



# Reports to the Board of Regents

Office of the President | Administrative Services | Cooperative Research and Extension | Enrollment Management and Student Services | Instructional Affairs | Institutional Effectiveness and Quality Assurance

Students today, leaders tomorrow

June 13-14, 2023, Meeting, Tofol Kosrae



ENROLLMENT MANAGEMENT & STUDENT SERVICES

## SPRING 2023: COLLEGE GRADUATES RECORD NUMBER OF STUDENTS

THE HIGHEST NUMBER OF SPRING GRADUATES THE COLLEGE HAS RECORDED SINCE 2018



The College honored a record 200 spring graduates at its 77th Commencement Exercises held last May 17, 2023, at the FSM-China Friendship Sports Center, in Palikir, Pohnpei.

graduates at the National Campus, 38 at the Career & Technical Education Center, 17 at Chuuk Campus, 19 at Yap Campus, and eight at Kosrae Campus.”

According to the college’s Registrar, “This is the greatest number of spring graduates in the college history since 2018. The number surpasses by 18% the 169 COM-FSM graduates in the spring 2022 commencement. This spring 2023, we have 118

The college’s Registrar also reported that the college’s FSM Fisheries & Maritime Institute (FSM-FMI) in Yap graduated 21 cadets and conferred them certificates of achievement in Navigation and Marine Engineering.

AY 2017-2018 to AY 2022-2023: Number of graduates by academic term



## ENROLLMENT: 870 STUDENTS REGISTERED FOR SUMMER 2023

COLLEGE OFFERS SPECIAL SUMMER 2023 SESSION FOR INCOMING NEW STUDENTS

899 students registered for the regular summer 2023 term, as of May 30, 2023, 5:00 PM (PONT). These students carried 4,925 registered credit hours, which is equivalent to 820.83 full-time

equivalent (FTE) students. Table below shows the distribution by campus:

Continued to page 2

## COM-FSM EDUCATIONAL MISSION<sup>1</sup>

The College of Micronesia-FSM is a learner-centered institution of higher education that is committed to the success of the Federated States of Micronesia by providing academic and career & technical educational programs characterized by continuous improvement and best practices.

<sup>1</sup>Approved by the college’s Board of Regents on March 8, 2017, <http://www.comfsm.fm/hor/directives/ directives-17-03-08.pdf>



## PRESIDENT’S REPORT

Bale Theresa Koroivulaono, PhD  
President/CEO, College of Micronesia-FSM



## COMMITTEE ON EDUCATION, FSM CONGRESS

MAY 23, 2023

A presentation on behalf of COM-FSM was delivered by President Koroivulaono highlighting selected College achievements and challenges. In response, the Chair of the Committee on Education, Senator Joseph J. Urusemal requested that the following areas are updated at our next meeting:



### SKILLS AND EMPLOYABILITY ENHANCEMENT PROJECT (SEEP)

A partnership between COM-FSM and the National Department of Education, FSM (NDOE).

**Update:** Following a meeting with NDOE on Friday, May 19, 2023, the college sent the proposal in **Appendix 1**.



### DENTIST AND DOCTORS FOR TOMORROW (DDFT)

How we can expand this program through available FSM scholarships, for example, the FSM National Scholarship and the funds from the ‘sin tax?’

#### Proposals:

1. Legislation can specify the number or percentage of the funds that should be reserved for students enrolling in the DDFT program.
2. National Scholarships and *sin tax* funds can include policies that reserve a number of percentage of scholarships for students enrolling in the DDFT program.



### COMPACT FUNDING

How is COM-FSM spending the money? What is the impact of COMPACT funds on the education we deliver? **Update:** provide 5-year trends on graduation rates and the relevant segregated data including graduates in different programs, graduate employment and employability, professional development for FSM nationals. Innovative learning and teaching initiatives and their impacts, infrastructure projects, etc.



### TEACHER PROGRAMS

With the chronic teacher shortages in the FSM what is COM-FSM doing to alleviate the challenge and ensure more graduate teachers? **Updates:**

1. COM-FSM will meet with State departments of education to identify in-service teachers who need to graduate with Associate and Bachelor’s degrees and design flexible learning programs to increase graduates within agreed timelines.
2. COM-FSM will work with NDOE and State departments of education to create teacher-training awareness programs for high school students to attract more high school graduates as teacher trainers.



### FSM FISHERIES AND MARITIME INSTITUTE

What is COM-FSM doing to increase enrollments?



### WESTERN INTERSTATE COMMISSION FOR HIGHER EDUCATION (WICHE)

Which US universities are offering free tuition for education programs? What is the fee structure for FSM students enrolling in WICHE-member institutions?

Continued to page 2

PRESIDENT'S REPORT ... from page 1



**THE PERSONNEL AUDIT**

The *Request for Proposals* for the **Personnel Audit** closed on May 24, 2023. The college received three proposals. The Review Committee for evaluating the applications is made up of the Human Resources Director, the 5 Vice Presidents and the Comptroller. The final recommendations for selecting the consultant(s) will be sent to the President by June 26, 2023. The Personnel Audit is scheduled to start by September 1, 2023.



**CENTER FOR ENTREPRENEURSHIP**

An expansion proposal under consideration to establish a **Grants Management Office**.



**STRATEGIC PLANNING AT COM-FSM**

THE TEAM-BUILDING AND SWOT ANALYSIS PHASES IS UNDERWAY; SLT IS COMPLETE AND VPs ARE WORKING WITH THEIR TEAMS NOW.

The Senior Leadership Team (SLT) SWOT Analysis sessions were conducted on April 18 (via zoom from the Chuuk campus) and May 18 (at the National campus). Refer to **Appendix 2** for the power point presentation. The Vice Presidents have started rolling out their SWOT analyses sessions with their direct reports and teams. These sessions should be completed by August 31, 2023. The final draft of the Strategic Plan 2024-2029 is scheduled to be completed by October 31, 2023.

In the Accrediting Commission for Community and Junior Colleges (ACCJC) site-visit team's report, 2 recommendations to improve quality were included. **Recommendation 1** is provided as follows:

- To increase effectiveness the team recommends that the College strengthen the integration of short- and long-term plans for the allocation of human, physical, technological, and financial resources to meet student needs in the post-pandemic environment (I.B.9).

Integrated planning at COM-FSM is represented in **Figure 1**.

**Recommendation 2** is provided as follows:

- To increase effectiveness the team recommends that the College strengthen its practices and systems of personnel evaluation and management as stated in the President's Work plan (III.A.3, III.A.5).

As part of the Personnel Audit, *new performance management and evaluation system* will be also developed based on accountability and evidence-based performance. Increments will be reviewed on the basis of an awards system for performing beyond expectations.



**PEOPLEADMIN**

NEW PERFORMANCE MANAGEMENT AND EVALUATION SYSTEM

The PeopleAdmin agreements have been signed with July 1 as the project start date to establish the following cloud-based modules: Application Tracking, Position Management, Employee Records, Performance Management and Professional Learning.

The Database Management Consultant has signed his contract and his application for an FSM work visa will be lodged in the week of June 12-16, 2023.



"A flexible cloud platform" where all of our employee records will be stored from recruitment through onboarding, position management, professional learning and performance management.



**Figure 1.** Integrated Planning at COM-FSM. The Structure of short-, mid- and long-term plans.

**EMSS: ENROLLMENT...** from page 1

**Table 1.0.** Summer 2023 enrollment, as of May 29, 2023, 11:05 AM (PONT)

Campus	In Headcounts			In Registered Credits		
	Target (A)	Enrollment (N)*	N in % of A	Target (A)	Enrollment (N)*	N in % of A
National	452	488	108%	2,650	2,701	102%
CTEC	193	136	70%	1,164	765	66%
Chuuk	188	146	78%	1,089	834	77%
Kosrae	114	56	49%	645	268	42%
Yap	107	73	68%	595	357	60%
<b>Total</b>	<b>1,054</b>	<b>899</b>	<b>85%</b>	<b>6,143</b>	<b>4,925</b>	<b>80%</b>

While the college's regular summer 2023 session is scheduled from May 29 to July 13, 2023, a special summer 2023 session for incoming new (or first-time-in-college) students will be scheduled on July 3 to 28, 2023, to accommodate seniors from Pohnpei, Kosrae, Chuuk, and Yap who will be graduated from high schools during the first and second quarters of June. Registration for this special summer session will be on June 26 to 30, 2023.

In June 2021, the Regional Educational Laboratory Pacific at **McREL International** published its study in collaboration with the college entitled *Using High School Data to Explore Early College Success on Pohnpei, Federated States of Micronesia*. The study examined the early college success of students who graduated from public high schools on Pohnpei in the Federated States of Micronesia and enrolled at COM-FSM between 2016 and 2018. One of the findings in this study relating to the COM-FSM Entrance Test (COMET) provides that:

According to the college's registrar, "This special summer 2023 session will provide new and first-time-in-college freshman students a head start and get off to a strong start. It will enable them to take development English and Math courses, a buffer of credit, and will help set them up to reach graduation on timely manner. Regular registration for this special summer 2023 session will be on June 26 to June 30, 2023."

*"First enrolling in the summer term than in the fall term after high school graduation was positively associated with the College of Micronesia-FSM students' persistence to a second year. The probability of persisting to a second year was 83% for students who enrolled for the first time in the summer term and 60% for students who enrolled for the first time in the fall term."*



Yap Campus: Spring 2023 graduation ceremony, May 18, 2023



**FINANCIAL AID: COLLEGE AWARDS \$3.924 MILLION PELL GRANTS TO 1,300 STUDENTS**

The college's Financial Aid Office (FAO) reported awarding \$3,924,817.00 Pell Grant to 1,300 students as of May 11,

2023. The 1,300 students represent 98% of the Pell Grant-eligible students enrolled in spring 2023 semester.

**Table 2.0.** Summer 2023 enrollment, as of May 11, 2023

Campus	Enrollment (A)	Pell Eligible (B)	B in % of A	Awarded Pell (C)	C in % of B	Pell Award in US\$
National	839	688	82%	688	100%	\$ 2,190,672.00
CTEC	273	225	82%	225	100%	683,402.00
Chuuk	218	168	77%	152	90%	453,434.00
Kosrae	94	71	76%	64	90%	174,975.00
Yap	185	171	92%	171	100%	422,334.00
<b>Total</b>	<b>1,609</b>	<b>1,323</b>	<b>82%</b>	<b>1,300</b>	<b>98%</b>	<b>\$ 3,924,817.00</b>

According to the Acting Director of FAO, "Last fall 2022, 1,485 students were awarded \$4,429,635.12 Pell Grant. For AY 2021-2022, which covers fall 2021,

spring 2022, and summer 2022 terms, the college awarded \$9,988,969.61 Pell Grant to 4,075 duplicated students."

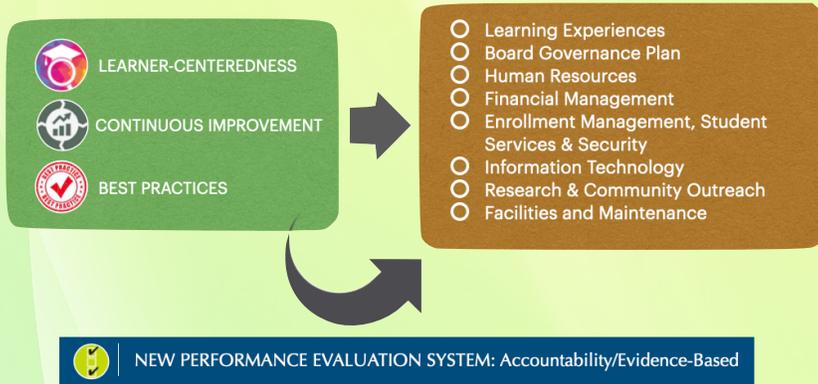


Figure 2. Strategic themes and Focus Areas for Strategic Plan 2024-2029



**IT EXECUTIVE ADVISOR (1 YEAR CONTRACT)**

REVIEW THE CURRENT COM-FSM IT INFRASTRUCTURE, POLICIES, STANDARD OPERATING PROCEDURES AND OPERATIONS AND PROVIDE RECOMMENDATIONS FOR TRANSFORMATION.

- ▶ Multi-phase operational improvements need urgent attention e. g. consolidating employee email domains; creating student email accounts; reviewing the learning management, learning support and administrative systems for optimal capacity e. g. SIS, HR, BUSINESS OFFICE automated systems, website revision, training modules, etc.
- ▶ Explore the establishment of STARLINK technology at COM-FSM with a pilot program at the Kosrae campus as the prelude to COM-FSM-wide rollout.
- ▶ Capacity build local IT staff; succession planning.



**UPDATES CENTER FOR ENTREPRENEURSHIP**

ALL FOUR GREENHOUSES AT THE NATIONAL CAMPUS AND STATE CAMPUSES HAVE BEEN OPENED AND SELECTED CROPS ARE IN PRODUCTION.

CFE GREENHOUSES  
OPENING  
DATES

- Pohnpei (National Campus), November 9, 2022
- Chuuk, April 14, 2023
- Kosrae, April 15, 2023
- Yap, May 5, 2023

**Pohnpei Greenhouse Yield: April 2021-2022**

Pohnpei Greenhouse can yield 342 crops per week, while each state greenhouse can yield 200. A new crop has been tested which doubled the yield. Each greenhouse is now expected to produce double what CFE initially had. As for total yield, below chart summarizes the harvest since CFE started delivering to the dining hall.

CFE did the inauguration of its greenhouse on Pohnpei (National Campus) in November 2022 even though some of the greenhouses have been operating since 2021. CFE spent the year 2021 testing produce and training the agricultural technicians on farm management. It is also important to note that CFE already had smaller greenhouses since 2019 from a grant under the US Department of Interior before it upgraded its farm to the larger greenhouses through the US Economic Development Administration.



CFE Chart 1. Crop yield: CFE Greenhouses, Pohnpei (National Campus), April 2021 to April 2022

According to the CFE Executive Director, "From April 1, 2023, to May 31, 2023, the Center's greenhouses at Chuuk and Kosrae produced 1,000 and 560 heads of Oakleaf lettuce, respectively; while the greenhouse at Yap produced 200 heads of Oakleaf lettuce during the month of May 2023."



**SUPPLEMENTAL EDUCATION GRANT (SEG) WORK-STUDY PROGRAM**

The FAO's SEG Work-Study Coordinator reported that 374 students enrolled in the SEG Work-Study Program last spring 2023, and received \$169,097.50 of financial assistance.

Table 5.0. Spring 2023 SEG Work-Study Program, as of May 11, 2023

Campus	SEG Work-Study	
	Count	Financial Assistance
National	215	\$ 82,702.25
CTEC	69	56,096.00
Chuuk	5	355.00
Kosrae	7	1,467.25
Yap	43	12,790.00
FSM-FMI	35	15,685.00
Total	374	\$ 169,095.50

**FSM NATIONAL AND STATE SCHOLARSHIPS, INCLUDING CFSM SUBSIDY**

FAO also reported that 147 students enrolled last spring 2023 term received \$133,970.00 of financial assistance from the FSM National and State Scholarship, including subsidy (or assistance) from the Congress of the FSM (CFSM).

Table 6.0. Financial Assistance from FSM National and State Scholarships, including CFSM subsidy

Scholarships	Count	Financial Assistance
FSM National Scholarship	87	\$ 85,970.00
Chuuk State Scholarship	8	8,250.00
Kosrae State Scholarship	26	13,000.00
Yap State Scholarship	23	23,750.00
Congress of the FSM (CFSM)	3	3,000.00
Total	147	\$ 133,970.00



**StudentLife**

Student activities, clubs & Organizations, health services, residence halls, sports & recreation

**Lecture Forum: Australian Scholarships**

April 19 & 24, 2023, National Campus and the Career & Technical Education Center



**Residence Halls: Fun Games and Sports Competition**

April 22, 2023



EMSS: FINANCIAL AID... from page 2

**Table 3.0.** AY 2017-2018 to AY 2021-2022: Data on US Federal Pell Grant in duplicated headcounts\* and amount of Pell Grant awarded, distributed by academic term

Term	1		2		3		4		5	
	2017-2018		2018-2019		2019-2020		2020-2021		2021-2022	
	Count*	Pell Grant								
Fall	1,795	\$4,740,651.24	1,681	\$4,558,831.50	1,618	\$4,503,407.98	1,624	\$4,311,374.38	1,544	\$4,380,842.43
Spring	1,523	3,964,891.00	1,483	4,026,861.88	1,387	3,862,019.00	1,244	3,415,803.38	1,388	3,902,208.18
Summer	897	1,252,303.90	953	1,387,108.67	705	1,053,943.36	937	1,374,042.00	1,142	1,705,919.00
<b>Total</b>	<b>4,215</b>	<b>\$9,957,846.14</b>	<b>4,117</b>	<b>\$9,972,802.05</b>	<b>3,710</b>	<b>\$9,419,370.34</b>	<b>3,805</b>	<b>\$9,101,219.76</b>	<b>4,074</b>	<b>\$9,988,969.61</b>



**END-OF-SPRING 2023: ACADEMIC STANDING**

COLLEGE HAS SEEN A 3% INCREASE IN PERCENTAGE OF STUDENTS COMPLETING THE TERM WITH GOOD ACADEMIC STANDING

Of the 1,609 students who registered in spring 2023 semester, 81% (or 1,301 headcounts) completed the term with *good academic standing*; while, 19% (or 308 headcounts), not in good academic standing. The college's [Board Policy No.](#)

3016 defines *good academic standing* as "having a cumulative grade point average (GPA) of 2.0 or above." Cumulative GPA is the average for all semesters attended at the college.

**Table 4.0.** Spring 2023 semester: Academic standing distributed by campus

Campus	Enrollment (N)	Not in Good Academic Standing								Good Standing	
		Probation		Continued		Suspension		Total		Count	% of N
		Count	% of N	Count	% of N	Count	% of N	Count	% of N		
National	839	39	5%	65	8%	31	4%	135	16%	704	84%
CTEC	273	25	9%	34	12%	8	3%	67	25%	206	75%
Chuuk	218	10	5%	34	16%	9	4%	53	24%	165	76%
Kosrae	94	10	11%	11	12%	7	7%	28	30%	66	70%
Yap	185	11	6%	14	8%	0	0%	25	14%	160	86%
<b>Total</b>	<b>1,609</b>	<b>95</b>	<b>6%</b>	<b>158</b>	<b>10%</b>	<b>55</b>	<b>3%</b>	<b>308</b>	<b>19%</b>	<b>1,301</b>	<b>81%</b>

According to the college's Registrar, "If compared to the last spring 2022 term, the college has seen an increase in the percentage of students vis-a-vis total term enrollment completing the semester with

good academic standing. Of the 1,733 students enrolled last spring 2022, only 78% (or 1,348 headcounts) completed the term with good academic standing."



ADMINISTRATIVE SERVICES  
BUSINESS OFFICE | FACILITIES & MAINTENANCE | HUMAN RESOURCES OFFICE | PROCUREMENT & PROPERTY MANAGEMENT

**UPDATES: OFFICE OF THE VP FOR ADMINISTRATIVE SERVICES**

VPAS attended the FSM sworn in ceremony for the highest offices of the Executive Branch and the legislative branch on Tuesday May 11, 2023 at the Congress Chamber.

VPAS attended the Incentive Award Ceremony at the National Campus along with the President and the Vice Presidents and gave out awards to the Administrative Services offices staff and incentives.

As part of college service to the community, VPAS joined the FSM Board of the Banking and Insurance to travel to Yap State and provided the Yap State leaderships, the Chamber of Commerce, and held a community forum to provide current status of the banking system and insurance sector in the FSM. The trip took place from April 25-May 5, 2023. The trip ended in Guam where two scheduled meetings were held at the FSM

consulate office and presented banking and insurance information to the FSM citizens in Guam.

The FY 2024 budget has been revised to adjust to the new strategic directions being worked on by the new President and the Senior Leadership Team (SLT) to address wages for all college employees and other new initiatives to be implemented in the next cycle of Strategic Planning of 2024-2028.

On April 24, 2023, the Management Team of the Department for Administrative Services held its term building session as part of the work on the new 2024-2028 Strategic Plan being done in house by the President and members of the SLT.

Director Mendiola will be presenting the college Infrastructure Master Plan for the next 20 years.



April 6, 2023, groundbreaking of the college's Student Center at National Campus, Palikir, Pohnpei

EMSS: STUDENT LIFE ... from page 3



**College Tour: TSP-Nanpei Memorial High School**  
April 22, 2023



**Counseling Services: Test-Taking Workshop**  
April 25 & 26, 2023



Continued to page 5

"Education is what remains after one has forgotten what one has learned in school."

~Albert Einstein (879-1955)

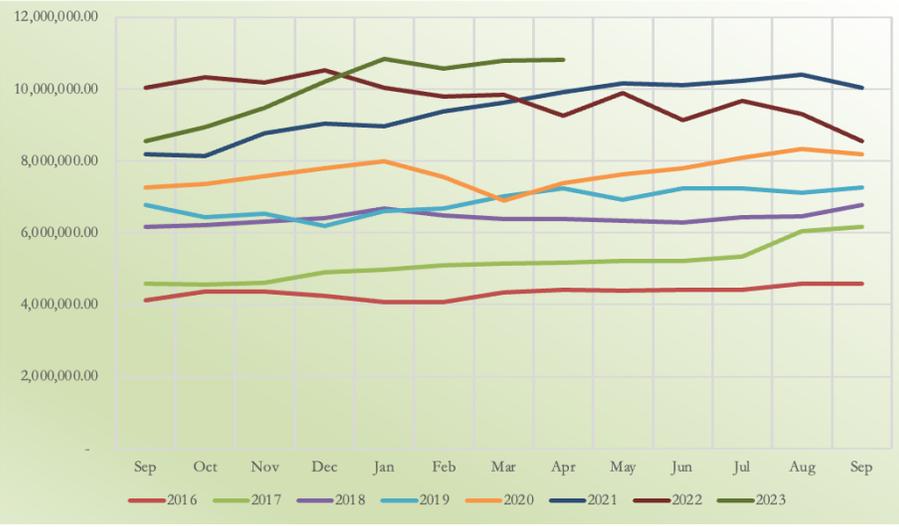


## BUSINESS OFFICE: FINANCIAL STATUS REPORT

ENDOWMENT FUND | CASH RESERVES | TOTAL INVESTMENTS | FY 2023  
FINANCIAL STATUS | COVID-19 FUNDING

### ENDOWMENT FUND INVESTMENT, as of April 28, 2023

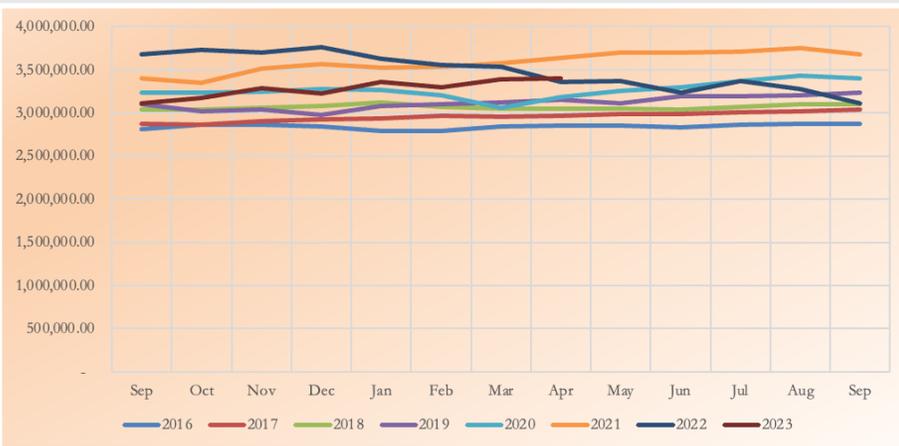
The endowment fund increased by \$2.259 Million or 26% due to unrealized market gain of 14% or \$1.184 Million and additional investment of \$1.075 Million as of April 28, 2023.



Balance		Unrealized Market (Loss)	Additional Investment
09/30/2016	\$ 4.576 M	FY 2016	\$ 453 K
09/30/2017	\$ 6.162 M	FY 2017	\$ 1.586 M
09/30/2018	\$ 6.761 M	FY 2018	\$ 600 K
09/30/2019	\$ 7.256 M	FY 2019	\$ 495 K
09/30/2020	\$ 8.186 M	FY 2020	\$ 930 K
09/30/2021	\$ 10.020 M	FY 2021	\$ 1.834 M
09/30/2022	\$ 8.555 M	FY 2022	(\$1.975 M)
04/28/2023	\$ 10.814 M	FY 2023	\$ 1.184 M

### CASH RESERVES, as of April 28, 2023

The cash reserves fund increased by \$291K or 9% due to unrealized market gain as of April 28, 2023.



Balance		Unrealized Market (Loss)
09/30/2016	\$ 2.875 M	FY 2016
09/30/2017	\$ 3.038 M	FY 2017
09/30/2018	\$ 3.062 M	FY 2018
09/30/2019	\$ 3.235 M	FY 2019
09/30/2020	\$ 3.396 M	FY 2020
09/30/2021	\$ 3.672 M	FY 2021
09/30/2022	\$ 3.106 M	FY 2022
04/28/2023	\$ 3.397 M	FY 2023

Continued to page 5

### EMSS: STUDENT LIFE ... from page 4

Yap Students Organization: Cultural hut renovation  
April 29, 2023



Student Body Association: Dance night  
May 12, 2023



INSTITUTIONAL EFFECTIVENESS & QUALITY  
ASSURANCE  
INFORMATION TECHNOLOGY OFFICE | OFFICE OF INSTITUTIONAL  
EFFECTIVENESS

## ACCREDITATION

### PPEC REPORT

The college prepared a report to the Pacific Postsecondary Education Council (PPEC) covering January to June 2023. The report highlighted updates on accreditation, general activities of the institution, and enrollment data.

### AACJ: SUBSTANTIVE CHANGE INQUIRY REPORT

A Substantive Change Inquiry report was received from ACCJC in response to the college's request for the date of approval of the Certificate of Achievement in Agriculture and Food Technology Program.

In light of these, the ALO has been tasked to update all accreditation reports on the college's website in addition to communications on approved programs by ACCJC.



## UPDATES INFORMATION TECHNOLOGY

### CONNECTING MINORITY COMMUNITIES (CMC) GRANT

As required by the CMC Grant guidelines, a Baseline Report and Semi-Annual Performance Technical Report were compiled and submitted to CMC's Federal Program Officer. A total of \$1.19 million was awarded to the college to pay for Internet coverage for two years from 2023-2025.

### STARLINK

Communication was received from the Telecommunications Regulation Authority (TRA) through the FSM National Government's Department of Transportation, Communications

Continued to page 6

**BUSINESS OFFICE: FINANCIAL STATUS ... from page 4**

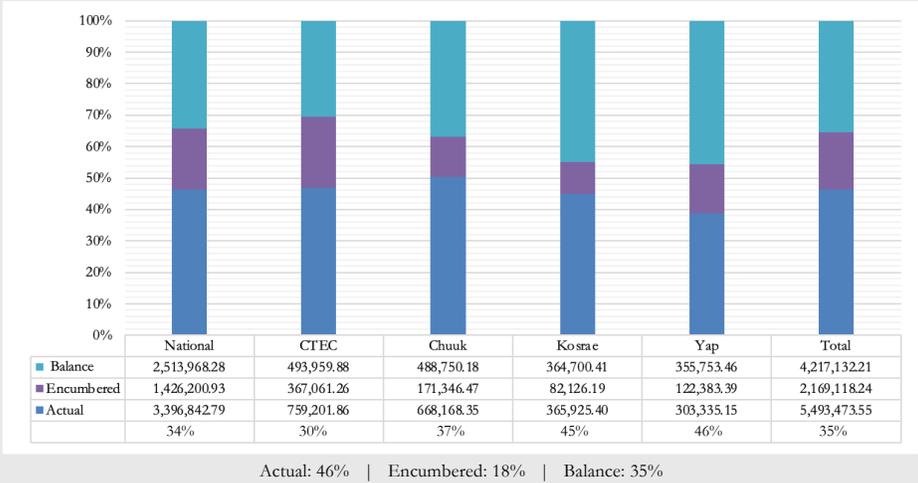
**TOTAL INVESTMENT, as of April 28, 2023**

The total investment increased by \$2.550 Million or 22% due to unrealized market gain \$1.475 Million and additional investment of \$1.075 Million, as of April 28, 2023.



Balance		Unrealized Market (Loss)	
09/30/2016	\$ 516 K	FY 2016	\$ 516 K
09/30/2017	\$ 1.749 M	FY 2017	\$ 1.749 M
09/30/2018	\$ 661 K	FY 2018	\$ 661 K
09/30/2019	\$ 630 K	FY 2019	\$ 630 K
09/30/2020	\$ 1.091 M	FY 2020	\$ 1.091 M
09/30/2021	\$ 2.110 M	FY 2021	\$ 2.110 M
09/30/2022	(\$ 2.541 M)	FY 2022	(\$ 2.541 M)
04/28/2023	\$ 1.475 M	FY 2023	\$ 1.475 M

**FY 2023 FINANCIAL STATUS, as of May 30, 2023**



**COVID-19 FUNDING: Summary of US ED COVID-19 funds as of May 10, 2023**

Date	Student	GAN	ALLOCATED			TOTAL EXPENSES			FUND BALANCE	
			Student	Institution	AAANAPISI	Student	Institution	AAANAPISI	Institution	Institution
05/30/2020	Student	P425E203828	1,820,157.00	-	-	1,820,157.00	-	-	-	-
05/19/2020	Institution	P425F202642	-	1,820,156.00	-	-	1,820,156.00	-	-	-
09/22/2020	AAANAPISI	P425I200665	-	-	14,438.00	-	-	-	14,438.00	-
01/17/2021	Student	P425E202642 - 20A	1,820,157.00	-	-	1,820,157.00	-	-	-	-
01/17/2021	Institution	P425F202642 - 20A	-	4,929,406.00	-	-	4,929,406.00	-	-	-
03/04/2021	AAANAPISI	P425I200665 - 20A	-	-	23,823.00	-	-	-	23,823.00	-
05/13/2021	Student	P425E203828 - 20B	5,889,053.00	-	-	5,889,053.00	-	-	-	-
05/18/2021	Institution	P425F202642 - 20B	-	5,889,052.00	-	-	4,725,568.69	-	1,163,483.31	-
08/03/2021	AAANAPISI	P425I200665 - 20B	-	-	5,634,970.00	-	-	832,085.20	-	4,802,884.80
Total USDOE funds			9,529,367.00	12,638,614.00	5,673,231.00	9,529,367.00	11,475,130.69	870,346.20	1,163,483.31	4,802,884.80

**CASH ON HAND BALANCE**

Bank of the FSM	\$ 2.479 Million
Bank of Guam	1.359 Million
Total	\$ 3.838 Million

"Great education is a combination of a supporting environment, dedicated teachers and students who take joy in learning."  
 ~Hermann J, Steinherr

**IEQA: INFORMATION ... from page 5**

& Infrastructure (TC&I) on the status of setting up Starlink at the college's Kosrae campus.

From: takuro.akinaga@tra.fm  
 Date: 23 May 2023 at 2:34:12 PM GMT+11  
 To: Edward Albert <edward.albert@tci.gov.fm>  
 Cc: anfernee.mallarme@tra.fm, Jolden Johnyboy <jolden.johnyboy@tci.gov.fm>, Paul James <paul.james@tci.gov.fm>, chrigit@comfsm.fm  
 Subject: RE: Status of Starlink's Entry into the FSM

Dear Mr. Gilmete,

We understand from Asst. Secretary Albert that COM-FSM is interested in the Starlink services in the FSM. As he mentioned to you that Starlink has shown interest in providing its services in the FSM. TRA has encouraged Starlink to submit operator's license application. No application has been filed to date. We will advise you once Starlink has obtained the operator's license.

Regards,  
 Takuro Akinaga  
 Chief Executive  
 TRA

From: Edward Albert <edward.albert@tci.gov.fm>  
 Sent: Sunday, May 21, 2023 1:19 PM  
 To: Takuro Akinaga (takuro.akinaga@tra.fm) <takuro.akinaga@tra.fm>  
 Cc: anfernee.mallarme@tra.fm, Jolden Johnyboy <jolden.johnyboy@tci.gov.fm>, Paul James <paul.james@tci.gov.fm>, chrigit@comfsm.fm  
 Subject: Status of Starlink's Entry into the FSM

Good day CEO Akinaga,

I write for the purpose of sharing information with the College of Micronesia - FSM regarding the entry of Starlink into the FSM to provide satellite internet services.

As we all know, Starlink has raised awareness to the world regarding their intention of deploying their services worldwide; and our colleagues at COM-FSM would like to take advantage of these services to enhance their work.

I did share with Mr. Christopher Gilmete (copied) that Starlink is in the process of submitting their application to the TRA, and that your office would be better suited to give more details regarding this.

I therefore defer to you to please elaborate on the subject and share relevant information with COM-FSM. Should they have questions, that they also direct them to your office.

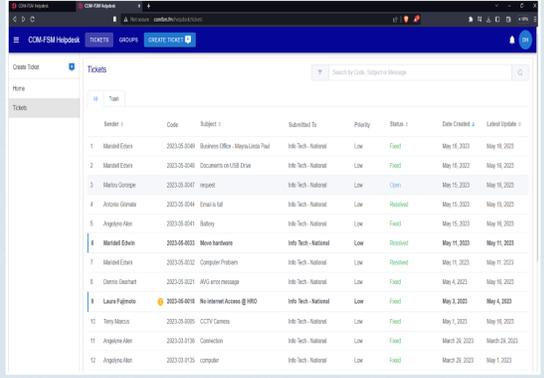
Thank you for your assistance on this matter.  
 Edi

**INFORMATION TECHNOLOGY DIRECTOR POSITION CLOSED**

The position advertisement closed on April 28, 2023, and a selection committee has been appointed to screen applicants for the position as of May 24, 2023.

**HELPERK**

The following image summarizes requests received through HelpDesk for IT's assistance for the month of May.



**UPDATES OFFICE OF THE INSTITUTIONAL EFFECTIVENESS**

**POWER BI**  
 The Office of Institutional Effectiveness was tasked with exploring Power BI with the purpose of acquiring it for data analysis and visualization.

**ASSESSMENT OF STRATEGIC DIRECTION 2018-2023, AND MISSION FULFILLMENT INDICATORS**

Updates to the assessment of the college's [Institution Set Standards](#) included in 2018-2023 Strategic Direction I and [Mission Fulfillment Indicators](#) are shown in the links provided.

**UPDATES PUBLICATIONS & GRAPHICS**

The Office of Publications and Graphics was involved in the 30th anniversary Founding Day celebrations with spearheading the marketing and publications of the event; printing banners and flyers; video production of the President's remarks with the vice presidents; designing the program; and exposure on social media.

Media coverage of the hydroponic greenhouse in Chuuk was also provided by the Publication & Graphics office.



## UPDATES: HUMAN RESOURCES OFFICE

**NUMBER OF FULL-TIME PERSONNEL:** Between April 17, 2023, to May 22, 2023

Campus	Number of Personnel	Retention		Attrition		Reasons
		Count	Rate	Count	Rate	
National	132	130	98.48%	2	1.52%	Retirement & School
CTEC	74	74	100.00%	-	0.00%	
Chuuk	45	45	100.00%	-	0.00%	
Kosrae	30	30	100.00%	-	0.00%	Grant employment on another campus
Yap	39	38	97.44%	1	2.56%	
FSM-FMI	18	18	100.00%	-	0.00%	
<b>Total</b>	<b>338</b>	<b>335</b>	<b>99.11%</b>	<b>3</b>	<b>0.89%</b>	

The data above reflect current personnel during the reporting period, employee departed and hired/started. Personnel whose effective dates or separation dates from the college fall on dates after May 22, 2023, will be reflected in the next report.

### GENDER AND NATIONALITY DISTRIBUTION OF CURRENT FULL-TIME PERSONNEL

Campus	Male		Female		FSM Citizen		Non-FSM Citizen		N
	Count	In %	Count	In %	Count	In %	Count	In %	
National	76	58%	54	42%	95	73%	35	27%	130
CTEC	45	59%	31	41%	61	80%	13	17%	76
Chuuk	27	60%	18	40%	41	91%	4	9%	45
Kosrae	16	53%	14	47%	27	90%	3	10%	30
Yap	19	50%	19	50%	33	87%	5	13%	38
FMI	3	17%	15	83%	16	89%	2	11%	18
<b>Total Sum</b>	<b>186</b>	<b>55%</b>	<b>151</b>	<b>45%</b>	<b>273</b>	<b>81%</b>	<b>62</b>	<b>18%</b>	<b>337</b>

### ENRICHMENT INITIATIVES/INSTITUTIONAL BENEFITS

#### MAY 5-12, 2023, ANNUAL INCENTIVE AWARDS

The college issued 122 employee awards during the annual incentive awards programs held at each campus site after the final exams and before graduation recognizing employees in the following award categories summarized in the table below.

Award Categories	National	CTEC	Chuuk	Kosrae	Yap	FMI-FMI	Total
Innovative Idea					1		1
Service Awards	28	12	11	4	2	4	61
Award of Recognition	1	1	1	1	1	1	6
Faculty of the Year	1	1	1	1	1		5
Professional Recognition	2	2	2		1		7
Employee Retirement	1				1		2
Good Health	8	4	1	5	5	4	27
Students' Choice	1	1	1	1		1	5
Community Services	1	1					2
Staff of the Year	1	1	1	1	1	1	6
<b>Total</b>	<b>44</b>	<b>23</b>	<b>18</b>	<b>14</b>	<b>12</b>	<b>11</b>	<b>122</b>

#### MAY 20, 2023, COLLEGE JOB FAIR

The Human Resources Office held the first Job Fair on Saturday at the Kolonia-China Friendship Gymnasium from 9:00 AM to 3:00 PM, while partnering with Pohnpei Utilities Corporation (PUC), Vital FSM Petroleum Corporation and FSM Telecommunications Corporation (FSMTC).

Continued to page 11



COOPERATIVE RESEARCH AND EXTENSION

## UPDATES: COOPERATIVE RESEARCH AND EXTENSION

### ADMINISTRATIVE

- 2024-2028 College of Micronesia Land Grant Plan of Work completed and ready for submission to USDA NIFA.

- CRE has added two additional extension programs to implement:
  - Establishing Poultry Production
  - Developing local products for export

### PERSONNEL

- There is a total of 64 CRE positions including 13 special contracts positions, seven vacant positions, and 14 new positions. The other 30 positions are full-time/filled positions.

Continued to page 8



## PROCUREMENT AND PROPERTY MANAGEMENT OFFICE

**UPDATES:** March 4, 2023, to May 18, 2023

Count	Description	Progress	Status
1	RFQ B2023-01 ( Medical Equipment/SimMom)	Awarded to Melpharm	pending
2	RFQ B2023-02 ( Servers & IT Technical Supplies)	Awarded to Dateline	First Payment Made 3/27/23; Order in progress
3	RFP B2023-03 ( Program Evaluator/Trainer for POET & DDFT)	Contract awarded to Dr. Kelly Wihly (CT23-0148)	on going
4	RFP B2023-05 ( Program Director for DDFT)	Contract Awarded to Brian Mangum CT23-0123	on going
5	RFP B2023-06 ( Program Manager DDFT)	Contract awarded to Tamara Mangum Ct23-0122	on going
7	<b>RFQ B2023-08 Strategic planning</b>	<b>On hold</b>	<b>On hold</b>
8	RFQ B2023-09 ( CRE Yap Container bldg)	Container Bldg / CRE	to be reported by Director F. Mendiola
9	RFQ B2023-10 NC Business Lab computer turn over	Contract awarded to MCS - Pohnpei CT23-0338	Pending
10	RFQ B2023-11 Brand new Vehicle ( President vehicle)	VEHICLE CLEARED AND PICKED UP ON 2/24/23	FOUND TO HAVE ENGINE ISSUE shipped back to Vendor on April 28
11	RFP B2023-12 Chuuk Campus facility repair	Chuuk Campus Facility Repair	to be reported by Director F. Mendiola
12	<b>RFQ B2022-13- HR Software</b>	<b>ON hold</b>	<b>On hold</b>
13	RFQ B2022-12 Smartboards & Accessories ( System Wide Order)	Contract awarded to Dateline Exports CT22-0538	Yap, FMI, NC,CTEC completed, Kosrae and Chuuk shipment just arrived 3/27/23 on Kjowa Eagle V002;
14	Used vehicle Purchased 15 Seater van	DDFT. Public Health and Nursing Program	Arrived March 31, 2023 Registered, Tagged PH will make their own design printed on the Van
15	RFPB2023-19 Personnel Audit	Deadline: May 24, 2023	To be reported by Director Renedly Nelson
16	RFQ B2023-13 Batteries and Packs	Contract awarded to Discount Central CT23 - 0219	Partially Received / some are at Pohnpei Port for Clearing
17	RFQ B2023-14 Satellite Broadband Internet Service Provider	Contract awarded to MCS-Pohnpei CT23-0255 from 6 to 5 sites	on going
18	PO23-2083 High Bay LED Gym Lights 200 & 150 Watts	Awarded to Steady Palms	ETA: Middle of June
19	RFQ B2023-18 Denyo Generators - 3 units: 2 for Pohnpei , 1 for Chuuk	Contract awarded to NBK Corporation CT23-0369	Contract signing just finished recently, First payment is being now being processed
20	RFQ B2023-19 Lenovo Computers with Stand 24pes.	On hold	To be re advertised Specification changed by requester
<b>ASSET SURVEY AND DISPOSAL</b>			
Count	Description	Progress	Status
21	Chuuk campus: Lab computers disposal	Chuuk campus has submitted their computers disposal reports	According to CHUUK IT, some schools in Chuuk and including gov't Agencies are requesting COM-FSM donation
22	Asset Survey & Disposal	NC & CTEC submitted their computer lab survey and disposal	All old lab computers were to be donated to schools and office who requested for donations according to VPAS and as approved by Cabinet
23	Kosrae Campus: Vehicle disposal	2 trucks, 1 GMC SUV & One van old Vehicle unsafe	Approval for Disposal
24	Asset Survey & Disposal	CRE & CTEC - 1 Toyota Tacoma Pick-up 2009, 1 Nissan Frontier Pick-up 2009 & 1 Honda CRV 2001	For Public Bidding per Surplus Property Committee



CRE: UPDATES ... from page 7

## MEETINGS AND CONFERENCES

### NERAOC 2023

2023 National Extension and Research Administrative Officers Conference (NERAOC 2023) was recently concluded in Nashville, TN. Four staff members attended this conference, including the VPCRE, Comptroller, Researcher from Yap Campus, and CTEC-CRE Coordinator. The conference was held from April 30 to May 3, 2023, in Nashville, TN. It was attended by over 600 extension and research administrative officers from various land-grant institutions, including insular areas and government agencies nationwide.



NERAOC 2023

The conference provided a venue for professional development, information sharing, and networking with the U.S. Department of Agriculture National Institute of Food and Agriculture and state Cooperative Extension and land grant institutions.

NERAOC's mission is to serve members by advancing the fields of fiscal, grant (competitive and capacity), administrative, communications and marketing, and human resources management through professional development, the sharing of knowledge, and by promoting diversity and collaboration among federal and state, and international partners to include 1862, 1890, and 1994 land grant institutions.

This year's NERAOC theme, "*Hitting the High Notes*," highlighted the community of National Extension and Research Administrators and Officers, the community of land-grant institutions, the community of the partnership with USDA-NIFA, and all other communities.

The 2023 NERAOC featured over 50 sessions covering a range of topic under six broad categories:

1. Diversity and Inclusion
2. Finance/Capacity Funding
3. Grants Management
4. HR/Organizational Development
5. Minority-Serving
6. Program Reporting & Accountability

These sessions were designed to provide attendees with practical tools and strategies for managing their programs effectively and enhancing their impact. A special breakfast session provided a platform for sharing programs targeted to land-grant institutions in the Insular Areas.

**Key Takeaways:** The conference provided several key takeaways for extension and research administrators, as follows:

1. There is a growing need for more effective and efficient research management and program evaluation strategies to maximize impact and ensure accountability.
2. The emergence of a new reporting platform presents challenges and opportunities for research projects and extension programs' reporting targeting outcomes and impacts to measure success.
3. Building strong partnerships and collaborations with stakeholders is essential for success in today's research and extension landscape. The conference strengthened professional development and information sharing through engaging presentations, hands-on sessions, and roundtable discussions, including networking with colleagues nationwide.



## COOPERATIVE RESEARCH & EXTENSION: PROGRAM RESULTS

KOSRAE | POHNPEI | CHUUK | YAP

### KOSRAE: YOUTH AND FAMILY ISSUES IN THE COMMUNITIES

#### WEAVING PROGRAM

Youths and senior adults were the target audience for the weaving training program. CRE staff taught participants how to select and prepare local materials for making local handicrafts. All participants were able to complete the preparation process and completed three new products at the end of the two-month program. The participants were very serious and worked together helping each other to complete their planned products. A total of 101 participants successfully attended and completed the program.

#### SEWING PROGRAM

Through a collaborative effort, the Extension Assistant assisted in successfully securing additional funding from CFMS for this program. A total of \$50,000.00 was granted and awarded to Kosrae Women Association. Sewing is one of the activities of high interest and need for financial assistance. The fund was used for the purchase of sewing materials and the

training focused on school uniforms. The purpose of the sewing training is for mothers to learn how to sew school uniforms for their kids. Extension staff helped design the pattern with a logo and displayed it to members of the association. A total of 38 participants attended the meeting and supported the idea of school uniforms. CRE staff also presented to a Parents Teachers Association (PTA) meeting. There is support from parents and teachers for school uniforms.



### POHNPEI

#### ENHANCING LOCAL CROP PRODUCTION

The following training and technical assistance were provided:

- ▶ Seven training sessions and four hands-on demonstrations on vegetable gardening were conducted.
- ▶ 54 clients (9 youths, 41 new adult clients, and 4 program clients) have received technical assistance on various techniques for vegetable gardening, from germinating seeds to harvesting produce. This includes specific trainings on compost-making and demonstrating their use in growing crops and vegetables.
- ▶ Follow-ups (4) were carried out to monitor program results indicating that two farmers have increased the size of their farm with an estimate of 10 sq. feet to 50 sq. feet. One client was successful in earning extra income from the sale of cucumbers and reporting earnings of about \$900.



#### IMPROVED SWINE PRODUCTION

The ongoing program provides technical assistance in efforts to improve local breeds of pigs using artificial insemination and basic health treatments. Dry-litter system for pig waste management and compost application is also being promoted in the communities.



A total of twenty-five activities covered the following topics: artificial insemination, swine treatment and castration demonstration, disease and estrus checkups, and follow-ups were conducted for nineteen clients. (2 youths, 17 adults, 16 new clients, 3 program clients) received hands-on demonstrations on swine treatment. The first dispatch of artificial insemination (AI) started in the month of April for eight swine farmers. The program aims to increase the local production and availability of pork to the local market as well as for customary uses (funerals and social gatherings).

#### YOUTH PROGRAM

Activities target youth groups in the communities and at the elementary school (19 elementary schools). Targeting 6 and 8 graders on vegetable gardening in order for them to have a healthy life in the future

Continued to page 9



## INSTRUCTIONAL AFFAIRS

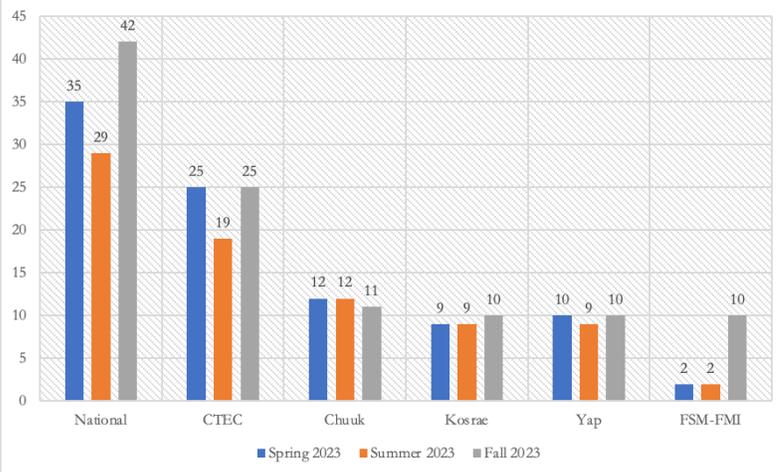
**VPIA: HIGHLIGHTS**

EXCELLENCE | LEARNER-CENTEREDNESS | COMMITMENT | PROFESSIONALISM | TEAMWORK

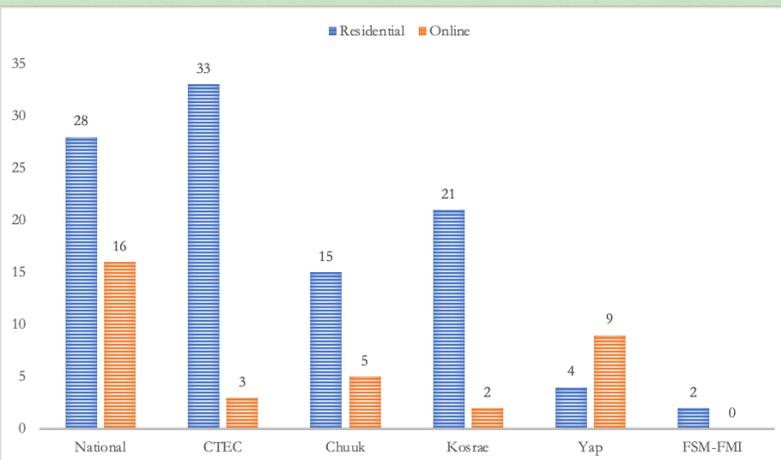
- IA Department recognizes and awards 20 top students for Spring 2023 graduation.
- Unique Summer schedule for incoming Freshmen-a collaboration between EMSS and IA departments.
- CTEC apprenticeship recertification
- Chuuk campus to host a first-time ever CTE boot camp for high school drop-outs in Chuuk-a collaboration between CRE and IA offices.
- Kosrae Campus hard at work hosting the June Board of regents meeting.
- Yap campus college fair was a success with 285 participants.
- Re-organizing the curriculum committee to include Program coordinators for both Certificate and Degree programs.
- IA to work with high school teachers to reconsider the COMET. The initiative will also be receiving support and advice from REL pacific this coming October.
- VPIA office receives 30K for instructional use from the office of land grant.



2018-2023 STRATEGIC PLAN

**STRATEGIC DIRECTION I: INNOVATE ACADEMIC QUALITY TO ENSURE STUDENT SUCCESS**

**Figure 1.** Availability of full-time and part-time instructors from spring 2023 to fall 2023

**NOTE:** All campuses reported on faculty availability. Even with vacancy issues, IA teams continue to recruit part-time instructors to cater to both continuing, returning, and new incoming students.


**Figure 2.** Summer 2023: Number of course sections offered system-wide through face-to-face (residential) and online deliver

**NOTE:** Number of residential course-offering for all campuses, except Yap because the campus now relies on other campuses for instructors, given its limited number of instructors.

**STRENGTHEN RESOURCES TO MEET CURRENT AND FUTURE NEEDS**

Strengthen resources to meet current and future needs through revenue diversification, efficient use, innovation, effective allocation, conservation, infrastructure upgrades, and investment in human capital.

~2018-2023 COM-FSM Strategic Direction II

**CRE: PROGRAM RESULTS ... from page 8**

targeting 6 and 8 graders on vegetable gardening in order for them to have a healthy life in the future. The following activities were carried out during this reporting period:

- ▶ Mentoring sessions were conducted for AFT students (8) focusing on financial management skills.
- ▶ Hands-on demonstrations and lectures on gardening with schools and within the communities
- ▶ 15 households received training in vegetable gardening, and 11 households were able to make \$150/month.
- ▶ St. Barnabas Youth started a volleyball league for 252 boys and girls to promote good sportsmanship and promote healthy lifestyle skills.


**CHUUK**
**CHUUK CAMPUS HEALTH FAIR**

Chuuk CRE participated in the health fair to promote food safety, health, and nutrition programs

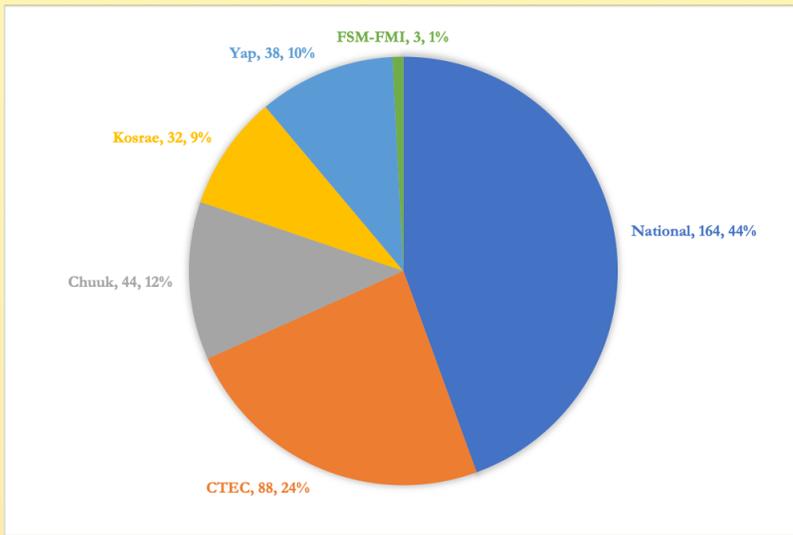

**EXTENSION AND OUTREACH PROGRAMS REACH INTO THE COMMUNITIES**

- Collaboration with Xavier High School to introduce extension and training programs in vegetable and crop production, health, and nutrition targeting youth and the community
- Provided counseling to prisoners under the youth program and lectures on drug and substance abuse
- Conducted a presentation on the impacts of climate change
- From the beginning of FY23 to the present, Chuuk CRE has extended outreach programs and activities to 1,004 participants

**YAP**
**GCF/MCT PROJECT**

Conducted a workshop for community representatives to learn and understand more about the Green Climate Fund/Micronesian Conservation Trust project "Climate resilient food security for farming households across the Federated States of Micronesia".

The workshop was conducted in collaboration with FSM R&D, Yap R&D, MCT, DECEM, and CRE to collect stakeholders' inputs and to prepare for implementing the activities.



**Figure 3. Fall 2023:** Course sections system-wide.

**NOTE:** Campuses continue to collaborate on sharing resources to address shortage of faculty across sites. Just for Summer 2023, campuses have offered online courses to complement shortage of instructors realized at all campuses. A total of 366 sections will be offered for Fall 2023 system-wide.



### FOR CONTINUOUS ASSESSMENT OF STUDENT LEARNING OUTCOMES (SLOs)

1. The Office of Dean of Academic Programs continues to ensure that Course Outlines are reviewed and updated by working with Instructional Coordinators and the Curriculum committee. To date 18 COs have been revised and updated in the AMS. Soon to be published to the College website.
2. Instructional Coordinators at all campuses continue to ensure that SLOS and PSLOs are assessed and inputted into TracDat, the COM-FSM AMS. VPIA office has also contracted temporary staff to assist by providing TracDat training to both ICs and instructors. The temporary is also tasked to update and align SLOs and PSLOs to ISLOs. SLOs are assessed every semester, PSLOs every school year, and Program Reviews every 4 years for degree programs and 2 years for Certificate programs. See [Program Review schedule](#). Training on the AMS is on-going
3. Campuses continue to ensure student activities that focus on student countered instruction. Deans have been recommended to adopt Yap campus' intrusive student advising called *Pow wow*.



### LEARNING RESOURCE CENTER (LRC)

1. LRC continues to provide media support through its Media Instructional and Technology Center (MITC)
2. LRC/MITC to host upcoming REL meeting in October,

**Table 1.** LRC Collection in total volumes, new acquisition, cataloged, donations, government documents distributed by campus

Collection	Chuuk	CTEC	Kosrae	National	Yap	Total
Total Volumes	11,343	4,662	4,524	75,813	11,706	108,048
New Acquisition	-	2	-	325	-	327
Cataloged	-	6	-	89	-	95
Donations	-	-	-	1	-	1
Serials	-	-	-	104	-	104
Government Documents	-	-	-	325	-	325

**NOTE:** LRC continues to ensure that collections are updated and available for both faculty, students, and visiting researchers.



### CRE: PROGRAM RESULTS ... from page 9



#### WATER AND FOOD SECURITY PROJECT FUNDED BY THE ITALIAN GOVERNMENT

Italian Water and food Security Project activities kicked off. Community consultations have been completed, and 66 households were recruited from 5 atoll community settlements. Project activities are progressing as per the approved work plan.



#### RESEARCH PROJECTS

The following projects and activities were carried by. CRE researchers:

- ◆ Determination of Drought Tolerance in Bell pepper using Simple Phenotyping Technique
- ◆ Effects of sweet potato (*Ipomoea batatas L*) living mulch on tar (*Colocasia esculenta L.*) Schott
- ◆ Crown Leaf Budding, Rooting and Growing Media For Pineapple Plantlets (*Ananas comosus L*) Merr.
- ◆ Field evaluation of open pollinated seeds to enhance climate change resilience of smallholders
- ◆ Served as a technical contributor for the upcoming Pacific Islands Regional Climate Assessment Report on 'Climate Change in the Federated States of Micronesia: Indicators and Impacts in Key Sectors.'
- ◆ Submitted a paper for oral presentation during the upcoming Cycad 2023 - 12th International Conference on Cycad Biology in Angeles City, Philippines.
- ◆ Submitted a paper (in collaboration with other climate scientists) entitled "An Overview of Health Impacts of Climate Change in the Pacific Small Islands Developing States."



### ISLET: INSTITUTE FOR STUDENT LEARNING AND EXCELLENCE IN TEACHING

1. ISLET implemented a formative assessment tool for course review, for Spring 2023 17 did the self-review, a major improvement from last Fall 2022. Two instructors engaged in peer review. The office continues to work with faculty members-both full-time and part-time to make an online presence. The course review template being used to ensure that basic requirements (course syllabus, course materials, course objectives, etc.) for the course are on CANVAS (the LMS for COM-FSM).
2. Evaluate a Distance Education Planning Team to review and evaluate Online courses.



POW WOW advising successful for Yap campus.



## ACCOMPLISHMENTS: GRADUATES FROM HEALTH-RELATED PROGRAMS WITH THE LAST FIVE YEARS

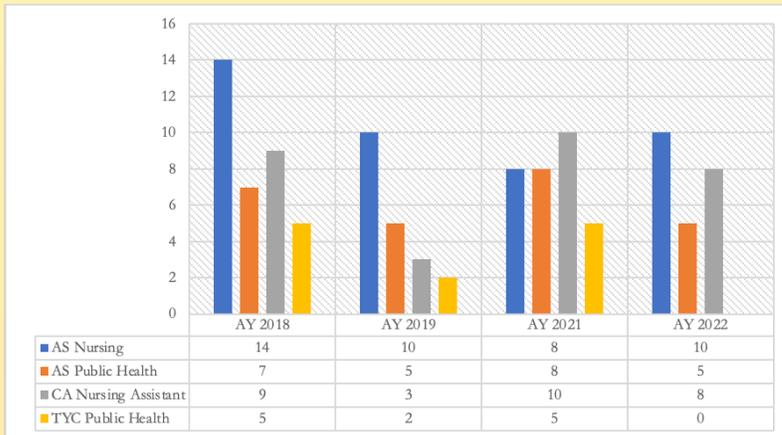


Figure 4. Students who graduated from health-related programs within the last five years.

NOTE: Figures do not include the AA in the Health Career Opportunity Program.

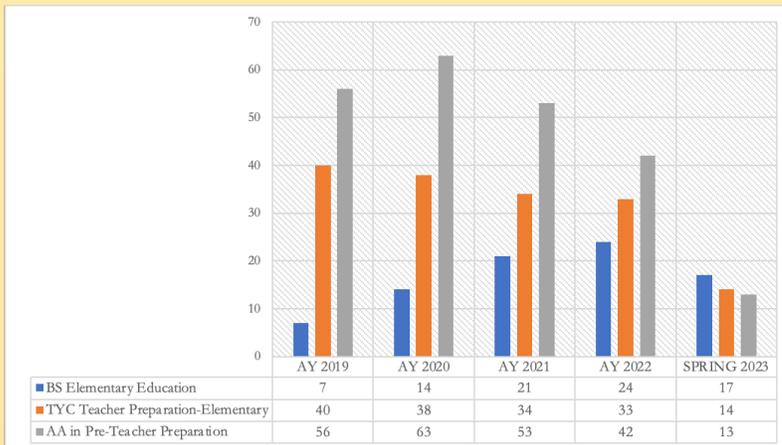


Figure 5. Students who graduated from an education program within the last four years. 2023 figures only include those who graduated last spring 2023.



DEPARTMENT FOR INSTRUCTIONAL AFFAIRS

## CHALLENGES AND RECOMMENDATIONS

### CHALLENGES

1. IA continues to face limitations in course offerings due to the existing faculty shortages. Part of the shortage is attributed to delayed processes of hiring, unsuccessful attempts at getting a pool of applicants, loss of interest for those who have been recommended for the job due an extensively long wait period.
2. Shortages putting burden on overloaded faculties and staff, emphasizing that from May 1 to 31, 2023, 8 employees have resigned from the IA department.
3. Inconsistencies in reporting, either as a result of missing data or outdated data
4. Existing challenge for compensating faculties with teaching overloads and grant coordination roles.
5. Difficulty in hiring or retaining faculty due to unattractive rates

### RECOMMENDATIONS

1. Encourage **all instructors**, as academic advisors, to engage in intrusive advising (Both Full and Part-Time) before allowing them to teach online courses and face-to-face courses using Canvas.
2. Put more emphasis on the AMS to help organize data-management, reporting, and decision-making.
3. Focus more efforts on expediting the process of filling vacant positions.
4. Work with campuses to propose future boot camps in areas of art, CTE, home-making, etc.

### INNOVATE ACADEMIC QUALITY TO ENSURE STUDENT SUCCESS

Ensure student success by decreasing time to completion and increasing student satisfaction, persistence, retention, and graduation rates by innovating academic quality and enhancing student support services.

~2018-2023 COM-FSM Strategic Direction I

### AS: UPDATES HUMAN RESOURCES ... from page 7

Distribution of vacant positions advertised by campus and category, October 1 to June 2, 2023

Campus	Management	Faculty	Professional	Classified	Researcher	Total
National		5	13	7	11	36
CTEC	1	2	4	3	2	12
Chuuk		2	3	1	1	7
Kosrae	1	2	4	2	2	11
Yap		1	3	2	1	7
FSM-FMI		1	1	1		3
Total	7	21	22	20	6	76



Teacher Corps students at the National Campus engage in community service



Student-recruitment at Our Lady of Mercy Catholic High School (OLMCHS) in Pohnpei



DDFT students engaging in Hands-on learning



IBQE Pictionary two-day workshop at Nett Elementary School in Pohnpei