



**College of Micronesia-FSM**

YAP | CHUUK | POHNPEI | KOSRAE

# INSTITUTIONAL EFFECTIVENESS & QUALITY ASSURANCE BOARD REPORT

JUNE

**2026**

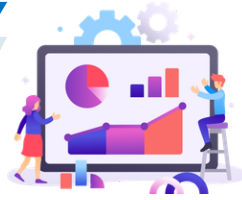
Prepared & Presented By:

**GEE BING**

HR DIRECTOR / INTERIM VPIEQA

Layout By:  
COMMUNICATION & MEDIA OFFICE

[www.comfsm.edu.fm](http://www.comfsm.edu.fm)



**Prepared for: Board of Regents Meeting – June 2026**  
**Submitted by: Dhiraj Bhartu, IT Consultant**

## Executive Summary

From April to June 2026, the Information Technology Office continued advancing COM-FSM's institutional digital transformation agenda through major infrastructure modernization, cloud system migration, cybersecurity improvements, AI innovation, and enterprise system enhancements aligned with the COM-FSM 2025-2030 Strategic Plan.

A major milestone this quarter was the successful completion of server modernization across all campuses, positioning COM-FSM with a modern and resilient infrastructure foundation expected to support institutional operations for the next 7-10 years. Significant progress was also made in cloud-based financial systems, AI-assisted educational technologies, and student information system expansion initiatives.

Despite continued challenges related to external connectivity disruptions, staffing limitations, and cybersecurity threats, the IT Office maintained operational stability and continued delivering critical support services across all campuses.

## Key Accomplishments

### Campus Infrastructure Modernization:

#### Yap Campus Infrastructure Upgrade Completed

- Successfully completed the full modernization of Yap Campus IT infrastructure.
- Installed:
  - New enterprise servers replacing approximately 13-year-old legacy servers
  - New modern gateway server
  - New WiFi management server
  - Starlink connectivity solution for improved internet redundancy and stability

This milestone completes major server infrastructure upgrades across all COM-FSM campuses.

As a result, COM-FSM is now in a significantly stronger and more stable operational position with modernized infrastructure expected to support institutional operations for the next 7-10 years.

### MIP Cloud Migration & Administrative System Improvements

#### Migration to MIP Cloud

- A full transition from on-premise MIP infrastructure has been completed, moving to the MIP Cloud environment.
- Currently, our Business Office team is testing and validating all operations and functionalities.
- Cloud migration has improved:
  - Accessibility
  - Reliability
  - Disaster recovery readiness
  - Long-term system sustainability

**CONTINUATION ON PAGE 2**

## CONTINUATION FROM PAGE 1

### Employee Self-Service Enhancements (Trial)

- Successfully implemented online pay voucher access for employees of the College.
  - All employees will soon be able to securely access payroll-related documents electronically, improving accessibility and reducing paper-based processes.

### Online Leave Application (Trial)

- Initiated trial implementation of an online leave application system.
  - Current testing aims to streamline workflow processing and improve efficiency for supervisors, HR, and employees.

## AI Integration & Innovation Initiatives

### Deployment of COM-FSM AI System

- Successfully deployed COM-FSM's internally managed AI system.
- Integrated the AI platform with Moodle for educational use.

### AI Pilot in Courses

- AI-assisted feedback capabilities are currently being piloted in selected courses.
- The system is being used to provide automated formative feedback on student assessments and assignments to support teaching and learning.

### Future AI Development

- Continued evaluation of responsible AI usage guidelines, governance, and future expansion opportunities for administrative and instructional support.

## Student Information System (SIS) Development

### FMI SIS Integration Initiative

- Work is underway to integrate FMI Campus operations into the COM-FSM Student Information System (SIS).
- The initiative aims to address long-standing operational challenges resulting from FMI not previously utilizing a centralized SIS platform for:
  - Student records
  - Grading
  - Academic history
  - Enrollment tracking

This project is expected to significantly improve data management, reporting consistency, and academic administration processes for FMI.

### SIS Support & Improvements

- Continued support and maintenance for SIS version 2.10.
- Improved reporting processes and data validation activities.
- Continued planning for future system modernization and integration enhancements.

### Cybersecurity & Compliance

- Continued strengthening endpoint security and email protection systems.
- Enhanced monitoring of phishing attempts and suspicious account activities.
- Continued backup verification and disaster recovery readiness reviews.
- Improved system governance and account management practices.

CONTINUATION ON PAGE 3

## IT Support & Operational Services

- Continued providing daily IT operational support across all campuses, including:
  - Computer labs
  - Classroom technologies
  - Faculty and staff systems
  - Student support services
  - Zoom and hybrid meeting support
- Supported institutional events, meetings, and administrative operations requiring technical services.

## Plans for Next Quarter (July – September 2026)

- Continue remaining network modernization projects including switches, routers, and cabling upgrades.
- Expand deployment and evaluation of COM-FSM's AI-assisted Moodle integration.
- MIP cloud activities, user support and online workflow automation initiatives.
- Progress FMI integration into the COM-FSM SIS environment.
- Strengthen cybersecurity awareness and incident response capabilities.
- Expand PowerBI institutional analytics and reporting tools.
- Continue improving Google Workspace governance, automation, and security.
- Further enhance disaster recovery and backup verification procedures.

## Conclusion

The April to June 2026 quarter marked a major milestone in COM-FSM's technology modernization efforts with the successful completion of campus server infrastructure upgrades institution-wide.

Significant progress was also achieved in cloud migration initiatives, AI integration into teaching and learning, employee self-service systems, and enterprise application modernization. These initiatives continue positioning COM-FSM for improved operational efficiency, enhanced student services, and long-term technological sustainability.



**OFFICE OF INSTITUTIONAL  
EFFECTIVENESS (OIE)**



**Prepared for: Board of Regents Meeting – June 2026**  
**Submitted by: Malintha N. Perera, Institutional Researcher**

Thank you for the opportunity to provide an update on the activities and accomplishments of the Office of Institutional Effectiveness (OIE) since the last quarterly report presented to the Board of Regents (BOR). OIE remains committed to supporting the college's mission through timely data reporting, institutional research, and the continuous enhancement of data-informed decision-making processes across the institution.

As part of its ongoing responsibilities, OIE continues to respond to a wide range of institutional data requests. In addition, the Institutional Researcher (IR) has continued enhancing the college's Power BI dashboards to improve data accessibility, visualization, and analytical capabilities for administrators, faculty, staff, and the public.

CONTINUATION ON PAGE 4

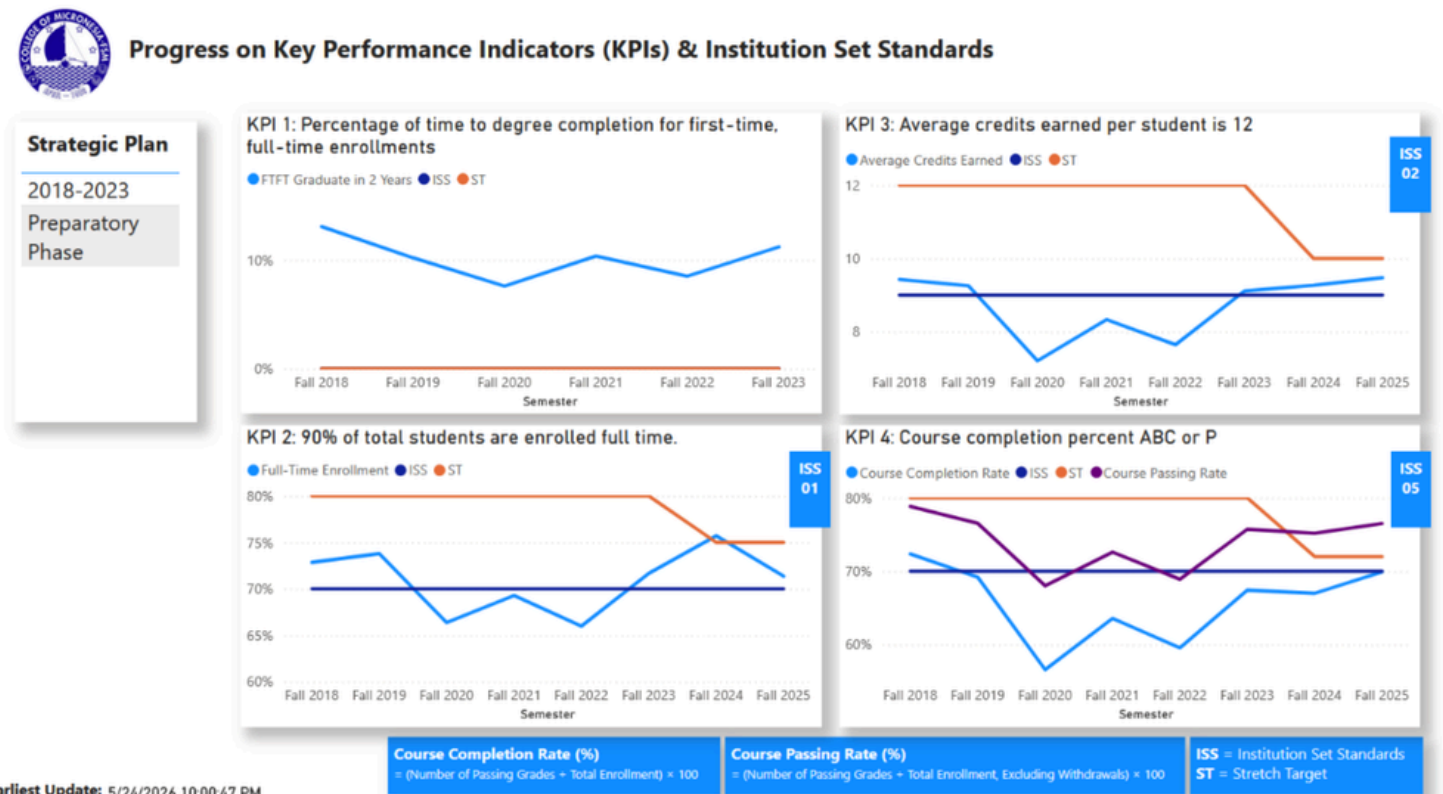
**CONTINUATION FROM PAGE 3**

As part of its ongoing responsibilities, OIE continues to respond to a wide range of institutional data requests. In addition, the Institutional Researcher (IR) has continued enhancing the college’s Power BI dashboards to improve data accessibility, visualization, and analytical capabilities for administrators, faculty, staff, and the public.

Beyond regular reporting responsibilities, the IR provided several specialized reports in response to the recent storm/typhoon impacts in Chuuk. These reports were prepared for Vice Presidents and Deans to support institutional planning and emergency response efforts. The data helped identify affected students and instructors, enabling leadership to make informed decisions regarding academic support, operational planning, and recovery efforts.

Furthermore, following the BOR-approved revisions to the Key Performance Indicators (KPIs) within the current Strategic Plan, the IR implemented the necessary updates to the Power BI KPI dashboards. Significant progress has been made toward the development of a comprehensive KPI Monitoring Dashboard that will include all 27 institutional KPIs. To date, 12 KPIs have been successfully integrated into the dashboard, with ongoing efforts focused on completing the remaining indicators and further improving dashboard functionality and reporting capabilities.

Below are selected screenshots of the KPI Monitoring Dashboard demonstrating the current progress and development.



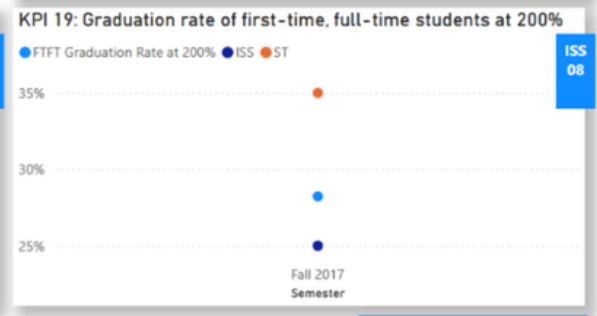
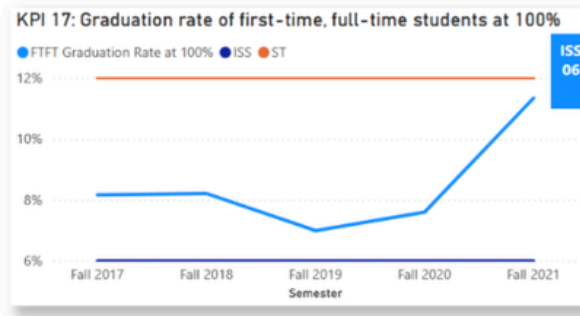
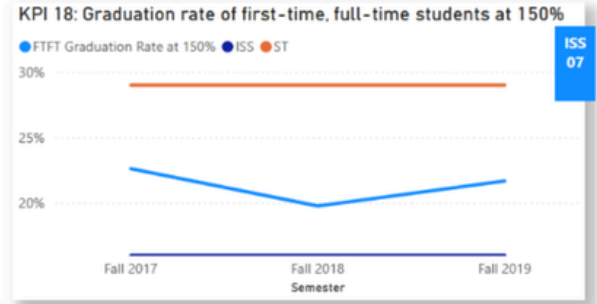
**CONTINUATION ON PAGE 5**



Progress on Key Performance Indicators (KPIs) & Institution Set Standards

**Strategic Plan**

- 2013-2017
- 2018-2023
- Preparatory Phase



Earliest Update: 5/24/2026 10:00:47 PM

Graduation rates are calculated using the IPEDS First-Time, Full-Time (FTFT) cohort.

ISS = Institution Set Standards  
ST = Stretch Target



Prepared for: Board of Regents Meeting – June 2026  
Submitted by: Rencelly Nelson, Workforce Development Office

Spotlight Training Summary

Date	Topic	Participants	Males	Females	Full-Time	Part-Time
4/15/26	Acting Designation AP	4	1	3	4	0
5/13/26	Communication & Teamwork	13	3	10	12	1
5/21/26	Critical Thinking	16	3	13	13	3
5/27/26	Communication & Teamwork	14	5	9	11	3
<b>Total</b>	<b>4 Groups</b>	<b>47</b>	<b>12</b>	<b>35</b>	<b>40</b>	<b>7</b>

Mental Health Awareness & Suicide Prevention Training Summary

• Student Groups

Date	Group	Participants	Males	Females
4/17/26	Yap Campus Students	30	10	20
4/20/26	FSM-FMI Students	33	33	0
<b>Total</b>	<b>2 Groups</b>	<b>63</b>	<b>43</b>	<b>20</b>

Assisted with College’s Workforce Assessment Needs Project

Conducted focus groups

Date	Group	State/Campus Site
4/29/26	Student Group	Pohnpei, National Campus
4/30/26	Student Group	Pohnpei, National Campus
5/26/26	Student Group	Kosrae, Kosrae Campus
5/26/26	Community Group	Kosrae, Kosrae Campus



Prepared for: Board of Regents Meeting – June 2026  
 Submitted by: Juan Paulo Santos, Communication & Media Director

Executive Summary

The Communication and Media Office (CMO) continues to elevate and advance the College’s brand identity while enhancing institutional information dissemination across all primary media platforms—including the Kamorale Sharks Newsletter, Kpress, and official social media channels.

Notably, in March 2026, the CMO produced and launched a targeted social media video campaign in response to the devastation caused by Typhoon Sinlaku in Chuuk. This initiative, which **compiled solidarity messages** from across the COM-FSM National Campus community, achieved significant digital engagement, securing nearly **50,000 views and approximately 5,000 engagements on Facebook alone.**

**MEDIA PUBLICATIONS**

1. The **Kamorale Sharks Newsletter** is the college's definitive information hub, keeping the College Community and its Stake holders informed on all the latest developments across all campuses.



**COM-FSM at The ACCT National Legislative Summit 2026**

The College of Micronesia-FSM was represented at the 2026 Association for Community College Trustees (ACCT) National Legislative Summit in Washington D.C. by Board of Regent Chairwoman Lynn Sonden, Regent Steven George and President, Dr. Theresa Korolukova. Roundtable seminars, thought-provoking general sessions, leadership and new trustee academies, plenary speakers and focus group discussions were some of the highlights that characterized the four-day summit from February 8-11, 2026. Of special note was the participation and contributions of several student trustees from across the ACCT region. The Student Trustee Advisory Committee meeting and Student Advocacy Workshop enabled student trustees to use "research-based advocacy, communicate clear values to potential allies" and strengthen collaborative partnerships.

Reports by the Summit organizers placed the total number of participants at 1600 with the COM-FSM representation being the only one from the Pacific Islands' region. The program started for COM-FSM with the "New Trustees Academy" on February 8, 2026. The full-day program focused on "Governance, Consultation" and "Administration" as the guiding pillars on which a Community College Board can develop policies, procedures and practices for carrying out their responsibilities with integrity and transparency.

Scenario-based, discussion groups enhanced the participants' understanding in real-life situations which were very well facilitated. Featured speakers at the Summit included the Under Secretary of Education, Nicholas Kent and Monu Raju a senior congressional correspondent at CNN covering Capitol Hill and congressional politics. The opening general session on "Perspectives on the higher education landscape" highlighted the "resilient skills with the restructuring of the U.S. Department of Education and altered funding practices".



COM-FSM Team (right to left): Chairwoman Lynn Sonden, Regent Steven George & President, Dr. Theresa Korolukova board the ACCT National Legislative Summit very informative and instructional. Networking and exploring further opportunities for Board training were also very helpful since new Regents have already been appointed.

The session on "Workforce Pair" drew considerable interest as colleges prepare to launch their programs designed to optimize this new source of funding. Adopting to rapidly changing funding and governance legislation and policies characterized much of the discussions throughout the Summit. Another major area of discussion focused on "legislative priorities" in relation to higher education. The priorities are listed below:

- Strengthen the Bedrock of Student Financial Aid: Full Grants;
- Support programs and policies that boost community colleges as economic engines;
- Bolster the role of community colleges in Workforce Development;
- Strengthen accountability and transparency; and
- Join the House Community College Caucus.

In the last two days of the Summit, time was allocated so that community college trustees and senior administrators could meet and lobby with their representatives on Capitol Hill.

**COM-FSM Celebrates 33rd Founding Day**

The spirit of the College of Micronesia-FSM (COM-FSM) was on full display this past Wednesday, April 1, 2026, as students, faculty, and staff gathered at the PCS track and field to celebrate the college's 33rd Founding Day.

Despite the rain, the atmosphere remained electric. This year's festivities pivoted toward a heavy focus on athletic competition, bringing together the college's diverse campus community for a day of spirited rivalry and camaraderie.

The celebration kicked off with a vibrant march, where participants braved the weather to represent their respective student organizations. The procession featured:

- KSD: Kosrae Student Organization
- Chuukik: Chuuk Student Organization
- PSD: Pohnpei Student Organization
- Yag: Student Organization
- The Purple Team: Representing the Career & Technical Education Center (CTEC)



The PCS track and field became a hub of high-energy competition. Students pushed their physical limits in traditional track events and local favorites, including 100M and 200M Track & Field marathons, the long jump, and traditional Fun Games such as the Sack Race, the high-speed Bamboo Race, and the crowd-favorite Tag-o-War.

Beyond the athletic feats, the day served as a platform for profound gratitude. A major highlight of the ceremony was the presentation of a Certificate of Appreciation to Mr. Kembo Mido and Mrs. Cherrie Mido.

The couple made a generous \$10,000 donation to the COM-FSM Endowment Fund, a gift aimed at securing the long-term educational future of the nation's youth.

More Founding Photos on Page 4

**COM-FSM Welcomes New Regents Representing Chuuk and Kosrae**

On behalf of the Board of Regents, students, faculty, and staff, the College of Micronesia-FSM (COM-FSM) is proud to announce the appointment of two distinguished professionals to its Board of Regents: Regent Roger Arnold from the State of Chuuk and Regent Steven George from the State of Kosrae join the leadership team, bringing a wealth of economic expertise and a steadfast commitment to the College's mission.



Regent Roger Arnold (Representing Chuuk State) & Regent Steven George (Representing Kosrae State)

The appointment of Regents Arnold and George strengthens the Board's ability to navigate the fiscal and developmental goals of the College.

Regent Roger Arnold (Representing Chuuk State) Since 2018, Regent Arnold has served on the Chief Economist for the Chuuk State Government in this capacity, he oversees the compilation of annual economic reports, spearheads the state's budget preparation, and evaluates economic development initiatives. His deep understanding of public finance and strategic planning will be invaluable to the College's growth.

Regent Steven George (Representing Kosrae State) Currently serves as a Staff Economist with the Economic Management Policy Advisory Team under the FSM Department of Economic Affairs. His role in national economic policy provides a vital perspective on the intersection of education and workforce development across the Federated States of Micronesia.

Their leadership, wisdom, and tireless advocacy have played a pivotal role in the advancement of our institution. The College has been greatly enriched by their contributions, and we wish them the very best in their future endeavors.

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



**COM-FSM FACULTY COMPLETE INTENSIVE STEP-UP TRAINING**

Five faculty members from the College of Micronesia-FSM (COM-FSM) are bringing cutting-edge scientific expertise back to their classrooms after successfully completing the Short-Term Research Experience Program to Unlock Potential (STEP-UP) training.



The intensive four-day program, which ran from March 17-20, 2026, represents a significant leap forward in the college's mission to modernize science education across its campuses.

By prioritizing the mastery of the scientific method, educators are refining the core processes of hypothesis testing and data analysis to ensure academic rigor. This effort is bolstered by technological integration, as faculty utilize specialized laboratory equipment provided through the University of Hawaii's STEP-UP Program. Ultimately, these advancements feed into a more dynamic curriculum design, allowing instructors to develop hands-on activities that successfully translate complex scientific theories into tangible, practical experiences for their students.



Photo Courtesy: STEP-UP Program

By bridging the gap between textbook theory and laboratory practice, the STEP-UP program ensures that COM-FSM students have access to a more rigorous, modern scientific education.

The University of Hawaii partnership provides not only the training but also the physical tools necessary to conduct high-level research right here on the FSM.

As these five educators return to their respective labs, the ripple effect of this training is expected to foster a new generation of local scientists, equipped with the skills to compete on a global stage.

National Campus	Chuuk Campus	PSD Campus	Yag Campus
PO Box 139 Kororua, Pohnpei, FSM 96941 Phone: (811) 230-2480 Fax: (811) 230-2478 E-Mail: nat@comfsm.edu.fh	PO Box 679 Chuuk, Chuuk, FSM 96942 Phone: (811) 230-2489 Fax: (811) 230-2508 E-Mail: chuuk@comfsm.edu.fh	PO Box 1066 Pohnpei, Pohnpei, FSM 96943 Phone: (811) 230-2484 Fax: (811) 230-2493 E-Mail: psd@comfsm.edu.fh	PO Box 37 Kororua, Pohnpei, FSM 96941 Phone: (811) 230-2481 Fax: (811) 230-2492 E-Mail: yag@comfsm.edu.fh
CTEC Campus	Yap Campus	None Campus	None Campus
PO Box 614 Kororua, Pohnpei, FSM 96941 Phone: (811) 230-2491 Fax: (811) 230-2494 E-Mail: pohnpei@comfsm.edu.fh	PO Box 414 Kororua, Yap, FSM 96943 Phone: (811) 230-2495 Fax: (811) 230-2496 E-Mail: yap@comfsm.edu.fh	PO Box 614 Kororua, Pohnpei, FSM 96941 Phone: (811) 230-2491 Fax: (811) 230-2494 E-Mail: pohnpei@comfsm.edu.fh	PO Box 614 Kororua, Pohnpei, FSM 96941 Phone: (811) 230-2491 Fax: (811) 230-2494 E-Mail: pohnpei@comfsm.edu.fh



**COM-FSM Celebrates 33rd Founding Day**



**EARLY AND REGULAR REGISTRATION FOR SUMMER 2026**

**Early Registration APR 20 - APR 24, 2026**

**Regular Registration JUNE 1 - JUNE 2, 2026**

**First Day of Instruction JUNE 8, 2026**

National Campus	Chuuk Campus	PSD Campus	Yap Campus
PO Box 139 Kororua, Pohnpei, FSM 96941 Phone: (811) 230-2480 Fax: (811) 230-2478 E-Mail: nat@comfsm.edu.fh	PO Box 679 Chuuk, Chuuk, FSM 96942 Phone: (811) 230-2489 Fax: (811) 230-2508 E-Mail: chuuk@comfsm.edu.fh	PO Box 1066 Pohnpei, Pohnpei, FSM 96943 Phone: (811) 230-2484 Fax: (811) 230-2493 E-Mail: psd@comfsm.edu.fh	PO Box 37 Kororua, Yap, FSM 96943 Phone: (811) 230-2495 Fax: (811) 230-2496 E-Mail: yap@comfsm.edu.fh
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**COM-FSM CELEBRATES 83RD COMMENCEMENT EXERCISES AND GRADUATION CEREMONY**

PAIKIKIR, Pohnpei — The College of Micronesia-FSM (COM-FSM) celebrated a monumental milestone on May 15, 2026, hosting its 83rd commencement exercises and graduation ceremony for the Spring 2026 class at the FSM-China Friendship Sports Center.

Following a thorough degree audit, the college proudly conferred degrees and certificates upon 124 graduates across 23 academic programs, representing an impressive 88 percent success rate of potential program completers from the participating campuses.



The honors breakdown includes:

- 1 Summa Cum Laude (4.00 Cumulative GPA)
- 2 Cum Laude (3.50 to 3.69 Cumulative GPA)
- 16 students named to the President's List
- 8 students named to the Dean's List
- 3 students named to the Honor Roll

In her welcome remarks, COM-FSM President Dr. Theresa Korolukova highlighted the diverse achievements of the graduating class, which drew students from across the region:

- National Campus: 86 graduates
- Career and Technical Education Center (CTEC): 30 graduates
- Kosrae Campus: 8 graduates

The Spring 2026 cohort demonstrated exceptional academic standards, with 37 graduates recognized for outstanding scholastic achievement.

Leading the class are five Valedictorians—associate program graduates who achieved a perfect 4.00 cumulative GPA—and one Salutatorian, representing the second-highest cumulative GPA in the associate program.

National Campus	Chuuk Campus	PSD Campus	Yap Campus
PO Box 139 Kororua, Pohnpei, FSM 96941 Phone: (811) 230-2480 Fax: (811) 230-2478 E-Mail: nat@comfsm.edu.fh	PO Box 679 Chuuk, Chuuk, FSM 96942 Phone: (811) 230-2489 Fax: (811) 230-2508 E-Mail: chuuk@comfsm.edu.fh	PO Box 1066 Pohnpei, Pohnpei, FSM 96943 Phone: (811) 230-2484 Fax: (811) 230-2493 E-Mail: psd@comfsm.edu.fh	PO Box 37 Kororua, Yap, FSM 96943 Phone: (811) 230-2495 Fax: (811) 230-2496 E-Mail: yap@comfsm.edu.fh
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The ceremony also highlighted the success of specialized, collaborative educational pathways. Ten graduates were awarded the Pam Foster Career Diplomas in the Dental Assistant Program. This initiative is a joint effort between the college's Doctors and Dentists for Tomorrow (DDFT) Program and the Hawaii Pacific Basin Area Health Education Center. Notably, these 10 graduates completed this technical diploma while concurrently enrolled in COM-FSM's Associate of Arts in Liberal Arts/Health Careers Opportunity Program and the Associate of Science in Nursing.

The high-profile event drew an estimated crowd to celebrate the graduates' achievements, attended by international dignitaries, national and state government officials, and revered traditional leaders. They were joined by a vibrant audience of more than 500 people, including proud family members, friends, and community supporters who gathered to witness the momentous occasion.

GRAPHIC DESIGNING

3. **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.

**83<sup>rd</sup> COMMENCEMENT EXERCISES & GRADUATION CEREMONY**  
 May 15, 2026 | 9:00AM  
 Main Gym, FSM-China Friendship Sports Center  
 Guided by our Roots: Rising to Greater Heights  
 Theme of the Graduating Classes of Spring 2026  
 Commencement Speaker: Ms. Yolanda Job Mori, Chief of Staff, Office of the President, Government of the FSM, COM-FSM Alumna (Liberal Arts, Fall 2010)  
 ACCESS. INNOVATION. RESILIENCE

**EARLY AND REGULAR REGISTRATION FOR SUMMER 2026**  
 Early Registration: April 20 - April 24  
 Regular Registration: June 1 - June 2, 2026  
 First day of instruction: June 8, 2026  
 Last day to add/drop courses: June 9, 2026  
 FOR MORE INFORMATION: Please contact the Admissions Office or The Office of the Registrar at (691) 320-2480 extension 135 or (691) 320-2055

**33<sup>rd</sup> Founding Day Celebration**  
 APRIL 1, 2026 | 8:30AM  
 PICS Track & Field, Kolonia, Pohnpei  
 Honoring our Heritage, Securing our Future: 33 Years of Resilience.

**33<sup>rd</sup> Founding Day Celebration**  
 APRIL 1, 2026  
 STARTS 08:30AM  
 PICS TRACK & FIELD, KOLONIA, POHNPEI  
 Honoring our Heritage, Securing our Future: 33 Years of Resilience.

**College of Micronesia-FSM**  
 YAP | CHUUK | POHNPEI | KOSRAE  
**Fact Book**  
 2025-2026  
 ACCESS. INNOVATION. RESILIENCE.  
 College of Micronesia-FSM is accredited by the Accrediting Commission for Community and Junior Colleges, Western Association of Schools and Colleges, 426 J Street, Suite 400 Sacramento, CA 95814 (415) 506-0234, an institutional accrediting body recognized by the Council for Higher Education Accreditation and the U.S. Department of Education.

**MENTAL HEALTH WORKSHOP FOR STUDENTS**  
 Self care  
 March 16, 2026  
 1:00PM - 2:00PM  
 MITC National Campus  
 For more information Contact: WORKFORCE DEVELOPMENT OFFICE, rancelly@comfsm.edu.fm

## VIDEO PRODUCTION

**3. Video Productions :** The Communications and Media Office in collaboration with Media Arts Club produced the following videos.

- **Kamorale Sharks News & Current Affairs Episode Episode 4**



- **#ChuukStrong Video**



**50K  
VIEWS**

## FUTURE PLANS

- **College-Wide Uniform for Faculty and Staff :** Implementing a college-wide uniform for faculty and staff can be a powerful strategic move, especially for an institution like the College of Micronesia-FSM that is deeply committed to community success, professionalism, and continuous improvement.

In an educational environment spanning multiple campuses across different states (Pohnpei, Chuuk, Yap, and Kosrae), a uniform **acts as a powerful equalizer and unifier**.

When faculty and staff wear a cohesive, thoughtfully designed uniform—ideally one that incorporates traditional Micronesian design elements or patterns alongside the college colors—it **bridges geographic and cultural distances**. It **sends a clear message to students that, despite being spread across an ocean, the college operates as one unified team dedicated to their success**. For students, seeing their instructors and mentors present themselves with this level of shared intent builds a deep sense of stability, respect, and belonging.

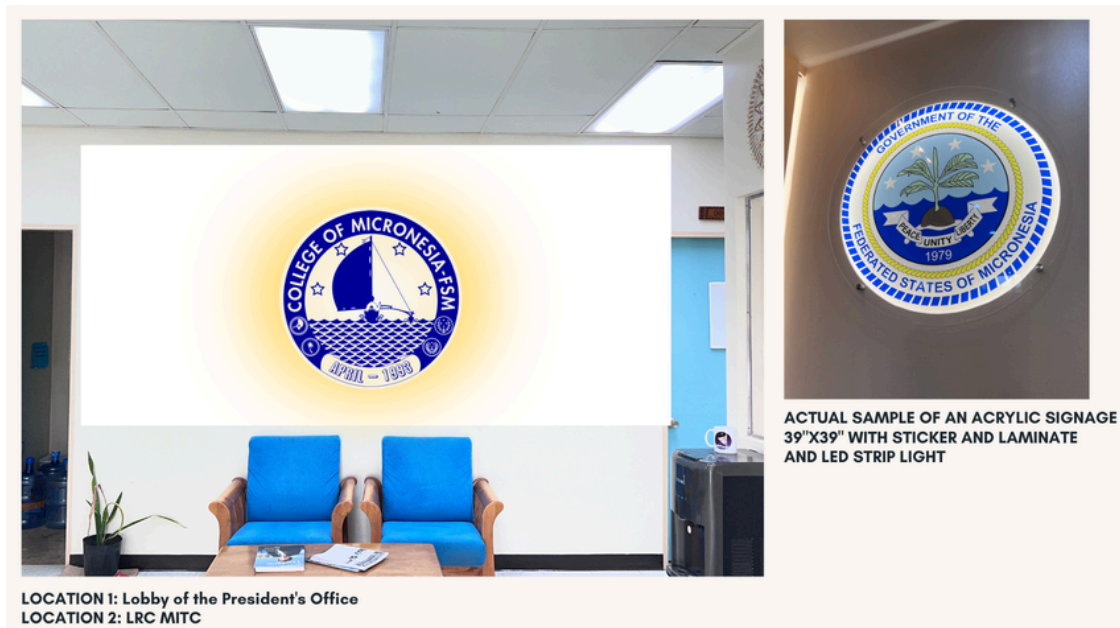
Faculty and staff are the primary ambassadors of the college. When they attend public forums, off-island meetings & conferences, community outreach programs, or cross-island events in a distinct uniform, they create a highly visible, **walking billboard for the COM-FSM brand**. Below are a few **samples inspired by the Ocean and traditional symbols**.



- As part of the **COM-FSM Brand Strengthening Campaign**, CMO proposes the installation of Acrylic Signage with Led Light Strip Light at the President's Office Lobby and MITC Entrance. This initiative aims to elevate the College's visual brand environment of the campus.

The President's Office lobby is the primary gateway for VIPs, national leaders, international envoys, and potential donors. Moving away from standard printed or static signs to sleek, LED-backlit acrylic sends an immediate signal of professionalism, modernization, and institutional maturity. It tells visitors that COM-FSM is an forward-thinking, well-curated institution from the moment they step through the door.

The National Campus will be the pilot project; this initiative will also be applied to all state campuses and CTEC.



- Establishing an Alumni ID:** CMO will work with IAEA Executive Director Manny Mori to execute this initiative. This initiative strengthens the College of Micronesia-FSM by establishing a sustainable financial stream and fostering a more vibrant campus community. By funneling 100% of the membership fees directly into the Endowment Fund, the program actively builds the college's long-term financial security and funding capacity for future student resources. Simultaneously, it transforms the campus into a multigenerational hub, bringing accomplished graduates back into the Learning Resource Center, gym, and dining hall. This increased alumni presence not only boosts bookstore merchandise visibility in the community but also creates invaluable, organic networking and mentorship opportunities for current students walking the same halls.

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

ALUMNI

Name : **Melanie Santos**

D.O.B : 11/12/1993

Address : Kitti, Pohnpei

Major : HCOP

Year Graduated : 2018

Valid Date  
11/12/2030

**END OF REPORT**