

Report to the Board of Regents

April 2026

IA

MISSION STATEMENT

"The department for instructional affairs is the center for academic activities of the college that is committed to student success and achievement by providing leadership and guidance in all instructional affairs across all site through continually sustaining the quality of academic and career & technical educational programs and improving learning support services, strengthening faculty and staff, and collaborating with internal and external stakeholders."

ACCJC Project: Transparency, Storytelling, and Value Literacy

The ACCJC Regional Convening was held at Kapi'olani Community College on January 12, 2026, from 9:00 AM to 4:00 PM. This workshop, part of the Transparency, Storytelling, and Value Literacy Project, focused on leveraging Return on Investment (ROI) data to enhance student outcomes and social mobility.

The convening brought together cross-functional teams from Pacific Island member institutions—including administrators, faculty, staff, and students—to transform institutional data into actionable strategies. The central theme, led by the 2025 Aspen Prize winner, Southwest Wisconsin Technical College (SWTC), was "The ROI Story: Advancing Economic Outcomes and Student Mobility – What if no college ever graduated a student into poverty?"

The day guided participants from broad data understanding to specific institutional action planning:

- **Welcome and Strategic Vision:** Presentations by Chancellor Misaki Takabayashi, ACCJC President Mac Powell, and UH President Wendy Hensel emphasized the "Student-First Future" and community college value in Hawai'i.
- **ROI Framework:** Introduction of the ACCJC White Paper on using earnings thresholds and ROI metrics to demonstrate institutional value.
- **Interactive ROI Mapping:** Teams classified programs based on labor market data and post-completion value through workbook exercises.
- **Storytelling and Value Literacy:** Focused on developing transparent dashboards that showcase real-life impacts beyond graduation rates.
- **Building the ROI Team:** Participants identified key roles essential for sustaining ROI initiatives at their campuses.

The convening served a diverse range of Pacific institutions, including American Samoa Community College, Guam Community College, College of Micronesia-FSM, University of Hawai'i Community Colleges (Honolulu, Kapi'olani, Kaua'i, Leeward, Windward, and Hawai'i CC), Hawai'i Tokai International College, and Palau Community College.

With return on investment as the primary emphasis of the US NDOE, there is a growing focus on program-level assessments. As attention shifts towards the workforce, efforts will be made to create pathways that facilitate a more balanced work-school load. In fact, a workshop centered on "Workforce-Embedded Pathways" was attended by a chosen group of COM-FSM faculty and staff, which later became the central theme of Faculty Development Day.



A Glance At IA Inside Reports

- Transparency, Storytelling, and Value Literacy
- STEP-UP Training
- Learning Resource Center Highlights
- Designing Workforce-Embedded Pathways
- Stackable Credentials Workshop
- Flammable/Hydrocarbon Refrigerants Training
- JENESYS Program
- Asia Pacific Water Safety Program



IA_GOAL_3. Ensure professional development for faculty and staff.

IA_AUO_1. Provide guidance to development, delivery, and enhance quality of all instructional programs to meet high standards of quality and relevance.

Part-time Instructor Pool & Course Scheduling

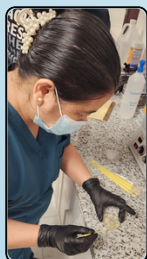
The VPIA office, in collaboration with the Deans, continue to build the part-time instructor pool as part of ensuring timely delivery of program courses.

In order to address gaps in course scheduling, the department continuously engaged in collective course scheduling. All Instructional coordinators proposed course schedules that followed the suggested courses outlined for each program, while ensuring scheduled courses are based on student needs.

In addition to this, the collaborative work of the Institutional Research Office and the Instructional department has allowed the Instructional team to make more informed decisions about course scheduling and assigning faculty workload.

STEP-UP Training

A total of three faculty members from the National Campus and two from CTEC successfully completed the STEP-UP Training held from March 17–20, 2026. This training equipped participants with the knowledge and skills to effectively apply the scientific method using the laboratory equipment provided through the STEP-UP Program of the University of Hawaii.



Through this experience, faculty members gained valuable hands-on exposure to designing and implementing laboratory activities. These newly acquired competencies will enable them to create more engaging and practical learning experiences, ultimately enhancing student understanding, performance, and overall success in the sciences.

EdTech Outcomes

For enhanced learning experiences, the college educational technologist continues to provide support for teaching and learning that includes:

- creation of Moodle course shells
- assistance with digital quiz and assignment setup
- assistance with digital grade book setup
- conducting training sessions and workshops for educators.

The outcomes of the educational technologist's office have resulted in the following:

- improved access to course content
- improved grade book functionality for courses
- familiarization with Moodle features and functionalities

UH Provides Mentorship to DDFT Students

Three University of Hawaii medical students, completing their rural rotations, extended their clinical experience by providing mentorship to the Doctors and Dentists for Tomorrow (DDFT) students. DDFT students worked alongside the University of Hawaii medical students through a job shadowing and mentorship arrangement. These activities were observational in nature and took place in the clinical, dental, and public health settings. The primary purpose of this initiative is to strengthen our healthcare workforce pipeline and to inspire and encourage young individuals to pursue careers in the medical and allied health fields.

Class 4 Master and Marine Engineering Program

The Fisheries and Maritime Institute (FSM-FMI) officially launched its first-ever Class 4 Master and Marine Engineering Program on January 12, 2026, marking a historic milestone in officer-level maritime training in the Federated States of Micronesia. The inaugural cohort consists of ten experienced FSM-FMI seafarers, nine from Yap State and one from Pohnpei State. Most are Class 5 graduates currently serving on the Yap State government or Vital/FSM PC vessels. Six candidates are enrolled in the Navigation stream, preparing for command and watchkeeping duties on the bridge, while four are pursuing the Marine Engineering stream, focusing on advanced engine operations, propulsion systems, and auxiliary machinery management.

All candidates are expected to complete the program, including mandatory advanced STCW short courses, by August 2026. Upon completion, those who have fulfilled the required sea service will undergo oral examinations and be issued Certificates of Competency, qualifying them to command vessels up to 500 GRT and operate engines up to 750 kW within the FSM waters. As FMI's first Class 4 cohort, these seafarers are pioneers, leading the way in developing a skilled, capable, and proud maritime workforce to drive the future of the FSM's maritime industry.

NSTT Workshop

COM-FSM team members were part of and National Department of Education workshop on the National Standardized Test for Teachers (NSTT) from February 2nd to 6th to assess and evaluate the NSTT tool and training manual. After the workshop in Yap, another work was held in Chuuk. It was a one-week meeting starting on March 09, 2026 ending March 13, 2026. COM-FSM participation in this initiative is critical to training of teachers in the FSM. Maintaining this partnership will help to ensure that the COM-FSM Education programs are aligned to needs of the Education workforce.



IA_AUO_2. Provide support for the efficient management and development of all library resources and collections across state campus libraries to meet diverse user needs.

Inventory and Subscription Re-Evaluations

LRC did an inventory of materials; the last one was conducted in 2017. This is to assess the validity of the data in Follett. The inventory began on January 28, 2026, and was completed on February 25, 2026. Out of the 79,718 materials records shown in the Follett system, 77,875 were found and scanned. Results showed that 654 materials were missing. The LRC director has tasked the LRC staff with addressing the gap by looking back at references. Subscription journals were also re-evaluated to determine their status and to prioritize titles for purchase based on budget balance.

Missing Materials

Materials – 1st Floor	
General Unmark	134
General VF Unmark	2
Ref Unmark	17
PB Unmark	15
CRC Unmark	84
MITC Unmark	40
Periodical Unmark	8

Materials – 2nd Floor	
PAC Unmark	82
Pac Verf Unmark	12
ARC Unmark	135
Others Pac Unmark:	
Pacific Periodical	3
Repr	3
TTPI	11
Pacific Map	3
DOC Unmark	10
FAO Unmark	6
GOV Unmark	89
Total	654

 **LRC_GOAL_1.** Ensure adequate resources, facilities and services to support learning and teaching

Requirements per Curriculum and Community

Several titles have been requested to support CIS courses. Additionally, headphones have been ordered and received for student use in the computer lab. Materials are also being cataloged for easy access and retrieval this month.

 **LRC_GOAL_2.** Ensure current and diversity of library collection and resources.

Collaborative Opportunities

Various campus staff are part of library associations such as the Hawaii Library Association and LAMP. Staff from different libraries attended meetings and events to support upcoming conferences. The general assembly meeting for LAMP was organized with help from staff.

 **LRC_GOAL_3.** Assure collaborations and linkages to regional libraries.

Evaluations

Two library instructions were conducted using both pre-tests and post-tests, and the results showed positive student learning outcomes. Additionally, one of the library technician staff was evaluated on her 1-year performance.

 **LRC_GOAL_5.** Assure high-quality service standard policies and procedures. to regional libraries.

 **IA_GOAL_2.** Ensure adequate learning support resources.

LRC Programs and Services

Chuuk Campus LRC recorded high patron usage (2,488) and strong computer usage (705), along with 175 materials circulated and 51 headphone uses. It also processed 4 clearances/withdrawals, collected \$2.50 in fines, and supported scanning/printing (43).

CTEC LRC showed moderate activity with 677 patron usage and 46 computer usage. It provided 6 computer assists, circulated 26 materials, and recorded 37 scan/print services. There were 2 clearances and 2 visitors, but minimal activity in other service areas.

Kosrae Campus LRC recorded 306 patron usage and 281 computer usage, along with 15 headphone uses and 6 reference services. It cataloged 8 materials and recorded 1 faculty usage.

National Campus LRC had the highest activity across all campuses, with 5,573 patron usage and 1,214 computer usage. It led in most service areas, including 589 scan/print services, 127 headphone uses, 112 materials shelved, 63 labeled, and 58 cataloged. It also recorded 20 computer assists, 12 materials circulated, 11 reference services, and 52 work-study hours.

YC showed lower overall activity with 97 patron usage and 87 computer usage. It provided 15 reference services, circulated 22 materials, and recorded 6 scan/print services. It also had 3 visitors and collected \$4.70 in fines, with minimal or no activity in other areas.

 **LRC_GOAL_4.** Assure professional and efficient services to library users

Collection Development

	CHK	CTEC	KSA	NC	YC	TOTAL
Total volumes	13,193	4,701	4,611	79,734	10,529	112,768
Total titles	11,354	3,717	4,341	49,375	9,743	78,530
Acquisitions	0	0	0	25	0	25
Download	0	1	0	0	0	1
Withdrawn	1	0	0	0	0	1

The National Campus (NC) has the largest collection, with most of the volumes and titles. Other campuses have smaller collections that still support their users. During this period, 25 new materials were added (all at NC), with very few changes overall, including only one download and one withdrawn item.

 **LRC_GOAL_1.** Ensure adequate resources, facilities and services to support learning and teaching

 **LRC_GOAL_2.** Ensure current and diversity of library collection and resources.

Visitors

CTEC LRC: Two visitors – Suly Amaraich and Presenta Amaraich.

National LRC: A total of 36 visitors, including 22 Tokai University students, 1 Tokai staff member, and 13 COM-FSM Peer Coaches.

 **LRC_GOAL_4.** Assure professional and efficient services to library users

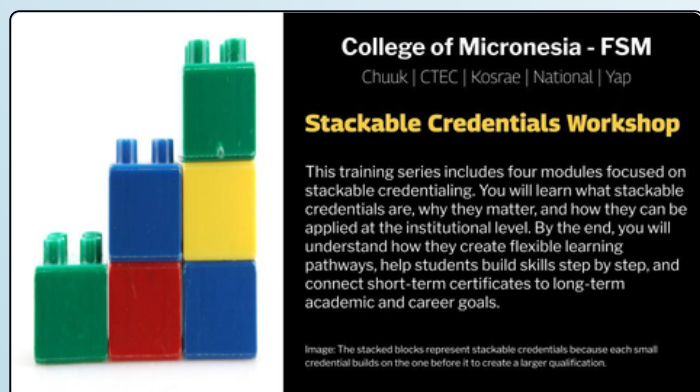
IA_AUO_3. Provide support for ongoing professional development to enhance instructional effectiveness and learning support services.

"Teaching Professor" Program

Fourteen faculty members and 3 ACE mentors across campus sites have signed to the Teaching Professor 10-hour asynchronous program designed to help faculty intentionally build critical thinking into every layer of their teaching. The learning outcomes for the program include how to:

- Establish a clear working definition of critical thinking
- Write course outcomes grounded in critical thinking
- Design foundational and advanced assignments
- Create objective and constructed-response assessments
- Develop effective and transparent rubrics
- Guide students' evaluative and analytical reasoning skills

"Stackable Credentials" Training Session



On March 02, 2026, the Instructional Affairs Elite, composed of Dean Phyllis Silbanuz, Dean Kasiano Paul, Professors Peltin Olter-Pelep and Mayleen Wichep, and Education Technologist, Fiji Phillip launched a 4-week training session focusing on "Stackable credentials". Instead of an overwhelming all-at-once certification, the "stackable" approach breaks down the topic into manageable, four-week milestones on the Moodle LMS.

The training was structured into distinct modules or levels, ranging from Module 1 - Introduction of faculty Learners, to Module 2 - Introducing the concept of Stackable Credentials, Module 3 - looking at the benefits of using the stackable credential approach, and then Module 5 - implementing the training module. After the four weeks, 5 programs were selected to do a presentation on implementing the approach for the program.

The presentation was scheduled for April 2, as part of faculty professions development day. Completing one four-week block gives you a specific set of skills (and often a digital badge) which then "stacks" towards full completion.

As of April 2, the faculty completion rates are as follows: Module 1 (100%), Module 2 (94%), Module 3 (93%), and Module 4 (73%)

Transparency, Storytelling, and Value Literacy Project

A workshop based in Hawaii was attended by the COM-FSM Education technologist, Mr. Fiji Phillip, Instructor Mayleen Wichep, who is also currently acting ALO for COM-FSM, and the President and CEO, Dr.



Theresa Koroivulaono. The ACCJC Regional Convening was held at Kapi'olani Community College on January 12, 2026, from 9:00 AM to 4:00 PM. This workshop, part of the "Transparency, Storytelling, and Value Literacy Project," focused on leveraging Return on Investment (ROI) data to enhance student outcomes and social mobility.

Designing Workforce-Embedded Pathways

On January 13, 2026, a 5-member team of COM-FSM administrators, faculty and support staff participated in a day-long intensive session on "Designing Workforce-Embedded Pathways"



workshop, focused on aligning academic structures with industry needs. The primary goal was to equip institutional leaders with a framework to transition traditional academic models into stackable, industry-relevant credential pathways.

The information from this workshop was used to create the Stackable Credentials Moodle Workshop page for Faculty Development Day.

EDA Health Care Group Visit

EDA Health Care Group Collaborative Visit, supported by the DDFT Grant in partnership with the DDFT Grant Program, scheduled to visit Pohnpei from March 23 to April 2, 2026. During this period, the team will collaborate closely with the College of Micronesia-FSM and Pohnpei State Health Services. The primary objectives of this collaboration include: Delivery of Educational and Clinical Training Activities and a series of training sessions for DDFT and Nursing students, including: Basic Life Support (BLS) training and simulation exercises; Oral hygiene instruction and review session; and Group-based clinical simulations.

Training for Yap R&D Department

COM-FSM electrical program will be delivering a 5-week training for Yap Resources and Development department, starting April 13, 2026, targeting 20 trainees. The training will focus on 3 competency areas: Core Safety and Theory, Residential Electrical systems, and Electrical maintenance and troubleshooting.



IA_AUO_4. Establish a new or strengthen existing internal and external stakeholder collaboration to enhance educational opportunities and outcomes.

Students Dive into Life-Saving Skills



The Asia Pacific Water Safety Project Commission Member Ms. Miki Fritz (graduate of the COM-FSM Micronesian Studies and Agriculture and Resource Management programs) reached out to Professor Karen Kan-Lun Tu to express the intention of conducting a session during their visit to Pohnpei in January. In collaboration with Professor Peltin Olter-Pelep and Professor Mihai-Theodor Dema, the aquaculture, marine biology field studies, and the scuba diving classes participated in the water safety program. During this session, the students learned some basic lifesaving skills, and were given the opportunity to do hands-on first aid practice. The students were introduced with different scenarios to determine how and what to react upon encountering an emergency situation.

Exploring Japan Through the JENESYS Program

The Japan East-Asia Network of Exchange for Students and Youths (JENESYS) program has been inviting College of Micronesia-FSM students for several years. This year, two Marine Science students – Mr. Derek Falcam and Ms. Leona Amor – were selected among 10 applicants to represent the college in participating in the program from January 13 to 20, 2026, in Kobe, Hyogo Prefecture, Japan. The JENESYS program is in collaboration with the Embassy of Japan in the Federated States of Micronesia, and the students worked closely with the Micronesian Studies Program Coordinator, Dr. Karen Kan Lun Tu, before and during the selection process.



Participant Mr. Derek Falcam mentioned, "The main objective of this program is to build the relationship between Japan and the Pacific Islands and to share the cultural exchange Japan can offer to the students and youth. The theme for this year includes marine and environmental issues, disaster prevention, climate change, and Japan tourism." Mr. Falcam learned the importance of disaster prevention and climate change. Participant Ms. Leona Amor resonated, "The program provided in-depth exposure to Japan's disaster management systems, community resilience strategies, and climate change responses."

"Through visits to organizations such as CODE and academic discussions at Kwansai Gakuin University, I learned that disaster preparedness goes beyond physical infrastructure. It requires education, strong partnerships, continuous improvement, and active community participation." She further explained, "This experience made me reflect deeply on my home country, the Federated States of Micronesia, where we face increasing threats such as sea level rise and drought. I learned that preparedness must start at the grassroots level, including schools, families, and local organizations."

Speaker for MoodleMootPH 2026

Chosen to serve as a Resource Speaker at the MoodleMoot conference in the Philippines on June 2026 is Mrs. Mayleen Wichep, a Professor in the Education Division. With practical experience in integrating Moodle into higher education, her focus is on aligning curriculum design with essential real-world skills and workforce readiness. The VPIA office is currently working to organize college-wide faculty representation, selecting one Moodle champion from each campus to participate in the 2026 Moodle Moot in the Philippines.



Flammable/Hydrocarbon Refrigerants Training

On March 19–20, 2026, the Refrigeration and Air-conditioning (RAC) program instructor, Mr. Bertoldo Esteban conducted a two-day Flammable/Hydrocarbon Refrigerants Training at the Career and Technical Education Center (CTEC), College of Micronesia-FSM (COM-FSM). A total of twenty-three (23) RAC technicians representing various companies participated in the training. The two-day training concluded with a certificate distribution ceremony, marked by a group photo of all participants. The National Ozone Unit (NOU) remains committed to building local technical capacity and ensuring that RAC technicians across the Federated States of Micronesia are equipped with the knowledge and skills to safely work with next-generation flammable refrigerants.



Lecture on "Mono No Aware"

Mr. Shigeru Hamano, the Deputy Chief of Mission of the Embassy of Japan in the Federated States of Micronesia, on behalf of his ambassador and the Embassy, conducted a lecture on the topic of Japan and with the emphasis on "mono no aware" on the 23rd of March 2026. Mr. Hamano has worked closely with the college for the past few years on the exchange programs, scholarships, student collaborations, and other activities. The intention of this lecture is to promote Japan and to enhance the long-term relations between the Embassy and the college.

Several themes were covered in the lecture, such as the uniqueness of Japan, the special mono no aware (the pathos of things) of the Japanese, as well as some introduction to the historical relations between Japan and the FSM. Towards the end of the lecture, Ms. Miho Ishimoto, a staff member of the Embassy introduced and promoted the scholarship provided by the Japanese Government, Ministry of Education, Culture, Sports, Science and Technology (MEXT) scholarship program. The application portal will be available in April 2026 to call for applications in selection for the enrollment for April 2027.

Care Training for COM-FSM Students

The COM-FSM health programs have coordinated with the Pacific Air Force medical team to visit from April 21 to April 23, 2026. The team will include a Women's Health Nurse Practitioner and a Certified Nurse Midwife with extensive expertise in maternal and child health nursing. During this three-day workshop, the team will provide specialized training focused on high-risk perinatal and maternal care.

The sessions will be aligned with the Nursing Program's learning outcomes and will emphasize evidence-based practices. This training will enhance students' knowledge, clinical skills, and professional competence in managing complex maternal and neonatal cases, preparing them to deliver safe and high-quality care in diverse healthcare settings.

