



College of Micronesia-FSM

YAP | CHUUK | POHNPEI | KOSRAE

INSTITUTIONAL EFFECTIVENESS & QUALITY ASSURANCE BOARD REPORT

DECEMBER

2025

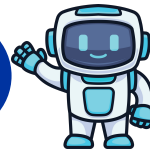
Prepared & Presented By:

GEE BING

HR MANAGER / ACTING VP/IEQA

Layout By:
Publications and Graphics Office

www.comfsm.fm



Executive Summary

From August to December 2025, the Information Technology Department focused on strengthening COM-FSM's digital infrastructure, enhancing connectivity across all campuses, advancing academic technology systems, improving institutional data capabilities, and supporting the College's digital transformation agenda under the COM-FSM 2025-2030 Strategic Plan.

Major progress was achieved in network modernization, Starlink connectivity deployment, SIS modernization, PowerBI implementation, cybersecurity readiness and upcoming digital governance initiatives. Persistent challenges include aging infrastructure, recurring external internet disruptions, increasing cybersecurity threats, and staffing limitations.

Network Modernization & Infrastructure Upgrades

- Completed major switch upgrades and firewall improvements across campuses.
- Began phased replacement of legacy non-gigabit switches, Kosrae, Chuuk, and CTEC completed.
- Installed new gateway servers in National and Chuuk to replace outdated CentOS 5.7 systems.
- Initiated planning for replacing outdated Cisco 3800 routers.



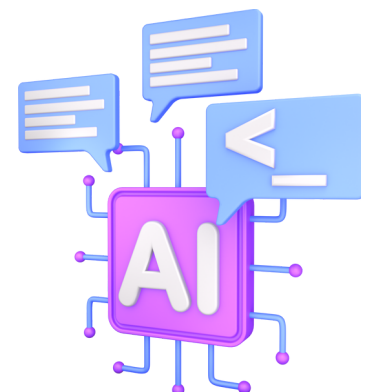
Connectivity Enhancements & Starlink Deployment

- Continued rollout, setup, and optimization of Starlink terminals at:
 - Chuuk, Kosrae, and CTEC
- Enhanced redundancy and power stability through deployment of APC UPS units.
- Collaborated closely with FSMTC to investigate and resolve multiple service interruptions impacting campus operations.



Academic Systems, Applications & AI

- Strengthened support for Moodle 4.5 and provided ongoing faculty training and troubleshooting.
- Advanced development of COM-FSM's AI system is currently being piloted with Moodle integration to guide responsible use of AI in instruction and administration.
- Provided technical support for Fall 2025 course delivery, hybrid classrooms, and digital learning tools.
- Upgrade of SIS from version 2.02 to version 2.10.



CONTINUATION ON PAGE 2

IT Support & Service Delivery

- Updated multiple student computer labs, including Veyon deployment at LRC.
- Provided technical support for campus events, faculty needs, and online learning systems.
- Responded to and resolved several campus-wide outages and service disruptions.
- Maintained active involvement in Digital FSM project discussions with Accenture and national stakeholders.
- Supported IEQA with data system access, reporting stability, and alignment with the 2025–2030 Strategic Plan.

Cybersecurity & Compliance

- Strengthened endpoint protection and email security monitoring in response to increased phishing attacks.
- Conducted internal review of backup systems, disaster recovery, and system redundancy.
- Continued monitoring of high-risk areas such as user credential management, backup verification, and network segmentation.

Challenges & Risks

- **Aging hardware:** Old switches, routers, and cabling continue to limit performance.
- **External internet disruptions:** FSMTC outages significantly affect academic and administrative services.
- **Increasing cybersecurity threats:** Phishing, malware, and unauthorized access attempts require continuous vigilance.
- **Limited staffing:** High support demands across all campuses stretch current capacity.
- **Power instability**

Plans for Next Quarter (January – April 2026)

- Continue replacement of outdated switches, routers, and cabling.
- Complete UPS installations and optimize power protection for key servers.
- Deploy remaining gateway servers and Starlink.
- Continue to conduct institution-wide cybersecurity awareness training.
- Implement improved backup and disaster recovery practices.
- Expand PowerBI adoption to replace remaining Nuventive functions.
- Continue integration work with HR and Business Office systems.
- Strengthen Google Workspace governance.



Conclusion

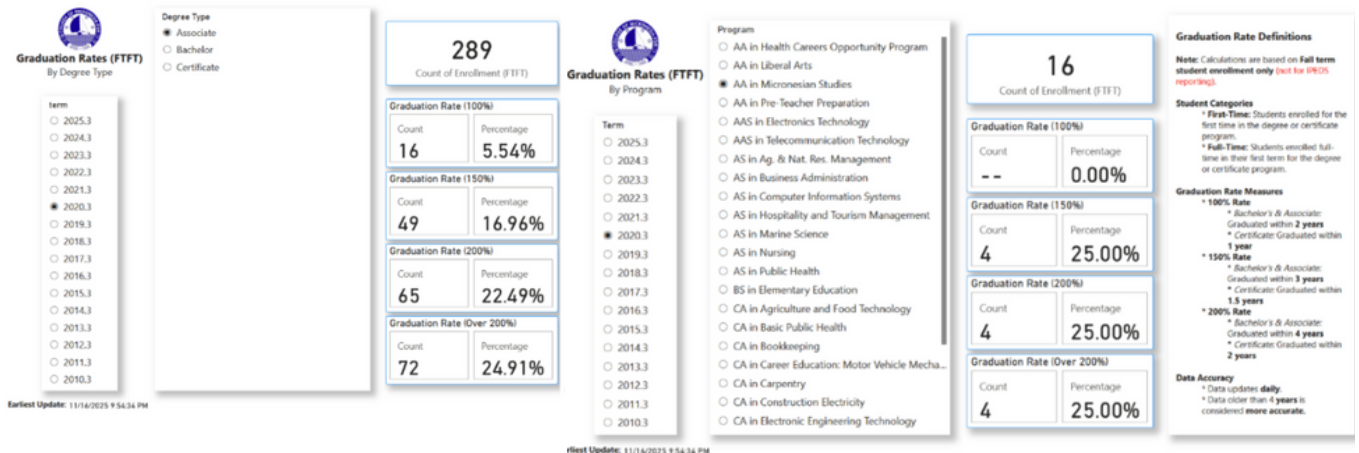
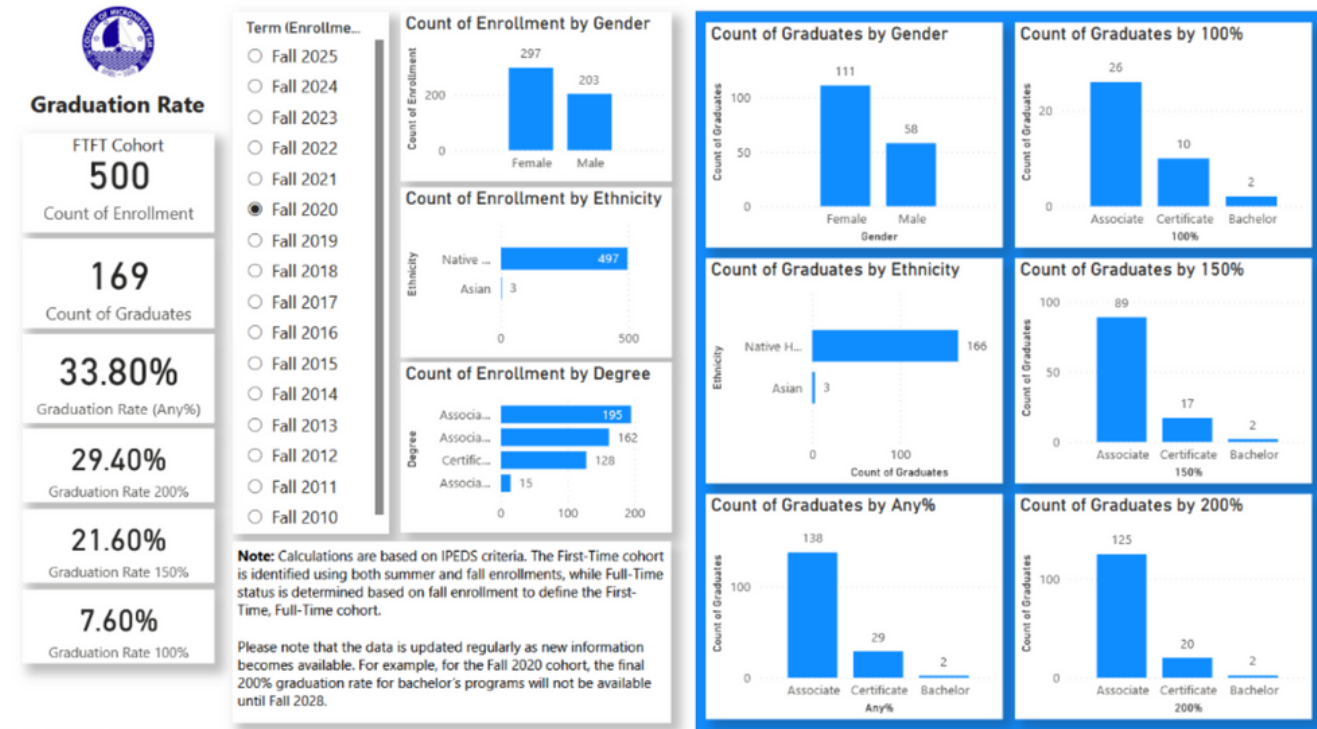
The IT Department made substantial progress this quarter in modernizing infrastructure, strengthening digital capabilities, supporting academic operations, and laying the foundation for AI-driven improvements. Continued investment in network upgrades, cybersecurity, and system modernization will be essential to support student learning, operational efficiency, and the strategic vision of COM-FSM.

OFFICE OF INSTITUTIONAL EFFECTIVENESS (OIE) REPORT



Thank you for the opportunity to present the latest updates from the Office of Institutional Effectiveness (OIE). As highlighted during the most recent Board of Regents (BOR) meeting, OIE remains committed to strengthening the college's data-driven decision-making by continuously improving our Power BI dashboards and reporting tools.

OIE continues to respond to a wide range of data requests across the college. Recently, the Institutional Researcher (IR) added several new reports to the Power BI dashboard, including overall graduation rates, graduation rates by degree type, and graduation rates by program. These additions directly support program review and other institutional reporting needs.



CONTINUATION ON PAGE 4

CONTINUATION FROM PAGE 3

On November 13, 2025, the IR conducted a college-wide data analysis training session via Zoom. In this training, the IR explained several methods for analyzing data more effectively and in less time.

One of the most significant achievements this quarter is the development of a new public-facing Power BI dashboard. This interactive dashboard enables anyone to explore key institutional metrics such as enrollment, graduation, and retention rates. The IR continues to expand these public reports to meet the college’s evolving data requirements.

The Power BI Public Report can be accessed at the link below:

<https://www.comfsm.edu.fm/public-reports/>



Welcome to the
COM- FSM
Institutional
Data Dashboard

~Enrollments~

View interactive content

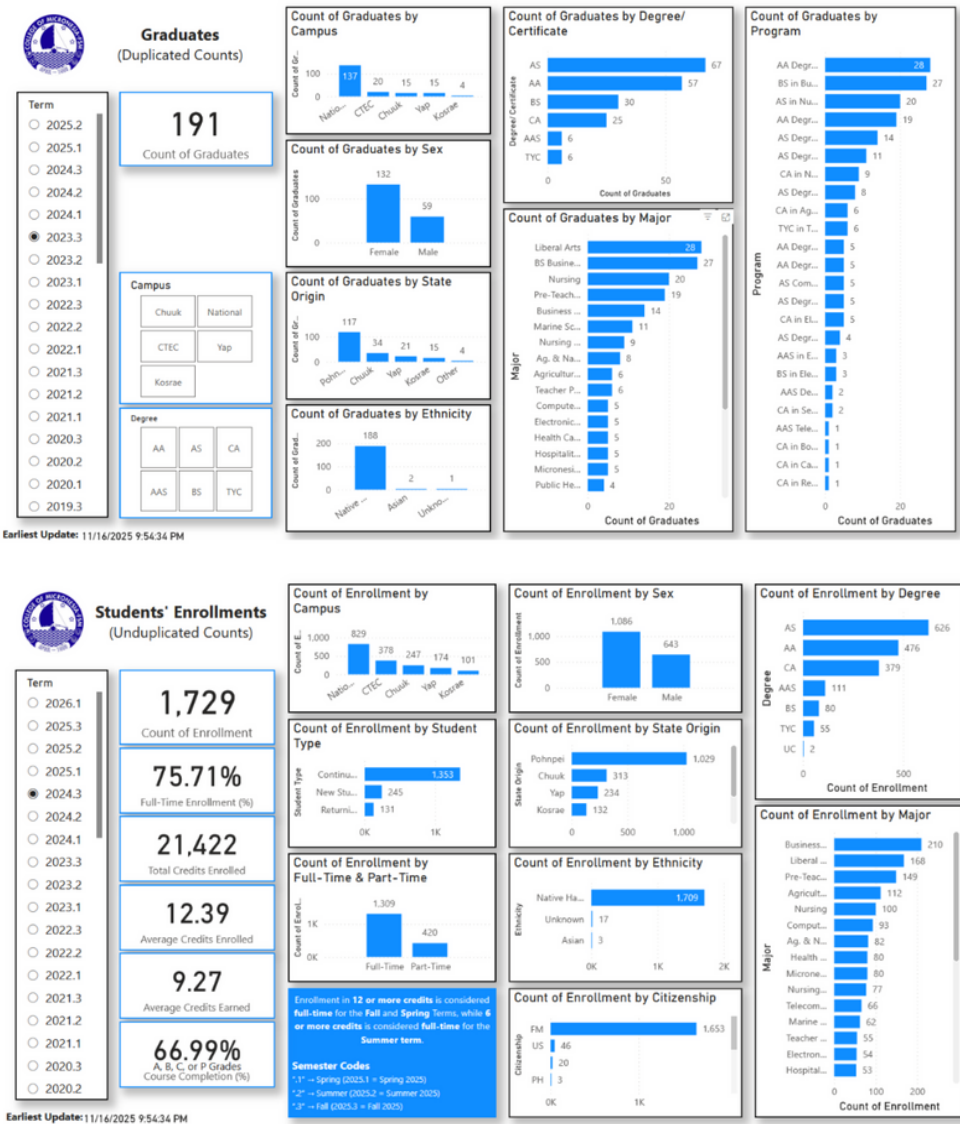
This live dashboard provides up-to-date institutional data for COM-FSM.

Refresh cycle: Data is updated every weekday.

Timeliness: Most of the time, the data shown is just one day old.

Accuracy: The data is correct as of the date shown on the dashboard.

Click to begin





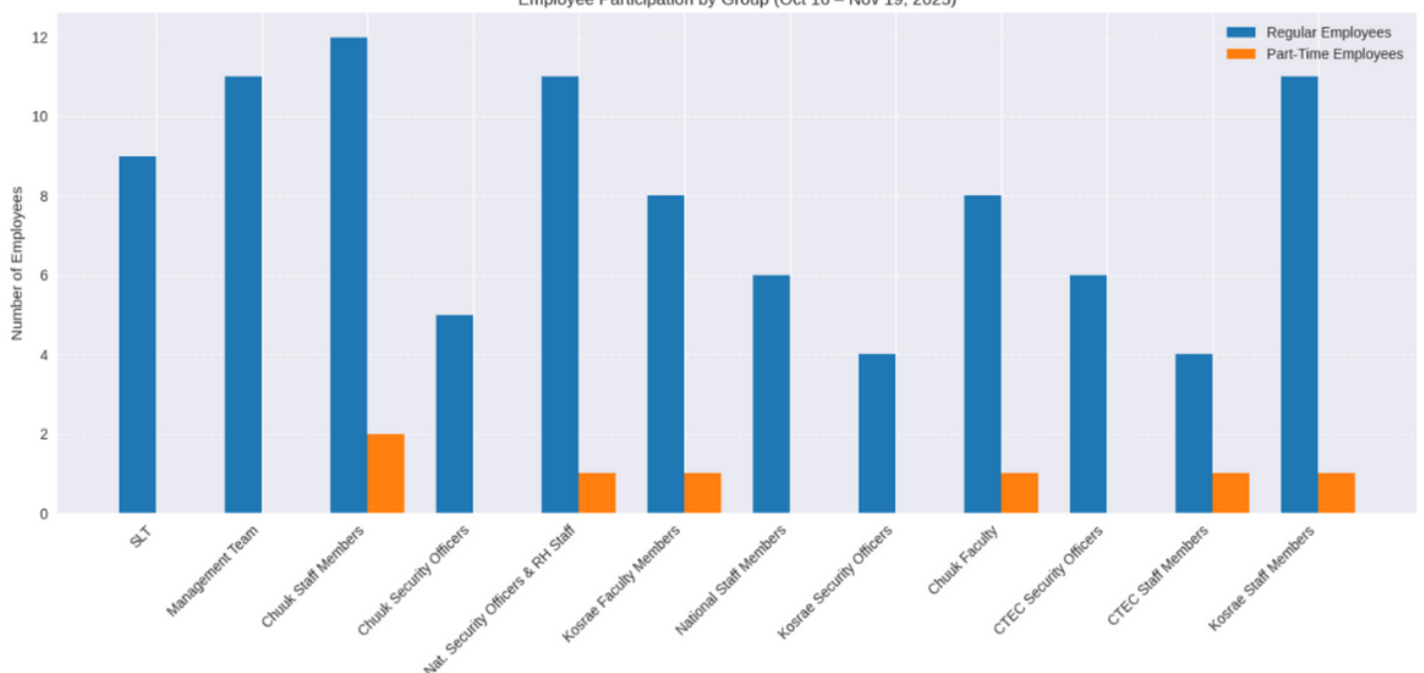
Training Summary Report

Mental Health Awareness and Suicide Prevention

Employee Groups

Date	Group	Participants	Males	Females	Regular	Part-Time
10/16/25	SLT	9	4	5	9	0
10/20/25	Management Team	11	6	5	11	0
10/23/25	Chuuk Staff Members	14	4	10	12	2
10/28/25	Chuuk Security Officers	5	5	0	5	0
10/29/25	Nat. Security Officers & RH	12	9	3	11	1
11/04/25	Kosrae Faculty Members	9	4	5	8	1
11/05/25	National Staff Members	6	2	4	6	0
11/06/25	Kosrae Security Officers	4	3	1	4	0
11/10/25	Chuuk Faculty	9	4	5	8	1
11/13/25	CTEC Security Officers	6	6	0	6	0
11/18/25	CTEC Staff Members	5	2	3	4	1
11/19/25	Kosrae Staff Members	12	6	6	11	1
Total	12 Groups	100	53	47	95	7

Employee Participation by Group (Oct 16 – Nov 19, 2025)



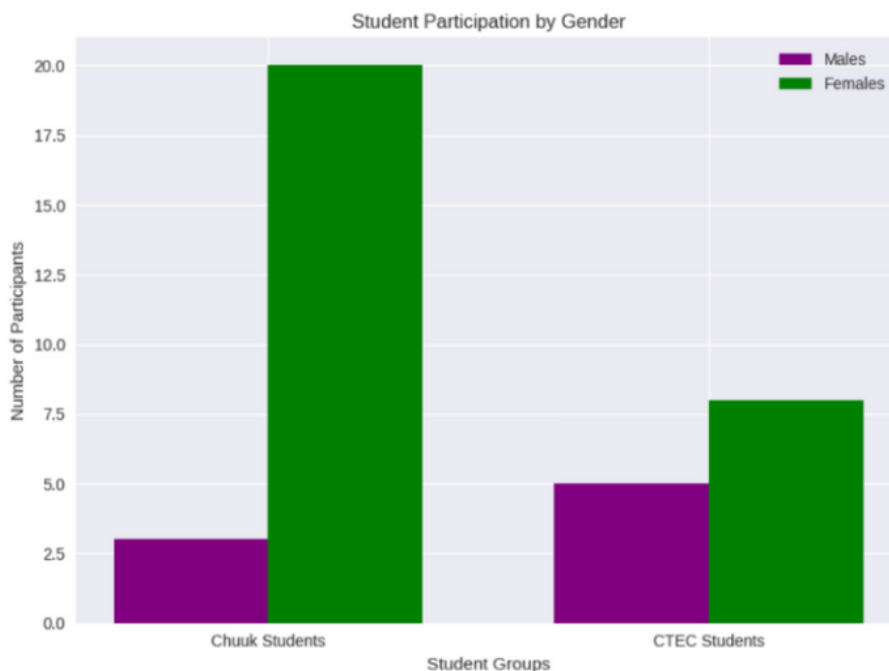
CONTINUATION ON PAGE 6

Training Summary Report

Mental Health Awareness and Suicide Prevention

Student Groups

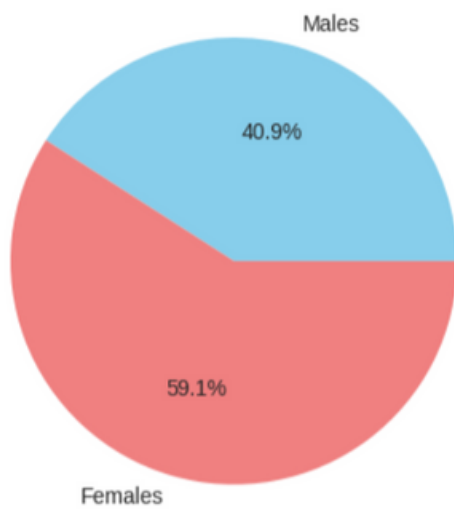
Date	Group	Participants	Males	Females
10/27/25	Chuuk Students	23	3	20
11/17/25	CTEC Students	13	5	8
Total	Students	36	8	28



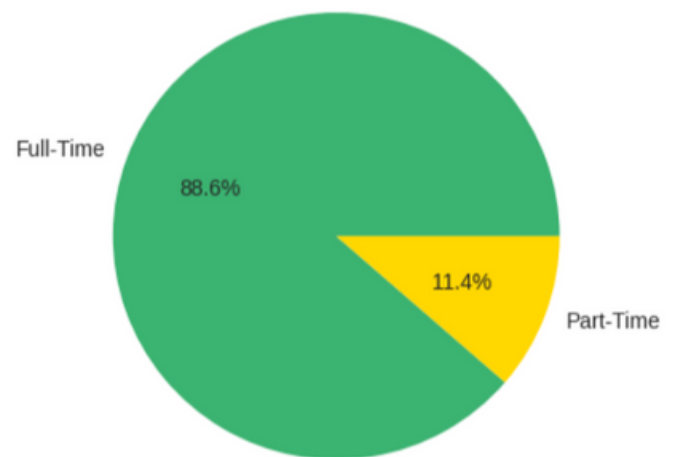
Employee Training Sessions Developed and Delivered based on Training Need Survey Results

Date	Topic	Participants	Males	Females	Full-Time	Part-Time
10/14/2025	Online Safety & Security	44	18	26	39	5
11/13/2025	Data Analysis	26	11	15	15	1

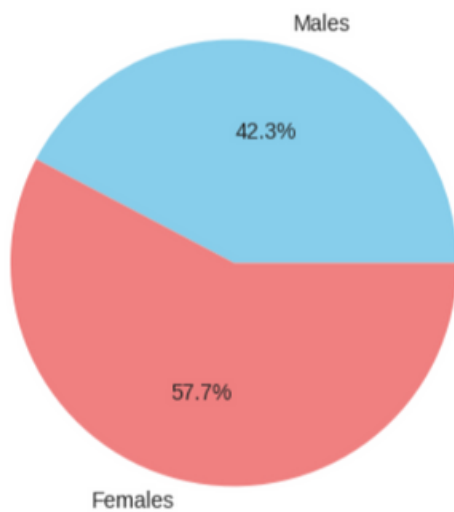
Session 1: Gender Breakdown



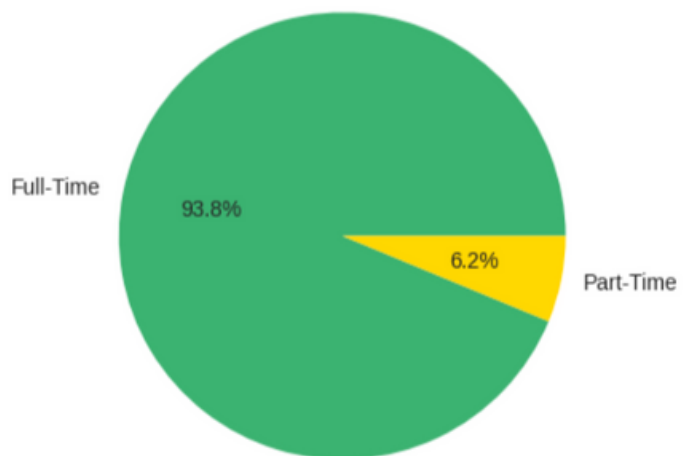
Session 1: Employment Breakdown



Session 2: Gender Breakdown



Session 2: Employment Breakdown



COMMUNICATIONS & MEDIA OFFICE



The Communications and Media Office through the President's memorandum was established last October 10, 2025. The **Communications and Media Office (CMO)** serves as the official communications hub for the College of Micronesia-FSM. The office is responsible for safeguarding and advancing the institution's reputation, maintaining consistent messaging across all internal and external communications channels, and serving as the principal liaison between the college and regional media outlets.

1. **Kamorale Sharks Newsletter**, the newest college publication. Highlights the News and current affairs from all the COM-FSM campuses and released every end of the month.



College Hosts Appreciation Dinner to Golden West Humanitarian Foundation Team



On September 10, 2025, the College of Micronesia-FSM (COM-FSM) hosted a special Appreciation Dinner to honor the extraordinary efforts of the Golden West Humanitarian Foundation Team who safely removed remnants of war from the grounds of the College's CTC campus. This important project not only ensures a safer environment for students and staff but also symbolizes a significant step toward the continued peace and progress of our community. Gratitude is extended to the United States Embassy to the Federated States of Micronesia (FSM) and the FSM Foreign Affairs Office for their vital support in making this mission possible. Their collaboration and commitment exemplify the strong international partnerships that contribute to the betterment of our islands.

The dinner was attended by distinguished guests, including His Excellency Ambassador Kagamiya and the Governor of Pohnpei State, the Honorable Stevenson Joseph. The Board of Regents Chair Ms. Suzanne L. Gallen and Regent Lynn Sonden alongside many other honorable representatives. Their presence highlighted the importance of this initiative for the safety and well-being of the community. Adding a special touch to the evening, the COM-FSM Choir delivered wonderful musical performances, uplifting the spirit of the event and celebrating the unity and collaboration among all involved. This Appreciation Dinner was not only a show of thanks but also a celebration of community resilience and partnership, paving the way for a safer and brighter future for all.



Expanding Opportunities and Strengthening Support: Key Updates from the COM-FSM Chuuk Community Meeting



The College of Micronesia-FSM Community Meeting on August 28, 2025, focused on advancing both student and employee welfare while addressing key operational challenges. A major highlight was the Board of Regents' active pursuit of land in Chuuk, supported by top government officials, to establish a new campus—an essential step in securing a long-term and stable educational infrastructure. The meeting covered expanding course offerings guided by our accreditation standards, managing student financial obligations through promissory notes and payment plans, and tackling critical staffing shortages, especially in nursing. Tuition policies were reviewed with an emphasis on maintaining open admission associate degree fees at \$145 per credit, alongside considerations for faculty salary adjustments amid budget constraints.

For employees, the College reinforced its commitment to support by implementing cost-of-living salary adjustments

and increasing the minimum housing allowance, despite limited budget growth since 2023. Discussions highlighted the need for clear and fair policies on faculty salary deductions and introduced plans for performance management initiatives to align educational programs with FSM workforce needs.

Additional efforts focused on resolving staffing issues, enhancing extracurricular activities funding, and improving work-study opportunities, all contributing to a supportive academic and work environment. These initiatives collectively aim to strengthen the College community and facilitate growth, particularly through the new Chuuk campus development.

The meeting concluded with a reaffirmation of the College's commitment to providing quality education and support for all stakeholders.



College of Micronesia-FSM shares 'our stories' at the ACCT Leadership Congress



College of Micronesia-FSM (COM-FSM) Board of Regents Chairwoman Suzanne L. Gallen, Regent Lynn Sonden, and College President & CEO Dr. Theresa Korokwaloa, represented the College at the 2025 ACCT Leadership Congress held in New Orleans, Louisiana, beginning Wednesday, 22 October. Among 1,900 attendees, the College was honored to deliver its second ACCT presentation titled "UXOs, AI, and Transformation at COM-FSM" at this prestigious gathering. The session highlighted how innovation, technology, indigenous ways of knowing and history converge to shape COM-FSM's transformation journey and its expanding role in Micronesia's education and development landscape. This presentation offered an important opportunity to showcase COM-FSM's work and share with the global higher education community that small island colleges like ours play a vital role in advancing and transforming learning and teaching and exemplifying resilience across our Pacific region.

Day 1 of the Congress opened with compelling messages from national and industry leaders, calling on community colleges to reimagine higher education in an era of multiple uncertainties and the increasing prevalence of artificial intelligence. Keynote speakers, including Louisiana Governor Jeff Landry, and Silicon Valley Leadership Group CEO Ahmad Thomas, emphasized the urgency of preparing an AI-ready workforce and broadening access to innovation-driven learning. Participation in conferences such as this provides COM-FSM with valuable exposure to global best practices, opportunities for collaboration, and insights into emerging trends in higher education. The College's presence at this year's Congress reflects its steadfast commitment to institutional transformation which also includes embracing AI as a catalyst for student success, community empowerment, and educational excellence especially in the Pacific Islands Region. We thank the ACCT leadership and team for an excellent conference that was very well organized and brought together so many passionate and committed mission-driven educators engaged directly in continuous improvement and best practices.

2. **Kaselehlie Press**: College activities and highlights are continuously being highlighted and promoted through our page at KPRESS.

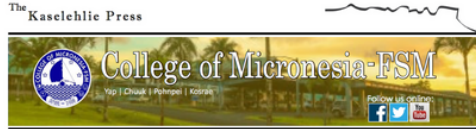


REMEMBERING PROFESSOR JOE HABUCHMAI WITH GREAT FONDNESS & RESPECT

Joseph J. Habuchmai was a visionary leader, educator, and statesman whose lifelong dedication to the people of Yap, the College of Micronesia-FSM and the Federated States of Micronesia (FSM) leaves an indelible mark on the region's educational legacy and governmental institutions. A Life of Service and Leadership
Joseph Habuchmai's career was defined by service. From 2003 to 2007, he served as Lieutenant Governor of Yap State, working alongside the late former Governor Robert Ruacho to guide the state through a period of growth and transformation. His leadership was grounded in humility, wisdom, and a deep commitment to community values. He also served as Yap State's representative on the Board of Regents for COM-FSM, contributing to the prudent oversight of the college's financial resources and creation of educational policy. Following his tenure in government, Mr. Habuchmai returned to higher education, where he became a cornerstone at the College of Micronesia-FSM (COM-FSM). Professor Habuchmai had first started at COM-FSM as a faculty member in 1981 before later serving as an Associate Professor and then as the Director of Academic Programs.



For over 16 years, he served as Vice President for Administrative Services (VPAS), overseeing infrastructure development, strategic planning, and institutional governance. His work helped shape COM-FSM into a resilient and forward-looking institution. On many occasions, VPAS Habuchmai served as the Acting President of the college to ensure that stable and continuous leadership at the highest level was maintained.



COLLEGE OF MICRONESIA-FSM SHARES 'OUR STORIES' AT THE ACCT LEADERSHIP CONGRESS

College of Micronesia-FSM (COM-FSM) Board of Regents Chairwoman Suzanne L. Gallen, Regent Lynn Sonden, and College President & CEO Dr. Theresa Korokwaloa, represented the College at the 2025 ACCT Leadership Congress held in New Orleans, Louisiana, beginning Wednesday, 22 October. Among 1,900 attendees, the College was honored to deliver its second ACCT presentation titled "UXOs, AI, and Transformation at COM-FSM" at this prestigious gathering. The session highlighted how innovation, technology, indigenous ways of knowing and history converge to shape COM-FSM's transformation journey and its expanding role in Micronesia's education and development landscape. This presentation offered an important opportunity to showcase COM-FSM's work and share with the global higher education community that small island colleges like ours play a vital role in advancing and transforming learning and teaching and exemplifying resilience across our Pacific region. Day 1 of the Congress opened with compelling messages from national and industry leaders, calling on community colleges to reimagine higher education in an era of multiple uncertainties and the increasing prevalence of artificial intelligence.



Keynote speakers, including Louisiana Governor Jeff Landry, and Silicon Valley Leadership Group CEO Ahmad Thomas, emphasized the urgency of preparing an AI-ready workforce and broadening access to innovation-driven learning. Participation in conferences such as this provides COM-FSM with valuable exposure to global best practices, opportunities for collaboration, and insights into emerging trends in higher education. The College's presence at this year's Congress reflects its steadfast commitment to institutional transformation which also includes embracing AI as a catalyst for student success, community empowerment, and educational excellence especially in the Pacific Islands Region. We thank the ACCT leadership and team for an excellent conference that was very well organized and brought together so many passionate and committed mission-driven educators engaged directly in continuous improvement and best practices.



COM-FSM ENDOWMENT RAFFLE

1ST PRIZE: \$5,000.00
2ND PRIZE: \$3,000.00
3RD PRIZE: \$2,000.00

AND MANY MORE AWESOME PRIZES!

DRAW DATE: APRIL 1, 2026
VENUE: COM-FSM NATIONAL CAMPUS

NOTE: A person is not required to be present to win. Support student success! 100% of the proceeds from this raffle go directly to the COM-FSM Endowment Fund.



TICKET PRICE: \$20.00

Contact Us: 691-320-8766/3831 E-Mail: asjamesant@comfsm.edu.fm

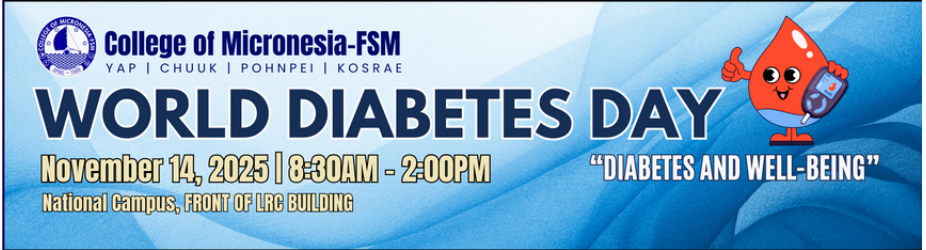
National Campus P.O. Box 139 Koror, Palau, FSM 96841 Phone: (691) 320-3488 Fax: (691) 320-3489 E-Mail: national@comfsm.edu.fm	Chuuk Campus P.O. Box 876 Chuuk, Palau, FSM 96842 Phone: (691) 320-3488 Fax: (691) 320-3489 E-Mail: chuuk@comfsm.edu.fm	FSM-MSI P.O. Box 876 Chuuk, Palau, FSM 96842 Phone: (691) 320-3488 Fax: (691) 320-3489 E-Mail: fsm-msi@comfsm.edu.fm	Yap Campus P.O. Box 876 Yap, Palau, FSM 96842 Phone: (691) 320-3488 Fax: (691) 320-3489 E-Mail: yap@comfsm.edu.fm	CTC Campus P.O. Box 876 Chuuk, Palau, FSM 96842 Phone: (691) 320-3488 Fax: (691) 320-3489 E-Mail: ctc@comfsm.edu.fm	Top Campus P.O. Box 876 Chuuk, Palau, FSM 96842 Phone: (691) 320-3488 Fax: (691) 320-3489 E-Mail: top@comfsm.edu.fm
---	---	--	---	---	---

CONTINUATION ON PAGE 9

3. Advertising College Events and Activities through the V6AH Big Screen: College events are now being promoted through the v6ah big screen located in downtown Kolonia.



4. Graphic Designs and Promotional Ads for the College : The Communications and Media Office designs and promotes college ads and activities both in print and online following the College’s Brand.





COLLEGE OF MICRONESIA-FSM
YAP | CHUUK | POHNPEI | KOSRAE

COM-FSM ENDOWMENT RAFFLE

1ST PRIZE: \$5,000.00

2ND PRIZE: \$3,000.00

3RD PRIZE: \$2,000.00

**AND MANY
MORE
AWESOME
PRIZES!**

DRAW DATE: APRIL 1, 2026

VENUE: COM-FSM NATIONAL CAMPUS

NOTE: A person is not required to be present to win
Support student success! 100% of the proceeds from this
raffle go directly to the COM-FSM Endowment Fund.

TICKET PRICE: \$20.00

Contact Us:
691-320- 8766/3831

E-Mail:
asjamesant@comfsm.edu.fm

Workplace Development Office
MONTHLY TRAINING SERIES

**COLLEGE OF MICRONESIA-FSM**
YAP | CHUUK | POHNPEI | KOSRAE

CTEC Security Training
November 13, 2025 Security Training
Time: 12:00PM - 2:00PM

**Mental Health Awareness and
Suicide Prevention Training**
November 17, 2025 CTEC Students
Venue: Student Hall
November 18, 2025 CTEC Staff Members
Venue: Student Hall
November 19, 2025 Kosrae Staff members
Zoom to be sent later
November 20, 2025 Kosrae Students
Zoom to be sent later
Share and Chat Series
November 25, 2025 11am-12noon
Zoom to be sent later

Data Analysis Training
November 13, 2025 Data Analysis
Time: 12:00PM - 2:00PM



Workplace Development Office is calling on interested college personnel to partner with the office to support its activities including hosting Share and Chat sessions, delivering targeted trainings in areas of expertise and/or brain storm on ideas relating to workplace development initiatives. You may reach the WDO by calling extension 124 or email wdo@comfsm.edu.fm Would you be interested in delivering a training in one of the following topics? If yes, reach out to WDO now.

- Technology Proficiency
- Online Learning
- Communication and Teamwork

4. **PUBLICATIONS:** The CMO office have helped develop and release a few publications.



College of Micronesia-FSM
YAP | CHUUK | POHNPEI | KOSRAE

GENERAL CATALOG

2025-2026



**ACCESS.
INNOVATION.
RESILIENCE.**

www.comfsm.fm
P.O. Box 159, Kolonia,
Pohnpei, 96941
691-320-3480

College of Micronesia-FSM
YAP | CHUUK | POHNPEI | KOSRAE

Student Financial Aid Handbook

2025-2026

ACCESS. INNOVATION. RESILIENCE.





www.comfsm.fm
P.O. Box 159, Kolonia,
Pohnpei, 96941
691-320-3480

**FSM-Fisheries and Maritime Institute**

CADET'S HANDBOOK

2025-2027



[P.O. Box 1056 Colonia Yap, FM 96943
\(691\)350-3544
info@comfsm.edu.fm](mailto:info@comfsm.edu.fm)

5. **SOCIAL MEDIA:** The College’s Social Media Keeps on growing.



- 7,200 ACTIVE FOLLOWERS
- 589,819 Views (Aug 2025- Nov 2025)



- 1,200+ Subscribers