



COLLEGE OF MICRONESIA – FSM  
**HUMAN RESOURCES COMMITTEE**

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P. O. Box 159 Kolonia, Pohnpei  
Federated States of Micronesia 96941

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**Memorandum**

For : Ms. Rencelly Nelson  
Director  
Human Resources Office  
College of Micronesia-FSM

From : George Mangonon (Sgd.)  
Chair  
Human Resources Committee

Subject : HRC Review of the Standard III.A Human Resources Write-up, etc.

Date : October 6, 2015

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Hereunder are the Human Resources Committee's preliminary comments on the Standard III.A Human Resources write-up in order to validate some points in there, to wit:

**1) On III.A.7 Evidence of Meeting the Standard**

There is a concern on the statement that says: "...the full time core faculty is sufficient to assure program delivery, quality and completion".

It was a consensus of the committee members to ask your office to verify from the Instructional Affairs' office if there was really sufficient number of faculty during the periods subject in the report. This will clarify the issue of whether there is or there is not a sufficient faculty to assure program delivery, quality and completion. Afterward, a dialogue or a sort of information dissemination should be conducted to all concern so there could be one understanding on the matter and when the visiting team conducts validation of the evidences presented on the report through interviews with the college community, the response that they get is aligned to the report.

Under the same sub-section, it was noted that on the item "Summary /Conclusions", it mentioned "None". The concern is, why write "None" when there are numerous discussions under the sub-section.

The table below this sub-section made mention of "III.A.7" repeatedly but no qualification was mentioned.

**2) On Dates**

The dates used all over the report should be checked and be made uniform, as the report speaks of a time frame as the basis for the data used to support evidences.

### **3) Duties for Part-Time Faculty listed on page 6**

It was noted that some duties were written repeatedly.

Also, the committee reached a consensus to clarify the line of duty compensation – no benefit for special contracts. Special contracts are not to be over one year, but many contracts allegedly have been renewed after the term is over. The committee would like to know if this problem has been addressed.

For your consideration.