More services / work / preparation by faculty members</li> <li>- Remedial college???? Best high school on island???</li> <li>- Enrollment will continue to decline</li> <li>- Faculty must be more responsible in ensuring students do actually learn; student learning</li> <li>- Big gap between high school and college</li> <li>- Need for the college to have a “bridging” program to narrow the gap</li> </ul> <p>B.</p> <ul style="list-style-type: none"> <li>- Low graduation rate</li> <li>- Low completion rate</li> <li>- Low retention rate</li> </ul>
What are factors that affect cost effectiveness for delivery of programs and courses?	<ul style="list-style-type: none"> <li>- Number of students in a program / class, etc.</li> <li>- Efficiency and effectiveness of faculty and staff</li> </ul>

	<ul style="list-style-type: none"> <li>- Resources and materials</li> <li>- Geographical locations of campuses</li> <li>- Communication issues / breakdown</li> <li>- Administration overlaps</li> <li>- Not knowing our students well, their needs, where they are going, why they want to go to school (PELL refunds???) Are they in school to learn or to get PELL refund.</li> </ul>
<p>What is the impact of low economic growth in the nation on the college?</p>	<ul style="list-style-type: none"> <li>- Out migration of students and families</li> <li>- Military eligibility</li> <li>- Graduation rate</li> <li>- Faculty members leave the college</li> <li>- Low morale</li> <li>- Employment opportunities outside of FSM</li> <li>- Need to refocus our teaching strategies / programs</li> </ul>
<p>Other?</p>	
<p>Other?</p>	

Group number/name:	Group 3
Group Facilitators & recorder:	Gordon Segal & Eddie
Group members:	Grilly Jack, Phyllis, Eddie, Deeleean, Reedson, Nena Mike, Herman Semes, Jean Ranahan, Henry Wilson, Morehna Santos, Joseph Felix Jr., Martin Mingji, Lt. Gov. Churchill Edward, Susan Moses, Dennis Gearhart, Burnis Dannis, Skipper Ittu, Joel Suda, Eopen Castro, Kun Elley, Robert Jonas, Jennifer Hainrick, Pelma Palik, Regina Faiman, Jon Berger, Taylor Elidok

**Possible questions:**

What are the enrollment trends the college is facing? What is the overall impact of enrollment trends on the college?	We notice that the enrollment trend is negative, but what are the causes? Academic level of incoming students is low, are the scores of high school students going down, we need to know the data? There is a lack of incentive to go to school without employment afterwards. State campuses enrollment have held steady, and the cost of living to get to the national campus have increased probably effecting the enrollment numbers at national campus. What kind of services are we providing to feeder schools, do they know the quality expectations of the college? There are college ready students that are not coming to the college because the college doesn't offer their chosen field of study, i.e.: engineering, so they go elsewhere for better opportunities. Other opportunities outside the country, i.e. military, also attract them. The best students get scholarships to go elsewhere for schooling.
Are the budget assumptions following trends in enrollment and credits per student? What is the impact?	No, the college should be responding to enrollment trends. We will have a shortfall in funds for operations and services.
The college has faced a massive decline in its fund balance over the past three years – what is the impact on the college if the trend continues?	We will be broke, we will be forced to downsize, loss of vital services. There is an accreditation standard that requires the college to demonstrate adequate reserves, so this is a potential accreditation issue. Why are we spending fund balance? There should be a budget guideline to follow for situations where we have funding deficits.
How many students appear to be college ready – or can benefit fully from college level courses and programs? What is the impact on the college if a large number of students are not college ready?	Academic level of incoming students is low, are the scores of high school students going down, we need to know the data? The numbers are very low. The college will become a 2 <sup>nd</sup> high school if the trend continues, not enough enrollment would also cause funding problems which results in accreditation issues. Students that aren't ready slow down students that are in the classroom. Higher academic standards set by the national govt. need to be better enforced at the state level but it is difficult to monitor the states. There is still a need to bridge the gap between at all levels of education! Students use up their Pell grant in remedial courses.
What are factors that affect cost effectiveness for delivery of programs and courses?	Low student numbers, small course size, students that run out of pell grant money reducing class sizes.
What is the impact of low economic growth in the nation on the college?	We don't know. Decline in budget allocation from the govt. Low economic growth means low enrollment because there are poor job prospects after they graduate, they would seek opportunities elsewhere. Families are struggling, they need money, they would encourage kids to seek employment rather than go to school. Another factor may be that some come to school to receive a refund check, therefore a possible short term increase in enrollment.
Other?	
Other?	

Group number/name: Group 4  
 Group Facilitators & recorder: Jojo Peter – Facilitator, Sue Caldwell - Recorder  
 Group members: Jackson Phillip, Paul Gallen, Emmanuela Garan, Raynaldo Garcia, Doman Daoas, Soledad Reynoso, Warren Ching, Salpasr, Diaz Joseph, Castro Joab, Lihno Paulino, Engley Ioanis, Tim Franklin, Kiyosi Phillip, Penny Weilbacher, D J Huruomai, Jonathan K, Cecilia Dibay

**Possible questions:**

<p>What are the enrollment trends the college is facing?          What is the overall impact of enrollment trends on the college?</p>	<p>Declining; except Pohnpei Campus; difficult to get students enrolled in programs that will lead to occupations; students joining military; best students are migrating out (not attracting them to stay); cream of crop leaving; lack of non-traditional population; Agriculture certificate program offered at Pohnpei campus; large population (in Chuuk) not passing COM entrance test; training for them; underprepared students; increased tuition costs; no follow through from national and state governments to pay tuition for students</p>
<p>Are the budget assumptions following trends in enrollment and credits per student? What is the impact?</p>	<p>Not realizing budget assumptions; prerequisites stop students from taking full load (15 hours); lack of advising on faculty part to support students to take a full load (15 hours); all employees should be aware of ramifications of all students not taking 15 hours</p>
<p>The college has faced a massive decline in its fund balance over the past three years – what is the impact on the college if the trend continues?          How many students appear to be college ready – or can benefit fully from college level courses and programs?          What is the impact on the college if a large number of students are not college ready?</p>	<p>What are the causes of the fund balance decline; decline in enrollment; meeting accreditation standards; open positions; freeze on hiring; freeze on budget items; loss of accreditation; Students passing the COMET and some must take remedial courses; a very small percentage of those who take the COMET; more challenge to offer developmental courses to meet the needs of students; low graduation rates; low persistence rate; financial aids constraints; greater need for tutorial and advising support services; aggressive and persistent recruiting; negative attitude toward tutorial services; inappropriate placement in math and English;</p>
<p>What are factors that affect cost effectiveness for delivery of programs and courses?</p>	<p>Low enrollment in certain classes; negative attitude toward tutorial services; poor study habits; lack of conducive learning environment; attitude and teaching methodologies of faculty; customer service oriented;</p>
<p>What is the impact of low economic growth in the nation on the college?          What is the college doing to meet the needs of the out migrating population?          What is the impact of the declining infrastructure of the nation/states on the college to deliver quality services?</p>	<p>proactive staff in helping students; sense of Community          Lack of job prospects for graduates; insufficient support to the college by the national and state governments          More emphasis on vocational and skills training; address work ethics; employability skills          College spends a good portion of its funds to make up for declining infrastructure; difficult to attract qualified faculty; difficult to provide students and staff with advanced technology to support learning</p>

Group number/name:	5
Group Facilitators & recorder:	Joseph Saimon, Joey Oducado
Group members:	Xavier Yarofmal Eugene Edmund Dana Lee Ling Fr. Francis Hezel Mary Figir Joana Nanpei Magdalena Hallers Sylvia Henry Arinda Singly-Julios Babyano R. July Nimea Memorina Inda John H. Richard Womack Edgar Gardner

**Possible questions:**

Look trends based on missions, goals

<p>What are the enrollment trends the college is facing? What is the overall impact of enrollment trends on the college?</p>	<ul style="list-style-type: none"> <li>• Too few people who begin the programs are completing the programs</li> <li>• Move some of the administrative positions into teaching (suggestion)</li> <li>• What is the direction/purpose of the COM-FSM Vocational Education. Increasing "skills." What's the pay-off?</li> <li>• Data on job placement rate (?)</li> <li>• No extra work or replacement (local); how does it (vocational education) fit in?</li> <li>• Job potentials (voc ed): Guam, etc.</li> <li>• Address quality first, and look at finance second</li> <li>• Pell grant (?)</li> <li>• COMET, we take the top 400 students</li> <li>• College readiness</li> <li>• Not much change in trends; not much in % of students actually ready for college, whilst very low performing students coming out (H.S.)</li> <li>• Pohnpei campus: based on 3 years data – enrollment is going up?</li> <li>• Outward migration</li> <li>• Students opting to go out (more outside institutions coming to our islands; competitions, see internet)</li> <li>• Misperception about the college (we don't know what the college is all about); the need to do a lot of education about our college</li> <li>• Why students rather opt to go out (e.g. UH, etc.)? Strange mix (= &lt;6<sup>th</sup> grader and 12 grader)</li> <li>• Continuing underpreparedness of students</li> <li>• Continuing misunderstanding about the nature of the college</li> <li>• 170 of AA; 150 go out for further education</li> <li>• We are trying to accommodate needs without trying to understand whether there really exist needs</li> <li>• Some programs are not offered</li> </ul>
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	<ul style="list-style-type: none"> <li>• Problem of retention (students are underprepared; intervention to help these students?)</li> <li>• Low/high enrollment per program</li> <li>• CA in General Studies: Has the program been effective in preparing underprepared students (academic success)</li> <li>• Cooperation/collaboration: is possible for the college to serve notice to the public (admission); PELL grant (hold standard for progress for remediation)</li> <li>• Work together for a better recruitment?</li> <li>• Weaker students</li> <li>•</li> </ul>
Are the budget assumptions following trends in enrollment and credits per student? What is the impact?	<ul style="list-style-type: none"> <li>• No</li> </ul>
The college has faced a massive decline in its fund balance over the past three years – what is the impact on the college if the trend continues?	<ul style="list-style-type: none"> <li>• Loss accreditation, funding, etc.</li> <li>•</li> </ul>
How many students appear to be college ready – or can benefit fully from college level courses and programs? What is the impact on the college if a large number of students are not college ready?	<ul style="list-style-type: none"> <li>• Declining; weaker (academically) students</li> </ul>
What are factors that affect cost effectiveness for delivery of programs and courses?	<ul style="list-style-type: none"> <li>• See question 1</li> </ul>
What is the impact of low economic growth in the nation on the college?	<ul style="list-style-type: none"> <li>• Less funding</li> <li>• Lack of jobs for graduates</li> <li>• Less motivations</li> <li>• Closure of campuses</li> <li>• Migration</li> <li>• Join the military</li> <li>• Tend to loss good instructors</li> </ul>
Other?	More non-education major entering or seeking admission to Baccalaureate (Education) program
Other?	The college should start listening to students; have them more involve to recruiting students