

Palau Community College

2014 Annual Report



Accredited by Accrediting Commission for Community and Junior Colleges of the
Western Association of Schools and Colleges

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President's Letter



On behalf of the entire Palau Community College (PCC), I am once again pleased to present to you our constituents, supporters, and colleagues the 2014 Annual Report which emphasizes activities and undertakings during the past year.

This report is intended to disclose key activities in support of the College's Mission Statement: Palau Community College is an accessible public educational institution helping to meet the technical, academic, cultural, social, and economic needs of students and communities by promoting learning opportunities and developing personal excellence.

As we continue to build upon our dedication to serve you and many accomplishment across our campus, , it is important that we continue to engage in a concerted and active effort to instill in our community the notion that economic prosperity is dependent upon the skill and training of our workforce.

We are proud to be in the forefront of higher education serving our young Republic and we look forward to working with you in the future as we continue our effort to build knowledge and improve employability skills to enable our nation's workforce to meet community and global job market demands.

We thank you once again for your continued support and commitment.

Ke Kmal Mesulang.

Patrick U. Tellei EdD
President

.

Board of Trustees



MASA-AKI N. EMESIOCHL
CHAIRMAN



REV. BILLY G. KUARTEI
VICE CHAIRMAN



LISA K. ABRAHAM-RENGEHEL
SECRETARY/TREASURER



EMAIS E. ROBERTS, MD
TRUSTEE



JEMMY BLELAI
TRUSTEE



DIZZETTE U. DOLMERS
STUDENT TRUSTEE

The Board of Trustees guides Palau Community College in carrying out its institutional commitment to meet its vision, mission, and to accomplish its goals as stated in the 15-Year Institutional Master Plan. It provides stability and ensures continuity to the institution by protecting the College from political and external pressures. It sets institutional policies and works with the College President to champion excellence and innovation for generations of students in Palau and the Micronesian region.

The Board of Trustees believes in advocating higher education opportunity to equip students with the academic skills needed to transfer to four-year colleges and universities, and to enhance technical skills to meet workforce expectations in rapidly changing local and global job markets.

The Student Trustee is a voting member elected by the student body to represent the students in the College's governing body.

History

1927 - 1944 Mokko School
Japanese Administration

1948 - 1955 Palau Intermediate School
Mr. Sadang N. Silmai, First Principal
Palau District - Trust Territory of the Pacific Islands

1955 - 1968 Palau Vocational School
Mr. Sadang N. Silmai, Principal
Palau District - Trust Territory of the Pacific Islands

1968 - 1970 Micronesia Occupational Center
Mr. Max Jones, Director
Palau District - Trust Territory of the Pacific Islands

1969 - 1977 Micronesia Occupational Center
Mr. Wilhelm R. Rengiil, Deputy Director
Palau District - Trust Territory of the Pacific Islands

1970 - 1972 Micronesia Occupational Center
Mr. Norval Marsh, Director
Palau District - Trust Territory of the Pacific Islands

1972 - 1986 Micronesia Occupational College
Mr. Wilhelm R. Rengiil, President
Palau District - Trust Territory of the Pacific Islands

1981 Micronesia Occupational College
Mr. Henry J. Hoff, President
Palau District - Trust Territory of the Pacific Islands

1986- Micronesia Occupational College
Rev. Billy G. Kuartei, Interim President
Member, College of Micronesia Board of Regents

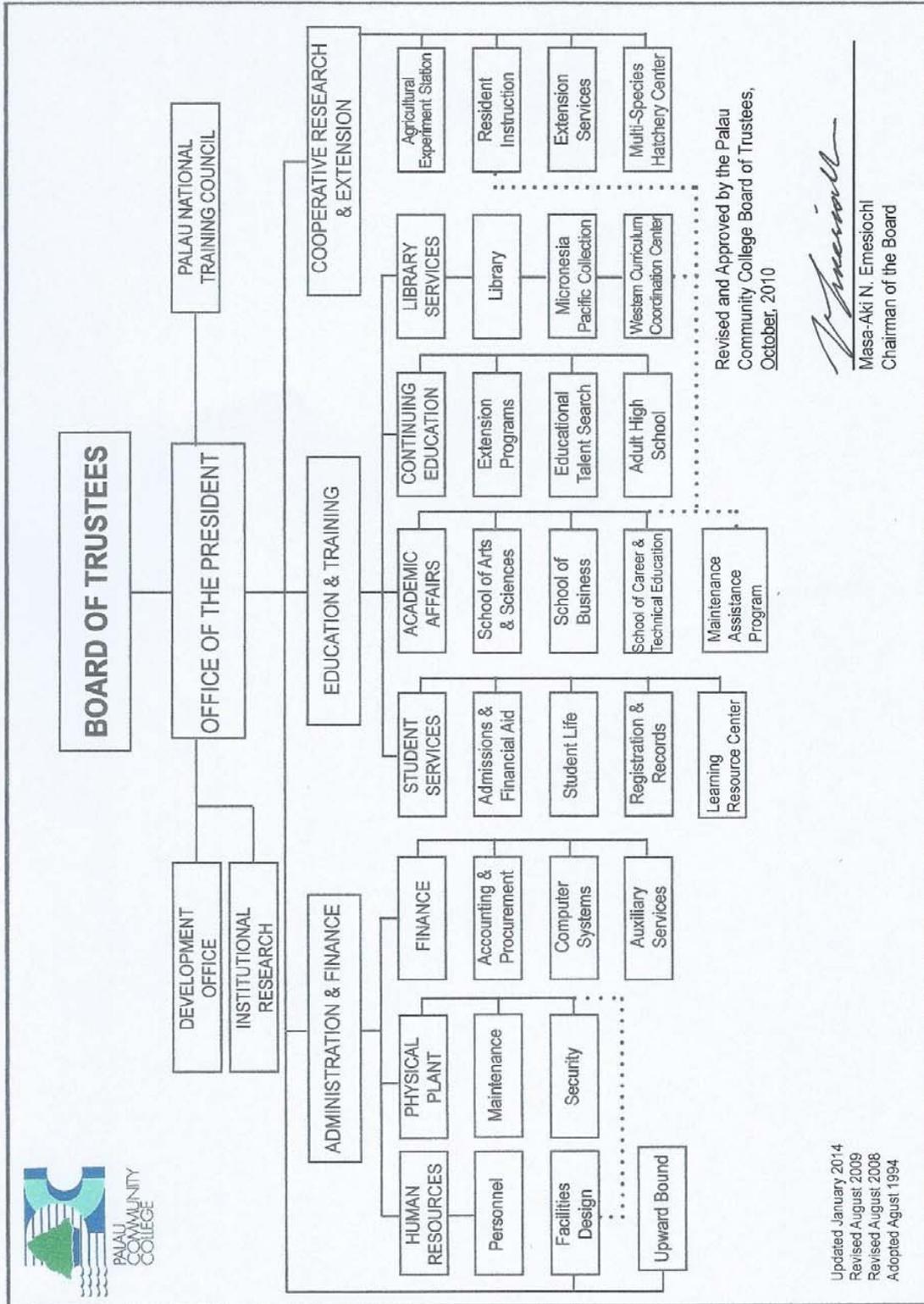
1986 - 1997 Micronesia Occupational College/Palau Community College
Mr. Francis M. Matsutaro, President

1993
Palau Community College was officially Inaugurated under the Republic of Palau Public Law (RPPL) 4-2

1998
Mr. Mario H. Katosang, Interim President

1999 - Present
Dr. Patrick U. Tellei, President





Revised and Approved by the Palau
Community College Board of Trustees,
October, 2010

Masa-Aki N. Emesioch
Masa-Aki N. Emesioch
Chairman of the Board

Updated January 2014
Revised August 2009
Revised August 2008
Adopted August 1994

VISION - *Where We Want To Be*

We guarantee quality and excellence.

MISSION - *Who We Are and What We Do*

Palau Community College is an accessible public education institution helping to meet the technical, academic, cultural, social, and economic needs of students and communities by promoting learning opportunities and developing personal excellence.

UNIFYING PRINCIPLES
How We Behave (Semesemel a Ureor)
Teamwork - Oba tal tekoi
Quality Services - Kot el ngarbab lomeruul
Open Communication - Diaka berotel
Managing with Goals - Ulterkokl olengcheled
Promoting Leadership - Oldubech a kedul a dereder
Integrity and Loyalty - Melemalt e melangesmad
Community Ownership - Tekoi el buai
Continuous Improvement - Ouelangch ra melemolem el klungiolel a tekoi
Creativity and Innovation - Sebrakl, ituuk, e melasm a tekoi
People & Respect for Others - Omengull ra tang ma tang el chad

PCC

15-YEAR

INSTITUTIONAL MASTER PLAN

2009-2024

Strategic Directions

The Institutional Master Plan provides the direction of the College to enhance and provide more programs and services as well as the structural improvement of facilities for student access and success. The Plan also clarifies the vision directions of integrated planning and decision making as the College leadership and all College entities work together to achieve college-wide improvements and build endowment capacity.

Strategic Direction 1: Student Success

PCC will intensify its effort to enhance existing programs and services, as well as develop new ones, all in an effort to improve student success.

Strategic Direction 2: Institutional Culture

The institutional culture of PCC will be one that embraces planned changes to continually improve and links the mission and vision in guaranteeing quality and excellence.

Strategic Direction 3: Resources

The College will diversify and increase resources to provide quality programs and services, facilities, technology, and human resources to support its mission and goals. The College will be prudent in the allocation of resources to support operations and in support of its short, medium and long range plans in line with the strategic directions and mission of the College.

Strategic Direction 4: Culture of Evidence

The College will provide data driven assessment which generates accurate and reliable information, identify specific evidence of its efforts in strategic areas, analyze that evidence, and use its findings to make planning and resource allocation decisions as the basis for continuous improvement.

Institutional Learning Outcomes (ILO)

ILO 1: Critical Thinking & Problem Solving

Analyze and solve problems by using informed judgment based on evidence, sound reasoning and/or creativity to differentiate facts from opinions and to specify solutions and their consequences.

ILO 2: Communication

Effectively communicate, both orally and in writing, thoughts in a clear, well-organized manner to persuade, inform and/or convey ideas in academic, work, family and community settings.

ILO 3: Quantitative and Technological Competence

Use mathematical skills appropriate to our technological society by analyzing and solving problems that are quantitative in nature and use technology for informational, academic, personal and professional needs.

ILO 4: Diversity

Distinguish and defend differences in cultures and behaviors between the self and others by demonstrating respect, honesty, fairness, and ethical principles in both personal and professional life.

ILO 5: Civic Responsibility

Apply the principles of civility and morality to situations in the contexts of a healthy family, work, community, environment and the world.

ILO 6: Aesthetics

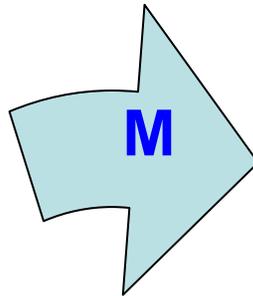
Apply numerous means of inquiry to experience and appreciate the values of arts and nature.

Institutional Assessment

FAMED is the institutional assessment, planning and implementation process. This process requires all governance structure, including those at academic and non-academic programs; department and program levels to evaluate on a regular basis their services and overall effectiveness.

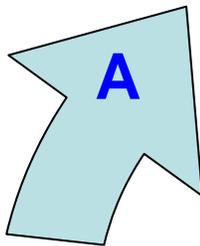
Implement assessment tools and gather evidence of goals/objectives/LOs. Redefine assessment tools if necessary.

Assess criteria for achievement of goals/objectives/learning outcomes and develop assessment strategy.

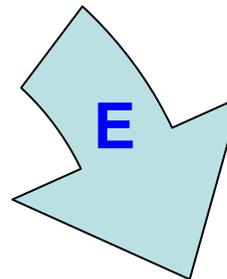


Measure evidence of goals/objectives/LOs

Measure service provider and service receiver's performance/satisfaction using qualitative and quantitative methods via assessment instruments.

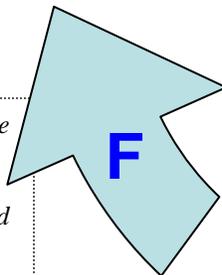


Formulate and establish goals/objectives/learning outcomes (LOs) aligned to PCC mission.



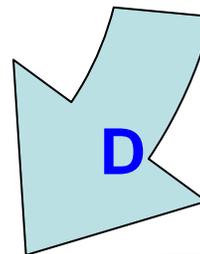
Evaluate, analyze and review the collected data; identify gaps between expected and actual results.

Evaluate, analyze review, and interpret results for congruence between expected and actual outcomes. Use result to improve goals/objectives/LOs.



Develop/design/ improve assessment tools, criteria, and standards that are linked to each mission/goals/objectives/LOs.

Develop/improve programs and services based on the results. Strengthen services by continuously evaluating, planning, allocating resources, and implementing new approaches.



Document results and make decisions.

Formulate/Define/Refine mission/goals/objectives/ learning outcomes (LOs.)

Executive Committee

The Executive Committee (EXCOM), the College's management team, is composed of the College President and heads of the College's departments/divisions and programs. It is responsible for planning and decision making protocols pertaining to the flow of human, facilities, technology, and financial operations of the institution.

The Executive Committee serves as an effective means to gather information, deliberate, report, and discuss issues of concerns in monthly and/or special meetings. Members share information about their departments/divisions' activities, and are responsible for sharing the meeting's discussions within their respective areas.

The Executive Committee identifies the evaluation reports and results for publications by the Institutional Research Office, and the means to report such results in College and annual publications or the local media. It also reviews and approves program recommendations for implementation.

Dr. Patrick U. Tellei	President
Mr. Jay Olegeriil	Vice President, Administration & Finance
Mr. Thomas Taro	Vice President, Cooperative Research and Extension
Mr. Robert Ramarui	Dean, Academic Affairs
Mr. Sherman Daniel	Dean, Student Services
Mr. William O. Wally	Dean, Continuing Education
Ms. Kuye Belelai	Project Director, Upward Bound
Mr. Tchuzie Tadao	Director, Development Office
Ms. Deikola Olikong	Accreditation Liaison Officer
Mr. Clement Kazuma	Director, Physical Plant
Ms. Hilda N. Reklai	Director, Student Life
Ms. Laura S. Mangham	Project Director, Talent Search/Adult High School
Mr. Bruce Rimirch	Director, Computer Services
Ms. Dahlia M. Katosang	Director, Admissions & Financial Aid
Ms. Ligaya Sara	Institutional Research Analyst
Mr. Omdasu T. Ueki	Director, Human Resources
Ms. Uroi N. Salii	Director, Finance
Ms. Vernice Rechebei	Director, Learning Resource Center
Mr. Todd Ngiramengior	Executive Assistant to the President
Mr. David Thompson	Director, Library Services
Ms. Johvana Yaoch	President, Faculty Senate Association
Ms. Lesley Adachi	President, Classified Staff Organization
Ms. Kornelia I Thomas	President, Associated Students of Palau Community College

Accreditation Liaison Office

Palau Community College is a post-secondary technical and academic institution. The college is an accredited institution by the Accrediting Commission for Community and Junior Colleges (ACCJC) – Western Association of Schools and Colleges (WASC). Palau Community College became an accredited institution in June of 1977 and has been accredited since. To date, the college has been accredited for 38 years. The college's next Institutional Self-Evaluation Report is due to ACCJC-WASC in November of 2015. The college's next site visit is scheduled for February 2016.

The college continues to conduct trainings and workshops with administrators, faculty and staff on assessments of academic and non-academic programs and services. Meetings are held throughout the year to remind individual programs and service areas of assessments and program review requirements. Palau Community College continues to attend required Accreditation meetings, trainings, workshops and conferences off-island to stay informed and updated with Accreditation Standards, Eligibility Requirements, Policies and Regulations. Such meetings and trainings are Accreditation Standards trainings; Academic Resource Conferences; Strengthening Student Success Conferences; and Accreditation meetings for the College Board of Trustees, the Chief Executive Officers and the Accreditation Liaison Officers. Attending these meetings and trainings allows the college to be well informed of any U.S. Department of Education policies and regulations updates, the expectations and requirements of Accreditation as well as Accreditation Standards and Eligibility Requirements.

The college President appointed the Accreditation Steering Committee (ASC) in 2014 with the core responsibility to write the college's Institutional Self-Evaluation Report. The Institutional Self-Evaluation Report needs to address every dialog under the four (4) Accreditation Standards. The four Standards are – Standard I: Mission, Academic Quality and Institutional Effectiveness, and Integrity; Standard II: Student Learning Programs and Services; Standard III: Resources; and Standard IV: Leadership and Governance. The Committee will be submitting the final report to the college President and the College Board of Trustees for their review, approval and certification at the end of October 2015. The college will be submitting its Institutional Self-Evaluation Report in November of 2015 to ACCJC-WASC.

The college continues its effort in training and educating administrators, faculty, staff and students of the ACCJC Standards, Eligibility Requirements and Policies to stay and remain an accredited institution. These efforts allow the college to continue in compliance with the RPPL 4-2 which mandates Palau Community College to be an accredited institution.

Development Office

The Development Office is responsible to the Office of the President in the areas of institutional development, planning, and public relations.

Mission

To sustain and foster institutional development and community relations to support college programs and services

Personnel

The Development Office currently has 5 full-time employees:

Director

Administrative Assistant

Bookstore Supervisor

Media Specialist

Student Assistant

Goals/Objectives

Public Relations - To foster a positive image and perception of the college to the community through newsletters, annual reports, advertisements, college websites, and local media outlets.

Alumni Relations - To strengthen the MOC/PCC Alumni Association to help promote and support college programs and services through the Mesekiu's Newsletter, Alumni Association meetings, Alumni Awards in spring commencements and Alumni donations and contributions to the endowment fund.

Endowment - Seek to generate and utilize effective use of resources to increase the PCC Endowment Fund to \$10 Million by 2024. Through college initiative of enrolling one new bi-weekly donor every week; whereas, the college will enroll fifty-two new donors each year; to sell tickets worth \$25,000 for every Thanksgiving Endowment Fundraiser; to increase telethon pledges during the fundraiser, and to reach a \$50,000 goal annually.

Bookstore

Mission

The PCC Bookstore is dedicated to support academic programs by providing students, faculty and staff needed education resources to support and promote student learning and success.

Goals/Objectives

To provide academic textbooks to support learning and teaching in a timely manner by working closely with Academic Affairs to order and purchase textbooks and have the books available at the College Bookstore prior to the first day of instruction.

To provide academic tools/supplies to support learning and teaching in a timely manner for Technical Education courses by working closely with Academic Affairs to purchase needed tools/supplies and to have them available at the College Bookstore prior to first day of instruction.

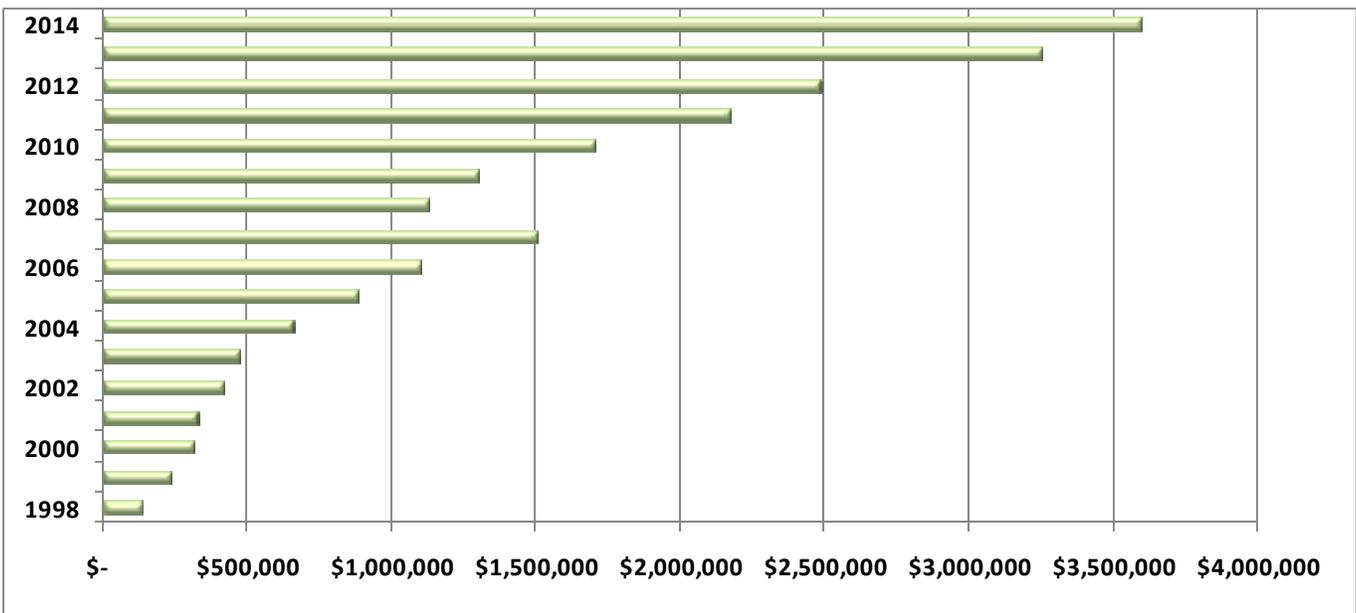
To sell a variety of educational merchandise to promote the college and to provide a one stop school supplies shopping to the college community.

Endowment Trend by Year

Year	Amount
1998	\$132,273 (\$100,000 - OEK)
1999	\$230,496
2000	\$314,496
2001	\$324,896
2002	\$413,335 (\$84,000—OEK)
2003	\$474,233
2004	\$657,911
2005	\$878,185
2006	\$1.1 Million
2007	\$1.5 Million
2008	\$1.125 Million (<i>result of economic decline</i>)
2009	\$1.3 Million
2010	\$1.7 Million
2011	\$2.167 Million
2012	\$2.490 Million
2013	\$3.25 Million
2014	\$3.6 Million (December 2014)



PCC Students receive donations from local businesses



Donor support and contributions reflect the efforts of our students in Palau and the Micronesian region, faculty and staff, alumni, community leaders, and the people of Palau. The ROP National Government was the first donor and the highest single contributor to the PCC Endowment Fund.

PCC ENDOWMENT BI-WEEKLY CONTRIBUTORS**National Government (ROP)****Total Contributors: 575****Total Amount: \$31,224.45**

1	Andrew , Sabina	40	Beketaut, Kalinda	79	Dulei, Keida
2	Abraham, Lamoine V	41	Belelai, Everlynn	80	Edesomel, Jesse
3	Adachi, Bridget W	42	Bells, Petrus	81	Edward, Enitha
4	Adachi, Cinderella	43	Benardo, Renee	82	Elbelau, Besie E
5	Adachi, Daniel H	44	Blailles, Augusto	83	Elbelau, Ruth C
6	Adelbai, Anthony	45	Blailles, Jessica	84	Eldebechel, Secilil
7	Adelbai, Evelyn	46	Blaiyok, Jefferson	85	Eldebechel, Skulie
8	Adelbai, Jovian	47	Blaluk, Angela M	86	Elibosang, Deborah D
9	Adelbai, Stephanie O	48	Blaluk, Dennis	87	Elidechedong, Donny D
10	Aderiano, Theresita C	49	Blesoch, Alfonsa	88	Elidechedong, Evelyna
11	Aderkeroi, Ucheriang U	50	Boisek, Trusty	89	Ellis, Tmekei
12	Aguon, Ismael N	51	Borja, Sebastiana T	90	Emesiochel, Johnson
13	Aitaro, Gustav	52	Brikul, Dilisa M	91	Emesiochel, Shino Yumi
14	Akitaya, Regis	53	Butelbai, Judson	92	Emesiochl, Jenkins
15	Akitaya, Stacy	54	Camacho, Nancy R	93	Emiliano, Earle
16	Albert, Dwight Jr.	55	Charles, Melanie	94	Emiwo, Jelga
17	Albert, Jochebed E	56	Chin, Yuchi	95	Eriich, Jefferson I
18	Alfonso, Lovey	57	Chiokai, Edson	96	Erungel, William
19	Alonz, Aloysius	58	Chokai, Ellen B	97	Etiterngel, Greta J
20	Amano, Olympia	59	Clarence, Koriang	98	Etpison, Carlson
21	Anderson, Eleanor	60	Cleofas, Cleora	99	Ewatel, Sabina
22	Andreas, Peggy	61	Cleofas, O'Brien	100	Faatuuala, Tino
23	April, Marcella	62	Cruz, Alexander	101	Faustino, Omar
24	April, Skaruno	63	Cruz, Cliff	102	Florencio, Wesley
25	Aquino Jr., Nicholas	64	Dachelbai, Ishmael	103	Florendo, Rosa L
26	Aquon, Daniel S	65	Dakubong, Paul	104	Francisco, Felix
27	Asanuma, Hila	66	Daniel, Jessica	105	Franz, Patricia A
28	Asanuma, Josephine	67	Daniel, Ruluked L	106	Franz, Ryan A
29	Asanuma, Kailang	68	Darrow, Laurette	107	Frazer, Hector
30	Bai, Gwendolyn D	69	David, Jorlyne	108	Fritz, Glenford
31	Bailas, Rayna	70	Debesol, Valentine	109	Gabriel, John
32	Basilio, Henciano	71	Decherong, Earlee S	110	Gabriel, Meslissa
33	Basilius, Lackson V	72	Delkuu, Scott	111	Gabriel, Sterlina
34	Basilius, Lentcer	73	Delong, Sngebard	112	Gates, Gloor N
35	Basilius, Vernon	74	Demei, Greps	113	Gibbons, Donna M
36	Basiou, Mary	75	Derbai, Harlan	114	Gibson, Sophie T
37	Baulechong, Benhart	76	Doktok, Lanson	115	Glenn, Petra R
38	Baules, Ngerikl	77	Donatus, Fermina	116	Gulibert, Helena
39	Bechesrreak, Yuriko	78	Dou, Inaria		

117	Hagileisou, Mariano	160	Kintaro, Flora	203	Marcil, Lilian N
118	Hainrick, Oscar	161	Kitalong, Basiano	204	Marcil, Polycarp
119	Hainrick, Salome	162	Kiuluul, Mercy S	205	Marino, Hermina
120	Hanser, Peggy T	163	Kloulechad, Erolflynn	206	Mariur, Antonio B
121	Haruo, Philip N	164	Kloulechad, Kolbas N	207	Mariur, Denicia
122	Harvey, Freda	165	Kotaro, Kennedy	208	Mariur, Kerai
123	Hidemi, Lucio	166	Ksano, Gregory	209	Masaru, Madeline
124	Hideos, Perry	167	Kual, Rikel	210	Masayos, Fumiana
125	Hideos, Skeras	168	Kuarte, Stevenson	211	Masayos, Maria G
126	Ibutirang, Josiafat U	169	Kuchad, Rita	212	Masayuki, Alynda O
127	Idechong, Hasinta	170	Kulas, Delina	213	Master, Benjamin M
128	Idesiar, Gloria	171	Kumaichi, Wiseman	214	Masubed, Pracy
129	Iekar, Karl	172	Kumangai, Ronald	215	Mathew, Judy
130	Ikerdeu, Edolem	173	Kuroda, Keizy	216	Mechol, Benedicta
131	Ikeya, Guthbert	174	Kuroda, Maureen	217	Mechol, Raynold
132	Ililau, Theresa	175	Kyota, Dominic	218	Medalarak, Hadleen
133	Iluches, Rena	176	Kyota, Elizabeth S	219	Melaitau, Francisco
134	Imetengel, Ishmael	177	Lakobong, Brian	220	Melayong, Monaliza S
135	Imetengel, Shelley K	178	Lawrence, Melinda E	221	Mellil, Procerpine
136	Imetuker, Joselita	179	Ldesel, Burt N	222	Meltel, Crystal L
137	Isamu, Christian	180	Ldesel, Samuel	223	Mereb, Richard
138	Isamu, Colin	181	Lewis, Ehpraim	224	Mereb, Weena
139	Isao, Lori	182	Lorin, Oshiro I	225	Mereb, Zillah R
140	Ise, Lorenza	183	Luii, Debed	226	Merei, Henrietta N
141	Isimang, Gathan	184	Luii, Nglodch	227	Merep, Alexander S
142	Iskawa, Darcy O	185	Mabel, Edline	228	Mersai, Clint
143	Iskawa, Martha	186	Mabel, Ethiopia	229	Mersai, Evaline
144	Iyar, Cleofas	187	Mad, Caleb	230	Merur, Antonnette O
145	Iyar, Jersey	188	Mad, Marjorie K	231	Mesebeluu, Regina R
146	Iyechad, Rechesengel	189	Madlutk, Mesiwal	232	Mesubed, Davis
147	Jayson, Dianne K. B	190	Madraisau, Imengel	233	Mesubed, Wanbe L
148	Joseph, Salazar	191	Madraisau, Lelis	234	Meyar, Lalii
149	Joshua, Johnson	192	Madraisau, Sherilynn	235	Meyar, Mike
150	Julius, Mayer L	193	Madris, Lyliza	236	Michael, Uelbil P
151	Kaleb, Emily B	194	Madris, Shannon	237	Mikel, Leonard O
152	Katosang, Emilia A	195	Maech, Clement	238	Miko, Ngelechel
153	Katosang, Merlyne M	196	Mai, Nangisa	239	Mira, Salustia
154	Kebekol, Delina	197	Malsol, Merline	240	Miyuki, Lorena
155	Kelmal, Mesrine U	198	Malsol, Susan	241	Mobel, Della
156	Kertou, Pamela	199	Mamis, Larry	242	Mori, Yokichi
157	Kesolei, Katherine	200	Marcello, Franco	243	Moses, Alonz
158	Kibei, Paulina	201	Marcello, Maximo	244	Moses, Flores V
159	King-Ich, Liza	202	Marcil, Juanita	245	Moses, Melisha J

246	Moses, Sanchez P	289	Ngiratmab, Noel	332	Olkeriil, Johnmark
247	Mutok, Kenezi	290	Ngiratrang, Lolyna E	333	Olkeriil, Mars
248	Mutsuo, Capily	291	Ngiratregd, Doramae I	334	Ongalibang, Cheryl
249	Nakamura, Shirley N	292	Ngirchechol, Metiek K	335	Ongerung, Edwin
250	Napoleon, Peter	293	Ngirchokebai, Katsumi T	336	Ongino, Raymond
251	Naruo, Joyce L	294	Ngirdengoll, Losii	337	Ongos, Pasqual
252	Naruo, Morland	295	Ngirdimau, Jacqueline	338	Ongos, Wilson
253	Naruo, Ruth	296	Ngireblekuu, Francisca	339	Ongrung, Edmund
254	Ngeluk, Jonnie R	297	Ngireblekuu, Temdik	340	Orak, Christina N
255	Ngiltii, Frannie	298	Ngirengchui, Grant	341	Orak, Olivia I
256	Ngiraboi, Jesse	299	Ngiriou, Ibuuch M	342	Orrukem, Dave A
257	Ngirachereang, Ron	300	Ngiriou, Mayleen T	343	Orukei, Priscillo
258	Ngiraibai, Bernard	301	Ngiriou, Uodelchad	344	Osarch, Sylvia
259	Ngiraibai, Dominina	302	Ngirmeriil, Camilius	345	Oseked, Andres S
260	Ngiraibai, Elspeth	303	Ngirmidol, Margie	346	Oseked, Gloria
261	Ngiraikelau, Matsuda	304	Ngirngebedangel, Kaleb	347	Otobed, Lydia
262	Ngiraikelau, Willy	305	Ngirngebedangel, Rebecca	348	Pangelinan, Alice
263	Ngirailemesang, Allen	306	Ngirngetrang, Jeanette R	349	Paulis, Christina
264	Ngiraingas, Alex R	307	Ngirngetrang, Viola A	350	Pedro, Ann L
265	Ngiraingas, Jackson R	308	Ngirturong, Kalistus	351	Pedro, Jackline
266	Ngiraingas, Madelsar	309	Ngiruchelbad, Johana	352	Pedro, John Ngewakl
267	Ngiraiwet, Encely L	310	Ngiruos, Abba	353	Pedro, Sheila J
268	Ngirakamerang, Naomi	311	Ngiruos, Abraham	354	Philip, Albert R
269	Ngirakesau, Adeline	312	Ngiruos, Michael	355	Philip, Godwin
270	Ngirakesau, Elizabeth	313	Ngiruos, Rebecca	356	Phillip, Loretta
271	Ngirakesau, Reuben K	314	Ngitong, Kevin N	357	Polloi, Edwina
272	Ngiraklei, Theophilus	315	Ngitong, Marphina R	358	Ramarui, Calvin
273	Ngiralbong, Carter	316	Ngotel, Williander	359	Ramarui, Fred
274	Ngiralbong, Wilhelm	317	Noah, Aderiano	360	Ramarui, Joyce
275	Ngiralmu, Merep J	318	Nobuo, Adora	361	Ramarui, Merlynda
276	Ngiralulk, Siles	319	Nobuo, Malsol E	362	Raymond, Edna I
277	Ngirameketii, Linda I	320	Nolan, Jason C	363	Rdang, Clarissa
278	Ngiramolau, Adora	321	Obak, Verna B	364	Rdechor, Ronald
279	Ngiramolau, Lesley	322	Obakerbau, Lelly E	365	Rdechor, Stice
280	Ngiramolau, Shirley	323	Obeketang, Gillham	366	Rdiall, Ella
281	Ngiraremiang, Siles	324	Obichang, Tedrick	367	Rdialul, Josepha J
282	Ngirarikel, Eddy E	325	Odaol, Rosalita D	368	Rechebei, Clara
283	Ngirarorou, Joyce	326	Oilouch, Lily E	369	Rechelluul, Landis
284	Ngirarorow, Francisca	327	Oiwil, Nora	370	Rechelluul, Wilhelm B
285	Ngiraswei, Pillar	328	Oketol, Iterir J	371	Rechemang, Adelaide
286	Ngiratecheboet, Damiana Y	329	Olegeriil, Jeffry	372	Rechuldak, Beverly
287	Ngiratkakl, Lady M	330	Oleuachel, Marcella	373	Rehuher, Eric
288	Ngiratmab, Eugario	331	Olikong, Sherry	374	Rekisiwang, Herman

375	Reklai, Leileen	418	Sabino, Winfred A	461	Smau, Sanford T
376	Reklai, Lydia	419	sablan, Cartfield	462	Smau, Zeralda L
377	Remasech, Willter	420	Saburo, Arsenio	463	Soalablai, Clifton
378	Remeliik, Allen P	421	Saburo, Clare	464	Soalablai, Free R
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404	Rii, Chiba	447	Siang, Darwin G	490	Techechur, LucyJane
405	Rimirch, Bradley	448	Siangeldep, Cleofas	491	Techur, Pamfila Ann
406	Rimirch, Grace	449	Sidoi, Bernice	492	Tekriu, Rebecca
407	Ringang, Festus	450	Siksei, Annette M	493	Telei, Clive
408	Ringang, Gerald	451	Sikyang, Jr-Young G	494	Teliu, Daniel M
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410	Ringang, Tito	453	Siles, Niva A	496	Tellei, Aldrin
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417	Ruluked, Yvonne S	460	Smau, Godwin	503	Telmang, Edmund N

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506	Temengil, Baklai	549	Udui, Juanita E	Total Amount: \$1,267.00	
507	Temengil, Temmy R	550	Ulitch, Ruth B	1	Akiwo, Hubert
508	Temol, Benjamin	551	Useluku, Joncy	2	Alfonso, Jesse
509	Temol, Ellena	552	Wachi, Doris S	3	Anastacio, Pamela
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534	Tolngii, Kerufin	Total Contributors: 2		28	Ultirakl, Rengo
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536	Tomoichi, Edwin	2	Spis, Jeany	Palau International Coral Reef Center	
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538	Tonyokwe, Jocelyne L	1	Golbuu, Yimnang		
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A Special Thank You to the Palau Community College Faculty, Staff, and Students for their collaborative effort that ensured a successful event. Also, a Special Thank You to ECO-Paradise (87.9) Radio Broadcasting for hosting the event live.



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Mission

To enhance institutional effectiveness by providing systematic, timely and accurate information along with analysis to support planning and decision making.

Key Objectives and Services Performed

Institutional Research Office provided support services - analytical, methodological, and statistical expertise to the college community, consultation on research design, survey development and administrations, preparation of decision support materials to academic and administrative units of the college.

Survey Reports and Analysis

Business Office Clients Survey
 Cafeteria Satisfaction Surveys
 Counseling Services Feedback Survey
 Library Service Evaluation
 Maintenance and Security Unit Survey
 Online Lab Evaluations
 Recreation Unit Service User Survey
 Student Evaluation of Instructors and Course
 Student Housing Service User Survey

Survey Instruments

Board Meeting Evaluation
 Board Annual Evaluation
 Library Service User's Satisfaction Evaluation
 Dormitory (Housing Unit User Survey)

Research Activities

The office has released the 2013-2014 PCC Fact book that provided facts and information about the college, its students, retention, graduation, finances, faculty and staff. The fact book is primarily based on fall data. Trends on Enrollment, Retention and Graduation Rate are included in the fact book.

Institutional Strategic Plan

IRO has prepared the 15 Year Institutional Master Plan Report Card. The Report Card assessed the goals and accomplishments of the 15-Year Master Plan. It presents the status about the four Strategic Directions' goals and objectives.



2014 MCREL Workshop at PCC Assembly

External Reporting

Institutional Research Office provided and verified data for federally-mandated reporting requirements to the Integrated Postsecondary Education Data System (IPEDS). IPEDS is a system of survey components that collects data from postsecondary education institutions. These data are used at the federal and state level for policy analysis and development; at the institutional level for benchmarking and peer analysis; and by students and parents to aid in the college search process.

National Center for Education Statistics (NCES) Integrated Postsecondary Education Data System (IPEDS) Surveys:

- IPEDS Fall Collection Surveys (Institutional Characteristics, Completions, and 12-Month Enrollment)
- IPEDS Winter Collection Surveys (Human Resources)
- IPEDS Spring Collection Surveys (Finance, Financial Aid, Graduation Rates, and 200% Graduation Rates)

Furthermore, the office was also responsible for overseeing the coordination, collection and submission of information to College Board and Peterson's Annual College Survey.

External Professional Activity

The office also provided comprehensive report for 2013 Stanford Achievement Test (SAT) for Palau Private Schools (Elementary and High School). The report provides descriptive summary, trend and yearly comparison.

Affiliations

Institutional Research Office maintains the following professional affiliations:

- AIR (Association for Institutional Research)
- PacAIR (Pacific Association for Institutional Research)
- Data Alliance member of REL (Regional Educational Laboratory)



Institutional Assessment Committee

Administration & Finance

The Administration & Finance Department supports the mission of Palau Community College through effective management of the financial, human, physical, and technological resources of the College. It is also responsible for dining services and campus security.

The Vice President of Administration has worked closely with his management team to improve the delivery of essential services, coordinate all construction projects, and develop and implement maintenance programs for College facilities to ensure compliance to government and state regulations. The improvement effort is in line with the 15-Year Institutional Master Plan.

Human Resources

Mission

The Human Resource Division (HR) is responsible for the recruitment, training, development and retention of PCC employees. Working in partner with college employees, HR hopes to keep PCC a competitive and desirable place to work for. We want all our employees to know that PCC's HR Division is an advocate for its most important resource – its people!

Personnel

The Human Resource Division has three full time employee:

- Director
- Personnel Manager
- Secretary

Programs and Services

- Coordinate annual employee performance and merit review.
- Responsible for the renewal of employment contracts.
- Group Life Insurance and Health Insurance.
- Work to assist all departments/divisions by providing trainings as requested or supported by evaluations.
- Ensures employee comply with PCC's Personnel Rules and Regulations Manual.
- Coordinating SAT 10 testing to local schools.

Highlights

- Continued Moylan's NetCare Group Life Insurance Enrollment
- Continued Calvo's Select Care Health Insurance Enrollment
- Annual employee recognition
- Group Life Insurance was reinstated.
- PCC joined the National Health Insurance.
- Unit Survey results indicated HR services has improved in 2013.
- PCC Fitness program was implemented as a health-oriented strategy to address National Non-Communicable Diseases (NCDs) State of Emergency initiative.

Professional Development

The Human Resources worked with Continuing Education and other offices to meet specific training needs of college employees identified through Employee Performance Merit Review and Program Reviews.

Services

- Periodic review of the Personnel Rules and Regulations Manual (PRRM) - Currently Ongoing.
- Improve and expand ongoing staff and faculty development programs - Ongoing.
- Establish benefits for faculty and staff such as group life and health insurance, and retirement.
- Have in place diverse, qualified and appropriately credentialed personnel - Ongoing.

FULL TIME EMPLOYEES BY CONTRACT						
	Male	%	Female	%	Total	%
Regular	58	43%	78	57%	136	77%
Limited Term	24	59%	17	41%	41	23%
Total	82	46%	95	54%	177	100%



PCC staff meeting with Calvo's Select Care Medical Insurance representatives.

FULL TIME EMPLOYEES BY CONTRACT

Regular						
	Male	%	Female	%	Total	%
Faculty	16	46%	19	54%	35	26%
Administrator / Staff	42	42%	59	58%	101	74%
Total	58	43%	78	57%	136	100%

Limited Term						
	Male	%	Female	%	Total	%
Faculty	3	60%	2	40%	5	12%
Administrator / Staff	21	58%	15	42%	36	88%
Total	24	59%	17	41%	41	100%

Physical Plant

Service Area Functions

- Custodial Services
- Grounds maintenance and landscaping
- General maintenance services
- Air Condition and ventilation services plumbing
- Sidewalks, steps and parking lots repair and repainting
- Logistical support for all campus events
- Building interiors and exteriors:
 - ⇒ Continuing Education Training Room floor elevation.
 - ⇒ Continuing Education Study Area.
 - ⇒ PCC Boundary Fencing
 - ⇒ Dorm A, B and C repairs
 - ⇒ Bathroom Storage
 - ⇒ STEP-UP Laboratory



Tutau building under renovation

Completed Projects

- Refurbish new Maintenance Office
- Completion of Maintenance Office
- Completion of Counseling Extension
- Completion of Upward Bound Extension



LRC ongoing alteration & restyling

Community Services

- ◆ Completion of shelves for public schools
- ◆ Construction of coffins/caskets.
- ◆ Assist statewide clean-up at Peleliu and Angaur after Super Typhoon Bopha.



Installation of new LRC ceiling

Professional Development Training

Solar System Training - Clement Kazuma, Rodney Kazuma, Yoshi Aki Okabe

Security Services

Ensure the security of the students, staff and properties.



Mesekiu Bai undergoes roof restoration

Finance

Mission

We provide our customers (Students, Employees, and the Community) service in a professional, cost-effective and innovative manner consistent with values of integrity, team work, stewardship, politeness and respect.

Personnel

The Finance Division currently have seven (7) full-time personnel:

- Director of Finance
- Accountant Supervisor
- Student Account
- Account Technician (4)



Staff Training complete an accounting software training

Programs and Services

The Finance Division is responsible for the preparation of the overall College budget. It directs budgetary controls in disbursing, accounting and auditing of funds and maintains a system of financial and related statistical reporting. The Finance Division continues to monitor and assess its supporting services for improvements. In support of the green movement, the Finance Division is providing e-services for reports and forms requested by students, employees and the community.

Professional Affiliations and Development

- Association of Pacific Island Public Auditors Training (APIPA)
- Pacific Association of Financial Aid Administrators (PacFAA)

Highlights

- 100% of business personnel are now bi-weekly endowment donors.
- All personnel have successfully completed Accreditation Basics Online Course.



Accountant Technicians



Accountant/Business Supervisor

Computer Services

Mission

To sustain a user friendly and accessible network service and computer system which provide reliable and secured information for the functions of the College.

Highlights

From June to August 2013 two student interns for Technology Consulting in Global Community Program of Carnegie Mellon University, directed by Dr. Joe Mertz helped with the college network, email system and website. Two network plans were devised, one based on fiber optic cable and one based on what PCC currently has. The existing network needs cables and switches replaced so these are slowly being replaced. Email system is outsourced to the Google site, so staff and faculty who used the college domain for their email address can access their email anywhere on the web. Website server is mirrored which is done on campus and then mirrored to a website host outside of Palau for off island access.

From the month of September to December the first stage of networking improvement started with the installation of layer 3 switch at Adult High School Office, Registration Office, and the Library Technology Center. Installation of layer 2 switch that works with the layer 3 switch was also installed in Financial Aid Office, The Registration Office, and Talent Search Office. These switches are the first stage of implementing a hierarchical models of Campus Network Design with Core Layer, Distribution Layer, and Access Layer.

TracDat Server was purchased and installed in July 2013 at PCC Data Center. Configuration and setup were done by remote connection. The college also bought a TracDat software in July 2013 to help with the assessment and use of its data. Training for the use of the software started in August 2013 for faculty only and was conducted via web connection. The training was ongoing for the month of October, November and December. Training for staff in the use of TracDat software will start after the faculty training.

A satellite dish was recently installed on the campus of Palau Community College (PCC). The newly acquired equipment was funded by the Caribbean and Pacific Consortium (CariPac) through the Cooperative Research & Extension (CRE) Department of PCC. The satellite dish was acquired to support online distance education. The Satellite connection is being tested by a Computer Technician for a six month subscription.

Technology Plan

The college technology plan that was developed for 5 years, from year 2007 – 2012, ended in December 2012. The 2nd cycle (PCC 2013-2017 Technology Plan) was approved in December 2012. The Technology Resource Committee (TRC) set a block time to review the technology plan goals and objectives when necessary.

Food Services

Mission

To provide three (3) healthy meals a day in a clean and conducive environment to help promote the academic, cultural and social needs of students

Goals

- The unit provides three (3) healthy meals a day to students.
- The unit provides a clean and conducive environment to ensure safety of its clients.

Objectives

Achieve 65% student rating of satisfactory or better twice (2x) a semester, using below types of assessment tools, Client Satisfaction Survey and Suggestion Box Comments.

- Fall 2013 - Satisfaction Survey conducted on August 8, 2013
- Fall 2013 – Satisfaction Survey conducted (no data)
- Spring 2014 – Satisfaction Survey conducted on March 4, 2014
- Spring 2014- Satisfaction Survey conducted on May 5, 2014

Personnel

The Food Service has seven full time staff including the supervisor, coordinator, supply clerk, lead cook, and three regular cooks.

Highlights

CHARTER DAY – **700** servings

CHRISTMAS LUNCHEON – **300** servings

END OF THE SEMESTER ACTIVITY (dorm students) – **115** servings

ENDOWMENT, END OF THE YEAR GET TOGETHER – **600** servings

FEMALE RETREAT – **22** servings

GRADUATION DAY – **500** servings.

MALE RETREAT – **72** servings

NEW STUDENT ORIENTATION (*FY_2013-2014*) – **260** servings

PCC MESEKIU BASKETBALL & BASEBALL GAMES – **440** + servings

TUESDAY NIGHT PROGRAM – **505** servings

UPWARD BOUND PROGRAM – **150** servings

VOCATIONAL/ TECHNICAL EDUCATIONAL WEEK – **1,043** servings

Various activities supported through inter departmental work orders.

**Number of Work orders performed: 133 * Number of Servings: 11,569 +*

ACADEMIC AFFAIRS – **1,483+** servings
 ACADEMIC AFFAIRS, SC Program – **40** servings
 ACCREDITATION OFFICE – **480** servings
 ADMISSION & FINANCIAL AID – **528+** servings
 ASPCC – **17** servings
 BOARD OF TRUSTEES – **80** servings
 CONTINUING EDUCATION – **50** servings
 Cooperative Research Extension – **1,355** servings
 DEVELOPMENT OFFICE – **930** servings
 DORMITORY – **657+** servings
 GRADUATION COMMITTEE – **500** servings
 IT PROGRAM – **12** servings
 LIBRARY – **15** servings
 MAINTENANCE – **56 +** servings
 MAP – **134** servings
 PRESIDENT’S OFFICE – **1,418** servings
 RECREATION – **416+** servings
 STUDENT LIFE- **820** servings
 STUDENT SERVICE – **1,823** servings
 STUDENT SERVICE, LRC – **605** servings
 UPWARD BOUND PROGRAM – **150** servings

Various activities supported through outside work orders.

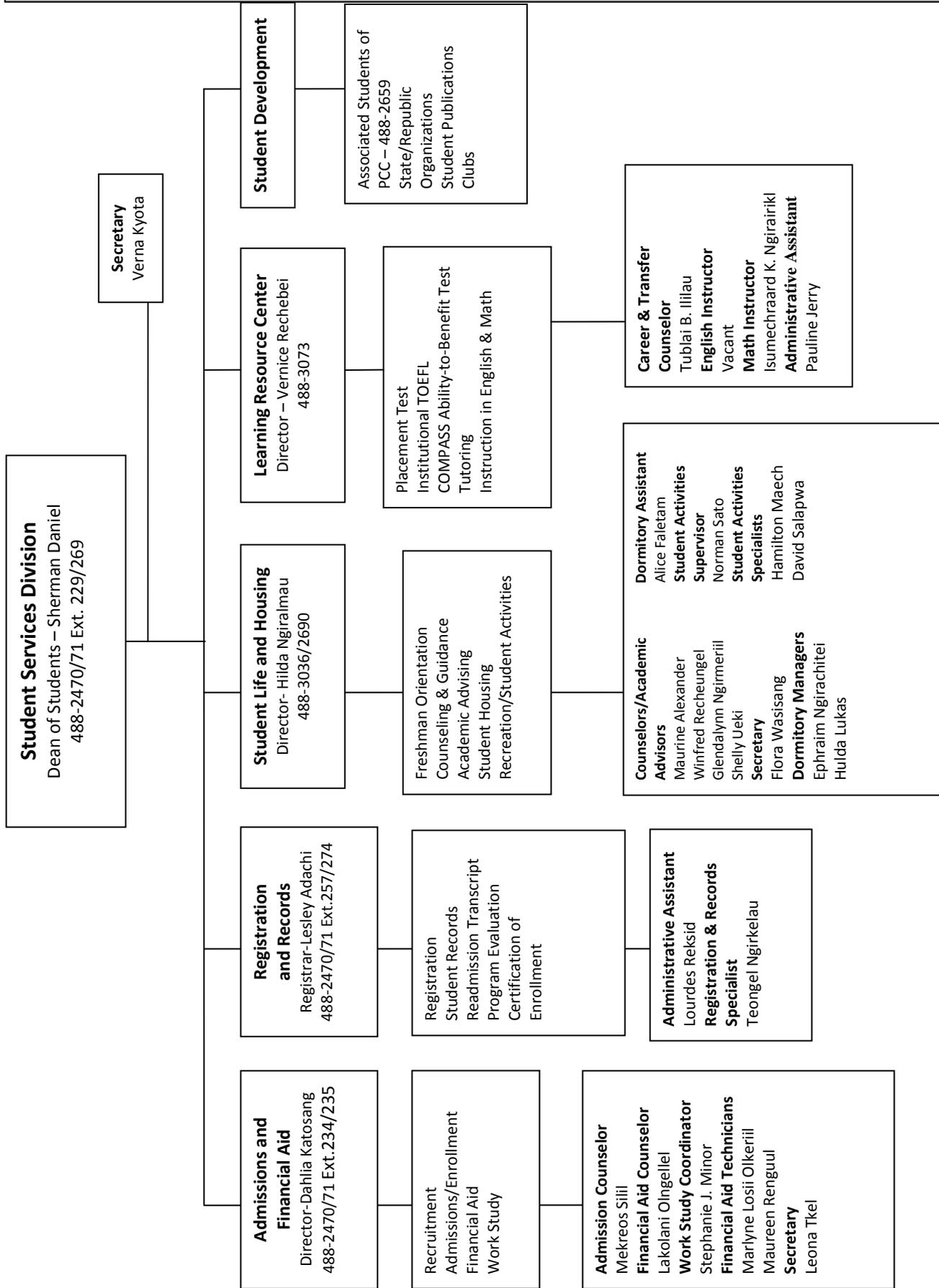
**Number of Work orders performed: 38 * Number of Servings: 2,760+*

COMMUNITY INVOLVEMENT:

- PCC Cafeteria worked with *NCD Public Health* o provide a total of **160 servings** of breakfast and lunch for 20 participants of the Care Giver program from Feb. 10-13, 2014
- PCC Cafeteria catered a total of **400 servings** of snacks and **200 servings** of Lunch to **Koror Elementary School**’s Parent-Student Workshop that was held at the Cafeteria on May 2, 2014
- PCC Cafeteria catered **200 servings** of snacks for the *Workforce Investment Act* (WIA) Orientation on June 4, 2014
- PCC Cafeteria catered a total of **375 servings** of snacks and **300 servings** of lunch during the *Ministry of Health* conference held at the PCC Assembly Hall on June 27, 2014

PROFESSIONAL DEVELOPMENT :

- *All PCC Cafeteria staff attended the Convocation Program on August 14, 2014*



PALAU COMMUNITY COLLEGE SCHOOL YEAR 2013 - 2014

ASPCC OFFICERS

President:	Kornelia I Thomas
President - elect:	Benigno S. Sablan
Secretary:	Letricia B. Skiwo
Treasurer:	Ciara E. Haruo

NATIONAL/STATE LEADERS/SENATORS

Chuuk	(CSO President):	Abram Shirai
Kosrae	(KSO President):	Nena Tilfas
Pohnpei	(PSO President):	Tommy I. Obed
Yap	(YSO President):	Lisa T. Sulog
Marshall	(RMI President):	Ronnie Thomas
Palau	(PSO President):	Antoni Soalablai

CLASS REPRESENTATIVES/SENATORS

Freshmen Representatives:	Ewing Rudimch Iviy J. Patris
Sophomore Representatives:	Luigi R. Ueki Fillibert Uchelliou

ADVISOR

Tim Mitchell

STUDENT SERVICES

Mission

The Division of Student Services directly supports student learning, retention, and success. We engage students in educational, cultural, social, and intellectual programs that enrich the student experience, foster personal development, and promote responsible citizenship, and social responsibility.

Personnel

Student Services Division is composed of four units under the supervision of the Dean of Students. The units are: Admissions/Financial Aid, Registrar & Records, Student Life, and Learning Resource Center. The units are managed by three (3) directors and a registrar that makes up the management team with the dean. The division has a total of 29 full-time positions with 14 professionals and 15 classified staff who provides academic and non-academic support services to students.

Programs/Services

In September 2014, an election for 2014-2015 Student Trustee and ASPCC officers and senators was held. Mr. Tmodrang M. Ishim majoring in Stem Discipline program was elected to the Board of Trustees at the College. Mr. Benigno S. Sablan, majoring in Liberal Arts became the President of ASPCC for school year 2014-2015. A total of 14 officers and senators make up the ASPCC student government.

In September 18, 2013, an election for the 2013-2014 Student Trustee and ASPCC officers and senators was held. Ms. Dizzette U. Dolmers, majoring in Stem Disciplines program was elected to the Board of Trustees at the college. Ms. Kornelia I. Thomas, majoring in Liberal Arts was elected President of ASPCC for school year 2013-2014. A total of 14 officers and senators make up the ASPCC student government. The Registrar & Records Office continues to provide the following services each semester.

- Campus portal have been upgraded and counselors can view student's record on line.
- Faculty can now submit grades online
- Processing Readmission forms
- Publishing the schedule of classes
- Registration and schedule changes
- Grade reporting
- Course withdrawals/clearance
- Processing academic transcripts
- Processing change of major
- Verification of Enrollment Status
- Reporting of enrollment trend and students' data
- Process graduation applications
- Academic Certification
- Ordering degrees, caps & gowns



San Diego State University Bachelor's Cohort at PCC

The Registrar & Registration and Records Specialist conducted a presentation on the Family Educational Rights and Privacy Act (FERPA) to all SS100 "Introduction to College" sections in Fall, Spring and Summer.

Director of Admissions & Financial Aid Dahlia Katosang conducted financial aid workshop for financial aid staff and appropriate college staff from various offices regarding the new federal update which includes new changes for 2013-2014 Free Application for Federal Student Aid (FAFSA). The workshop also reviewed updates on federal regulations that impact our students and overall administration of financial aid programs.

Federal Pell Grant Reports were processed and sent to the grant office on a monthly basis throughout the year. Fiscal Operation report was processed and sent on September 29, 2013 to report the expenditures for the 2012-2013 and request funding for the award year 2014-2015. Financial Aid reconciliation between the Financial Aid Technician and the Student Account supervisor at the business office was done on a monthly basis. Federal Work-Study Placement take place at the start of each semester and work-study payrolls were collected, processed and forwarded to the business office to prepare paychecks for work study students on a bi-weekly basis.

In February 2014, Director Katosang and Admissions Counselor Mekreos Silil conducted the annual recruitment activities in which they visited high schools in Palau to promote the College and its programs and the services the college offers. During the recruitment visits, admissions applications were distributed to interested students and they were assisted in completing the forms.

In March 2014, Recruitment for off-island high schools throughout the Micronesian region was done through mail. Admissions and Financial Aid materials were sent to all the high school principals and counselors for their information and use.

In March 2014, Director Katosang and Admissions Counselor Silil conducted the annual Financial Aid Orientation 3 (FA03) sessions for Continuing Students. A total of fifteen (15) sessions were completed and during each session, federal updates were discussed with students and assistance were provided in completing 2014-2015 financial aid forms and filing the Free Application for Federal Student Aid (FAFSA) electronically.

In May 2014, Admissions Counselor Silil conducted meetings with students from the Federated States of Micronesia (FSM) and students of the Marshall Islands. The purpose of these meetings was to assist the students with their state scholarship application forms.

From Spring 2014 to Fall 2014, a total of 3 Financial Aid Orientation 1 (FA02) sessions were conducted for new students during orientation week to discuss the types of financial aid available at the college and its requirements.

From Fall 2013 through Fall 2014, Director Katosang and Financial Aid Counselor Lakolani Olngellel conducted a total of 47 Financial Aid Orientation 2 (FA02) sessions for financial aid recipients. During each meeting, students received important information about their financial aid awards, the new federal updates such as Financial Aid Satisfactory Academic Progress (SAP) requirements that must be adhered to and sign the SAP Agreement prior to receiving their financial aid.

In September 2014 Counselor Olngellel met with San Diego State University (SDSU) Cohort students regarding their Financial Aid application forms for award year 2014-2015 and also 2014-2015 Concurrent Enrollment Agreements.

For school year 2013-2014, a total of 515 admission applications received from prospective students within Palau and throughout Micronesia region. 410 of these applications were accepted and 315 students actually enrolled. (Attachment C).

During the Award Year 2013-2014, a total of 1,400 financial aid applications were received. Out of 1,400 applications received, 1,066 financial aid awards (Federal and Non-Federal) were processed for both new and continuing students, in the amount of \$2,832,536.14 (Attachment D).

New Students Orientation:

Fall 2013 - 80 students attended the orientation
Spring 2014 - 8 students attended orientation
Summer 2014 - 13 students attended orientation

Information Workshop:

Fall 2013 – 51 students attended session
Spring 2014 – 9 students attended session

Study Skill & Information Workshop:

Spring 2013– 38 students attended the workshop
Spring 2014 – 37 students attended the workshop

Dorm Residents Probation Session:

Fall 2013 – 7 students attended the session
Spring 2014 – 13 students attended the session
Summer 2014 – 21 students attended the session

Asian American Native American and Pacific Islander-Serving Institution (AANAPISI) Program. The AANAPISI Program is federally funded for a five year cycle: 2011 - 2016, in the amount of \$1,411,596.00. The budget for the third year of the program (2013 - 2014) is \$368,787.00. The overall purpose of the program is to enable institutions to improve and expand their capacity to serve Asian Americans, Native Americans and Pacific Islanders. The PCC AANAPISI Program is designed to increase the retention, graduation and transfer rates of PCC students. The three main focus areas include: Tutoring; Career/Transfer Counseling; and Technological Access.

Annual Highlights

18 PCC graduates applied to four year universities; **14** enrolled into universities for Fall 2014; **3** will enroll in Spring 2015; and **1** opted to go into the workforce. Monetary support included \$1,006.00 for application fees and \$19,500.00, for travel scholarships.

The **1st Career Expo was held in Fall 2013** with the purpose of helping PCC students learn about available job opportunities and gain information to help them identify future careers, or majors to pursue when they transfer to universities. Presenters and information booth included government agencies/ministries; private companies; and semi government agencies. Ninety (**90**) PCC students were in attendance and rated the Career Expo at **98%**.

The **2nd Annual Career/Transfer Forum was held in Spring 2014** with the purpose of providing a venue for local professionals to share their educational experience to motivate PCC students to pursue higher education. Guests' panelists included: Dr. Myra Adelbai; Senator J. Uduch Sengebau-Senior; Minister Sinton Soalablai; and Chief of Marine Transportation Levan Toktang Akitaya. 47 PCC students were in attendance and rated the forum at **100%**.

Career/Transfer Activities: **4** workshops on Career & Transfer and **1** Job Site Visit to the Palau Supreme Court & Sea Passion Hotel.

Math Instructor taught **1 MA 95 class** in SP 2014 & served as 2013-2014 ASPCC Advisor.

The LRC Tutoring Lab was renovated in the amount of **\$21,002.00**.

For school year 2013-2014 the Learning Resource Center provided services including instruction, tutoring, career/transfer counseling, PCC Placement Tests, and Institutional TOEFL as follows:

Tutoring: **1,185**

Computer & Study Lab: **2,703**

Institutional TOEFL: **73**

PCC Placement Tests: **410**

Career Counseling /Activities: **1,333**

Transfer Counseling/Activities: **401**

Staff Development

Director Katosang attended the Federal Student Aid (FSA) annual conference in December 2013. Afterwards, she provided training to office staff plus other college personnel and students.

Director Katosang and Federal Work Study (FWS) Coordinator Stephanie Minor attended the Pacific Financial Aid Association (PacFAA) conference in March 2014. After returning from the trip, Director Katosang conducted a training on federal updates and new changes to all the financial aid staff.

Accreditation Basics – December 2013: Counselors Ngirmeriil, Alexander, Ueki, Recheiungel, Director Reklai, Administrative Assistant Wasisang

Basic Counseling Skills – April 2014: Counselors Ngirmeriil, Alexander, Ueki, Recheiungel, Director Reklai, Dorm Managers Ngirachitei, Lukas, Student Activity Supervisor Sato and Recreation Specialist Salapwa.

Phi Theta Kappa International Honor Society Annual Convention – April 2014: Counselor Ngirmeriil
Academic Resource Conference (ARC) – April 2014: Director Reklai

Associate of Applied Science in Small Engine & Outboard Marine Technology – July 2014: Student Activity Supervisor Sato

First Aid & CPR Training – October 2014: Counselors Ngirmeriil, Alexander, Recheiungel, Dorm Managers Fagolur, Lukas, Ngirachitei, Student Activity Supervisor Sato and Recreation Specialists O'Ranly and Salapwa.

Director of LRC & Math Instructor - Western Association of Educational Opportunity Personnel – Pacific Island Chapter (WESTOP-PIC) Professional Development Seminar and the 36th Annual WESTOP Conference.

Director of LRC & Math Instructor - WESTOP-PIC & Council for Opportunity in Education (COE) Innovative Ideas and Proposal Writing Workshop

Director LRC & Administrative Assistant - COE 33rd Annual Conference

Director of LCR - 2014 Joint Alaska Native & Native Hawaiian (ANNH)/Distance Education Grant (DEG)/Resident in Insular Areas (RIIA) Meeting/Conference - ****Funded by RIIA/DE Grant**

Dean of Students attended Strengthening Student Success conference in California in spring 2014.

Student Housing Accommodation

Fall 2013 – 98 PCC students resided at the dorm and three (1) navigators

Spring 2014 – 93 students resided, and two (1) navigators

Summer 2014 – 54 students, ten (23) guests and two (1) navigators

New Dorm Residents Orientation

Fall 2013 – 30 new residents attended

Spring 2014 - 11 new residents attended

Summer 2014 – no new resident

Study Hall

Fall 2013 - 140 students used the college housing study hall for a place to study

Spring 2014 - no students used the college housing study due to air-condition problem

Summer 2014 – no students used the college housing study due to air-condition problem

Tuesday Night Program

Fall 2013 - 174 students attended the programs

Spring 2014 - 156 students attended the programs

Female Retreat

Fall 2013 – 25 female students attended the retreat at Ngermetengel, Ngeremlengui.

Male Retreat

Spring 2014 - 65 male students attended the spring 2013 retreat in CRE, Ngeremlengui.

The College Recreation planned and organized College Intramural games every semester; Intramural sports of Basketball, Volleyball, Co-ed Softball, Billiard and Table Tennis tournaments went on during fall, spring and summer semesters.

Intramural Basketball:

Fall 2013 – 105 students participated

National Basketball:

Fall 2013 – 18 students participated

Spring 2014 – 15 students participated

National Baseball:

Fall 2013 – 17 students participated

Spring 2014 – 17 students participated

Billiard:

Spring 2014 – 10 students participated

Facilities and Equipment

In spring 2014, new air-conditioning equipment was purchased to support the existing ones in the Student Life Office.

The storage room for Recreation Office was renovated in summer 2014 and re-modeled to accommodate student sports equipment.

In summer 2014, the student Services Division acquired a new 15 passenger van to provide continued support services to all the students.

Committee/Association Membership

Dean Daniel and Directors of Student Life, Admissions/Financial Aid, and Learning Resource Center are members of the Executive Committee.

Dean of Students and the Registrar are members of the Committee on Programs & Curricula

Director Reklai is an Advisor of Beta Omicron Zeta, Palau Community College Chapter of the Phi Theta Kappa, an International Honor Society.

Counselor Alexander is a member of PCC Academic Senate.

Dorm Manager Ngirachitei is an Advisor of RMI Student Organization.

Student Activity Supervisor Sato is member of Belau Softball Association (BSA) & Palau Major League (PML)

Recreation Specialist Ise is a member of Amateur Basketball League.

Recreation Specialist Salapwa is a member a of Palau Basketball Coach Association

Counselors Alexander and Ngirmeriil and Student Activity Supervisor Sato were members of the 2014 Graduation Committee

Dorm Manager Ngirachitei and Student Activity Supervisor Sato were members of the 2014 Charter Day Committee

Dean of Students and the Registrar are members of the Institutional Set Standard for Student Achievement (ISSA) Committee

Registrar is a member of Executive Committee as President of Classified Staff Organization (CSO).

All classified staff of the Student Services Division unit are active members of the Classified Staff Association (CSO).

Registrar & her staff were members of 2014 graduation committee and Charter Day Committee

Registrar is a member of American Association of Collegiate Registrars and Admissions Officers (AACRAO).

Registrar & Registration & Records Specialist are members of Pacific Association of Collegiate Registrars & Admissions Officers (PACRAO).

Director Katosang and FWS Coordinator Minor are members of the Pacific Association of Financial Aid Administrators (PacFAA), an association of federal student financial aid programs.

Dean Daniel is a member of the CACG Board of Directors representing PCC.

Assessment

Persistence Rate of Continuing & Returning Students

Fall 2013 = 51%

Fall 2012 = 50%

Fall 2014 Retention Rate of First time (full-time & part-time) degree seeking students: 49%

Fall 2013 Retention Rate of First time (full-time & part-time) degree-seeking students: 54%

Trend of Enrollment

Fall 2013 646 a decreased to 605 in fall 2014

Spring 2013 592 a decreased to 585 in spring 2014

Summer 2013 334 a decreased to 264 in summer 2014

Facilities and Equipment

In Fall 2012, an extension to the existing Student Life office was constructed to accommodate the newly hired counselor/advisor. Two additional air-conditioners were purchased and installed the new office.

Committee/Association Memberships

The Dean of Students, Directors of Student Life, Admissions/Financial Aid, and Learning Resource Center and the Registrar are members of Retention Committee. The Dean of Students serves as chairperson of the committee.

The Dean of Students and the Registrar are members of the Committee on Programs & Curriculum (CPC) as a representative from the division.

The Dean of Students, Directors of Student Life, Admissions/Financial Aid, and the Learning Resource Center are members of the Executive Committee.

The Registration and Records staff, Director Reklai, Dorm Manager Ngirachitei, and Student Activity Supervisor Sato served on the 2012-2013 Charter Day and Graduation Committees.

All staff from the Student Services Division are active members of Classified Staff Organization (CSO) with the Registrar as the organization's elected president.

The Dean of Students is a member of MOE College Access Challenge Grant Board of Directors.

The Registration & Records Specialist is a member of Special Education Advisory Council.

The Registrar is a member of the Head Start Program Policy Council.

The Registrar, Registration & Records Specialist, and Admissions Counselor are members of American Association of Collegiate Registrars and Admissions Officers (AACRAO)

Registrar is a member of Pacific Association of Collegiate Registrars & Admissions Officers (PACRAO).

Director Katosang is currently a member of the Pacific Association of Financial Aid Administrators (PACFAA) for federal student financial aid programs.

Director Reklai is an Advisor of Beta Omicron Zeta, Palau Community College Chapter of the Phi Theta Kappa, an International Honor Society.

Student Activity Supervisor Sato is an advisor for Republic of Palau Student Organization (RPSO)

Student Activity Supervisor Sato is member of Belau Softball Association

Director Reklai is a chairperson of Student Review Board (SRB)

Counselors Alexander, Recheiungel and Ngirmeriil are active members of the American Counselors Association (ACA)

Counselors Alexander, Recheiungel and Ngirmeriil are members of the College Faculty Senate Association

Counselor Alexander is an Advisor for Yap Student Organization for SY2012-2013

Counselor Recheiungel is an Advisor for Pohnpei Student Organization for SY2012-2013

Dorm Manager Ngirachitei is a member of Foreign Investment Board, Republic of Palau

Dorm Managers Ngirachitei and Lukas, Supervisor Sato, Recreation Specialist Maech and Advisor Recheiungel hold certificate for First Aid and CPR.

Assessment

One Year Retention Rate (Fall to Fall)			
	Fall 2013	Fall 2014	Percentages in Difference
Retention Rate of First-time Full time & Part-time degree-seeking students	54%	49%	5%
Enrollment Trend			
	Fall	Spring	Summer
2013	646	592	334
2014	605	585	264

**Office of Admissions & Financial Aid
Admissions Applicants Summary (By State)**

COUN- TRY/ STATE	FA13			SP14			SU14			Total # Ap- plied	Total # Ac- cepted	Total # En- rolled
	# Applied	# Accepted	# En- rolled	# Ap- plied	# Ac- cepted	# En- rolled	# Ap- plied	# Ac- cepted	# En- rolled			
China	2	2	2	1	0	0	1	0	0	3	2	2
Chuuk	23	14	6	16	5	3	0	0	0	39	19	9
Ghana	1	1	1	0	0	0	1	0	0	1	1	1
Japan	0	0	0	1	1	1	0	0	0	1	1	1
Korea	1	1	1	0	0	0	0	0	0	1	1	1
Kosrae	8	8	6	0	0	0	0	0	0	8	8	6
Marshall	15	10	7	4	4	4	0	0	0	19	14	11
Philippines	2	1	1	1	1	0	3	3	1	6	5	2
Pohnpei	15	10	8	2	1	1	1	0	0	18	11	9
Palau	229	203	170	49	34	26	76	58	34	354	295	230
Taiwan	0	0	0	2	2	2	1	0	0	3	2	2
Yap	19	14	11	7	7	5	1	0	0	27	21	16
US*	25	23	18	5	5	4	5	4	3	35	32	25
TOTAL	339	286	230	88	60	46	88	65	38	515	410	315

Office of Admissions & Financial Aid
 Financial Aid Awards Summary (By Programs)

Federal Programs							
Federal Pell Grant		Federal SEOG		Federal Work Study		Total (Unduplicated)	
Recipients	Award	Recipients	Award	Recipients	Award	Recipients	Award
732	\$2,631,522	174	\$66,267	160	\$89,559	1066	\$2,787,348

Non-Federal Programs					
State Scholarships		Tuition Waiver		Overall Total (Unduplicated)	
Recipients	Award	Recipients	Award	Recipients	Award
10	\$8,071.14	40	\$37,117	50	\$45,188.14

Federal and Non-Federal Programs		
Federal Grants	Scholarships/Waiver	Overall Total (Unduplicated)
Award	Award	Award
\$2,787,348	\$45,188.14	\$2,832,536.14

UPWARD BOUND

Mission Statement:

Upward Bound mission is to provide fundamental support and opportunities for participants to succeed in their precollege performance and ultimately in their higher education pursuits.

Objectives: There are six objectives for Upward Bound Program, standardized by the U.S. Department of Education. All six objectives were successfully accomplished.

Academic Performance - Grade Point Average (GPA)

Objective 1: 70% of all UB participants served during the project year will have a cumulative GPA of 2.5 or better on a 4.0 scale at the end of the school year.

A total of 104 participants were served in the project year 2013-2014, 101 or 97% of them had a cumulative grade point average of 2.5 or better on a four point scale at the end of the school.

Academic Performance of Standardized Test

Objective 2: 60% of UB seniors served during the project year, will have achieved at the proficient level on state assessments in reading/language arts and math.

Of the 104 program participants served, 30 of them were seniors with an expected high school graduation date in Spring 2014. 70% or 21 of them achieved a proficient level in reading/language arts and math on the ACT assessment test.

Secondary School Retention and Graduation

Objective 3: 70% of project participants served during the project year will continue in school for the next academic year, at the next grade level, or will have graduated from secondary school with a regular secondary school diploma.

Out of 104 participants served, 30 of them were seniors who successfully graduated from high school. Whereas 74 of them who were in 9th, 10th and 11th grades are continuing their high school enrollment at the next grade level in school year 2014-2015. As a result, 100% of total participants served either successfully graduated from high school or are continuing their enrollment in high school.

Secondary School Graduation (rigorous secondary school program of study)

Objective 4: 70% of all current and prior year UB participants, who at the time of entrance into the project had an expected high school graduation date in the school year, will complete a rigorous secondary school program of study and graduate in that school year with a regular secondary school diploma.

Students who were admitted into the UB program had an expected graduation date in 2014. 30 of them completed a rigorous secondary school program of study and graduated with a regular secondary school diploma.

Postsecondary Enrollment

Objective 5: 70% of all current and prior year UB participants, who at the time of entrance into the project had an expected high school graduation date in the school year, will enroll in a program of postsecondary education by the fall term immediately following high school graduation or will have received notification, by the fall term immediately following high school, from an institution of higher education of acceptance but deferred enrollment until the next academic semester (e.g. spring semester).

Of the 35 participants who had an expected graduation date in 2013, 91% or 32 of them began their enrollment in various colleges and universities in August 2013 while 9% or 3 deferred their college enrollment. With 32 students who enrolled in college, 59% or 19 enrolled at PCC whereas 41% or 13 enrolled at other colleges and/or universities outside of Palau.

Postsecondary Enrollment

Objective 6: 30% of participants who enrolled in a program of postsecondary education, by the fall term immediately following high school graduation or by the next academic term (e.g. spring term) as a result of acceptance by deferred enrollment, will attain either an associate's or bachelor's degree within six years following graduation from high school.

A total of 39 prior participants enrolled in a postsecondary education program immediately after graduation in fall 2008 38% or 15 of them have successfully attained either an associate's or bachelor's degree within six years after high school graduation.

Personnel

Six full time staff.

Services

Instruction in literature, composition, mathematics, science, and foreign language. College preparatory services including tutoring, counseling, and advising and other academic support services.

Community Involvement

The program is in partnership with various private and government agencies who provided work study programs for UB participants in summer 2013.

Evaluation/Assessments

There were several ways to evaluate and/or assess the UB program. These evaluations/assessment processes includes the UB Annual Performance Report (U.S. Department of Education), an independent auditor yearly review of program performance, and a three year program review required by Palau Community College.

Characteristics	Number of Students
High School Breakdown	
Bethania High School	8
Belau Modekngai School	5
Emmaus High School	6
Mindszenty High School	35
Palau High School	43
Palau Mission Academy	6
GED	1
TOTAL	104
Grade Level	Number of Students
9 th Grade	14
10 th Grade	20
11 th Grade	39
12 th Grade	30
GED	1
TOTAL	104

ACADEMIC AFFAIRS

Mission Statement

The Academic Affairs Division provides high-quality instruction in both vocational and academic programs to ensure students acquire the skills and attitudes needed to enter the workforce or to continue their educational careers. Its goals are to provide support to promote student learning and faculty teaching.

Programs

The college offers degrees in twenty (20) different programs (Table 1) including one [Palauan Studies] which will be effective in fall 2015. Three of the programs (Education, Tourism & Hospitality, and Community and Public Health) offer tracks concentrating on different areas of studies. The Education Program has tracks on Early Childhood Education, Elementary Education, Special Education, and Secondary Education. The Tourism and Hospitality Program has tracks on Tour Services, Hotel Operations, Food/Beverages Operations, and Hospitality Management. Community and Public Health has tracks in Public Health and Emergency Management. Other new programs the college is working to develop and implement include General Maintenance and General Mechanics. Implementation dates for these two potential programs are being pushed back to begin in fall 2016. Before the two proposed programs become official programs for the college to offer, they need approvals from the College President, College Board of Trustees, and Accrediting Commission for Community and Junior Colleges (ACCJC) for the Western Association of Schools and Colleges (WASC), and the United States Department of Education Financial Aid Office (USDOEFAO).

Table 1. List of Degree Programs

School of Arts & Sciences	School of Business	School of Technical Education
Agriculture Science (AG) Criminal Justice (CJ) Community and Public Health (CPH) Education (ED) Environmental/Marine Science (EMS) Liberal Arts (LA) Library & Information Services (LIS) Nursing (NU) Palauan Studies (Effective : fall 2015) Science Technology Engineering Mathematics (STEM)	Business Accounting (BA) Business Administration (BU) Information Technology (IT) Office Administration (OA) Tourism & Hospitality (TH)	Air Conditioning & Refrigeration Technology (AC) Automotive Mechanics Tech- nology (AM) Construction Technology (CT) Electrical Technology (ET) General Electronic Technology (GE) Small Engine and Outboard Marine Technology (SE) General Mechanics (Proposed) General Maintenance (Proposed)

Palau Community College offers an Associate of Applied Science (AAS) degree, Associate of Science (AS) degree, Associate of Arts (AA) degree and Associate of Technical Studies (ATS) degree. The degrees are awarded to students who successfully complete the required semester credits under each degree program. All degree programs are accredited programs under the Accrediting Commission for Community and Junior Colleges (ACCJC) and therefore, credits are transferable to other institutions upon the discretion of the receiving institution. The ATS degree is awarded to the students who successfully complete at least 60 semester credits. The curriculum for this degree is customized by a student and his/her advisor following the AA degree curriculum format with identified specialized area courses and submitted to CPC and the Dean of Academic Affairs for review and approval.

The Table 2 below shows degrees being offered by existing and proposed new programs.

AAS Degree Only	AS Degree Only	Both AAS & AS Degrees	AA Degree Only
Air Conditioning & Refrigeration	Business Accounting	Agricultural Science	Liberal Arts
Automotive Mechanics	Business Administration	General Electronics	STEM Disciplines
Construction Technology	Criminal Justice	Library & Information Services	<i>Palauan Studies (Effective Fall 2015)</i>
Electrical Technology	Education	Nursing	
Office Administration	Environmental/Marine Science	Tourism & Hospitality	
Small Engine & Outboard Marine Technology	Information Technology		
<i>General Mechanics (Proposed)</i>	Community Public Health		
<i>General Maintenance (Proposed)</i>			

As a requirement under Accrediting Commission for Community and Junior Colleges (ACCJC), Palau Community College conducts its program/department reviews every three years based on the approved Program/Department Review Cycle Calendar. The degree programs/departments reviews allow revisions reflecting student and community needs where recommendations will be addressed by the Committee on Programs and Curricula (CPC) for approval to implement changes for improvements. The program/department review is a thorough report showing success, strengths, and areas that needs improvement. The report also provides action plans for areas needing improvements where the action plans will be implemented within the next cycle of review. In this reporting period, School of Technical Education programs which include Air Conditioning & Refrigeration Technology (AC), Automotive Mechanics Technology (AM), Construction Technology (CT), Electrical Technology (ET), General Electronic Technology (GE), and Small Engine and Outboard Marine Technology (SE) submitted their program reviews.

**DEGREES CONFERRED
2005 - 2014**

Table 3.

	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014
AA	3	5	6	2	14	3	12	11	7
AAS	1	23	41	60	57	48	48	70	56
AS	40	28	29	29	33	23	25	18	25
CA	39	3	0	0	-	-	-	-	
CC	34	0	13	9	-	-	-	-	
CTC		0	1	0	-	-	-	-	
Total Associates Degrees	44	56	76	91	104	74	85	99	88
Total Certificates	73	3	14	9	-	-	-	-	



Environmental/Marine Science Symposium

Enrollment by Program

Table 4. Enrollment by Programs

	SU 13	FA 13	SP 14
School of Arts and Sciences	143	225	231
Agricultural Sciences (AG)	19	37	42
Criminal Justice (CJ)	3	10	7
Community & Public Health (CPH)		19	21
Education (ED)	62	51	37
Environmental/Marine Science (ES)	7	13	12
Liberal Arts (LA)	30	50	56
Library & Information Services (LS)	10	9	18
Nursing (NU)	11	32	36
STEM Disciplines	1	4	2
School of Business	86	183	183
Business Accounting (BA)	10	17	18
Business Administration (BU)	5	8	12
Information Technology (IT)	4	10	11
Office Administration (OA)	47	90	74
Tourism & Hospitality (TH)	20	58	68
School of Technical Education	73	138	135
Air Conditioning and Refrigeration Technology (AC)	3	6	6
Automotive Mechanics Technology (AM)	11	35	36
Construction Technology (CT)	24	33	26
Electrical Technology (ET)	9	16	23
General Electronics Technology (GE)	12	21	18
Small Engine and Outboard Marine Technology (SE)	14	27	26
UNDECLARED (UND)	28	89	29
TOTAL (Degree-Seeking)	330	635	578
Dual			0
UNCLASSIFIED (UNC)	4	7	6
ENRICHMENT (ENR)		2	3
TOTAL (Non-Degree)	4	9	9
GRAND TOTAL	334	644	587

Program Highlights

School of Arts and Sciences

Agricultural Science (AG)

In fall 2013, Agricultural Science (AG) Program developed the learning process of students in forms of lecture/presentations, and demonstration and application of acquired skills during their laboratory activities. These processes are enhanced through students' participation in workshops. AG students attended a workshop in Soil School at Ngchesar State hosted by the Bureau of Agriculture. Students also went into several field trips at Taiwan Technical Mission Farm, Palau Mission Academy Farm, Bureau of Agriculture at Neken, and other piggery farms at Babeldaob. Students conducted interviews to farm owners about farming systems and made analysis of the present situations to be presented in the class. This enhanced their achievements of proficiency in their Course Learning Outcomes.

AG students also conducted a research aimed to determine the effectiveness of using kitchen waste compost to crops. The research output was presented at Palau Community College attended by crop owners and some government officials. The results of the study provides not only the students with scientific approach to organic farming but the community as well.

In spring 2014, AG program participated in the PCC Career and Technical Awareness Week that show case highlights in agricultural skills development of the students. Activities they performed during practical lessons in the farm includes crop and animal production technologies. Other activities participated by the students include immersion trips to different crop production and animal farms in the island.

AG program had invited guest speakers from FAO. Dr. Nenita Dela Cruz, FAO International Coordinator, Bob Bishop, National Coordinator, and Fred Ikertang, National Horticulturist, discussed the importance of Organic Farming to AG students. Its implications to human health, food security, and environment concerns were among the highlights of the forum. The topics presented correspond to Course Learning Outcomes in crop protection, plant science, and soil management courses of the students.



PCC Dorm Residence Retreat

Criminal Justice (CJ)

Invited Guest Speakers

CJ 113 Juvenile Control & Juvenile Justice Administration guest speaker Probation Officer Persilla Rengiil from the Palau Probation Office. Officer Rengiil discussed the following topics:

- ◆ What is the purpose and function of the Probation Office?
- ◆ What services does the Probation Office provide?
- ◆ How do probation officers carry out their jobs?
- ◆ What are the rights of juvenile probationers?
- ◆ How effective is juvenile probation?

The topics discussed are related to the following course learning outcomes: Identify and describe various agencies and institutions where delinquents are placed; explain why juvenile delinquents are mostly dealt with outside of juvenile court, explain the basic problems in American society that have impacted juveniles, administration of juvenile justice, and the use of different programs instead of formal juvenile justice processes.

Activities

CJ 111 Introduction to Criminal Justice Administration students attended the Fall 2013 Student Forum. The Fall 2013 Student Forum was held at the PCC Assembly Hall. Students had the opportunity to give presentations on the following topics: Technology: Friend or Foe, Searching for the Meaning of Kushu, Sweet Child of Mine, Belauan Ink, Hai Why do Palauans Complain So Much, and The Sociological Imagination of the Betel Nut. This activity was a good opportunity for the CJ 111 students to participate in a campus activity and to support a classmate and fellow students. The activity relates to the following program learning outcomes: Students will demonstrate the knowledge and understanding of the importance of ethical conduct and theoretical approaches in the accomplishment of justice. Also, demonstrate an understanding of, and reaction to, issues associated with crime and the administration of justice; students will demonstrate the ability to identify crime causation, the aspects of a crime, and the essential supporting evidence. In addition, students will demonstrate the ability to explain the function of law, both procedural law and substantive law, as crucial elements in the criminal justice system.

Completed Program Course Assessments:

Summer 2013 Completed Program Course Assessment: CJ 222

Based on the grid assessment forms for the completed program course assessments, the expected student performance is 70% of the students assessed will reach the proficiency level in all CLOs.

Spring 2014 Completed Program Course Assessments: CJ 101, CJ 112, CJ 115, and CJ 120. Based on the grid assessment forms for the completed program course assessments, the expected student performance is 70% of the students assessed will reach the proficiency level in all CLOs.

Forum Attended by Program Chair

Forum on Communities Against Crime and Violence – August 8, 2013

The forum concentrated on how the community and the government can work together to address the issues of the increasing crime and violence in Palau. The following were presentations from government agencies: Ministry of Justice: Overview of violent crimes and situations in the Republic and ongoing programs and activities, Ministry of Education: Overview of ongoing programs and activities dealing with problem students and initiatives on prevention, Ministry of Health: Overview on ongoing programs to treat victims of violent crimes and efforts to control prescription drug distribution, Ministry of Community and Cultural Affairs: Overview on ongoing programs and activities for youth developments. Following the presentations, there were open discussions for recommendations, solutions, and initiatives on how to work together to address issues at hand. This forum supports the CJ program in that it provided information on the increasing crime rates, violent crimes, and social issues in Palau. The information was used in course lectures and encouraged interesting classroom discussions. Also, the actual presentations by the government agencies were shared with students so that students were aware of increased crimes and social issues in Palau, and encouraged students to an open discussion on recommendations and solutions.

Program Activities/Presentations

The CJ Program participated in the 2014 Career & Technical Education Awareness Week. The CJ students and faculty talked with visiting students about the program, program courses, and career opportunities in the Criminal Justice field. Displays included a fingerprinting station, career opportunity bulletin board, homicide crime scene, photo display of drug busts by the Drug Enforcement Division of the Bureau of Public Safety, and magazines relating to the Criminal Justice System and field. CJ students including a CJ faculty member demonstrated self-defense techniques as a part of the demonstration activities at the CJ Program station.

Course Activities

CJ 120 Introduction to Law Enforcement students submitted comments to the Law Enforcement Officers Practices and Advisory Committee of the Ministry of Justice. This activity was a good opportunity for the CJ 120 students to make recommendations to the said committee as well as contribute to the community. The activity relates to the following learning outcomes: Students will demonstrate the knowledge and understanding of the importance of ethical conduct and theoretical approaches in the accomplishment of justice. Also, demonstrate an understanding of, and reaction to, issues associated with crime and the administration of justice; students will demonstrate the ability to identify crime causation, the aspects of a crime, and the essential supporting evidence. In addition, students will demonstrate the ability to explain the function of law, both procedural law and substantive law, as crucial elements in the criminal justice system.

Community and Public Health (CPH)*CPH 112 - Alcohol Control - Enrollment: 23 students*

The students in this program course were required to conduct research and interview activities on Student Learning Issues (SLI's) compiled in class by the students themselves after reviewing the PBL "Trigger with the instructor and participating in class discussions". Students conducted research through the internet and interviews with various agencies and organizations and individuals in the community to address the SLI's and Core Learning Issues (CLI's) addresses the Triggers of the PBL problem--Underage Drinking and Driving Under the Influence of Alcohol/Drugs. The students presented power point presentations in class on their interviews and research findings of the SLI's and CLI's of the Trigger in the PBL problem that were discussed in class.

CPH 113 - Mental Health: Enrollment: 23 students

The students in this program course were required to conduct research and interview activities on Student Learning Issues (SLI's) compiled in class by the students themselves after reviewing the PBL "Trigger with the instructor and participating in class discussions". Students conducted research through the internet and

Education (ED)

Education Program students conducted projects outside campus where they practice what they had learned in class and use it to promote a good and educational learning environment. Some of the projects required them to look for anything that they think can be used to create something new; such as scrap, rubbish, or recycling materials. In this way, students can learn to create a mood in their own classroom and make learning fun and educational for them and their students. It also helps teachers become more interested in what they are doing in the classroom. In classroom, students brought in their projects and individually present in class. This helps the students overcome their anxiety in presenting to a crowd and also learn new ideas as they present their topics and critiqued them as well. The on-going feedbacks from the instructor as well as the rest of the class helped them freely state their opinions where they were able to accept that they were wrong in certain cases. Thus, it improved professional growth for each student and to use it to promote a healthy learning environment in any classroom.

ED students also made paper machete out of the rubbish that they collected from their house. They created maps out of scrap, rubbish, and recycling materials. This activity helped them understand the role of a teacher in creating a mood in the classroom. It helped them become more creative and interested in teaching using these kinds of activities. These activities allow a teacher to know how to approach his/her students in different ways. It enables the teacher to understand that not all teaching should be based on the books, thus they can learn to become more resourceful while teaching following school curriculum.

Guest Speakers

- ◆ Begonia Tewid, a Special-Ed Specialist/Classroom Resource Trainer (CRT) of the Palau Ministry of Education.
- ◆ Helen Sengebau, a Program Coordinator at the Palau Special Education Program of the Ministry of Education.
- ◆ Rechediou Jemmy Belelai, retired instructor at the Palau Community College

These speakers discussed the IDEA (Individuals with Disabilities Education Act; an approved law of the U.S. government regarding students with disabilities and their parents. Students were informed about certain parts of the IDEA that Palau Special Education Program are abiding. They also discussed the provision of the Palau Constitution concerning students in Palau with disabilities and their parents.

The 2013 MOE Teachers' Convention

The Education Program instructor had a part in one of the workshops that was beneficial to the students in enhancing what they had learned in the classroom. The discussion focused on the activities conducted in a regular classroom and how to use things in environment to maximize student's advantage in learning. It was very helpful because elementary teachers, high school teachers, including specialist from Ministry of Education participated in the convention which provided a wider range of ongoing discussions where they helped each and every one understand the importance of resourcefulness and the role of teachers in a classroom.

Nursing (NU)*NU 106B Nursing Trends II [8 week course]*

This course focuses on legal and ethical issues and trends affecting contemporary and future health care. It emphasizes the transition from the role of a student to a registered nurse; and from a registered nurse to advanced leadership positions in Nursing. Students focused on common ethical issues nurses encounter working in Palau and other similar island-states. Students also improved upon communication skills through speech, debate, and group activities.

NU 108 Child Health Nursing II

This is the second course in Child Health Nursing. It presents to the students specific diseases and conditions requiring hospitalization, outpatient care, or home involvement. Emphasis is on interpersonal relationships with family members; a positive, yet gentle approach to the patient, developing skills in dealing with a grieving family, emergency intervention and procedures to follow for referral for care at a distant location. Students improved upon their skills of identifying conditions which would require a child-patient to be referred with the utilization of simulated case study exercises.

NU 201 Adaptation to Illness (Adult Health I)

This course focuses on the nursing process to assist clients in meeting goals related to psycho-social, metabolic, circulatory, respiratory, endocrine, (diabetes), and neuro-sensory adaptations. Therapeutic communication is presented and practiced. By utilizing simulated case study exercises, students learned how to care for patients with diabetes, hypertension, and other related illnesses requiring lifestyle adaptations. Each student was required to develop a care plan for a patient suffering from one of the aforementioned afflictions.

Students in NU108 and NU201 participated in the PCC Career Week, in which they checked blood pressure, and blood sugar levels of people from the community who had come to visit the program. To those whose test results showed them to be at risk, the students provided appropriate medical advice and referral information.

The Program Instructor arranged for MOH staff to provide BLS certification courses to senior nursing students. There were eight students who took, and subsequently passed and were certified as BLS providers. This semester, six students graduated with their AS in Nursing; and for the first time in the history of the program, a nursing student was named valedictorian.

School of Business**Business Administration (BU)**

On March 5, 2014, Senators, Ministers, and Labor representatives from the Government came to PCC Assembly Hall to educate the Public about Value Added Tax (VAT) System that Palau will start using sometimes this year or the next. Business Administration (BU) program students attended the presentation made by the Government Officials. They were required to submit a rationale or a synopsis of the presentation along with their conclusion and recommendations.

The topic of the presentation is integral to Business Accounting and Administration, since they prepare tax accounting and procedures, and regulations. The presentation topic and the discussed issues and materials presented were very relevant to the program course learning outcomes

The Presentation mentioned in the top on VAT was informative to the program instructor as well as the students. Not VAT concept itself, but the intention of Government in implementing such system. This would clear up any doubt as to why and how such tax measures at this particular time in the global economy.

When having actual data to back up lectures and assessments, this would really give not only the instructor confidence in delivering materials, but the students in absorbing the relevant knowledge.

Information Technology (IT)

Information Technology students partake in various IT related activities both on and off campus. These activities give students the opportunity to practice and apply what they have learned in IT courses. Such activities include:

- ◆ Troubleshoot and fix iTalc installation at the PCC Library.
- ◆ Troubleshoot and fix iTalc installation at the Palau Public Library.
- ◆ Troubleshoot and fix iTalc installation at the Palau Supreme Court Marshall's Office.
- ◆ Troubleshoot and fix networking problems at the Palau Supreme Court IT Office.
- ◆ Troubleshoot and fix email problems at Gibbons Enterprise Inc.
- ◆ Troubleshoot networking problems at Gibbons Enterprise Inc.
- ◆ Install and troubleshoot iTalc and other software at Emmaus High School.
- ◆ Set up and troubleshoot the Emmaus High School computer network.
- ◆ Install, set up, and troubleshoot the Emmaus High School Moodle installation.
- ◆ Develop the Academic Affairs database

Participated in the Career Awareness Week

Program students had the opportunity to showcase some of the projects they have worked on in IT courses to high school students. Students also had the opportunity to share logic games collected from the Internet such as rebus puzzles, riddles, and optical illusions. Such games demonstrate the importance of critical thinking and problem solving in the IT field.

Field trip to PNCC

Mr. Paul Kingzio, PNCC General Manager, share with the students about the future plans of PNCC in terms of expansion or upgrading the Internet services in Palau and the status of the ongoing fiber optic discussion. He also emphasized the country's desperate need for skilled and qualified Palauans in the IT field. He emphasized the importance of going to school and obtaining a degree in the field so that the range of expertise would be wider enabling them to obtain both entry level or management positions.

Office Administration (OA)

Office Administration students enrolled in OA 221 course organized a “Family Event” with Tourism, Business, Projects & Journalism Association (TBP&J Association) with the topic “Prevent our kids from tobacco use and second hand smoking”. Students had a chance to learn logistics of that event, communication, preparing all necessary documents such as letter, memos, posters, invitations, and agenda. Students were also involved in the second event called ‘GO-4-24-Hours tobacco Free Challenge’ in April 2014. The aim of the event was to get at least 50 smokers/users of tobacco to sign up to quit at least for 24 hours. This event was organized by OA students and Kotel a Deureng Campaign.

Tourism & Hospitality (TH)

Mission: To lead students closer to his/her academic and occupational objective; to promote student learning and exploration in tourism and hospitality; and to support the College’s mission and vision.

Strategies: To find ways to improve student learning; to integrate concepts into practical applications to enhance learning; and to utilize common and/or modern technology in the learning environment.

Classroom/Practical Learning Space Set Up with PPR

The Tourism & Hospitality program has excellent classrooms designed to simulate realistic or practical work environments found in and around the industry. Palau Pacific Resort partnered its Resort Management Team with the Tourism students to arrange and organize each of the learning classrooms to accommodate both practical and theoretical learning in the classrooms. On February 14th and 28th, students and club members spent time fitting out the rooms. Some of the outcomes from this collaboration include:

- ◆ Identify, mark, and label emergency exits;
- ◆ Identify, mark, and label fire extinguishers;
- ◆ Setup suite room/housekeeping classroom for practical and theoretical settings;
- ◆ Setup front office classroom for practical and theoretical settings;
- ◆ Put up signage to protect sofas and beddings from exploitation; and
- ◆ Create opportunity for students to collaborate with actual hotel employees and establish networking possibilities.

Alii Host Catering March 2014

Students enrolled in TH 01 had an opportunity to cater for a workshop held at the TH Restaurant on March 26, 2014. The tri-org (BTA-PVA-PCOC) monthly Alii Host® workshop had requested catering services for their 20 participants from various agencies. The class was able to produce a five-course buffet lunch during this event. The lunch included baked potatoes with sour cream and cheese, chef salad, pan-fried vegetables, teriyaki chicken, and had pineapple-upside down cake for dessert. Students also produced an assortment of teatime snacks including freshly baked cookies, pastries, fruit assortment, and sandwiches. The students received many compliments from the workshop participants on taste, presentation, and nutrition.

PCC Tourism Catering Events

Spring semester was a busy semester for the PCC Tourism Club. The main objective of the PCC Tourism club is to provide opportunities for tourism students to put into application the knowledge and skills learned in theory in class. Since the club is open to any PCC students, its membership is not exclusively to just students majoring in tourism. This year the club had construction technology, office administration, and business students participate in club functions, meetings, and activities. The following list includes highlights from this year:

- ◆ Ministry of Natural Resources, Environment, and Tourism—for their quarterly employee performance awards ceremony, MNRET solicited dining room services from the Tourism Club. (January 2014)
- ◆ Palau International Coral Reef Center—For their 2014 Anniversary Dinner Fundraiser, PICRC solicited dining room setup and service from the Tourism Club. It was a sold-out event in which students learned how to handle overbooking, handling dissatisfied customers, and the importance of planning and evaluation.
- ◆ House of Delegates—When Japan’s Minister of Fisheries visited Palau, HOD hosted a dinner at Ngara Amayong Cultural Center for the special guests. HOD had requested dining room services from the Club during this event. It was a great opportunity for the students to demonstrate their skills and establish their network in the community. This event was held on January 19, 2014.
- ◆ The Nature Conservancy—A special cocktail dinner reception was hosted by TNC at the Aquarium (PICRC). The organization had solicited dining room services for their event. The cocktail dinner reception was held on March 19, 2014.
- ◆ The Senate—When Governor Perry from Texas visited Palau, the 9th Olbiil Era Kelulau’s Upper Chamber, the Senate, hosted an elaborate dinner reception for the governor and his delegation and guests. Students had an added bonus of meeting the Governor and his wife, but also learned about WWII veterans’ stories from a visiting family. In addition, some of them met celebrity US Navy Seal Marcus Luttrell, whose amazing true story of survival made the box offices January of 2014. This event was held on April 10, 2014
- ◆ Palau National Olympic Committee—On April 26, 2014, PNOC held its annual Sports Banquet honoring athletes and volunteers at the NgaraAmayong Cultural Center. For the past several years, PNCO has solicited dining room services from PCC Tourism Club, and this year was no exception. PCC Faculty Senate Association—on May 3, 2014, FSA held its annual Gentlemen’s Gourmet fundraising event at the NgaraAmayong Cultural Center. The organization requested assistance from the Club in setting up and providing table service for the event.
- ◆ PCC Graduation Committee—For the 51st Commencement Exercises, the Tourism Club provided services to the College and the Committee by providing dining room service to the graduation officiators and usher in guests for the event.

Field Trip to Ulong—March 27, 2014

Instructors Elicita Morei (Palauan Studies) and Ltlatk H. Fritz (Tourism & Hospitality) recently conducted a field trip to Ulong Island to learn more about its history and heritage. Five sites were visited on and around Ulong including “Llecheklel a Orachel”, “Ollumel”, the ship’s renovation site and monument. On the second part of the learning adventure, tour-guiding students brought their “guests” to some of the popular tourist spots to demonstrate their interpretation skills. The sites included Rose Garden for some snorkeling, then to Ngchelobl to see the giant clams, and last stop was Milky Way. The trip was a great success for all the participants.

Field Trip to Peleliu—April 18, 2014

Tour service students taking a tour guiding and travel planning course coordinated a historical tour around the island state of Peleliu. Most of the sites the group visited revolved around historic events that occurred during World War II. Students visited the WWII Museum, remnants of Japanese occupation (headquarter and power plant), 1st Division Marine Corps Monument, 81st Infantry Division Monument, and final resting sites of downed planes, amphibious vehicles, and artillery. The tour group also included hotel operations and hospitality management students who were studying front office operations. These students, and the tour guides, visited three local lodging operations on Peleliu island— Island View Motel, Island Terrace, and Dolphin Bay Resort. Students learned about the various types of accommodations, amenities, and level of operations.

Field Trip to Babeldaob—April 26, 2014

Tour-guiding students conducted a land tour in partnership with Elicita Morei and her Palau Culture and History class around several sites in Babeldaob including Ngerchokl (Palauan version of the Fountain of Youth), Badrulchau (stone monoliths and the demi-gods), Ngardmau Cable Car and Waterfalls.



TH students cater to special meetings at PTHSE

School of Technical Education

Automotive Mechanical Technology (AM)

Automotive Mechanical Technology program provides students with technical skills and knowledge and proper work ethics needed in this field. The program also prepares students to manage their own automotive repair shop or merchandizing company for automotive parts or accessories. In this reporting period, there were eighty-two students enrolled in the program.

To reinforce what they learn from the program, students demonstrate and apply their skills and knowledge by serving college vehicles including individual community members who are willing to bring their vehicles for students to work on. During Career & Technical Awareness Week (March 11 - 13, 2014), AM students along with their instructor had the opportunity to showcase the program to visiting high school students. Program students were able to present their projects and displays and explain to the high school students what they gained from the program. At the same time, students had the opportunity to practice their public speaking skills and also to gain confidence in presenting.

Construction Technology (CT)

Construction Technology has one (1) full-time instructor and one (1) adjunct instructor. The program provides students with technical skills and knowledge and proper work ethics needed for employment in construction field. It prepares students to work as carpenters, masons, plumbers, private contractors, hardware store clerks, or in other related construction work. In this reporting period, there eighty-three (83) students enrolled in the program.

Under the CT program, students demonstrate their blueprint reading skills, carpentry skills, masonry skills, plumbing skills, and construction management skills through class projects within PCC campus as well as actual construction projects outside college campus. Projects taken inside the college campus include sketching a perspective view of a building, sketching three dimensional pictorial drawing and create orthographic projections of a simple structure, and create a set of print by manual drafting. Students also learned to create complete set of drawings using methods such as creating lines, inserting blocks, creating shapes in different methods/commands, dimensions, and layers. Under construction management, students learned to prepare a proposal bid, create schedules, determine project phases, prepare estimates of a simple projects and recognize potential hazards of inappropriate attire, and correct safety measures on site. Part of reinforcing what students learned from the program is to have someone from the community in the construction field to talk to the students.

CT program students had the opportunity to meet with FR Construction Engineer, Mr. Bobby Pineda, who presented about the importance of engineering field in Palau and how the FR Construction Company receive projects from their clients. He also talked about the bidding process the company go through for projects and showed students bidding documents/forms done by the company. Mr. Pineda also shared his experiences as an engineer in Palau and encouraged students to pursue the field

Class Activities

Students had a chance to put on their hard hats and become a Construction Manager. Class activity is to know how to instruct workers from one point to the end to those who could not see and could see. At the end of the activity students concluded that dedication and patience is needed in order to become a Successful Construction Manager. Meanwhile other activities such as explanations and discussions were done to improve more on their speaking skills to become a better manager/leader.

Knowing the differences between Budget and Estimate:

Students went out to different hardware and took price quotations of materials needed for a specific project. Students provided a rough estimate then calculated the actual cost and saw the price difference of each kind of estimate. This is an activity for students to learn that price quotations should be more than what you need rather than less than the budget or the company will lose its business.



2014 Career & Technical Awareness Week

Electrical Technology (ET)

Electrical Technology program provides students with technical skills and knowledge and proper work ethics required for the employment in this field. The program prepares students to work as electricians, electrical maintenance, or power distribution personnel. Program students will be able to work as lineman, power plant electricians, install and maintain electrical wiring for residential, commercial, or industrial buildings.

Part of reinforcing what students learned in the program is by conducting field trips where students can experience and see that actual work done in the field. ET program students had the opportunity to witness the ribbon cutting and at same time the commissioning of the two brand new generators at the Aimelik power plant where they were able to witness first-hand, the start-up operation of the new generators. Another field trip was at the National Hospital where they were able to see the whole system in the facility and how it was operated and maintained. They were able to see the hospital's solar PV Grid-connect system in operation and how it contributes in savings to the hospital's energy bills. Students also went to the Malakal Power Plant and witness power generators in operation and the supply of power to the whole Koror and parts of Babeldaob. They were briefed by the plant's engineers and operators on the maintenance and operations process where they learned a great deal in such in order to sustain long life to the generators. After the tour in the generating room, the students were fortunate to have a lecture from the electrical engineer in charge of the power distribution, where they briefed on the capacity of the system and how it is distributed throughout the island. The field trips are directly connected to the ET Program Learning Outcomes.

During the Career and Technical Awareness Week (March 11 - 13, 2014), ET students were able to demonstrate their skill and knowledge through their laboratory activities to visiting students from high schools. It was an excellent experience for them in improving their character and confidence in the field that they have chosen.

In November 4 - 9, 2014, ET program instructors had the opportunity to attend a workshop on PV System, Design and Installation Phase I which was conducted by Bruce Best of University of Guam. The purpose of the workshop is to prepare at least two participants from Palau to go to Phase II which they will do hands on Solar PV design and installation, OSHA, tower safety, CPR, and also passing the NABCEP certification (North American Board of Certified Energy Practitioner).

General Electronics Technology (GE)

General Electronics program provides students with technical skills and knowledge and proper work ethics needed in the field of electronics. The program prepares students to pursue careers as electronic technicians, assemblers, testers, parts counter salespersons or become operators of their own repair shops. Under the program, students will be able to manufacture and assemble electronic circuits, service and repair electronic consumer products, industrial devices, and computers.

To apply and demonstrate what they learned in the program, GE student conducted their project in installing, repairing, and setting up different type of industrial devices. In addition to their class projects, students also fixed some electronics appliances brought by the people in community which include televisions, home stereos, and car audio systems. Program students also provided services and repair of remote controls of different air-conditions inside the campus classrooms. One of the projects that students did was to repair the LCD TV in student dormitory under the supervision of the program instructor.

On March 11-13, 2014, the GE students were able to demonstrate and display their projects during the Career and Technical Education awareness week. Each students who participated had the opportunity to explain what they learned from the program and why they chose the field as a career to pursue. In addition, students had the opportunity to practice and also gain confidence in public speaking and be able to explain their technical knowledge in relation to their projects.

Besides teaching, the GE Instructor had the opportunity to do professional development by attending training workshop in Stand Alone PV system from May 21 to May 23, 2014 at Palau Community College Sponsored by Arizona State University. In this training, the program instructor was involved in lecture presentation and was able to complete the training course and received a certificate on it.

Air Conditioning & Refrigeration Technology (AC)

Air Conditioning & Refrigeration Technology is designed to provide students with skills and knowledge and proper work ethics needed for employment in this field. The program prepares students to work as a air condition technicians, refrigeration technicians, trouble shooters, parts counter salespersons, or become operators of their own repair shops. To demonstrate and apply what they learn from the program courses, students along with their instructors does servicing, repairing, and installing air-condition units inside the college campus. In addition to their projects, program students also fixed water dispenser, refrigerator, window type aircondition unit brought by people in the community.

During the Career & Technical Education Awareness Week (March 11 - 13, 2014), AC students along with their instructor had the opportunity to showcase the program. Students had the opportunity to display their projects and explain to high schools students what they learn from the program.

Departments

Academic Affairs Division offers general education courses under following departments to fulfill the general education requirements for the degree programs.

1. English/Communication
2. Math
3. Music & Fine Arts
4. Other Languages
5. Health and Physical Education
6. Natural Science
7. Computer Science
8. Social Science and Humanities

English Department

During the week of Career Awareness in spring 2014, this instructor created an English brochure and recruited several English instructors to give presentations to visiting schools of career possibilities when armed with English skills. The various instructors shared what is learned in their courses, such as communications and grammar skills courses, and types of careers students can look forward to. Students were also asked to write poetry and showcase during the Career Awareness week in order to show visitors of some creativity skills students can learn and explore in the courses. A poster created by communications students was also presented to show the different forms of communications that can be learned in the courses and the different kinds of careers that skills in communications can be extremely valuable in.

EN 202 students has an opportunity to do presentations at PCC Day Care Center. Through the course, the students were exposed to various types of children's literature and how to integrate the arts approach into teaching children's literature. This activity relates to the course learning outcome where students create and present variety of arts extension, identify and able to communicate the importance or purpose of a variety of genres associated with children's lit and be able to identify literacy elements in children's lit.

Math Department

During this reporting period, there were total of 645 students enrolled in math courses, and total of 9 different courses were offered. All courses offered in both fall and spring semester were assessed. The overall results for both semester show well over 70% of students assessed for each different course are performing at proficiency level.

On May 19th - 29th, 2014, six instructors (3 from math department & 3 from vocational/technical education) including one Math/English tutor attended a workshop on Mathematics Curriculum and Pedagogy course conducted by Dr. Shelley Dole, a Mathematics Education Development Adviser from Australia. The trial of the Mathematics Curriculum and Pedagogy course was presented as an eight day intensive workshop with participants engaging in the modules within the course as would be presented to future students in this course.

Music Department

Students who were enrolled in Music courses had an opportunity to visit the Belau National Museum Library to see the relevant materials on Palauan traditional music, both as documents and audio files. The trips helped supported the course learning outcomes for MU 149 in which students who are aspiring teachers or already teachers can find credible and relevant sources in which to acquire suitable repertoire on traditional Palauan music and incorporate them into their lesson planning. Other field trips and projects were conducted to assist elementary teachers from Koror Elementary School and George B. Harris Elementary School to plan, prepare, and rehearse their students for their school's awareness week. Through the projects, students were able to witness the planning, procedure, and implementation of program and lesson planning from start to finish thus enable them to gain deeper understanding on developing their own.

Health & Physical Education Department

Students who enrolled in HP 180 - Personal and Social Health had the opportunity to hear presentation from Senior Disease Intervention Specialist, Ms. Allyne Andrew, who presented on HIV and Sexually Transmitted Infections. In her presentation, Ms. Andrew talked about the HIV, most common STIs, their symptoms, and treatment including the local statistics of AIDS and STIs in Palau. Ms. Andrew also discussed with the students on how to reduce the risk of getting STIs and what treatment are available in Palau.

Trainings and Workshops

- ◆ Caregiving for the Elderly (5 Day Workshop) - Workshop conducted by Ministry of Health and PCC which focused on training us "the trainers" in caregiving for the elderly.
- ◆ Community Disaster Relief (5 Day Workshop) - Training for the Palau Red Cross Society including assessing a disaster and providing basic necessities for those affected.

Social Sciences & Humanities

Students enrolled in SS 189 course had the opportunity to visit Bureau of Arts and Culture where they learned various careers related to anthropology. Director Sunny Ngirmang gave an overview of the BAC and Ms. Meked Besebes, ethnographer, gave a talk on the ethnography perspective and encouraged students to pursue such field. Students also attended the presentation by Dr. Kopke who presented the Kramer's collection that is being exhibited at the German National Museum.

Students also had other field trips to Belau National Museum where they learned about the foreign contacts and their influences to Palau society from past to present. Jolie Liston, an archaeologist, whose been working with Palau for long time, presented her studies which focus on terraces that are located in Babeldaob. The field trips correspond with HI 169 and HI 259 course learning outcomes which students demonstrate their understanding and ability to articulate how culture, society, and diversity shape the role of the individual within society and human relations across cultures relative to cultural anthropology. At the same time, students learn how to analyze cultural changes and its problems and develop social policies.

Computer Science Department

Computer Science department provides courses that are needed for academic programs. The department courses covers basic information processing, basic computer concepts, Window Operating Systems, word processing, spreadsheets, and internet applications. Students also learn how to create power point presentation, inputting text in the document, inserting pictures, clip arts and shapes, resizing and editing text and pictures. Projects students are required to complete for the courses include creating flyers, brochures, and menus using MS Publisher program.

Natural Science Department

Natural Science Department courses are taught by two full-time instructors who are also teaching the Environmental/Marine Science (EMS) program. This department offer courses that are required from other academic programs namely EMS program and Nursing Program.

Other Languages Department

Other Languages department include Japanese and Chinese (Mandarin) languages. The department provides courses that meet the needs of academic degree programs. During this reporting period, there were only two faculty in-charge of department courses. In Japanese Language courses, students learn to use basic vocabulary in simple sentence structure. Students learn and practice pronunciation and common phrases used in everyday social and business contact. In more advance courses, the instruction become more intensive in pronunciation, listening, comprehension and speaking. At the same time, students are asked to do simple conversation in Japanese. Also students are exposed to Katakana and Hiragana including some simple Kanji.

In Conversational Chinese-Mandarin course, students learn to understand basic vocabulary and simple sentence structure. Students practice acceptable pronunciation used in daily social and business contacts. Students are also encouraged to perform dialogue, participate in role-play, and to speak in Chinese as much as possible.

As a result, students were able to greet people, answer and respond appropriately, and introduce themselves. Although the class mainly focuses on listening and speaking skills, students are taught how to write their names in Chinese characters a the beginning of the course. Cultural activities in the classroom, such as practicing calligraphy or watching a Chinese movie, not only strengthen student's writing and listening skills but also increase student's understanding of Chinese culture.

During this reporting period, students learned the names of items in a store and learned how to make purchases and to negotiate a price in Chinese. To apply what they learned in the classroom, students went on a field trip to a local grocery store owned by a Taiwanese businessman. The field trip was an opportunity for students to visit a real store and to communicate with the native Chinese speaker; it provided students with a real-life and interactive experience.

Belau Childcare Center

Belau Childcare Center was built under the partnership of Palau Community College, Palau Community Action Agency and Ministry of Health Child Care Unit. The main goal of this childcare center is to assist the low income/no income parents/students with children to pursue highest education possible at Palau Community College. In this reporting period, there are four employees taking care of the children. The total number of children served at the center is forty-seven (47):

- 2 yrs.— 3.5 yrs. old = 16
- 3.5 yrs.— 4.5 yrs. old = 15
- 4.5 yrs.— 5 yrs. old = 16

In addition to children's daily learning activities, field trips, Belau Childcare Center celebrates Thanksgiving Day and Christmas Day. Presents are given gifts which include toys, crayons, and coloring books.



Career and Technical Education Awareness Week

On March 11 - 13, 2014, Palau Community College (PCC) held its annual Career & Technical Education Awareness Week. The purpose of the awareness week is to showcase and promote the college programs to elementary and high school students as well as the community. Students and community will have the opportunity to visit all Technical Education programs including other academic programs and departments. During the awareness week, all programs and departments conduct demonstrations, presentations, and displays for the visitors. As part of the showcase of the programs, PCC students are given the opportunity to demonstrate the skills and knowledge they learned from the programs.



Students getting ready for the tour.



Education Program



Electrical Technology Program



AirConditioning & Refrigeration



Criminal Justice Program



OA, BA, & BU Program



Small Engine/Outboard Marine Tech.



Automotive Mechanics Technology



Construction Technology

Committee on Programs & Curricula (CPC)

The Committee on Programs and Curricula (CPC) is a standing committee of the college. Its membership is comprised of representatives from divisions, departments and units that directly or indirectly deal with matters concerning programs, curricula, and academic regulations.

The functions of CPC are as follows: (1) review and make recommendations to the Vice President of Education & Training regarding the approval/disapproval of new course/program; course/program modification; course/program deletion; program clustering; course substitution/waiver; proposed changes in formats, policies, forms, etc., regarding curriculum development/implementation/assessment; courses that may be challenged; tests developed for credit by examination/placement; adoption of textbooks; (2) ensure appropriateness of any commercial test before adoption, (3) ensure course outlines' three-year validity, (4) ensure programs' assessment after/within three years, (5) assist in the evaluation of incoming transfer credits, (6) review and approve/disapprove requests for course/program articulation, (7) ensure implementation of approved modifications, and (8) have on file copies of approved documents and articulation agreements with high schools/colleges or universities.

For this reporting period, CPC held 12 meetings to do the following:

- Review and approve three new course proposals

- Review and approve 16 course modifications

- Review and approve 1 program modification

- Review and approve 3 courses for three year validity

- Review and approve 2 course deletions

- Review and approve 1 TOEFL waiver

- Review and approve a standardized format for Internship courses for all programs

Ms. Shelley Dole developed a new course at the invitation of the College as part of the Palau /Australia bilateral agreement. This new course, Mathematics and Numeracy Teaching, will be incorporated into the college's existing Education Program. Ms. Dole conducted trainings with both Ministry of Education teachers and Palau Community College math department and technical education program faculty. The first official offering of the course will be summer 2015 with the course being part of the education program in fall 2015.

Mr. Jerry Taroy developed two new courses for the Electrical Technology Program. ET103 *Mathematics for Electrical and Electronics* is a mathematics course specifically for the Electrical and General Electronics field and will replace a general technical mathematics course. The second course, ET214 *Grid Connected Solar PV Design and Electronics*, will allow for students to gain skills and knowledge in the field of solar energy. Both of these courses are part of the Electrical Technology program modification which will be effective fall 2015.

Internship Training

Internship program is a collaborative training arrangement between the college and employer which provide students opportunity to acquire educationally related work experience to enhance their skills which may lead to permanent employment or to pursue further education. The goals of the training program are:

- ◆ To promote development of skills and abilities relevant to productive employment to meet the needs of the communities.
- ◆ To assist graduates in obtaining meaningful and productive employment.
- ◆ To promote the participation of community and employers in curriculum review and development.
- ◆ To assist in providing trained local manpower to meet the needs of the community.

2013 - 2014 Internship Program Enrollment				
Programs	Fall 2013	Spring 2014	Summer 2014	Total
AG	2	4	4	10
AC	-	1	-	1
AM	-	3	2	5
BA	-	1	3	4
BU	-	1	-	1
CJ	1	2	-	3
CT	-	1	2	3
EMS	-	2	1	3
ET	-	1	-	1
GE	-	-	3	3
LS	-	1	3	4
OA	-	1	3	4
SE	1	1	3	5
THFB	-	-	2	2
THHO	-	-	5	5
THHM	-	-	2	2
TOTAL	4	19	33	56

Program Initiatives

Penn Foster: Career School

A Memorandum of Agreement (MOA) between Palau Community College (PCC) and Penn Foster was signed in December 2003 to offer on-line training through PCC. The school provides programs and services that are designed to meet the needs of students leading to specific career diplomas in the following areas:

Carpenter	Auto Repair Technician	Dress Making/Design
Landscaper	Medical Office Technician	Air Condition/Refrigeration
Drafting with AutoCAD	Electronic Technician	Wild Life/Forestry Conservation
Occupational Therapy Aid	Small Engine Repair	Hotel/Restaurant Management
Aromatherapy	Medical Transcriptionist	Child Care Management
Dental Assistant	Pharmacy Technician	Home Inspector
Electrician	Artist	Diesel Mechanic
Photographer	PC Specialist	Appliance Repair
Legal Secretary	Travel Agent	Telecommunication
TV/VCR Repair	Small Business	Desktop Publishing

National Occupational Competency Testing Institute (NOCTI)

Palau Community College (PCC) is an approved NOCTI Area Test Center and is responsible for coordinating and administering NOCTI examinations in Palau. NOCTI is the provide of occupational competency examinations to business, education, industry, government, and military in the United States.

Dual Enrollment

Dual Enrollment is a program implemented through collaboration between Palau Community College, Ministry of Education (MOE), and Palau High School (PHS) where students from PHS can enroll at PCC. Credits earned by the students will be held in escrow and when the students graduate from high school and enroll at PCC, the credits will be awarded to them

Teacher's Academy

The Palau Community College is offering a five (5) weeks Teachers' Academy program for beginning or aspiring teachers who are high school graduates or current teachers. Each participant will receive a Certificate of Basic Teaching after successful completion of the five (5) modules. The 5 modules include (1) Introduction to Teaching, (2) Classroom Management, (3) Teaching Methodologies/Strategies, (4) Test Measurements/Evaluations, and (5) Lesson Planning and Presentation.

Cohort Programs

Yap Department of Health Services/Yap Area Health Education Center (DHS/YAHEC) and Palau Community College (PCC) established a cohort program where PCC offer on-site courses for Practical Nurses of Yap State. Such courses shall satisfy the needs of students toward obtaining an Associate Degree in Nursing. At this reporting period, there are sixteen (16) students enrolled in the cohort program.

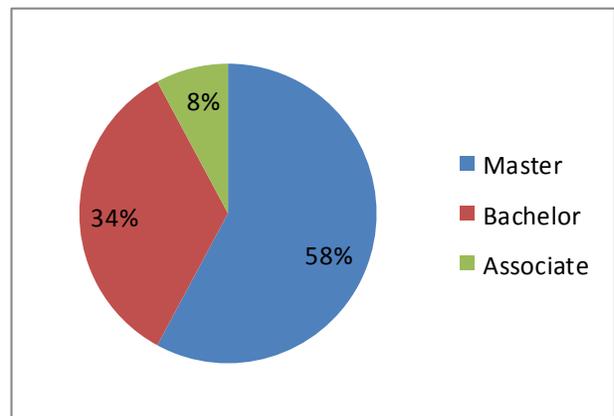
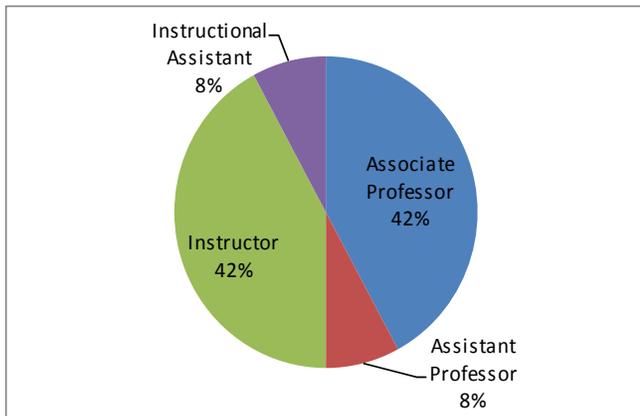
Ministry of Education Cohort Program has been active since fall 2005. In this reporting period, there are twenty (20) students currently enrolled in the program. The program has been successful and also a great opportunity for in-service teachers to complete their degrees under Education Program.

Faculty

	2013 Fall Semester	2014 Spring Semester
Full-time Faculty	35	36
Instructor Assistant	3	5
Tutor	1	1
Adjunct Faculty	15	14
Limited-term Contract	3	3
Total	57	59

By Rank	Full-time Instructional Faculty	
Associate Professor	16	42%
Assistant Professor	3	8%
Instructor	16	42%
Instructional Assistant	3	8%
Total	38	100%

By Degrees	Full-time Instructional Faculty	
Master	22	58%
Bachelor	13	34%
Associate	3	8%
Total	38	100%



FACULTY SENATE ASSOCIATION

The Faculty Senate Association works to improve and facilitate faculty communication with the College administration and with the different programs and services. Its main purpose is to support faculty with any issues that are related to their positions and their work at the College. We are committed to support and work with the students to ensure their access to every possibility of learning opportunities in a supportive environment.

Since student success is our number one priority, we hold fundraising activities to raise funds for the FSA scholarship fund. Every year, the Faculty Senate Association holds the FSA's signature fundraiser, the Gentlemen's Gourmet, in April of spring semester.

With this fundraising initiative, FSA has been able to provide scholarships to students for the academic year 2013-2014. FSA believes that the scholarships will ease students financial burden and enable him or her to adapt to the expectations and demands of college roles and responsibilities.



FSA Gentlemens Cook -Off Competition



Maintenance Assistance Program

To provide appropriate, up-to-date, short-term training in the area of infrastructure operations and maintenance for employees of utilities, state governments and the national government.

This was the second year of activity for an originally awarded 2-year grant for \$100,000 to cover the costs of continuing maintenance-related training, awarded by the U.S. Department of Interior. The grant period has been extended to a third year, which will now expire at the end of FY 2015.

The MAP program learning outcome states that trainees will be able to utilize technology for their professional needs. All of our training was infrastructure related. From the table above, it can be seen that 25% of our trainees took courses in equipment maintenance, 11% took management courses, 35% were in computer software classes, and 29% attended classes for water operator training.

Most of our trainees were either state or national government employees, or utility employees. 47% of the trainees were from various offices and ministries within the national government, 5% were from state governments during the past year, and 44% were from utilities. Of these trainees, 69% were living in Koror, and 31% were living in rural states.

We began offering our GIS sequence of courses during the past year. The spreadsheet, database and database design courses were not changed much, but we are using different GIS software, as well as a shorter approach to the actual GIS software training. The new software, QGIS, was chosen because it is free to download. This overcomes the biggest roadblock to wider use of GIS technology in Palau, the prohibitive cost of the software. The first group to complete this training is scheduled to receive their certificates in early FY 2015. We were able to replace all of the computers in the MAP computer lab during FY 2014. We stuck with Windows 7, as it has fewer problems, and most of our trainees are using this operating system. We did upgrade to a new version of Microsoft Office, however

<u>Subject</u>	<u>Agency</u>	<u>Number of Participants</u>	<u>Duration Hours</u>	<u>Instructor</u>	<u>Date Offered</u>
Elec. Troubleshooting	Rural water operators	14	50	Taroy	10-05-13
Microsoft Access	various ministries	10	24	Hinojales	10-29-13
Elec. Troubleshooting	Rural water operators	9	50	Taroy	11-16-13
Elec. Troubleshooting	Rural water operators	13	50	Taroy	01-04-14
Solar Street Lights	Koror State DPW	7	80	Taroy	03-18-14
Microsoft Excel	Ministries/Agencies	15	24	Yaoch	04-28-14
Contingency Planning	PPUC	17	20	Chilton	05-12-14
Microsoft Access	Ministries/Agencies	15	24	Yaoch	06-04-14
Intro to Small Water	PPUC – Water Ops	8	56	Ngirmerii/Taroy	06-05-14
Computer Repair/Maint	Ministries/Agencies	10	120	Jabes	06-23-14
Database Design	Ministries/Agencies	14	24	Yaoch	07-02-14
Stand-alone Solar	Various	10	40	Taroy/Tellei	07-28-14
Grid-connected Solar	Various	11	120	Taroy	09-13-14
Totals		153	682		

CONTINUING EDUCATION

Mission

Continuing Education is an outreach arm of the College accessible and flexible to respond to the diverse educational and training needs of the community it serves by ensuring that quality service is provided to meet the customers' expected outcome.

Objectives

- Conduct state by state visits to assess community training needs, interested individuals to attend the Adult High School program, and disseminate information relevant to training opportunities.
- Work closely with ministries, agencies, private sectors and non-profit government organization to assess training needs and establish program sponsorship.
- Develop student learning outcome for continuing education/professional development and competency education offering.
- Provide appropriate and effective apprenticeship programs.
- Provide crash courses to support in-service training of newly hired teachers who lack the basics in teaching skills.

The division oversees the Adult High School and the Educational Talent Search programs which provide educational services to elementary and high school students. The task becomes challenging due to limited resources. The division has three full time staff, a Dean, a secretary, and an office clerk, who are responsible for not only meeting the five identified objectives, but also provide support to the Talent Search and Adult High School activities.

For this reporting period, CE served a total of 443 participants in various trainings.

Continuing Education collaborated with Human Resources to provide professional development programs for PCC staff. This initiative helps the College to meet the staff development objective under the PCC 15-year Institutional Master Plan to upgrade the skills and knowledge of College personnel.



Summer Youth English Class

Continuing Education

No.	Trainings/Workshop	Hours	# of Participants	Trainer	Participating Agency
1	Scientology Workshop-Communication	3	8	Scientology Agent	Community
1	Scientology Workshop-Basic of Organizing	3	8	Scientology Agent	Community
1	Scientology Workshop- Targets and Goals	3	8	Scientology Agent	Community
1	Basic Mandarin Conversation I	16	10	Percy Liu	Bureau of Immigration
1	Basic Mandaring Conversaton I	16	10	Percy Liu	Bureau of Immigration
1	Palau Island Sports Education Program- Administrators and Officials	24	11	Jubilee Kuartei	Community
1	Palau Island Sports Education Program- Community Coaching Course	16	11	Jubilee Kuartei	Community
1	Basic Mandarin Conversation I	24	13	Percy Liu	Community
1	Advance Mandarin	24	10	Percy Liu	Bureau of Immigration
1	Basic Mandarin Conversation I	24	8	Percy Liu	Palasia Hotel Staff
1	Ecological Monitoring of Marine Protected Areas Certification Program	80	10	PICRC	Conservation Officer
26	Total	233	107		



Caregiving Train the Trainer Workshop at CE Training

EDUCATIONAL TALENT SEARCH

Mission

To increase the number of youth from disadvantaged background to complete high school, and to complete a program of post-secondary education institution of their choice.

Personnel

The project has a total of seven (7) staff: Six full time and a part time project director who oversee the implementation of activities and services.

Program and Services

For 2013-2014 school year, we served five (5) elementary schools and three (4) high schools in accordance with the guidelines provided by the regulations and requirements of the Talent Search Grant. The project is mandated to serve 500 students who are first generation and low income with ages 11 to 27.

Elementary Schools and High Schools Breakdown		
Schools	Number of Participants	Number of Tutors
Elementary Schools		
Airai Elementary School	30	2
George B. Harris Elementary	62	3
Melekeok Elementary School	32	2
Maris Stella School	22	1
Meyuns Elementary School	33	1
High Schools		
Emmaus High School	24	1
Mindszenty High School	49	0
Palau High School	180	7
Adult High School (Reentry)	11	0
TOTAL	443	17

Objectives

These objectives are mandatory by the U.S. Department of Education and must be accomplished annually.

1. 65% of non-senior participants served during each project year will complete the current academic year and continue in the school for the next academic year, at the next grade level.
2. 65% of seniors served during the project year will graduate during the project year with a regular secondary school diploma within the standard number of years.
3. 30% of seniors served during the project year will complete rigorous secondary school diploma program of study and will graduate during the project year with a regular secondary school diploma within the standard number of years.

4. 80% of participants, who have graduated with a regular secondary school diploma, during the project year, will enroll in an institution of higher education by the fall term immediately following high school graduation or will have received notification, by the fall term immediately following high school, from an institution of higher education, of acceptance but deferred enrollment until the next academic term (e.g. spring term).
5. 45% of participants served during the project year, who enrolled in an institution of higher education, by the fall term immediately following high school graduation or by the next academic term (e.g. spring term) as a result of acceptance but deferred enrollment will, complete a program of postsecondary education within six years.

Highlights

Fall Semester 2013

- Recruitment at target schools
- Seniors and Parents Meeting
- Tutoring sessions on Mondays to Thursdays
- ETS Participants (Students): Numerous trips to Babeldaob, Airai & Koror areas, diving sites, and Rock Islands for observations and exposure to developing projects, historical and cultural sites, congress in sessions, and work on all subject area related assignments.
- TOEFL Practice

Spring Semester 2014

- TS Participants (Students): Numerous trips to Babeldaob, Airai & Koror areas, diving sites, and Rock Islands for observations; and exposure to developing projects, historical and cultural sites; and to work on all subject area related assignments.
- Tutoring sessions on Monday to Thursday.
- Elementary School Participants: Visit high school campuses.
- Introduction to Cash Course.
- TOEFL Practice.

Professional Development

- COE's 32nd Annual Conference
- CACG Video Trainings
- WESTOP Conference

Evaluation/Assessment for future improvements:

- Abide by the Program's TimeLine and Plan of Operation.
- Initiate more vigorous recruitment.

The fourth objective is still a challenge since many of our high school graduates chose to go into the military rather than to college. However, it was more of settling in and making sure that we continue to be more productive from here on.

ADULT HIGH SCHOOL

Mission

PCC AHS seeks to enable adult students to further develop their primary skills while engaging in activities that will help them obtain a high school diploma thereby increasing their chances to either: 1) pursue a degree in post-secondary education, or 2) find a job with entry-level skills.

Personnel

The AHS program currently has five staff: Two full time and three part time.

Programs and Services

The Adult High School program is an alternative high school program that offers an opportunity to adult Palauans who have not earned a high school diploma to do so. The PCC Adult High School was designed to provide instruction and educational activities to adult students who did not graduate from high school to develop their knowledge and skills to become “functionally competent” members of their respective communities. (“Functionally competent” is defined as the ability to apply a set of skills to meet societal demands and/or entry level jobs).

The program offers two tracks: Vocational Track and College Preparation Track. The Vocational track prepares students for entry-level employment while the College Preparation track prepares students to enter postsecondary education.

Highlight

During this reporting period, fifty-six (56) students enrolled in the program for the School Year 2013-2014 as follows:

2013-2014 Program Enrollment	
Location	# of participant
PCC Campus	34
Ngeremlengui State	14
Peleliu State	8
Total	56



AHS Koror Students



AHS staff in training

Community Involvement

In cooperation with state governors of Peleliu and Ngeremlengui, the 2013-2014 students continue with their academic courses at both locations.

Evaluation/Assessment For Future Improvements

Two recommendations for improvement based on our last Program Review which are science lab accessible to AHS students to support their science lab learning and a dedicated vehicle for use to do site visits of current program sites and do recruitment activities are being requested through Director of Adult High School.



AHS students attending Health/CPR Class



AHS Graduates of 2014 during Commencement Exercises

TAN SIU LIN PCC LIBRARY

The Tan Siu Lin PCC Library is an integral part of the campus community. The library, with its comprehensive collection of resources, research assistance, access to information and communications technology, is a vital part of every student's academic experience. The library is a department of the college under the Office of the President. The mission of the PCC Library is to support the academic programs at the college and to promote lifelong learning in the wider community through high-quality, accessible resources, information literacy training, and public outreach activities.

Performance Report

During fiscal year 2013–2014, the Tan Siu Lin PCC Library worked to provide comprehensive resources and services to PCC students, faculty, staff and to the general community. Key improvements took place in the areas of new Librarian; grant projects; library staff and professional development; collection development; orientations, instruction and community outreach.

New Librarian

David Thompson served as the Director of Library Services for a little over a year. Having a Librarian with a master's in library science recognized by the American Library Association (ALA), allowed the Library to fulfill accreditation requirements for the library. Unfortunately, Mr. Thompson finished his contract and left the college early September. Library Technician, Pioria Asito, served as the Interim Director of Library Services until a new Director is hired. A new ALA credentialed librarian, James Thull, started on the first week of January 2015.

Grant Projects

The Institute of Museum and Library Services (IMLS) Library Services and Technology Act (LSTA) grant activities between PCC and the Ministry of Education are ongoing. The 2013-2014 grant cycle provided \$26,696.05 for library initiatives in Palau. The grant provided monies during the last fiscal year for two library workers to attend the Public Library Association annual conference in Indianapolis, Indiana. This funding also made possible the following activities during this fiscal year: Follett site licenses were renewed for libraries participating in the Palau Union Catalog, an online catalog of most of the library collections in Palau; Two MOE staff members to attend the IMLS Grant Reporting in Hawaii. The workshop brought clarity to the grant process, inspired new ideas for future grant projects from the other regional grantees, and it will facilitate the grant process going forward; payment to the Information Literacy Consortium (ILC) for Palau's share supporting regional access to the EBSCOhost databases; paid for an off-island consultant to conduct a weeklong Reader's Advisory Training for all librarians. These grant activities were completed by September 2013.

Library Staff

Two library staff members (one Library Assistant and one Library Technician) resigned due to personal reasons. Therefore, the PCC Library currently employs seven full-time staff members: three Library Technicians, and four Library Assistants. The library is currently looking to hire at least one Library Assistant. At present, only one library staff member is pursuing her degree in the AAS Library & Information Services Program at PCC. In preparation for the 24th PIALA Annual Conference co-hosted by PCC, library staff took part in fundraising and planning of the conference

Professional Development

Trainings and workshops for library staff continue to be supported by the college. In December, library staff benefited from a workshop on Cataloguing and Bill of Rights presented by former Director of Library Services David Thompson.

Collection Development

During the 2013-2014 fiscal year, the library collection expanded through a surge in cataloguing materials that have been donated to the library. About 2,185 titles were added to the collection; most of the additions to the collections were from donations. These donations came from numerous sources; both fiction and non-fiction, they helped to expand the general collection, the Micronesia-Pacific collection, and the foreign language collections. Three particular donations that stood out this year came from Reach Out Pacific organization (REPAC), Red Cross and ART Resources Transfer, Inc. (Distribution to Underserved Communities Library Program). REPAC donated over 7,000 titles of assorted books. Art Resources Transfer donated 278 art books and Red Cross donated over three hundred children's books to the library's collection. Library technicians have continued to catalog these donations. In order to improve the collection and ensure accuracy of the records in the online catalog, library staff conducted an inventory of the library's collection.

Library Facility

To ensure the security of the library's material collection, the library was able to bring an off-island 3M Technician to fix the security gates. Thirteen brand new air conditioners were installed in both 1st and 2nd floor of the library to provide not only cooler and comfortable place for library patrons but most importantly help preserve the material collection. Light bulbs were also replaced in both floors provide adequate lighting for the library patrons.

Orientations, Instruction, and Community Outreach

From October 2013 to September 2014, the library provided library orientations and instruction sessions to over 400 students, including nine introductory college courses (SS 100), one social science class (SS 169), one library and information services class (LS 102), one English class (EN 114), group tours during Vocational Awareness Week, College Readiness Institute Summer Program (CRISP), literature review (Data Workshop) and two classes of students from the Public Health Nursing program. Through aid from an IMLS-LSTA grant, the Palau Public and PCC Libraries were able to sponsor a weeklong Readers Advisory Training for all librarians where they learned skills on how to create posters to promote reading and how to assist patrons in finding books that will give them the joy of reading. The Palau Public Library and the PCC Library have been collaborating in implementing the 2012-2013 IMLS-LSTA grant bookmobile services, providing interlibrary loan services and library programs to elementary schools throughout Palau. During this past year, two PCC Library staff members have been actively involved in the project.

Library Evaluations

The library continues to distribute the Library User Satisfaction Survey during each spring semester to students, as well as to faculty, staff, administrators, and the general public. This survey attempts to assess technical services, customer service, print collections, and more. In addition, a Library Computer Lab Evaluation Survey is done during fall semester from computer lab users at the end of each mid-term exam period in order to ensure the continual assessment and improvement of both library and computer lab services.

Present and Future Initiatives for 2013 - 2014

Strategic purchasing of new materials to improve and update the library collection;
Continued cooperation with PCC maintenance to provide regular maintenance of lighting and air conditioning units; Hire additional library staff to replace those who resigned; increased cooperation with faculty regarding collection development, assistance with citations and research for their classes, and increased awareness of how the library can serve them and their students; More concentrated efforts to improve, through specific goals and programs, the overall information literacy of the student body;
Active attention should be given to the needs and wants of community library users, especially since they form the library's largest group of borrowers; A re-focusing of library programming on children and teens of the surrounding community through hosting activities in the Kids' Korner and Teen Space;
Consideration should be given as to how the library can bridge the gap, whether through seminars or other means, between the information on its shelves and how it could be used by community members to bring practical improvements to their lives; Continued collaboration with the Palau Public Library to implement the Palau Bookmobile services.

Statistics

The following charts illustrate the number of computer users, total hours of computer use, number of library visits, circulation of books and materials, number of patrons and circulation by patron type, number of books cataloged, number of resources donated, number of times the conference room was used, and year-to-date expenditures.

	Computer Users
October 2013	1831
November	1279
December	506
January 2014	1408
February	1501
March	912
April	1195
May	636
June	865
July	593
August	945
September	1112
Total	12,783

	Hours of Computer Use
October 2013	1611.04
November	1179.03
December	592.46
January 2014	1408
February	1501
March	912
April	1195
May	636
June	865
July	593
August	945
September	1112
Total	12,549.53

Donated Resources				
Month	DVD/VHS/CD (bx/set)	DVD/VHS/ CD (ea.)	Books (bx.)	Books (ea.)
October 2013		2		15
November		31		56
December		20		36
January 2014		40		66
February		0		0
March		40		407
April		0		19
May		1		8
June		5		68
July		2		17
August		18		732
September		0		7,364
Total		159		8,788

Number of Patrons and Circulation by Patron Type		
Patron Type	Number of Patrons	Circulations
Board of Trustees	4	45
Community Adult	2,738	4,840
Community Elementary	2,263	980
Community High	1,683	877
Faculty	81	856
PCC Staff	123	1,231
PCC Student	2,947	2,241
Total for Patron	9,839	11,070

Books Cataloged	
October 2013	135
November	66
December	86
January 2014	60
February	88
March	100
April	41
May	14
June	59
July	138
August	899
September	499
Total	2,185

Gate Count – Number of Library Visits	
October 2013	0
November	0
December	0
January 2014	0
February	0
March	0
April	0
May	0
June	0
July	0
August	13,914
September	11,503
Total	25,417

Circulation of Books and Materials	
October 2013	3,415
November	2,089
December	1,881
January 2014	2,316
February	2,889
March	2,420
April	1,614
May	1,398
June	2,061
July	1,605
August	3,263
September	1,865
Total	26,816

Month	Donated Resources			
	DVD/VHS/CD (bx/set)	DVD/VHS/ CD (ea.)	Books (bx.)	Books (ea.)
October 2013		2		15
November		31		56
December		20		36
January 2014		40		66
February		0		0
March		40		407
April		0		19
May		1		8
June		5		68
July		2		17
August		18		732
September		0		7,364
Total		159		8,788

	Conference Room – Times Used
October 2013	10
November	9
December	3
January 2014	5
February	11
March	10
April	10
May	11
June	18
July	14
August	9
September	15
Total	125

	YTD Expenditures
October 2013	377.87
November	964.85
December	0
January 2014	13,636.60
February	0
March	80.00
April	12,837.655
May	4,601.85
June	3,469.25
July	3,968.30
August	18,809.70
September	230.00
Total	48,976.07

COOPERATIVE RESEARCH & EXTENSION

Mission

The Cooperative Research & Extension of Palau Community College is to collaborate with partners and clients to generate and develop and disseminate practical, relevant and sustainable technologies and knowledge in agriculture, food and human sciences to benefit the people of Palau.

Executive Overview

Integrated research and extension programs to address economic, social, and ecological issues continued with special emphasis on the national priority areas. These programs were conducted through the cooperative research and extension department of Palau Community College (PCC). Dissemination of research findings and technologies to sustain and improve the quality of life in our communities was carried out. Mitigation and adaptation programs on climate change; food security, food safety and childhood obesity programs were launched and supplemented programs on proper hygiene and healthy lifestyle that are important in safeguarding the well-being of citizens. The rising sea level due to climate change has become a really serious concern as we witnessed the catastrophic effects of this phenomenon on shorelines. The increasing cost of food and fuel has forced people to make adjustments necessary for the new economic, social and environmental conditions and find innovative methods of farming of crops, livestock, and aquaculture species. Research and extension activities promoted agricultural productivity and food security, self-sufficiency, and enhancing quality of life. The utilization, processing and development of new products from staple food crops that are acceptable to the native population and in local markets continued. Trials on taro varieties for their sustainability to grow under atoll conditions continued and the micro propagation of elite (disease-free and high yielding) varieties that will improve the quality and quantity of certain crop varieties for food security were ongoing. Continued germplasm maintenance of staple root crops has insured the genetic conservation of these valuable resources for future generations. This has also facilitated the continue supply of planting materials to growers and allow in-vitro multiplication of other food crops. Aquaculture demonstration projects continued to transfer the technical know-how to the citizens of Palau and Micronesia to enable them to actively engage in projects that could provide alternative income generation with the overall aim of improving the socio-economic conditions of islanders. Efforts were made to initiate and improve the socio-economic conditions of islanders. Effort were made to initiate and improve site-specific multi-species aquaculture and transfer simple and appropriate feeding technology for targeted aquaculture species to farmers to formulate prepare their own feeds. Other projects provided stock enhancement to replenish depleted stocks.

Other outreach programs continued on issues ranging from food safety and quality, food security, families and youths relationships. Health and nutrition programs continued on the importance of healthy lifestyles, which included physical activity and consumption of safe and nutritious local food to combat obesity, diabetes, heart diseases and other NCDs. Sustainable agriculture and Integrated Pest Management (IPM) programs provided farmers information on agricultural production practices that protect the fragile island ecosystem integrity and biodiversity. Programs continued on resistant crop varieties and practical biological pest control measures to provide useful tools for stakeholders to combat crop pests and diseases and increase productivity. The use of beneficial organisms was emphasized to reduce pest threats on crops.

AQUACULTURE

Hatchery produced crablets with total carapace length of about 2 inches were given to five local crab farmers for grow-out trial in pens inside the mangrove. Among the five local crab farmers three of them succeeded the grow-out trial in pens. Aside from the grow-out trials in pens other six interested farmers were given 1-3 inches crablets to grow in their cages and ponds. Although some farmers experience mortality in their crab farms PCC aquaculture is working closely with them solve the problems and finding ways to help them. Hatchery production of rabbit fish continues and milkfish to breeding was initiated.



Walk-in visitors, school children and people in the government & non-government visited the hatchery and fish cages to observe the on-going aquaculture activities.



Aquaculture Researcher showing the crablets that were produced at the hatchery

Three students have attended internship training for the hatchery management of mangrove crabs and rabbitfish at the PCC Multi-species hatchery. These students have learned the basic knowledge and skills in the broodstock management, larval rearing and nursery operation for the mangrove crabs and rabbitfish.



Students harvesting the crab megalopae and preparing the outdoor nursery tanks

Site survey for Multi-state Land Grant Research Project in Palau, Yap and Pohnpei was initiated for the coming multi-state research project for sea cucumber and mangrove crabs. The Aquaculture Researcher travelled to Yap and Pohnpei on April 6 to 16, 2014 to join Dr. Manoj Nair in assessing the possible sites for the implementation of the project. Existing ponds and mangrove areas were visited and an area beside Yap's Bureau of Marine Resources was evaluated for the establishment of a hatchery for sea cucumber and mangrove crabs. After this visit, the researchers were expected to come up with a research proposal that would be implemented in the different island states of Micronesia.



An existing fishpond in Yap and a mangrove area in Pohnpei that will be used as site for the sea cucumber and mangrove crab multi-state project.

Positive results on the larval rearing, nursery, and grow-out trials created a positive outlook to the people regarding the future of aquaculture activities to the resource of mangrove crabs and rabbitfish in the country.

FAMILY AND CONSUMER EDUCATION

Product Development for Food Security in Palau

Continuous development of local foods in Palau, such as fish, coconuts, and bananas – in addition to root crops was implemented this year to help reduce food importation and enhance food security contributing to the Gross Domestic Product (GDP) from the Agriculture Sector. It also supports the tourism industry by providing local foods to tourists. The impact of this project is focused on the public awareness on locally produced food products which enable consumers to utilize farm produce into value-added foods for their consumption and for business opportunities.

Product Development of Rabbitfish and Crustaceans in the Republic of Palau

Six processed food products were developed from crustaceans, namely, steamed mangrove crab, stuffed land crab (ukaeb), crab omelet, spicy shrimps, and crab in coconut milk. The products are being studied for their storage properties.



Steamed crab, stuffed land crab, (Ukaeb), crab omelet, crab with coconut milk



Family and Consumer Education training participants

Extension Activities

Rabbitfish (*Siganus fuscescens*) locally known as Meas is a favorite fish of Palauans, and therefore it commands a great deal of attention for its propagation and processing. This project is in support of the on-going projects of the Aquaculture Department of PCC-CRE, namely, rearing of rabbitfish and mangrove crabs. Fish and seafood in general are rich sources of omega-3 fatty acids which are unique in their ability to lower levels of triglycerides in the blood, lessening the likelihood of a heart attack or stroke. Product development was conducted on rabbitfish in coconut milk, rabbit fish soup, and rabbitfish fillet. The impact of this project is focused on processed foods from these materials that will contribute to the food security concerns in Palau and also provide means of livelihood for fishermen and other interested entrepreneurs.



Food Technology staff in Olchotel Belau Fair

Expanded Food Nutrition Education Program

Adult EFNEP program had an opportunity to visit and conduct classes to Modekngai High School, Koror Elementary School, CRE summer interns/SWEP and other groups. Total of 250 adults and youth participated in the program and learned the basics of nutritious food which were covered in 5 lessons such as food nutrition, food safety, exercise, food labels and General food budgeting. These five lessons were lectured each five meetings and each meeting had two hours per-sessions. The participants were interested about the program and they had fun and at the same time learn the five lessons.



EFNEP/Food Technology classes

AGRICULTURE PROGRAMS

Maintenance of Root Crops Germplasm

The sweet potato germplasm collection was harvested and immediately replanted to actively maintain the field collection. This time, the different varieties were planted in blocks 2.5 x 2.5 m. This is to avoid intertwining of the different varieties when they grow at maturity that it becomes very difficult to trace the roots and identify the variety.

Also, the taro germplasm planted in the upland (sers) and wetland (mesei) areas were harvested and replanted in the experimental area of the R & D Station to actively maintain the field collection. Weeding and fertilization was done to enhance the growth of the field collection. Total of 3,000 or more taro planting materials were distributed to about hundred or more farmers throughout the year. In addition to the taro planting materials, there were about 600 planting materials of cassava and sweet potatoes that were distributed to the farmers too.



Weeding and fertilization of taro germplasm collection



Sweet potato germplasm collection (left) and Ngarchelong Women receiving 864 taros planting

Micropropagation and In Vitro Conservation of Taro

Continuous subculture of taro tissue cultures was done for in vitro conservation and micropropagation. Three thousand and hundred eighty or more cultures of 25 varieties of taro being maintained in multiplication medium in the tissue culture room. In the greenhouse, more 3,000 taro plants are being grown in plastic bags prior to distribution to farmers.



Tissue cultured taro in the greenhouse ready for distribution to farmers

Climate Change Adaptation Projects

Sea level rise has led to salt water intrusion into taro patches which have been unfavorable for taro cultivation. Salt water intruded taro patches were surveyed and identified and sought ways to make these wetland taro areas productive once again. Prevention of salt water intrusion was done by raising dikes in the wetland taro patches. Secondary dikes were constructed inside the taro patches to hold and contain fresh water. Several taro varieties were planted in the salt water intruded taro patches to determine resistance to saline soil conditions. Farmers and communities affected by a super typhoon were also assisted in land preparation and planting root and vegetable crops to ensure security. Installation of a secondary dike was important to protect the mesei from the entry of salt water into the taro patch. In addition, increasing the height of the main dike is very necessary to prevent the entry of salt water from the mangroves during high tide. A gate valve was also necessary to regulate the flow of water from and into the taro patch.



Dikes built to secure salt water intrusion from Mangrove

Evaluation of salt tolerant taro varieties in salt water intruded taro patches in Ngimis, Ngatpang and Ollei, Ngarchelong

Several taro varieties planted in the salt water intruded taro patch in Ollei Ngarchelong were harvested and evaluated for their tolerance to saline conditions. Because of the improvements in the dikes around the taro patch, good growth and yield of the different varieties was obtained.

Agriculture Workshop on “Turning up Your Farm for Improved Performance, Greater Safety, and Smoother Profits”

A Workshop on “Turning Up Your Farm for Improved Performance, Greater Safety and Smoother Profits” was conducted in August 25 – 29, 2014 at the Palau Community College Assembly Hall by Dr. Jim Hollyer of the University of Hawaii, Bob Bishop and Thomas Taro. The Workshop was sponsored by Palau Community College and the Micronesia Land Grant Program. It was designed to help improve farmer’s wealth through bettering farm and food business. There were 40 participants composed of farmers, representatives of different government agencies and organizations and private individuals. The Workshop focused on best management production practices in the farm, in the home and food safety and processing. There were also field trips to the Taiwan Technical Mission and the PCC Research and Development Station.

Visitors to PCC Research and Development Station

More than 100 visitors were briefed on the importance, conservation and maintenance of the root crops germplasm collection at the PCC R & D Station. They were also shown the use of plant tissue culture technique for the rapid mass propagation of taro and distribution of planting materials to farmer clients. In the Crop Protection Lab, the guests viewed the insect collection in Palau and were briefed on the use of biocontrol agents for the control of invasive weeds and pests of taro and cassava. The visitors were also able to see the different food products that were prepared using taro and cassava flour and were able to taste the various food preparations from these root crops. They also visited the Dry Litter Demonstration Piggery Farm which uses coconut and wood chips as dry litter bedding material to conserve water and prevent environmental pollution.



Ngerbeched Youth Summer Camp

FISCAL YEAR 2014 BUDGET

INCOME		
1	Tuition & Fees	\$1,804,083.92
2	Room	\$168,896.00
3	Board	\$316,680.00
4	ROP Contribution	\$2,411,000.00
5	Sales of Service	\$70,439.26
6	US Federal Funds (Grants)	\$1,937,779.00
7	Restricted Appropriations (Endow)	\$125,331.93
8	Miscellaneous Revenues	\$513,593.00
	TOTAL INCOME	\$7,347,803.11
EXPENSES		
9	Furniture & Fixtures	\$50,000.00
10	Equipment	\$200,000.00
11	Insurance	\$28,500.00
12	Instructional Materials	\$80,000.00
13	Books & Library	\$124,398.80
14	Food Supplies	\$390,000.00
15	Consumable Supplies	\$356,844.16
16	Automobile/POL	\$127,000.00
17	Staff Development	\$5,500.00
18	Advertising	\$2,862.50
19	Printing & Reproduction	\$60,000.00
20	Communication	\$157,933.58
21	Utilities	\$450,000.00
22	Leased Housing	\$82,219.95
23	Freight	\$1,915.74
24	Student Recruitment	\$35,000.00
25	Contractual Services	\$150,000.00
26	Travel (Staff Development)	\$175,000.00
27	Health Insurance	\$155,501.13
28	Life Insurance	\$7,769.29
29	Pension Plan	\$160,000.00
30	Social Security	\$169,500.00
31	Salaries	\$3,175,255.86
32	Adult High School	\$79,863.70
33	Board of Trustees	\$38,000.00
34	Pension Buy Back	\$39,784.90
35	Accreditation	\$82,933.17
36	Non - FAS Pension	\$29,626.20
37	Palau Health Care Plan	\$78,900.00
38	Management Information System	\$204,000.00
39	Infrastructure Maintenance	\$126,302.37
40	Student Wage (FWS, AANAPISI & RIIA)	\$230,000.00
41	Tuition Waiver	\$32,020.00
42	SAT 10	\$25,000.00
43	Institutional Membership & Fees	\$180,000.00
44	Scholarships (SEOG & Pell Grant)	\$46,087.50
	TOTAL EXPENSES	\$7,347,803.11

Palau Community College's financial statements are audited annually by an independent auditing company in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in Government Auditing Standards, issued by the Comptroller General of the United States. The College is currently being audited by the auditing firm of J. Scott Magliari & Company for Fiscal Year 2014.

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Mr. Tchuzie Tadao.....	Director of Development
Mr. Clement Kazuma.....	Director of Physical Plant
Ms. Vernice Rechebei.....	Director, Learning Resource Center
Ms. Hilda N. Reklai.....	Director, Student Life
Mr. Bruce Rimirch.....	Director, Computer & Data Processing
Ms. Ligaya Sara.....	Institutional Research Analyst
Mr. Omdasu T. Ueki.....	Director, Human Resources
Ms. Uroi N. Salii.....	Director, Finance
Ms. Deikola Olikong.....	Accreditation Liaison Officer
Ms. Johvanna Yaoch	President, Faculty Senate Association
Ms. Lesley Adachi.....	President, Classified Staff Organization
Mr. David Thompson.....	Director, Library Services
Ms. Kornelia I. Thomas.....	President, Associated Students of Palau Community College

FACULTY SENATE ASSOCIATION (FSA)

Ms. Johvanna Yaoch	President
Ms. Samantha T. Bells.....	Secretary
Ms. Midori Mersai.....	Treasurer

CLASSIFIED STAFF ORGANIZATION (CSO)

Ms. Lesley Adachi.....	President
Mr. Lyndon Masami.....	Vice President
Ms. Norma Etibek.....	Secretary
Ms. Akiko B. Udui.....	Treasurer

PROFESSIONAL & SUPPORTING STAFF

Adachi, Lesley B.
Registrar
BS 1980, Fort Wright College
MA 2008, San Diego State University

Alexander, Grace
System Analyst
BS 1985, Northern State College

Alexander, Maurine
Counselor
BS 1988, Northern State College
MA 2003, San Diego State University

Andreas, Clara Maile
Assistant Project Director, Talent Search
BA 1988, University of Hawaii - Hilo
MA 2003, San Diego State University

Anthonio, Angelio
Academic Counselor/Advisor
BA 2001, University of Guam

Asito, Pioria
Acting Library Manager
AS 1998 & 2001, Palau Community College
BA 2011, San Diego State University

Belelai, Kuye
Project Director, Upward Bound
BA 1978, University of Colorado
MS 1979, California State University

Camacho, Juan
Lead Cook
Diploma 1978, Koror Elementary School

Dachelbai, Danielle
Cook
AAS 2012, Palau Community College

Daniel, Sherman
Dean of Students
BVE 2005, San Diego State University
MA 2008, San Diego State University

De Los Santos, Miguel A.
Researcher/Aqua culturist
BS 1992, University of Philippines
MS 2001, University of Philippines

Del Rosario, Dr. Aurora
Researcher/Horticulturist
BS 1966, College of Agriculture, Philippines
MS 1980, University of Philippines
PhD 1990, University of Philippines

Emesiochel, Demy
Accounting Technician
AAS 2012, Palau Community College

Etibek, Norma
Clerk Typist
AAS 2009, Palau Community College

Faletam, Alice
Resident Assistant
CA 2005, Palau Community College

Hanser, Don
OMIP Coordinator
BA 1972, University of Wisconsin

Haruo, Harline
Personnel Manager
AAS 2012, Palau Community College
AA 2000, Lassen Community College

Ignacio, Keith
Administrative Assistant
AS 1999, Palau Community College

Immanuel, Hellen
Assistant Project Director
BS 1985, St. Paul Bible College

Imetengel, Hugler N
Tracking & Data Coordinator
AS 1998, Palau Community College

Jerry, Pauline
Administrative Assistant
AS 2001, Palau Community College

Joseph, Jolene
Academic Counselor/Advisor
BA 2002, University of Guam

PROFESSIONAL & SUPPORTING STAFF

Katosang, Dahlia M.
Director, Admissions & Financial Aid
MA 1977, BA 1976 United State
International University

Kazuma, Clement
Director, Physical Plant
AS 1988, Micronesian Occupational College

Kazuma, Rodney
Maintenance Technician
AS 1997, Palau Community College

Kesolei, Umang O.
Security Service Officer
Diploma 1985, Palau High School

Kloulechad, Jade
Secretary
Diploma 1999, Palau High School

Kloulubak, Johnston A.
Security Guard
Diploma, 1978 George Washington
Senior High School

Kodep, Tessmarie U.
Student Account Supervisor
BS Business Administration
Eastern Oregon University

Kyota, Verna D.
Secretary
AAS 2009, Palau Community College

Lukas, Hulda
Secretary
CA 1985, Micronesian Occupational College

Maech, Akilina
Administrative Assistant
AS 2002 & 2004, Palau Community College

Marero, Dr. Lydia M.
Researcher/Food Technologist
BS 1969, Arareta University
MS 1978, University of Philippines
PhD 1995, Seoul National University

Masami, Lyndon
Extension Agent/Research Assistant
A.S. 2011 Palau Community College

Melphy, Kazue
Clerk Typist
Diploma 1998, Bethania High School

Merong, Grace
Library Technician
CA 2000, Palau Community College

Minor, Stephanie J.
Federal Workstudy Coordinator
BS 2012, Western Governors University

Ngirachitei, Ephraim
Dormitory Manager
BA 1982, Hawaii Pacific College

Ngiraibai, Debbie
Accounting/Business Supervisor
AS 2002, Palau Community College

Ngiraikelau, Itwong
Clerk Typist/Research Assistant
CA 1981, Palau Community College

Ngiraingas, Debra
Counselor
BS 1992, Southern Adventist College
Ngiraklei, Annalisa
Secretary
AAS 2009, Palau Community College

Ngiraklei, Annalisa
Secretary
AAS 2009, Palau Community College

Ngiramengior, Todd N.
Executive Assistant to the President
AS 1980, Wabash Valley College
BS 1983, Eastern Illinois University

Ngiraroruo, Ann Sabra
Secretary
CA 1982, Micronesian Occupational College
CA 2005, Palau Community College

Ngirairikl, Isumecherrard
Mathematics Instructor
BA 2008, University of Guam

PROFESSIONAL & SUPPORTING STAFF

Ngiratrang, Sebastian
Food Service Coordinator
CA 1982, Micronesian Occupational College

Ngirkelau, Teongel
Registration & Records Specialist
AS 2008, Palau Community College

Ngirkuteling, Tanya
Library Assistant
AAS 2010, Palau Community College

Ngirmeriil, Glendalynn N.
Counselor
BA 2005, University of Hawaii @ Manoa

Olegeriil, Jay G.
Vice President, Administration & Finance
BA 1989, Hawaii Pacific University
MA 2003, San Diego State University

Olengellel, Lakolani
Academic Counselor/Adviser
BA 2004, University of Hawaii – Hilo
MA 2011, San Diego State University

Olikong, Deikola
Accreditation Liaison Officer
BA 1989, Hawaii Pacific College

Olkeriil, Kristy
Accounting Technician
AS 2008, Palau Community College
AS 2010, Palau Community College

Olkeriil, Marlyne
Financial Aid Technician
AA 1982, Lassen Community College

Osima, Jalavenda P.
Secretary
AS 1999, Palau Community College

Ramarui, Robert
Dean, Academic Affairs
BBA 1997, University of Guam
MBA 2000, University of Guam

Rdechor, Gaylord
Maintenance Technician
Diploma 1980, Mindszenty High School

Rechebei, Vernice
Director, Learning Resource Center
BA 1990, California State University
MA 2003, San Diego State University

Rechelluul, Leilanie
Extension Agent
BA 1997, University of Guam
MA 2011, San Diego State University

Recheungel, Winfred
Counselor
BA 1981, Chaminade University

Reklai, Hilda N.
Director, Student Life
BA 1991, University of Hawaii @ Hilo

Reksid, Maria Lourdes
Administrative Assistant
BS 1985, Knoxville College

Renguul, Maureen
Financial Aid Technician
CA 2002, Palau Community College

Rimirch, Bruce S.
Director, Computer & Data Processing
BA 1986, Asbury College

Saburo, Richard
Cook
Diploma 1978, Palau High School

Salii, Uroi N.
Director of Finance
BS 2006, University of Denver
MBA 2001, National Taiwan University

Samil, Dilubech
Administrative Assistant
Diploma 1983, Marianas High School

Sara, Ligaya T.
Institutional Research Analyst
BS 2004, University of Southeastern Philippines

Sato, James Norman
Student Activities Supervisor
GED 1992, Ministry of Education

PROFESSIONAL & SUPPORTING STAFF

Sebangiol, Murais
Heavy Equipment Operator & Maintenance Worker
Diploma 1988, Melekeok Elementary School

Tadao, Keshina K.
Accounting Technician
AAS 2013, Palau Community College

Tadao, Tehuzie
Director, Development Office
BA 1995, University of Hawaii
MA 2003, San Diego State University

Takeo, Ezra
Food Service Supervisor
Diploma 1977, Marianas High School

Taro, Thomas
Vice President, Cooperative Research & Extension
BA 1982, United State International University
MA 2003, San Diego State University

Tebelak, Oliver U.
Cook
Diploma, 2010, Belau Modekngai School

Tellei, Dr. Patrick U.
President
AS 1980, Micronesia Occupational College
BEEd. 1987, University of Hawaii at Manoa
MEd 1989, University of Hawaii at Manoa
EdD 2005, University of San Diego

Temaungil, Marianne
Associate Dean, Academic Affairs
BS 1975 State University of New York
MA 2003 San Diego State University

Teruzi, Maria L.
Field Assistant
Pre-GED
Ministry of Education

Thomas, Dalton R.
Extension Agent
AAS 2009, Palau Community College

Tkel, Leona
Secretary
Diploma 1979, Mindszenty High School

Tmecherur, Wiles
Maintenance & Operation Supervisor
CA 1988, Micronesia Occupational College

Towai, Gibson
Supply/Bookstore Supervisor
AS 1997, Palau Community College

Udui, Akiko S.
Information Tech & Tracking Coordinator
AAS 2009, Palau Community College

Ueki, Omdasu T.
Director, Human Resources
BA 2001, University of Portland

Ueki, Shelley R.
Counselor
BA 2006, Eastern Washington University

Ulengchong, Husto
Data Services Technician
Diploma 1984
Palau High School

Vergara, Rogelio
Maintenance & Operation Supervisor
CA 1969, Pampanga, Philippines

Wakakoro, Larry
Asst. Project Director, UBM&S
BS 1990, Southwestern Adventist University
MA 2008, San Diego State University

Wally, William O.
Dean, Continuing Education
AS 1978, Lassen Community College
BA 1980, California State University at Chico
MA 2005, San Diego State University

Wasisang, Flora
Secretary
AS 2005, Palau Community College

PROFESSIONAL & SUPPORTING STAFF

Yalap, Grace
Maintenance Helper/Custodian
Diploma 1981, Palau High School

Yamangguchi, Deidre
English Instructor
MA 2005, Sophia University

Limited Term Contract:

Abdulrahim, Davut
Security Guard
Diploma 1998, Bortala High School
East Turkestan

Banphis, Mary M.
Library Assistant
AAS 2013, Palau Community College

Bedana, Sheryl P.
Architect/Structural Designer
BS 2007, University of Mindanao

Bingklang, Beronica
Office Clerk
Diploma 2007, Adulty High School

Blaluk, Leona
General Office Clerk
Diploma 2007, PCC Adult High School

Dingelius, Dawkins
Maintenance Helper
Diploma 2004, PCC Adult High School

Ebas, Amanda N.
Library Assistant
Diploma 2004, Palau High School

Esoailug, Albino
Maintenance Helper
AAS 2012, Palau Community College

Estimada, Marlon E.
Aquaculture Technician
BS 2000, Negros Occidental School

Fagolur, Bellarmino
Dormitory Manager
BA 2005, Pacific Island University

Fritz, Leory
Field Assistant
Ngaremlengui Elementary School

Ford, Janyssa T.
Office Clerk
Diploma 2009, Palau High School

Ise, O'Ranli
Student Activities Specialist
AS 2013 Information Technology

Joshua, Courtney T.
Senior Clerk Typist
AAS 2012, Palau Community College

Kesolei, Joanny E.
Office Clerk
Diploma 1991, Palau High School

Kloulubak, Raven S.
Library Assistant
Diploma 2009, Palau High School

Madlutk, Rehabeam
Maintenance Worker
GED 2001, Ministry of Education

Michael, Siliang
Security Guard
Ngaremlengui Elementary School

Ngiltii, Jackery R.
Research Assistant
AAS 2013, Palau Community College

Ngirakesau, Merii
Office Clerk
Diploma 2004, Palau High School

Ngiramengior, Leonard
Maintenance Helper/HE Operator
Diploma 1976, Ngchesar Elementary School

Limited Term Contract

Ngirengkoi, Aleyna Ann
Library Assistant
AA 2013 Hawaii Community College

Noel, Dickxon W.
Security Officer
Certificate, Palau Police Academy

Oiterong, Franson
Field Assistant
Diploma 1999, Koror Elementary School

Okabe, Yoshi-Aki
Maintenance Helper
AAS 2008, Palau Community College

Ongrung, Evan T.
Computer Technician
AS 2009, Palau Community College

Rengiil, Cherie Lynn
Office Assistant
Diploma 2009, Pennfoster High School

Salapwa, David
Student Activities Specialist
AAS 2010, Palau Community College

Sengebau, Felix
Extension Agent/Assistant
Diploma 1992, Mindszenty High School

Sewralur, Sesario
Master Canoe Navigator
Diploma 1992, Outer Islands High School

Sewralur, Sesario
Master Canoe Navigator
Diploma 1992, Outer Islands High School

Sowraenpiy, Miano
Navigator Crew
Diploma 2005, Outer Islands High School

Sumang, Hosea
Custodian/Landscaper/Security Guard
Diploma, MOC

Tasurmwai, John I.
Security Service Officer
AAS 2008, Palau Community College

Umang, Gurney Lee
Cook
Diploma, 1985 Palau High School

Watanabe, Renne E.
Secretary
AAS 2012, Palau Community College

FACULTY

Andrew, Evangeline
Associate Professor, English
BA 1994, Brigham Young University
MA 2008, San Diego State University

Bells, Samantha T.
Criminal Justice Instructor
BA 2005, University of Hawaii at Hilo
MA 2008, San Diego State University

Buban, Margeline V.
Instructor, Math
BS 1984, Marikina Institute
MA 2004, Marikina Institute

Cason, Tennyson
Instructor, Education
MA, 1985 North Georgia College & University

Charles, Howard M.
Instructor, English/Music
BA 1978, Point Loma Nazarene College
MA 2008, San Diego State University

Darius, Loyola B.
Instructor, Social Science
BA 2003, University of Hawaii – Hilo
MA 2011, Kobe University

Enano, Nobby
Instructor, Auto Mechanics
BS 1992, University of Southeastern Philippines

Fritz, Ltelatk H.
Instructor, Tourism & Hospitality
BA 2011, University of Hawaii at Hilo

Gachalian, Alex M.
Associate Professor, Agriculture
BS 1978, Nueva Ecija University of Science & Technology
MA 1998, Tarlac College of Agriculture

Garcia, Soledad
Instructor, Home Economics
BS 1974, Central Luzon Polytechnic College

George, Nena H.
Instructional Assistant II
AAS 2010, Palau Community College

Hinojales, Suzette G.
Drafting & Math Instructor
BS 2008, University of Santo Tomas

Ignacio, Arlene
Instructor Business Accounting
BBA 1997, University of Guam
MA 2010, San Diego State University

Kawamura, Reiko
Japanese Instructor
BS 2008, Azabu University

Kiep, Galindez
Instructional Assistant I
AAS 2010, Palau Community College

Kitalong, Dr. Christopher
Instructor, Science
PhD 2014, University of New York

Kintol, Keiden
Associate Professor, Business
BBA 2003, University of Guam
MA 2011, San Diego State University

Ledgerwood, Danka
Associate Professor, Office Administration
BA 1986, University of Comenius
MA 1993 University of Comenius

Mersai, Midori
Associate Professor, English
BA 1977, University of Hawaii – Hilo
MA 2008, San Diego State University

Meyar, Renetta
Associate Professor
BA 2008, San Diego State University
MA 2011, San Diego State University

Mitchell, William T.
Communication/English Instructor
BS 1979, Florida A&M University
MA 1991, Webster University

FACULTY

Morei, Elicita N.
Instructor, English
BA 1979, California State University

Moses, Epimachus
Associate Professor, Math
BS 1992, Oregon State University
MS 2002, Western Illinois University

Nakamura, Stephanie B.
Instructor, Tourism & Hospitality
MA 2010, University of Phoenix

Ngirmang, Tarmau T.
Nursing Instructor
AA 1983, El Camino College

Ngirmeriil, Gamberlyn S.
Assistant Professor, Science
BA 1992, Park College
MA 2008, San Diego State University

Nobuo, Allins
Health & Physical Instructor
BS 1993, Walla Walla University

Polloi, Volette Souang
Instructional Assistant
BA 2003, University of Hawaii at Hilo

Rechelluul, Samantha L.
Instructional Assistant I
AAS 2012, Palau Community College

Rejano, Medardo J.
Instructor, AC & Refrigeration
BS 1993, Sorsogon State University

Rekemsik, Lester
Instructor Carpentry
CA 1988, Chuo Ko-Gakko, Japan
BA 1992, San Diego State University

Santos, Rogelio G.
Instructor, Welding/Auto Body
BS 1980, Pangasinan State University
MS 1987, Marikina Institute of Sci. & Tech

Sarfo, Sampson
Instructor, Mathematics
BA 2007, Central University College-Ghana

Tabelual, Lucia
Associate Professor, Education
MA 2010, San Diego State University

Taroy, Jerry O.
Instructor, Electrical Technology
BS 1992, Marikina Institute of Science & Technology

Tellei, Frutoso
Electrical Instructor
AS 2004, Palau Community College
BA 2012, San Diego State University

Yabes, Joel G.
Assistant Professor, General Electronics Technology
BA 1983 and MA 1990, Marikina Institute of Science and
Technology at Philippines

Yaoch, Johvanna
Associate Professor, Information Technology
BS 2004, Eastern Oregon University
MS 2011, California State University

Yarofaisug, Marvin
Instructor Assistant I
AAS 2008, Palau Community College

Yuzi, Vernice
Associate Professor, Science
BS 1990, California State University
MA 2008, San Diego State University

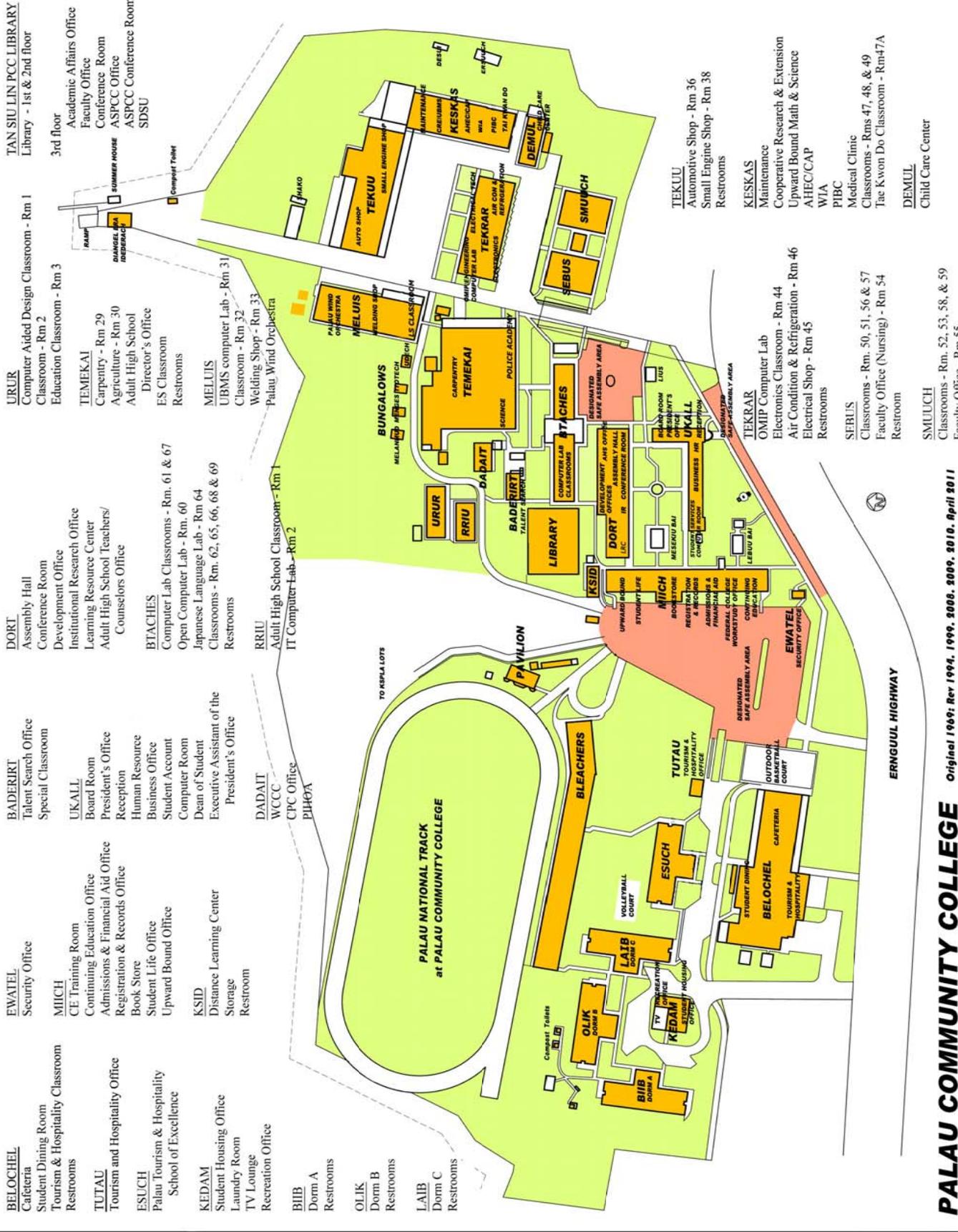
Consultant/ Senior Volunteer to PCC

Maui, Victoria
Instructor
BS 1974, Philadelphia College of Bible
MEd 1979, Northern Arizona University

Ngirngebedangel, Joshua
Instructor, Small Engine & Outboard Motor
CA 1977, Micronesia Occupational Center

Ngiruchelbad, Johana
Instructor, Communicable Disease
BSN & RN, University of Guam

Yukio, Umetani
Instructor, Information Technology
BS 1968, Mathematics Tokyo University
Dr. of Engineering 1989 Tsukuba University



- BELOCHEL**
Cafeteria
Student Dining Room
Tourism & Hospitality Classroom
Restrooms
- TUTAU**
Tourism and Hospitality Office
- ESUCH**
Palau Tourism & Hospitality School of Excellence
- KEDAM**
Student Housing Office
Laundry Room
TV Lounge
Recreation Office
- BIIB**
Dorm A
Restrooms
- OLIK**
Dorm B
Restrooms
- LAIB**
Dorm C
Restrooms
- EWATEL**
Security Office
- MIICH**
CE Training Room
Continuing Education Office
Admissions & Financial Aid Office
Registration & Records Office
Book Store
Student Life Office
Upward Bound Office
- KSID**
Distance Learning Center
Storage
Restroom
- BADERJIT**
Talent Search Office
Special Classroom
- UKALL**
Board Room
President's Office
Reception
Human Resource
Business Office
Student Account
Computer Room
Dean of Student
Executive Assistant of the President's Office
- DADAIT**
WCCC
CPC Office
PIHOA
- DORT**
Assembly Hall
Conference Room
Development Office
Institutional Research Office
Learning Resource Center
Adult High School Teachers/Counselors Office
- BTACHES**
Computer Lab Classrooms - Rm. 61 & 67
Open Computer Lab - Rm. 60
Japanese Language Lab - Rm. 64
Classrooms - Rm. 62, 65, 66, 68 & 69
Restrooms
- RRIU**
Adult High School Classroom - Rm. 1
IT Computer Lab - Rm. 2
- URUR**
Computer Aided Design Classroom - Rm. 1
Classroom - Rm. 2
Education Classroom - Rm. 3
- TEMEKAI**
Carpentry - Rm. 29
Agriculture - Rm. 30
Adult High School
Director's Office
ES Classroom
Restrooms
- MELUIS**
UBMS computer Lab - Rm. 31/
Classroom - Rm. 32
Welding Shop - Rm. 33
Palau Wind Orchestra
- URUR**
Assemble Hall
Conference Room
Development Office
Institutional Research Office
Learning Resource Center
Adult High School Teachers/Counselors Office
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Agriculture - Rm. 30
Adult High School
Director's Office
ES Classroom
Restrooms
- MELUIS**
UBMS computer Lab - Rm. 31/
Classroom - Rm. 32
Welding Shop - Rm. 33
Palau Wind Orchestra

- TEKUU**
Automotive Shop - Rm. 36
Small Engine Shop - Rm. 38
Restrooms
- KESKAS**
Maintenance
Cooperative Research & Extension
Upward Bound Math & Science
AHEC/CAP
WIA
PIBC
Medical Clinic
Classrooms - Rms 47, 48, & 49
Tae Kwon Do Classroom - Rm.47A
- DEMUL**
Child Care Center
- SEBUS**
Classrooms - Rm. 50, 51, 56 & 57
Faculty Office (Nursing) - Rm. 54
Restroom
- SMUUCH**
Classrooms - Rm. 52, 53, 58, & 59
Faculty Office - Rm. 55
- URUR**
Computer Aided Design Classroom - Rm. 1
Classroom - Rm. 2
Education Classroom - Rm. 3
- TEMEKAI**
Carpentry - Rm. 29
Agriculture - Rm. 30
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Computer Lab Classrooms - Rm. 61 & 67
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Agriculture - Rm. 30
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Classroom - Rm. 32
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Palau Wind Orchestra

- BELOCHEL**
Cafeteria
Student Dining Room
Tourism & Hospitality Classroom
Restrooms
- TUTAU**
Tourism and Hospitality Office
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Palau Tourism & Hospitality School of Excellence
- KEDAM**
Student Housing Office
Laundry Room
TV Lounge
Recreation Office
- BIIB**
Dorm A
Restrooms
- OLIK**
Dorm B
Restrooms
- LAIB**
Dorm C
Restrooms
- EWATEL**
Security Office
- MIICH**
CE Training Room
Continuing Education Office
Admissions & Financial Aid Office
Registration & Records Office
Book Store
Student Life Office
Upward Bound Office
- KSID**
Distance Learning Center
Storage
Restroom
- BADERJIT**
Talent Search Office
Special Classroom
- UKALL**
Board Room
President's Office
Reception
Human Resource
Business Office
Student Account
Computer Room
Dean of Student
Executive Assistant of the President's Office
- DADAIT**
WCCC
CPC Office
PIHOA
- DORT**
Assembly Hall
Conference Room
Development Office
Institutional Research Office
Learning Resource Center
Adult High School Teachers/Counselors Office
- BTACHES**
Computer Lab Classrooms - Rm. 61 & 67
Open Computer Lab - Rm. 60
Japanese Language Lab - Rm. 64
Classrooms - Rm. 62, 65, 66, 68 & 69
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Adult High School Classroom - Rm. 1
IT Computer Lab - Rm. 2
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Classroom - Rm. 2
Education Classroom - Rm. 3
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Adult High School Classroom - Rm. 1
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Carpentry - Rm. 29
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UBMS computer Lab - Rm. 31/
Classroom - Rm. 32
Welding Shop - Rm. 33
Palau Wind Orchestra

PALAU COMMUNITY COLLEGE Original 1969; Rev. 1994, 1999, 2000, 2009, 2010. April 2011