

Directives of the Board of Regents Meeting
February 4, 2015
Majuro, Republic of the Marshall Islands

The following directives approved by the College of Micronesia (COM) Board of Regents (BOR) are hereby issued for implementation as appropriate:

1. The Board, hereby, approves Executive Director's recommendation that a certain amount of prior year carry-over Hatch funds be earmarked for the construction of a Land Grant research laboratory at the Arrak campus, CMI. The multi-purpose laboratory will be used primarily for research in support of USDA-approved Hatch projects in subjects related to aquaculture, agriculture, food technology or other such research topics in support of USDA's mission in Micronesia. Due to limitation of the available funds, up to \$150,000 will be considered for the first phase of the construction to include the wet lab on the ground floor and the shell of the building for the second floor. If additional funds are needed to complete the second floor, the Board will consider providing additional funds in the future depending on the availability of Hatch carry-over funds. Executive Director is also directed to look for additional funds, from other sources, in order to complete the construction of the proposed lab. It is expected that a reasonable laboratory at Arrak would facilitate the recruitment of researchers for CMI to conduct research projects for the benefit of RMI. It is hoped that the design and construction of the proposed laboratory shall commence as soon as possible so that the lab can be completed and ready for occupation by September.

CMI is requested to obtain the necessary permission for the construction of this lab from the CMI Board of Regents; and from the RMI Government.

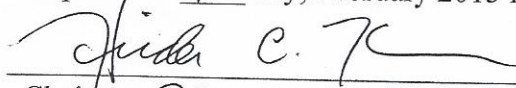
Secondly, it is recommended that CMI establishes or, if it is already available, updates its "Researcher Salary Schedule" to be utilized as basis for compensation of Hatch researchers that CMI may hire from time to time to the three Land Grant researcher positions. It is further recommended that the new researcher salary schedule would take into consideration such issues including but not limited to the following: equity and fairness and non-discrimination in compensation; transparency in evaluation for initial placement on the researcher salary schedule; educational background and credentials; actual research work experience; proven ability to design and implement high quality research projects that can meet approval by USDA research evaluators; possess written evidence of professional ability to produce quality peer-reviewed publications; others as CMI may determine.

Level of salary of researchers shall be determined by CMI, however, if the amount of salary is much higher than the Hatch funds as provided by COM Board for each of the three authorized researcher positions, then, CMI will have to provide for the amount above and beyond the Land Grant budget as approved by COM Board for CMI CRE in accordance with the COM Treaty's agreement on the distribution of the Hatch funds among the COM Treaty signatory nations: FSM, ROP and RMI.

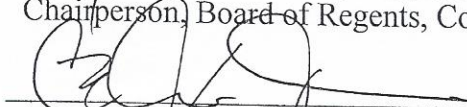
Thirdly, the COM Board is willing to offer \$100,000 from non-federal funds in its account to be utilized for CMI's RIIA and DEG programs. The funds will be in the form of a loan to CMI to be returned to COM when the cash flow needs of RIIA and DEG programs is no longer a problem.

2. The COM Board of Regents elects its 2015 Board Officers as follows: RMI Regent Hilda Heine is Chairperson; FSM Regent (when appointed by the FSM Government) is Vice Chair; and ROP Regent Masa-Aki Emesiochl is Secretary/ Treasurer.
3. The next Board meeting will be held in Pohnpei sometimes during the first or second week of May 2015 on specific dates to be determined by Chairperson in consultation with the other Regents.

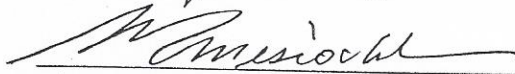
Adopted this 4th day, February 2015 in Majuro, Republic of the Marshall Islands.



Chairperson, Board of Regents, College of Micronesia



Vice Chair, Board of Regents



Secretary/Treasurer, Board of Regents