

April 29, 2011

To: Chairman of the College of Micronesia-FSM Board

Thru: President of the College of Micronesia-FSM _____

From: President of the Faculty/Staff Senate *Faustino Yarofaisug*

Subject: Report to the Board of the College of Micronesia-FSM

Following is a descriptive summary of issues and a request to be added to the "To Do List" that the executive committee of the Faculty/Staff Senate would like to share and presents to the Board. The Senate met and agreed to submit the issues to the Board.

1. Faculty and Staff *dissatisfaction on the way that the Job Audit recommendation and the Streamlining Committee Decisions were implemented.* The executive committee of the Senate received many complaints from the college employees regarding the secrecy surrounding the handling and implementation of both the Job Audit recommendation and the Streamlining Committee's decision. The Senate felt that in the process to implement the recommendation, there was a lack of transparency. College leaders should have sent out a general warning communication regarding what was to come so that people are aware of it. The impacted employees were notified about their lay off when they were served with the memorandum. Many of the affected employees felt indignant on how they were treated by the college.

2. Implementation of the New Governance Structure. The senate felt that the college has not done the necessary preparatory work before the implementation of the new governance structure. Head of divisions and chairs of divisions received a new memorandum this week from the administration to start following the new governance structure. Many felt that there should be some consultations and training on the new structure before its implementation. The Senate therefore requests that in-depth dialogue be held between offices at the state and the national campus on the new governance structure and training be conducted.

Both of the issues above highlighted the continued need to improve communication between the decision making body of the college and the college stakeholders.

3. The Senate would like to request the College of Micronesia-FSM Board of Regents to consider putting the faculty summer compensation to the college To Do List so that it has a definitive timeline to be resolved. There is an ad hoc committee created by the administration that is currently working on the faculty summer compensation, but there is no timeline as to

when will this outstanding issue will be resolved. Adding it to the college To Do List will add an urgency to resolve the summer compensation.

With the aforementioned issues and request, I would thank you sincerely thank you on behalf of the Senate Officers for your time and understanding.

Thank you

Faustino Yarofaisug
President
Faculty/Staff Senate