



# PALAU COMMUNITY COLLEGE 2015 Annual Report



Accredited by the Accrediting Commission for Community and Junior Colleges  
(ACCJC) of the Western Association of Schools and Colleges (WASC)

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## President's Letter



On behalf of Palau Community College (PCC) Board of Trustees, faculty, staff, and students, I am pleased to present to you our leaders, constituents, supporters, and colleagues the 2015 Annual Report which highlight accomplishments and undertakings during academic year 2014-2015.

This report is intended to disclose key activities in support of its 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, 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 capacity of our workforce.

We are proud to be at the forefront of higher education serving our 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.

A handwritten signature in black ink, appearing to read 'Patrick U. Tellei'. The signature is stylized with a large, looping initial 'P' and a long, sweeping horizontal stroke at the end.

Patrick U. Tellei, EdD  
President

## Board of Trustees



MASA-AKI N. EMESIOCHL  
CHAIRMAN



BILLY G. KUARTEI  
VICE CHAIRMAN



LISA K. ABRAHAM-RENGECHEL  
SECRETARY/TREASURER



EMAIS E. ROBERTS, MD  
TRUSTEE



JEMMY BELELAI  
TRUSTEE



ISHIM TMODRANG  
STUDENT TRUSTEE

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The Board of Trustees guides Palau Community College in carrying out its institutional commitment to meet its vision, mission, and to accomplish its goals set forth 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 Micronesia 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 them 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**

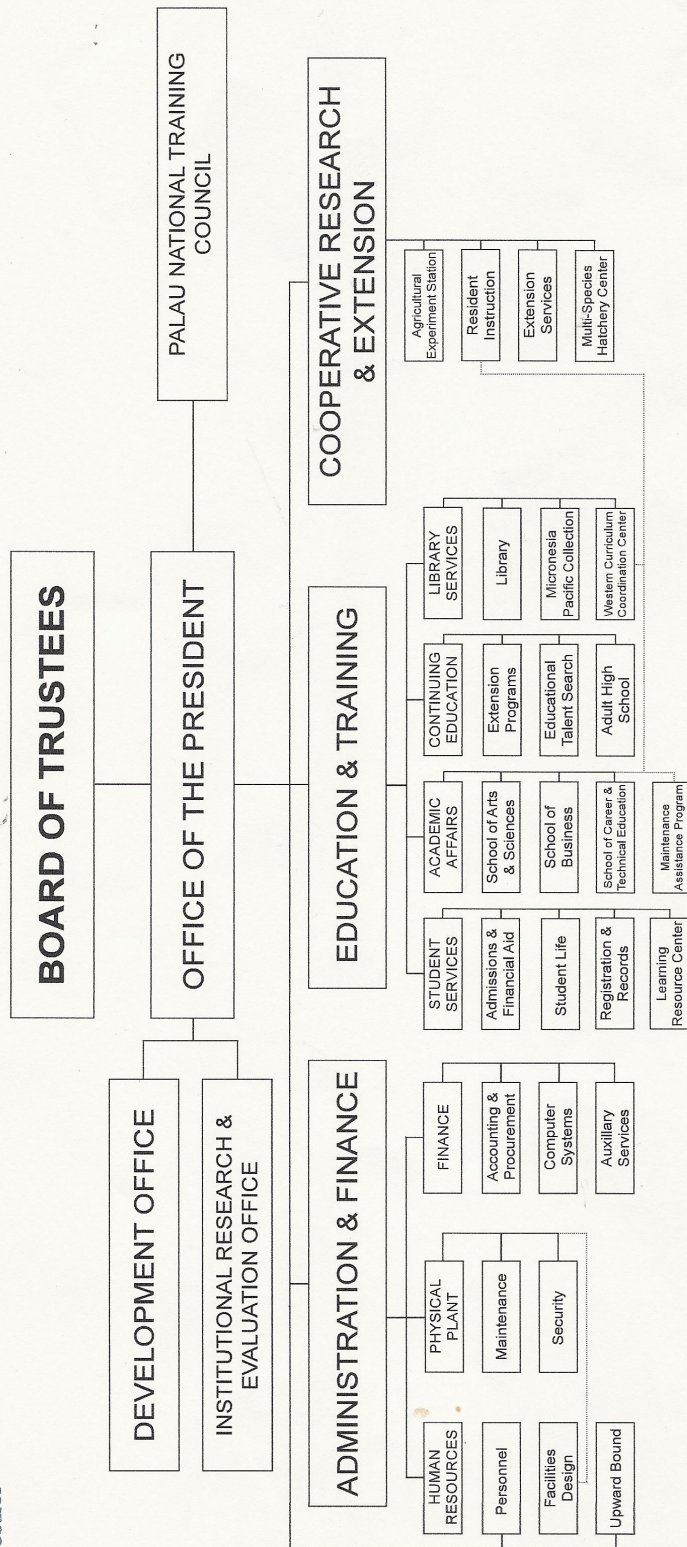
1998

Mr. Mario H. Katosang, Interim President

1999 - Present

Dr. Patrick U. Tellei, President





Revised and Approved by the  
Palau Community College Board of Trustees  
September 2015

Masa-Aki N. Emesiochl  
Chairman of the Board

Updated September 2015  
Revised January 2014  
Revised August 2009  
Revised August 2008  
Adopted August 1994

## **VISION** - *Where We Want To Be*

We Strive to Guarantee Quality and Excellence.

## **MISSION** - *Who We Are and What We Do*

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.

---

UNIFYING PRINCIPLES
How We Behave - Semesemel a Ureor
Teamwork - Oba tal tekoi
Quality Services - Kot el ngarbab lomeruul
Open Communication - Diak a berrotel
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

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 (ILOs)

## **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**

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

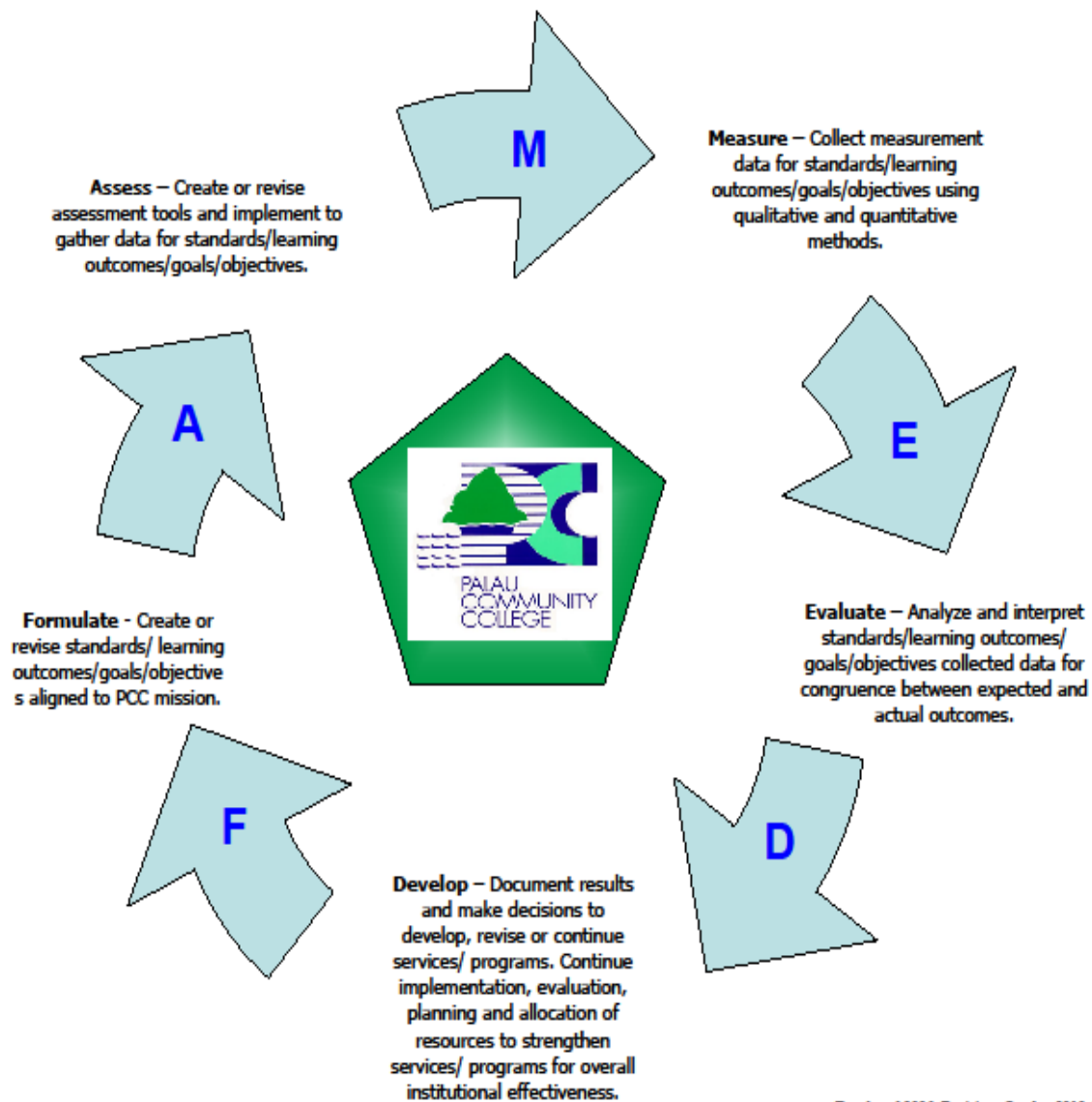
## **ILO 5: Civic Responsibility**

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

## **ILO 6: Aesthetics**

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

# Institutional Assessment and Evaluation Process



Developed 2006; Revisions October 2010, March 2015

### 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 annual publications or 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
Mr. Todd Ngiramengior	Executive Assistant to the President
Ms. Kuye Belelai	Project Director, Upward Bound
Mr. Tchuzie Tadao	Director, Development Office
Ms. Deikola Olikong	Director, IREO/Accreditation Liaison Officer
Mr. Clement Kazuma	Director, Physical Plant
Ms. Hilda N. Reklai	Director, Student Life & Housing
Ms. Clara Maile Andreas	Project Director, Talent Search/Adult High School
Mr. Bruce Rimirch	Director, Computer Services
Ms. Dahlia M. Katosang	Director, Admissions & Financial Aid
Mr. Omdasu T. Ueki	Director, Human Resources
Ms. Uroi N. Salii	Director, Finance
Ms. Vernice Rechebei	Director, Learning Resource Center
Ms. Ligaya Sara	Institutional Research Analyst
Mr. James Thull	Director, Library Services
Ms. Johvanna Yaoch	President, Faculty Senate Association
Ms. Lesley Adachi	President, Classified Staff Organization
Mr. Benigno A. Sablan	President, Associated Students of Palau Community College

## **Institutional Research and Evaluation Office (IREO)**

### **Accreditation**

Palau Community College is an accredited institution by the Accrediting Commission for Community and Junior Colleges (ACCJC) of the Western Association of Schools and Colleges (WASC). The ACCJC evaluates member institutions to assure the educational community, the general public, and other organizations and agencies that an institution has clearly defined objectives appropriate to higher education; has established conditions under which their achievement can reasonably be expected; appears in fact to be accomplishing them substantially; is organized, staffed, and supported that it can be expected to continue to do so; and demonstrates that it meets ACCJC standards. The core purpose of PCC's Accreditation Office is to ensure the mentioned above, as well as, to stay and remain an accredited institution. Palau Community College became an accredited institution in 1977 and to date; it has been accredited for thirty-nine years.

Palau Community College's comprehensive review by ACCJC is spring 2016. The comprehensive review includes the Institutional Self-Evaluation Report (ISER) and campus External Evaluation Visit. PCC is required to submit its Institutional Self-Evaluation Report on December 24, 2015 to ACCJC and an External Evaluation Visiting Team appointed by ACCJC will be visiting Palau Community College on February 29 – March 03, 2016.

In its effort to submit ISER in December 2015, the college Accreditation Steering Committee (ASC) which is comprised of twenty-seven members representing all divisions, departments and organizations of the college began the work of the Institutional Self-Evaluation Report in summer of 2014. During the period of October 2014 to September 2015, the ASC continued to write the college report and gather the required supporting evidence that will be submitted with the report to ACCJC. PCC will be submitting its ISER to ACCJC in December 2015 and will have its campus visit by ACCJC appointed Visiting Team in late February to early March, 2016.

During this reporting period, the Accreditation Liaison Officer and college members continued to attend trainings, meetings and workshops in regards to ACCJC policies, eligibility requirements and standards. Trainings and meetings included South Pacific Accreditation conference, New Zealand; Strengthening Student Success conference, California; Academic Resource conference, California; United States Department of Education – Federal Student Aid meeting, Georgia; ACCJC meetings, California and Hawaii; Pacific Post-Secondary Education Consortium meetings, Hawaii; and TracDat trainings, Pennsylvania and Guam. The Accreditation Office of the college also has continued to provide trainings and Workshops College-wide to ensure that evaluations and assessments of learning services are on-going and results of assessments are implemented to ensure improvement of student learning and achievement.

The college continues to work on its Institutional Self-Evaluation Report and will be submitting it to the Commission on December 24, 2015. The Accreditation Office will continue to work with the rest of the institution to ensure that the college stays and remains an accredited institution for the people of Palau as mandated in RPPL 4-2 and the Micronesian region.



## ACCREDITING COMMISSION FOR COMMUNITY AND JUNIOR COLLEGES THIRD PARTY COMMENT PROCEDURE

ACCJC's Third Party Comment allows an individual who wishes to make comments on an institution that is undergoing comprehensive review in the current semester and that is considered by the ACCJC at its next meeting, should use the Third Party Comment Form to provide any comment about the institution's quality of effectiveness, as well as, the basis of any provided comments. The Third Party Comment Form should include individual/group name, address, phone number, and email address. The Third Party Comment Form should be received by the Commission five weeks before the scheduled Commission meeting. Comments should be submitted as an attachment to [accjc@accjc.org](mailto:accjc@accjc.org) or mail to:

Accrediting Commission for  
Community and Junior Colleges  
10 Commercial Blvd., Suite 204  
Novato, CA 94949

The Third Party Comment Form is available at the Office of the President and the Accreditation Office. For more information, please contact ALO Deikola Olikong at 488-2470 ext. 271 or 778-6019

## **Institutional Research and Evaluation Office (IREO)**

### **Mission**

The mission of the Institutional Research and Evaluation Office (IREO) is to enhance institutional effectiveness by providing systematic, timely and accurate information along with analysis to support institutional planning and decision-making processes.

IREO provides analytical support to the administrative and academic community in areas of analytics, program assessment including the design and development of surveys for decision support research and assessment.

### **Objectives and Services**

During this reporting period, IREO provided evaluation and consultation services such as analytical, methodological, statistical, research design, and survey development to the college departments, divisions, and offices. This reporting year, IREO worked continuously with non-academic units in developing and reviewing their evaluation instruments. Assisted Academic Affairs Tutoring Lab Survey Form, Office of the Dean of Academic Affairs Survey Form, Office of the Associate Dean of Academic Affairs Survey Form, Dean of Students Survey Form, and Annual Board of Trustees Evaluation Tool. Also, the office provided data analyses and various reports to Counseling Services Feedback Survey, Cafeteria Satisfaction Survey, Maintenance & Security Unit Surveys, Board Meeting Evaluation, Academic Affairs Tutoring Lab, Online Lab Evaluations, Recreation Unit User Survey, Student Housing User Survey, and Student Evaluation of Instructors and Courses. At Institutional level, Annual Graduate Exit Survey was administered to support decision making and improvements to college services.

### **Institutional Publication**

The office has released the 2014-2015 PCC Fact book that provided facts and information about the college, its students, retention, graduation, finances, faculty and staff. The fact book data is primarily based on fall semester. Trends on Enrollment, Retention and Graduation Rate are also included in the fact book.

IREO prepared the 15-Year Institutional Master Plan (15-YIMP) Report Card. The Report Card provides status of the goals and accomplishments of the 15-Year Institutional Master Plan. The report card was modified to illustrate its connection to the Institutional-set Standards for Student Achievement (ISSA) and Institutional Learning Outcomes (ILOs).

### **Federal Reporting**

Institutional Research and Evaluation 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.

### **Institutional Research and Evaluation Office (cont.)**

National Center for Education Statistics (NCES) Integrated Postsecondary Education Data System (IPEDS) Surveys contains IPEDS Fall Collection Surveys (Institutional Characteristics, Completions, and 12-Month Enrollment), IPEDS Winter Collection Surveys (Financial Aid, Graduation Rates, 200% Graduation Rates), and IPEDS Spring Collection Surveys (Academic Libraries, Fall Enrollment, Finance, Human Resource). Furthermore, the office was also responsible for overseeing the coordination, collection and submission of information to Higher Education Directory, The College Board and Peterson's Annual College Survey. The office also provided comprehensive reports for 2015 Stanford Achievement Test. These are SAT 10 Palau-Wide Report and SAT 10 Report for Palau Private Schools. These reports provide descriptive summary, trend and yearly comparison.

### **Professional Development**

IREO staff attended training series on Palau Data Training in November 2014 and will continue to attend subsequent set of trainings on Conducting Action Research to Achieve Collective Impact in Palau in March 2015. These trainings were supported by Regional Educational Laboratory (REL) of the Pacific at McREL International.

IREO provided trainings on the college's Institutional-set Standards for Student Achievement (ISSA) during the 2015 Convocation. The Institutional Researcher attended the 2015 Association for Institutional Research Annual Conference, AIR Forum. The conference provided knowledge on assessment practices, approaches on strategic planning and implementation methodologies, IPEDS update, and tools and resources to support data use. The office Data Technician continues to take courses in General Electronics degree program. Institutional Research and Evaluation Office is affiliated with the following:

AIR (Association for Institutional Research), PacAIR (Pacific Association for Institutional Research), and Palau Research Alliance member of REL (Regional Educational Laboratory).



ALO/IREO Director conducted a meeting with Accreditation Steering Committee



ASC standard chairs/co-chairs attended ACCJC sponsored training in Hawaii

## **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, planning and community relations to support college programs and services.

### **Personnel**

The Development Office currently has five (5) full-time employees.

### **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: the college initiative of enrolling one new bi-weekly donor every week or fifty-two donors each year, 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 related resources to support and promote student learning and success.

### **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.



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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 center to the college community.

### Endowment 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
2015	\$3.897 Million <i>(July 30, 2015)</i>



President Tellei receives donation from  
IP & E Area Manager Del. Frank Kyota



Matson Navigation donates to PCC Endowment



Sen. Sandra Pierantozzi donates to PCC Endowment



WCTC donates to PCC Endowment

## 2015 Annual Report

### **PCC ENDOWMENT BI-WEEKLY CONTRIBUTORS**

#### **National Government (ROP)**

**Total Contributors: 604**

**Total Amount: \$32,369.80**

1 ABBA NGIRUOS	42 BENEDICT U. TELLEI	83 CLARK M. RECHEBONG	124 DEVON T. ANDREAS
2 ADELAIDE RECHEMANG	43 BENJAMIN M. MASTER	84 CLAYTON D. NGIRAKED	125 DIANNE K. BREWER-JAYSON
3 ADELINE NGIRAKESAU	44 BERLINDA E. NGIRAUNGIL	85 CLEMENT MAECH	126 DIANNE K. JAYSON
4 ADORA NGIRAMOLAU	45 BERLYNE CELESTINE	86 CLEORA CLEOFAS	127 DILISA M. BRIKUL
5 ADORA NOBUO	46 BERNADETTE KINTARO	87 CLIFF CRUZ	128 DINA SANDEI
6 ALDRIN TELLEI	47 BERNARD NGIRAIBAI	88 CLIFTON M. RUBASCH	129 DOLYN I. TELL
7 ALEX B. SILIANG	48 BERNICE SIDOI	89 CLIFTON SOALABLA	130 DOMINIC KYOTA
8 ALEX R. NGIRAINGAS	49 BERRY I. WATSON	90 CLINT MERSAI	131 DOMININA NGIRAIBAI
9 ALEXANDER CRUZ	50 BESIE E. ELBELAU	91 CLIVE TELEI	132 DONNA M. GIBBONS
10 ALEXANDER S. MEREP	51 BEVERLIN TAKEO	92 COLIN ISAMU	133 DOREEN YOSHIWO
11 ALEXANDER SUMOR	52 BION D. BLUNT	93 CRYSTAL L. MELTEL	134 DOROTHY T. SKANG
12 ALFONSA BLESOCH	53 BOB RENGCHOL	94 CYRIL P. LEONARDIA	135 DOUGLAS TKEL
13 ALLEN NGIRAILEMESANG	54 BOLTON X. TENGOLL	95 DAMIANA Y. NGIRATECHEBOET	136 DUANE TOCHI
14 ALLEN P. REMELI	55 BONNIE T. MELAIREI	96 DANA T. ANTIPAS	137 DWIGHT JR. ALBERT
15 ALLYNE KIKUHARU	56 BOONE SILAS	97 DANIEL H. ADACHI	138 DWIGHT NGIRAIBAI
16 ALOYSIUS ALONZ	57 BORMAN TELTULL	98 DANIEL M. TELIU	139 EARLE EMILIANO
17 ALTON SAMSEL	58 BRADFORD BLALUK	99 DANIEL S. AGUON	140 EARLY M. SALII
18 ALYNDA O. MASAYUKI	59 BRADLEY RIMIRCH	100 DANNY ELIDECHEDONG	141 ECHERII NGELUK
19 AMOS B. SOLOMON	60 BRANDON B. GIRAMUR	101 DARCY O. ISKAWA	142 EDLINE MABEL
20 ANDRES S. OSEKED	61 BRIAN LAKOBONG	102 DARLYNNE TAKAWO	143 EDMUND N. TELMANG
21 ANDREW TABELUAL	62 BROWNY SALVADOR	103 DAVE A. ORRUKEM	144 EDMUND ONGRUNG
22 ANGELA M. BLALUK	63 BURT N. LDESEL	104 DAVIS SABURO	145 EDOLEM IKERDEU
23 ANN L. PEDRO	64 BURTON WONG	105 DAVIS TAMTERENG	146 EDSON CHIOKAI
24 ANNETTE M. SIKSEI	65 CAPILY MUTSUO	106 DEAN A. TERRY	147 EDWARD ANASTACIO
25 ANNETTE O. TIRSO	66 CARL Q. POLLOI	107 DEAN C. RENGUUL	148 EDWARD TADAO
26 ANNETTE UCHERKEMUR	67 CARLSON ETPISON	108 DEBBY DEBENGK	149 EDWARD YAOCH
27 ANTHONY T. MIKEL JR.	68 CARTER NGIRALBONG	109 DEBED LUII	150 EDWIN ONGRUNG
28 ANTONETTE TENGELUK	69 CARTFIELD SABLAN	110 DEBORAH T. WILEY	151 EDWIN TOMOICHI
29 ANTONIO B. MARIUR	70 CHARLES OBICHANG	111 DELAILAH M. SHIRO	152 EDWINA POLLOI
30 ANTONIO E. FRITZ	71 CHARLEY SIMEON	112 DELILAH LLECHOLECH	153 EILEEN SOLANG
31 ANTONNETTE O. MERUR	72 CHASINTA M. JEFFERSON	113 DELINA KEBEKOL	154 ELEANOR ANDERSON
32 ARMSTRONG AUGUST	73 CHERYLENE RENGULBAI	114 DELMAS BEKETAUT	155 ELIZABETH E. MALONE
33 ARSENIO SABURO	74 CHIBA RII	115 DELORAH YOSHIWO	156 ELIZABETH NGIRAKESAU
34 ARTHUR REMELI	75 CHRISTIAN ISAMU	116 DELPHINA SUMOR	157 ELIZABETH S. KYOTA
35 AZARIA TIMARONG	76 CHRISTINA PAULIS	117 DENELEY MUTSUO	158 ELLA RDIAL
36 BAILEY J. EBERDONG	77 CHRISTINE B. TROLII	118 DENICIA MARIUR	159 ELLEN B. CHOKAI
37 BAKLAI TEMENGIL	78 CHRISTOPHER DEBENGK	119 DENNIS BLALUK	160 ELLENA TEMOL
38 BARBRA SOLANG	79 CLARA RECHEBEI	120 DENNIS RENGUUL	161 ELMERA SYOZITARO
39 BASIANO KITALONG	80 CLARINDA S. ALEXANDER	121 DERRICK DAVID	162 ELSPETH NGIRAIBAI
40 BEATRIX B. TAIMA	81 CLARINDA WORSWICK	122 DESKIM TUTII	163 EMERSON OBAK
41 BEATRIX REMOKET	82 CLARISSA RDANG	123 DESYREE M. UBEDEI	164 EMILY B. KALEB

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165 EMREI TAKEO	210 GRACE TOMOICHI	255 JERRY N. SAKA	300 JULIA J. WALLY
166 ENCELY L. NGIRAIWET	211 GREGORY KSANO	256 JERRY R. DEMEI	301 JULIEN ADELBAI
167 ENITHA E. EDWARDS	212 GUSTAV AITARO	257 JERSEY IYAR	302 JUN USHIBATA
168 EPSIE WEST	213 GUTHBERT IKEYA	258 JESSE EDESOMEL	303 KABIDOR TAIMA
169 ERICK RECHUCHER	214 GWENDALYN K. SISIOR	259 JESSE NGIRABOI	304 KAILANG ASANUMA
170 ERNESTINE KADOI	215 GWENDOLYN D. BAI	260 JESSE S. WEST	305 KALINDA BEKETAUT
171 EROFLYNN KLOULECHAD	216 GWENTHYAN WILLIAMS	261 JESSE SENGEBAU	306 KAMESAK S DEMK
172 ERVIN C. RENGECHER	217 HADLEEN MEDALARAK	262 JESSICA A. SUMOR	307 KARL IEKAR
173 ESTHER RENGULBAI	218 HALORA PAULUS	263 JESSICA BLAILES	308 KATHERINE KESOLEI
174 ETHIOPIA MABEL	219 HANNAH TESEI	264 JESSICA DANIEL	309 KATHLEEN SALII
175 ETISON SADANG, JR.	220 HARLAN DERBAI	265 JEWISH O. NGIRAIKELAU	310 KATSUMI T. NGIRCHOKKEBAI
176 EUGARIO NGIRATMAB	221 HARRY SAMBAL	266 JOANNE D. UDUI	311 KAYLA I. REBLUUD
177 EVELYN ADELBAI	222 HARUICH TELMETANG	267 JOANNE I. MIKEL	312 KEATON SOALABLA
178 EVELYN F. TOMOKANE	223 HARUMI FABIAN	268 JOCELYNE L. TONYOKWE	313 KEIZY KURODA
179 EVELYN M. TERIONG	224 HASINTA REKEMEL	269 JOCELYNN RECHEBONG	314 KEIZY U. SHIRO
180 EVERLYNN BELELAI	225 HELEN REMOKET	270 JOCHEBED E. ALBERT	315 KERASKES MASAHARU
181 EVERSON SADANG	226 HELENA GULIBERT	271 JODSTON T. WASISANG	316 KERUFIN TOLNGII
182 FELISA J. REMOKET	227 HILA ASANUMA	272 JOHANES M. POLLOI	317 KERUNGIL TELLEI
183 FENALLY SEKLII	228 HILARIA SUNGINO	273 JOHN F. TAKISANG	318 KEVIN N. NGITONG
184 FERMINA DONATUS	229 HILDA ETPISON	274 JOHN GABRIEL	319 KIMIYO NAKAMURA
185 FESTUS RINGANG	230 HILDA KENZIO	275 JOHN NGEWAKL PEDRO	320 KORIANG CLARENCE
186 FLORA KINTARO	231 ILIMA KLOULCHAD	276 JOHNDECK TIMARONG	321 KURT REHUHER
187 FRANCIS S. ALONZ	232 IMENGEL MAD	277 JOHNMARK OLKERIIL	322 LACKSON V. BASILIUS
188 FRANCIS X. TERMETEET	233 IMENGEL SECHARMIDAL	278 JOHNNY SAMBAL	323 LADY M. NGIRATKAKL
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- 1 YIMNANG GOLBUU

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Koror State Government • Bank of Guam • Palau International Traders, Inc. (PITI) • Hawaiian Belau Rock Corporation • Mabuchi Construction Company • NECO Construction • Pacific Family Medical Supply • Bilung Gloria G. Salii • Bem Ermii Burgers & Fries • Emamelei Restaurant • DFS Galleria • Midtown Mobil Gas Station • Ngara Maibrel • Ngeremlengui State Government • P. I. E. Printing • Topside Service Station • Ngerubesang Men's Club • Ngarchelong State Government • Palau Pacific Resort • Ramon & Dr. Elizabeth D. Rechebei • Social Security Administration Office • Airai State Government • Palau Shipping Company, Inc. • Jezzrae Wear II • Best Coffee & Donut House • I.A. Belau Company • Rechedioul Jemmy Blelai • Melekeok State Government • Ministry of Education • National Development Bank of Palau • Peleliu State Government • The Penthouse Hotel • Senator Rukebai K. Inabo • Daniel Roland • Palau Behavior Health Advisory Group • Dr. Singero Singeo • Dizzette U. Dolmers • Anthony Rudimch • Caroline S. Skebong • Chen's Dress Shop • CTSI Logistics • Dahlia Katosang • Dolphins Pacific • Dr. Lydia Marero • Fernando Senggebau • Flamingo Restaurant (Celine Reklai) • Jason Miyashita • Jessie Teddlie • Joe Giramur • Joy Ueki • Kloter-aol Lebuu Littler • Koror Wholesalers • Matsumi Taro • Matthew Cruz • Ngardmau State Government • Ngchesar State Office • Olympia Morei • Pacific Islands Association of Libraries, Archives, and Museums (PIALA) • Palau Association of Libraries (PAL) • Palau Plantation Hotel • Palau Vice President Honorable Antonio Bells • Sara's Yum Yum • Senator Phillip Reklai • Senator Mason N. Whippes • Shimbros Inc. • The Taj Restau-

## PCC Thanksgiving Endowment Fundraiser 2014 Through Your Generous Support, We Raised Over \$50,000!



rant • Usong Telei • VIP Guest Hotel • Yuhi Motel • Ngrakad Yukiwo P. Dengokl • Reiko Kawamura • Dr. Maria Hindenburg • Gail Renguil • Obak ra Mengelang Haruo Esang • Jello's Fashion • Senator Mark U. Rudimch • Yorang Miner • Jubilee Kuartei • Rena Kloulechad • Divine Ngirailemesang • Nino Pate • Peter Gayman • Akiko Udui and Irromel Elliot Udui • Annalisa Ngiraklei • Carol D. Ngiraidis • Debbie Ngiraibai • Dilkui Marino • Dominina Ngiraibai • Grace Merong • Jeff Barabe • Julia Polloi • Julio Ringang • Kuye Belelai • Legislator Armstrong Debelbot • Leon Remengesau • Lesley Adachi and Mad ra Belluu Satoru Adachi • Lola Ngemaes • Lorraine Kloulubak • Marlin F. Aguon • Governor Ellender Ngirameketii • Pastor Hederick Kual • Pastora Kloulubak • Uormersai Presley Etibek • R. Manny Adelbai • Renee E. Watanabe • Royal Cargo Palau, Inc. • Vic Hubson • Wiles Tmecherur • Agnes Sablan • Bibbie Kumangai • Bill Rechellul • Charles Mitchell • Clarito "Bong" Panalingan • Damiana Sungino • Demi Uraziri • Dr. Christopher Kitalong • Evan Ongnung • Gerry Braeckel • Gibon Towai • Grace Yalap • Hellen Imanuel • Hiroko Sugiyama • Hosea Inacio • Jenkins Mariur • John Temengil • Keith Ignacio • Kimberly Elarionoff • Larry Wakakoro • Librada Tomagon • Maria Hobson • Masaharu Tmodrang • Miranda Ebas • Olsingch Yalap • Salvadora Katosang • Senator Surangel Whipps, Jr. • Turang Renguil • PCC Board of Trustees Chairperson Masa-Aki Emesiochl • Koror State Legislature • Re-Max (Kaleb udui, Jr.) • Wynn Yobeck • Martha Fritz Koshiba • Meikok Chin • Vernice Rechebei • Maireng Senggebau • Adelbai Ephraim Ngirachitei • Sione Fakatou • Myotel Ngimekur • Roger Vergara • Hosea Sumang • Orrekim Olegeriil • Kalany Higgins • Carlton Bethea • Jasper Tai-ma • Kuniyoshi Fishing Company (KFC) • Ligaya Sara • Hulda Lukas • Calvo's Insurance • Isume-chraard Ngirairikl • Maureen Renguul • Minister of Finance Ngirameketii Elbuehel Sadang • Laura Mangham • Joanny Kesolei • Jun Ushibata • Miguel Delos Santos • Kloulubak Mark Rubasech • Demei Obakrairur • Rechebei Udui • Eric Verhey • Mr. Gill • River • Joyce Ngirachitei • Young Sikyang, Jr.



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website: <http://pcc.palau.edu>



**RECIPIENTS OF  
FALL 2014 - SPRING 2015  
PCC-BASED SCHOLARSHIPS**

*Moylan's Insurance Scholarship*



Ms. Natasha Dudley

*Pierantozzi Scholarship*

*Prince Leeboo Scholarship*



Ms. Faith Ngirchomlei   Ms. Ybei Masayos   Ms. Donnalynn Bukurrou   Ms. Hope Ruloked

*Faculty Senate Association Scholarship*



Ms. Melvira Kazuma  
Ms. Keisha Willis  
Mr. Benigno S. Sablan  
Ms. Happy Fritz

## **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.

### **Human Resource Division**

#### **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 employees:

- Director
- Personnel Manager
- Secretary

#### **Programs and Services**

- Coordinate annual employee performance and merit review.
- Renewal of employment contracts.
- Provision of suitable Group Life Insurance and Health Insurance.
- Assist all departments/divisions by providing trainings as requested or supported by evaluations.
- Compliance 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.
- Renewed property insurance.
- Conduct Annual Convocation.

## 2015 Annual Report

### Professional Development

The Human Resources worked with Continuing Education and other offices to identify training needs and offer trainings to employees. Currently we have staff enrolled in both bachelors and masters degree program via online through San Diego State University. The college also provided much needed training opportunity for staff by having them enrolled in college programs and courses.

### Evaluation/Assessment:

- Policy Review Committee continues its review of the Personnel Rules and Regulations Manual (PRRM).
- Improve and expand ongoing staff and faculty development programs.
- Establish benefits for faculty and staff (group life/health/retirement).
- Use evaluation results to ensure diversified and appropriately credentialed personnel.



PCC HR staff met with Calvo's Select Care Medical Insurance



HR Director and staff

### Physical Plant

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 with government and state regulations. These improvement efforts are in line with the 15 Year Institutional Master Plan.

### 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



**Tutau building under renovation**

### Completed Projects

- Completion of Learning Resource Center renovation
- Completion of Development Office roofing and repairs.
- Completion of Adult High School and Assembly Hall roofing and repairs.
- Roofing of Keskas Building: WIOA, AHEC, CAP, PIU, BU & BA classroom.
- Renovation of Mesekiu Bai which underwent a roof replacement.
- Completed Renovation of Dorm Summer House including new Barbecue Pit and outdoor sink.
- Completed ET & GE program classrooms and laboratory in the existing Carpentry Shop Building.
- Renovation of Tutau Building.
- Building interiors and exteriors:
  - Continuing Education Training Room
  - Dorm A, B and C repairs
  - Batches Classrooms Repairs

### Professional Development Training

Maintenance personnel participated in a National Center for Construction Education and Research Training (NCCER). The training was conducted by Dr. Herbert Johnson, Education Director of Guam Contractors Association.



**NCCER Training Participants**



### 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)



Finance staff completed 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 support 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  
MIP SAGE Accounting Software Training  
Pacific Annual Financial Aid Workshop  
Asia Pacific Association For Fiduciary Studies Workshops

#### Highlights

Finance goes green! In order to save trees and cut costs, the Finance department has created e-forms for internal and external work orders, invoices, allotment forms, and leave forms. A new requisition form has been created and will be implemented in January 2016.

Finance Department collaborated with Upward Bound to host five (5) high school intern students.

Administrative Procedures Manual (APM) has been revised by the APM Task Force and has been disseminated to all office of the college. It is also available on the college website.



### 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

A new Server was procured on August 2015 to replace the Server for the Business Office. This Server holds the college Financial Management software (MIP) as well as student billing accounts. The Financial Management software that the college uses was upgraded to reflect the new Social Security tax that went into effect on October 1, 2015. The software vendors modified the program to meet the Palau's new Social Security raise and the college needs. All the workstations at the business office were replaced to run a newer Window OS, which the newer version of the Financial Management software was upgraded to run on this platform. Eight new client workstation for Business office staff were also replaced with window 8 operating system that is connected to MIP server.

An outdated Library firewall was replaced on July 2015 with new Sonicwall firewall with three year subscription for technical service, support, and maintenance.

Most old network switches have been replaced with new CISCO network switches to include layer 3 network switches and also an old d-link wireless access point hub has been replaced to more manageable wireless access point hub of Ubiquiti Unifi controller.

#### Challenges that college faces in Term of Technology are as follows:

New antivirus software is being searched since the one the college is using will expire next year 2015. The college procures antivirus software license to cover all the college PC and laptop. This software will protect college technology devices from virus, spyware, malware and hackers.

New software for Student Information System is being searched to replace the currently used software. The currently used software does not meet all the college needs and provides reporting needed on student Information.

Eventually all college PC and laptop that are used by students, faculty and staff that run Window XP operating system will be replaced to a newer Window operating system. In April 8, 2014 Microsoft announced that computers running Window XP will not be protected. Microsoft will no longer provide security updates or technical support for Windows XP. Without critical Windows XP security updates, PC may become vulnerable to harmful viruses, spyware, and other malicious software which can steal or damaged data and information.

### **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 satisfactory rating or better twice a semester using Client Satisfaction Survey and Suggestion Box responses.

#### **Evaluation**

- Fall 2014 – Satisfaction survey conducted on September 29, 2014
- Fall 2014 – Satisfaction survey on December 22, 2014
- Spring 2015 - Satisfaction Survey conducted on February 23, 2015
- Spring 2015-Satisfaction Survey conducted on May 25, 2015

#### **Personnel**

The Food Service has eight full time staff: Supervisor, Coordinator, Supply Clerk, Lead Cook, and four regular cooks.

#### **Highlights**

The Food Services performed the following:

- Charter Day – 350 servings (finger food)
- Christmas Luncheon - 450 servings (buffet)
- End of the semester activity (dorm students) - 228 servings (buffet)
- Endowment - End of the year get together - 600 servings (finger food)
- Female Retreat - 23 servings (packed meals)
- Graduation Day - 530 servings (packed lunch)
- Male Retreat - 80 servings (packed meals)
- New Student Orientation (2014-15) - 290 servings (packed lunch)
- PCC Mesekiu games - 794 servings (sandwiches & drinks)
- Tuesday Night Program - 356 servings (finger food)
- Upward Bound Annual Graduation - 150 servings (finger food)
- Career/Technical Educational Awareness Week - 1,124 servings (sandwiches and chips)
- 9-11 Memorial Service - 150 servings (finger food) MEMORIAL DAY – 150 servings (finger food)
- Valentine Bash - 250 servings (finger food)
- Information and Study Skills Workshop - 400 servings (finger food)

## 2015 Annual Report

### **Various activities supported through inter departmental work orders.**

#### ***Number of Servings: 10,174***

Academic Affairs – 657 total servings  
Accreditation Office – 208 total servings  
Admission & Financial Aid – 990 total servings  
ASPCC – 17 total servings  
Board of Trustees – 65 total servings  
CRE (Cooperative Research Extension) – 565 total servings  
Development Office – 615 total servings  
Dormitory – 1,152 total servings  
Graduation Committee – 665 total servings  
Maintenance – 55 total servings  
MAP – 229 total servings  
President Office – 556 total servings  
Recreation – 992 total servings  
Student Life – 940 total servings  
Student Services – 1,543 total servings  
LRC – 465 total servings  
Upward Bound – 370 total servings  
Talent Search program – 100 total servings

### **Various community activities supported through outside work orders.**

#### ***Number of Servings: 8,260***

Palau Association of Libraries opening ceremony – 150 servings (finger food)  
Mechesil Belau Women's Conference 2014 - 800 total servings (set menu)  
MOH & Elementary school Workshop – 2,750 total servings (finger food & pre-packed lunch)  
Workforce Innovation & Opportunity Act Orientation – 125 servings (finger food)  
House of Delegates – 500 servings (set menu)  
B.E.E.A Meeting – 85 servings (finger food & pre packed lunch)  
Ngatpang State “NGARA IUS” BELAU GAMES – 750 total servings (set menu)  
Mechesil Belau Women's Conference 2015 – 1500 total servings (set menu)

**PALAU COMMUNITY COLLEGE  
SCHOOL YEAR 2014 - 2015**

**ASPCC OFFICERS**

<b>President:</b>	Benigno S. Sablan
<b>President - elect:</b>	Sidney Roberts
<b>Secretary:</b>	Donnalyn U. Bukurrou
<b>Treasurer:</b>	Darla J. Babauta

**NATIONAL/STATE LEADERS (SENATORS)**

<b>Chuuk</b>	<b>(CSO President):</b>	Abram Shirai
<b>Kosrae</b>	<b>(KSO President):</b>	Julinson M. Alik
<b>Pohnpei</b>	<b>(PSO President):</b>	Tommy I. Obed
<b>Yap</b>	<b>(YSO President):</b>	Lisa T. Sulog
<b>Marshall</b>	<b>(RMI President):</b>	Henson Lalimo
<b>Palau</b>	<b>(PSO President):</b>	Isabel Goodall

**CLASS REPRESENTATIVES (SENATORS)**

<b>Freshmen Representatives:</b>	Charley T. Ellis Jerrel T. Johnsrud
<b>Sophomore Representatives:</b>	Melvira Kyarii Kazuma Wyzer Meyar Seklii

**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 30 full-time positions with 14 professionals and 16 classified staff who provide academic and non-academic support services to students.

The Recreation Office hired an additional Student Activities Specialist in summer 2015. The office still maintains one supervisor and two activity specialists to maintain the unit's quality services.

In September 09, 2015, an election for Student Trustee and ASPCC officers and senators was held. Mr. Rdiall L. Tellei, majoring in Construction Technology program was elected to the Board of Trustees at the College. Mr. Benigno S. Sablan, majoring in Liberal Arts program was elected President of ASPCC for school year 2015-2016. A total of 14 officers and senators make up the ASPCC student government.

### **Registrar & Records Office**

#### **Programs and Services**

- Student Academic Records
- Processing Readmission form
- Registration and schedule changes
- Grade reporting
- Course withdrawals/clearance
- Processing academic transcripts
- Process data requested from campus community
- Verification of Enrollment Status
- Reporting of enrollment trend and students' data
- Process graduation applications
- Process change of major
- Academic Certification
- Ordering degrees, caps & gowns

### **Admissions & Financial Aid**

Director of Admissions & Financial Aid Dahlia Katosang conducted financial aid workshop for financial aid staff regarding the new federal update which includes new changes for 2014-2015 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 2014 to report the expenditures for the 2013-2014 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 October 2014, Director Katosang conducted Financial Aid 101 sessions during the morning for all Palau High School Juniors and their parents and guardians to discuss financial aid programs and requirements. Throughout the Financial Aid sessions, financial aid applications were distributed to interested students and they were assisted in completing the forms.

In January 2015, Director Katosang and Financial Aid Counselor Lakolani Olngellel conducted the annual recruitment activities in which they visited high schools in Palau to promote the College and its programs and services the college offers. During the recruitment visits, admissions applications were distributed to interested students and they were assisted in completing the forms.

In January 2015, Director Katosang and Admissions Counselor Lakolani Olngellel conducted the annual Financial Aid Nights sessions during the evenings for all local high school seniors and their parents and guardians to discuss financial aid programs and requirements. During the Financial Aid Nights sessions, financial aid applications were distributed to interested students and they were assisted in completing the forms.

In March 2015, 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 2015, Director Katosang and FWS Coordinator Stephanie Minor conducted the annual Financial Aid Orientation 3 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 2015-2016 financial aid forms and filing the Free Application for Federal Student Aid (FAFSA) electronically.

From Summer 2014 to Spring 2015, a total of 3 Financial Aid Orientation 1 sessions were conducted for new students during orientation week to discuss the types of financial aid available at the college and its requirements.

## 2015 Annual Report

From Summer 2014 through Spring 2015, Director Katosang and FWS Coordinator Minor conducted a total of 47 Financial Aid Orientation 2 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.

During the Award Year 2014-2015, a total of 1,403 financial aid applications were received. Out of 1,403 applications received, 1,169 financial aid awards (Federal and Non-Federal) were processed for both new and continuing students, in the amount of \$2,559,036.

### **New Students Orientation**

Fall 2014	63 students
Spring 2015	20 students
Summer 2015	9 students

### **Information Workshop**

Fall 2014	44 students
Spring 2015	8 students

### **Study Skill & Information Workshop**

Fall 2014	37 students
Spring 2015	20 students

### **SS100 – Introduction to College**

Fall 2014	122 students
Spring 2015	48 students
Summer 2015	23 students

### **Recreation**

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.

### **PCC Intramural Games**

Intramural Basketball	Fall 2014	120 students
National Basketball	Fall 2014	18 students
National Basketball	Spring 2015	18 students
National Baseball	Fall 2014	14 students
National Baseball	Spring 2015	14 students
Billiard	Spring 2015	20 students

## 2015 Annual Report

College Recreation and Housing staffs have continuously been assisting and supporting the entire college's students' field trips transportation, organization of programs held at the college cafeteria and other college activities.

### **Learning Resources Center**

For school year 2014-2015 the LRC provided services including Instruction, Tutoring, Assisted Lab, Career/Transfer Counseling, PCC Placement Tests, and Institutional TOEFL as follows:

Tutoring	1,167 students	Computer & Study Lab	1,627 students
Institutional TOEFL	59 students	PCC Placement Tests	383 students
Career Counseling/Activities	667 students	Transfer Counseling/Activities	41 students

### **Asian American Native American and Pacific Islander-Serving Institution (AANAPISI)**

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 fourth year of the program (2014 - 2015) is \$340,513.00. 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.

#### **2014-2015 Target Outcomes**

75% of full time students will persist from one academic year to the next academic year.

50% of full time students will graduate with an associate degree within three years.

10% of graduating students will transfer to a four year university.

#### **Actual Outcomes**

*87% of the students persisted from one academic year to the next academic year.*

*74% of full time students graduated with an associate degree within three years.*

*19% of graduating students transferred into four year universities.*

### **Highlights**

Nineteen (19) PCC graduates applied to four year universities; 15 enrolled into universities for Fall 2015; and 4 opted to go into the workforce. Monetary support included \$579.00 for application fees and \$28,500.00 for travel scholarships.

In Fall 2014, the 2nd Career Expo was held at cafeteria 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. Seventy-two (72) PCC students and 37 agency representatives were in attendance. According to the participants Career Expo was a success as indicated by evaluation success rating of 95%.



## 2015 Annual Report

Math Instructor Isumecherrard Ngirairikl taught MA 95 class in FA 2014 and MA 95 & MA 105 classes in Spring 2015. English Instructor Deidre Yamanguchi taught EN 112 class in Spring 2015 and EN 95 class in SU 2015.

### **Staff Development**

Director Katosang attended the Federal Student Aid (FSA) annual conference in December 2014 at Atlanta, Georgia. Upon returning she conducted training to office staff and other college personnel including student workers.

Director Katosang attended the National Association of Financial Aid Administrators (NASFAA) in New Orleans on 7/19-22/15. On the way back from NASFAA, she visited financial aid office at SDSU on 7/24/15. After SDSU, following was the annual conference for Veterans Affairs held in Anaheim, California from 7/26-29/15.

Director Hilda Reklai attended the McRel Palau Action Research Training 1, Planning for Action Research to Achieve Collective Impact on March 12-13, 2015.

Recreation Specialist Lisa Sulog completed the Accreditation Basics in August 2015.

Counselors Alexander, Ngirmeriil, Recheiungel, Ueki, and Recreation Supervisor Sato attended Ethics in Chemical Dependency Counseling in September 2015.

Counselors Alexander, Ngirmeriil, Recheiungel, Ueki, and Recreation Supervisor Sato attended the Confidentiality Training in September 2015.

Counselors Alexander, Ngirmeriil, Recheiungel, Ueki, and Dorm Managers Ngirachitei, Lukas, Fagolur, and Student Activity Supervisor Sato, and Recreation Specialist Salapwa attended the Basic Counseling Skills Training in October 2015.

Counselors Ngirmeriil and Ueki, Dorm Managers Lukas and Fagolur, and Student Activity Supervisor Sato and Recreation Specialist Salapwa and Sulog attended the First Aid & CPR Training in November 2015.

Director Rechebei & English Instructor Yamanguchi – Attended Engaging in Promising Practices Conference.

Director Rechebei & Math Instructor Ngirairikl – Attended Asian Pacific Americans in Higher Education (APAHE) Conference.

Director Rechebei & Math Instructor Ngirairikl - Attended COE 34th Annual Conference.

Director Rechebei - Attended the 2015 CariPac Agriculture Experiential Program.

## 2015 Annual Report

### Student Housing

PCC offers residential housing for students: one dormitory for female students and two for male students. The college also offers residential accommodation for dorm managers, guests and non-traditional students.

#### Dorm Residents

Fall 2014	104 students and 3 Navigators
Spring 2015	100 students and 2 navigators
Summer 2015	73 students, 23 guests, and 2 navigators

#### New Residents Orientation

Fall 2014	33 new residents
Spring 2015	10 new residents

#### Male & Female Retreats

Fall 2014	23 female students
Spring 2015	80 male students

### Tuesday Night Program

Fall 2014	199 students
Spring 2015	191 students

### Facilities and Equipment

The Counseling/Advising Office acquired a new copier machine in August 2015 as an addition to the existing equipment used within the office. In summer 2015, repairs were done to the dormitories as well as the office to better serve the students. Some of the existing storage rooms and one of the study hall was converted into additional rooms to accommodate the increasing number of dormitory residents. In addition, Student Housing was able to acquire one new washing machine and three dryers to service the increasing number of residents.

### Committee/Association Memberships

Dean of Students, Directors of Student Life, Admissions/Financial Aid, Learning Resource Center, the Registrar as CSO President, and ASPCC President are members of the Executive Committee.

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

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

The Dean of Students, Director of Admissions/Financial Aid, the Registrar, and ASPCC President are members of COSFA. Dean of Students serves as chairperson of the committee.

## 2015 Annual Report

The Registration and Records staff, Dorm Manager Ngirachitei, and Student Activity Supervisor Sato served in the 2014-2015 Charter Day Committee as well as 2015 Graduation Committee.

All classified staff within the student services are active members of the Classified Staff Organization (CSO) with Registrar as the organization's elected president.

Dean of Students, Registrar, ASPCC Representative are members of Institutional Set Standard for Student Achievement (ISSA) Committee.

Dean of Students and Director of Admissions/Financial Aid are members of Institutional Compliance Steering Committee (ICSC).

Dean of Students and ASPCC President are members of Technology Resource Committee (TRC).

Dean of Students is a member of Institutional Assessment Committee (IAC).

Registrar and Registration Administrative Assistant are members of American Association of Collegiate Registrars and Admissions Officers (AACRAO).

Registrar and Registration & Records staffs are a member 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.

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

Dorm Manager Ngirachitei is an advisor of Republic of Marshall Island (RMI) Student Organization.

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

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

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

## 2015 Annual Report

### Community Involvement

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

Dean of Students is a member of 2016-2026 MOE Master Plan Committee.

Registrar attended the Governance Training for PCAA Policy Council on May 2015.

Registrar is a member of Aimeliik Public Land Authority.

Registrar and LRC Administrative Assistant are members of PCAA Policy Council.

LRC administered Placement Tests for Palau Supreme Court Applicants.

LRC is involved in Collective Impact Project for Alcohol Use in Palau Youth.

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

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

### Assessment

Fall 2014 Retention Rate of First time (full-time) degree-seeking students: 58%

Fall 2013 Retention Rate of First time (full-time) degree-seeking students: 49%

### Trend of Enrollment

Fall 2014	605 an increase to 627 in fall 2015
Spring 2014	585 a decreased to 577 in spring 2015
Summer 2014	264 a decreased to 238 in summer 2015

## Office of Admissions and Financial Aid Admissions Application Summary

COUNTRY/ STATE	FA14			SP15			SU15			Total # Applied	Total # Accepted	Total # Enrolled
	# Applied	# Accepted	# Enrolled	# Applied	# Accepted	# Enrolled	# Applied	# Accepted	# Enrolled			
China	5	0	0	2	2	1	0	0	0	7	2	1
Chuuk	17	11	7	9	3	2	0	0	0	26	14	9
Ghana	1	1	1	0	0	0	1	0	0	1	1	1
Korea	1	0	0	0	0	0	0	0	0	1	0	0
Kosrae	9	9	8	2	2	2	0	0	0	11	11	10
Marshalls	7	5	4	7	5	4	0	0	0	14	10	8
Philippines	5	1	0	0	0	0	1	1	1	6	2	1
Pohnpei	10	8	8	2	2	1	0	0	0	12	10	9
Palau	175	139	92	37	32	21	27	27	27	239	198	140
Taiwan	1	0	0	0	0	0	1	0	0	1	0	0
Yap	28	26	16	13	10	8	1	1	1	42	37	25
USA	13	12	10	6	4	4	3	3	3	22	19	17
TOTAL	272	212	146	78	60	43	32	32	32	362	304	224



## 2015 Annual Report

### Admissions and Financial Aid Office Financial Aid Award Summary

Federal Programs							
Federal Pell Grant		Federal SEOG		Federal Work Study		Total (Unduplicated)	
Recipients	Award	Recipients	Award	Recipients	Award	Recipients	Award
621	\$2,346,524.00	276	\$61,266.00	183	\$98,110.00	1080	\$2,505,900.00

Non-Federal Programs					
State Scholarships		Tuition Waiver		Overall Total (Unduplicated)	
Recipients	Award	Recipients	Award	Recipients	Award
14	\$8,950.00	55	\$44,186.00	69	\$53,136.00

Federal and Non-Federal Programs		
Federal Grants	Scholarships/ Waiver	Overall Total (Unduplicated)
Award	Award	Award
\$2,505,900.00	\$53,136.00	\$2,559,036.00

## UPWARD BOUND

### Mission

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 UB program standardized by the U.S. Department of Education. All six objectives were successfully accomplished for school year 2014-2015.

### 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 113 participants were served in the project year 2014-2015, 101 or 93% 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 113 program participants served, 36 of them were seniors with an expected high school graduation date in Spring 2015. 86% or 36 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 113 participants served, 36 of them were seniors who successfully graduated from high school. Whereas 76 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, 99% of total participants served either successfully graduated from high school or are continuing their enrollment in high school.

Characteristics	Number of Students
<b>High School Breakdown</b>	
Bethania High School	12
Belau Modekngai School	8
Emmaus High School	4
Mindszenty High School	27
Palau High School	53
Palau Mission Academy	9
GED	0
<b>TOTAL</b>	<b>113</b>
<b>Grade Level</b>	<b>Number of Students</b>
9 <sup>th</sup> Grade	19
10 <sup>th</sup> Grade	32
11 <sup>th</sup> Grade	26
12 <sup>th</sup> Grade	36
GED	0
<b>TOTAL</b>	<b>113</b>

## 2015 Annual Report

### **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 2015. Thirty-nine (39) 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 thirty-nine (39) participants who had an expected graduation date in 2015, 90% or 36 of them began their enrollment in various colleges and universities in August 2015 while 5% or 3 deferred their college enrollment. With 36 students who enrolled in college, 68% or 25 enrolled at PCC whereas 32% or 11 enrolled in colleges 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 23 prior participants enrolled in a postsecondary education program immediately after graduation in fall 2010 48% or 11 of them have successfully attained either an associate's or bachelor's degree within six years after high school graduation.

### **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 2015.

### **Evaluation/Assessments**

The program is evaluated using UB Annual Performance Report of U.S. Department of Education, external auditor yearly review, and a three year program review required by Palau Community College.

## ACADEMIC AFFAIRS

### Mission

The Academic Affairs (AA) Division is one of the three divisions under the Education and Training Department responsible for all instruction and instructional support programs under the three schools of the college: School of Arts and Sciences, the School of Business, and the School of Technical Education. The mission is “The Academic Affairs Division provides high quality instruction in both academic and career/technical education programs to ensure students acquire the skills and attitudes needed to enter the work-force or to continue their educational careers.” The AA mission supports the overall institutional mission by ensuring that the students are supported in the student learning area so that they can acquire the necessary skills and knowledge to meet their technical, academic, cultural, social, and economic needs through acquiring proficiency in their learning outcomes at all levels.

Students are supported so that they can gain the skills and knowledge needed for their future careers and endeavors. Faculty are also supported so that they can deliver quality instruction to promote learning opportunities through the different programs and courses that are taught by them. Academic Affairs support both faculty and the students to ensure that effective learning take place, learning outcomes are attained and students success is realized.

### Goals

1. To support and promote student learning
2. To support and promote faculty teaching.

### Objectives

- A. Create course schedule to meet students needs.
  - B. Ensure an environment for students that is conducive to learning.
  - C. Communicate classroom/course information in a timely manner.
  - D. Advocate for students without discrimination.
- 
- A. To provide instructional support on time. (books, supplies, equipment, etc.)
  - B. Ensure an environment for faculty that is conducive to teaching.
  - C. Promote professional development.
  - D. Advocate for faculty without discrimination.



## 2015 Annual Report

### Programs

Palau Community College offers twenty (20) instructional degree programs under the School of Arts and Sciences, School of Business, and School of Technical Education as listed in the table below which include a 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. The college is working on a proposal to develop and implement new programs, General Maintenance and General Mechanics.

#### Degree Programs

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



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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 subject to the acceptance of the receiving institution. The ATS degree is awarded to the students who successfully complete at least 60 semester credits.

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

<b>AAS Degree</b>	<b>AS Degree</b>	<b>AAS &amp; AS Degrees</b>	<b>AA Degree</b>
Air Conditioning & Refrigeration Technology	Business Accounting	Agricultural Science	Liberal Arts
Automotive Mechanics Technology	Business Administration	General Electronics Technology	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>			

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 ensures that the content and methods of instruction meet generally academic and professional standards and expectations. Faculty are responsible to review and update academic programs and departments to ensure standards and expectations are met and also relevant to needs of the students and community. The review reports success, strengths, and areas of improvement, and provides action plans to 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.

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### DEGREES CONFERRED 2005 - 2015

	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15
<b>AA</b>	3	5	6	2	14	3	12	11	7	12
<b>AAS</b>	1	23	41	60	57	48	48	70	56	49
<b>AS</b>	40	28	29	29	33	23	25	18	25	31
<b>CA</b>	39	3	0	0	-	-	-	-	-	-
<b>CC</b>	34	0	13	9	-	-	-	-	-	-
<b>CTC</b>		0	1	0	-	-	-	-	-	-
<b>Total Associate Degrees</b>	44	56	76	91	104	74	85	99	88	92
<b>Total Certificates</b>	73	3	14	9	-	-	-	-	-	-



AG program graduates

Liberal Arts graduates

# 2015 Annual Report

## Enrollment by Program

	SU 14	FA 14	SP 15
<b>School of Arts and Sciences</b>	<b>124</b>	<b>223</b>	<b>222</b>
Agricultural Science (AG)	18	33	40
Criminal Justice (CJ)	2	17	23
Community & Public Health (CPH)	5	21	17
Education (ED)	49	41	34
Environmental/Marine Science (ES)	5	10	12
Liberal Arts (LA)	25	59	53
Library & Information Services (LS)	9	12	10
Nursing (NU)	9	26	28
STEM Disciplines	2	4	5
<b>School of Business</b>	<b>63</b>	<b>178</b>	<b>176</b>
Business Accounting (BA)	8	11	11
Business Administration (BU)	2	13	17
Information Technology (IT)	0	7	13
Office Administration (OA)	24	88	78
Tourism & Hospitality (TH)	29	59	57
<b>School of Technical Education</b>	<b>57</b>	<b>131</b>	<b>132</b>
Air Conditioning and Refrigeration Technology (AC)	3	6	7
Automotive Mechanics Technology (AM)	15	39	45
Construction Technology (CT)	8	18	14
Electrical Technology (ET)	11	25	27
General Electronics Technology (GE)	6	17	16
Small Engine and Outboard Marine Technology (SE)	14	26	23
UNDECLARED (UND)	19	70	26
<b>TOTAL (Degree-seeking)</b>	<b>263</b>	<b>602</b>	<b>556</b>
Certificate of Competence	-	-	2
<b>TOTAL (Certificate)</b>	<b>0</b>	<b>-</b>	<b>2</b>
Dual	-	-	16
UNCLASSIFIED (UNC)	1	2	2
ENRICHMENT (ENR)	-	-	1
<b>TOTAL (Non-Degree)</b>	<b>1</b>	<b>2</b>	<b>19</b>
<b>OVERALL ENROLLMENT</b>	<b>264</b>	<b>604</b>	<b>577</b>

### School of Arts and Sciences

#### Agricultural Science (AG)

In fall 2014 and spring 2015, AG program courses had total of 76 enrollment. Class instructions are enhanced through electronic presentations like videos of the different highlights in learning agricultural technologies. Laboratory activities/practical lessons takes place every Tuesdays and Thursdays at CRE-R&D Station at Ngeremlengui State. The program has piggery, poultry, nursery, and crop production area where students apply the different farming practices learned from their courses. Immersion trips to some crops and animal production sites including Bureau of Agriculture are also integral to achieving proficiency in course learning outcomes.

In spring 2015, AG program participated in the CTE Week by showcasing the highlights in skills developments of the students. Activities performed by the students during their practical lessons in the farm include crop and animal productions, crop protection, and soil improvements were documented by pictures and was shown and discussed with details by the students to all guests. Also included in the event is selling of vegetables grown and harvested by the students from their farm. AG students respond to community needs by castrating piglets and matured boars of local pig growers. Injection of vitamin supplements and antibiotics is also administered by the students as treatments to several health disorders of the animals. All these activities are closely supervised by the program instructors.



AG students castrating male pig.



AG students watering vegetables during laboratory class.



### **Criminal Justice (CJ)**

In fall 2014 and spring 2015, CJ Program courses had a total of 74 enrollment. CJ faculty and students attended the following workshops, conference, and symposium during both semesters:

- *Palau Workshop on new Penal Code* (August 25 to 27, 2014) Sessions/topics covered include: Overview of all revisions to Title 17, Money Laundering, and Narcotics Trafficking.
- *Family Violence & Youth Justice Workshop* (September 9 to 11, 2014) Sessions/topics covered include: Revisit of the major themes of last workshop, Study of the Palau Family Protection Act (FPA) 2012, Understanding changes to practice and procedure that are required by FPA, Youth Justice developments, Information on present practice, and Consideration of assistance, support, and improvements needed.
- *21<sup>st</sup> Mechesil Belau Conference* (November 25, 2014) Theme: Chelebulel a Beluu ma Rechad ma Delengchokl. Sessions/topics covered include: Kerremelel a Klebelau ma Klechibelau, Family Protection Act, Age of consent, Adultery, Same sex marriage, Enforcement of the law, Health: Elderly, Geriatric care, NCD, and Communicable diseases, Education, Environment
- *22<sup>nd</sup> Law Enforcement Academy Commencement Exercises – January 23, 2015*
- *Law Day Symposium: Careers in the Justice System – May 1, 2015*
  - Panel 1: Local attorneys and judges discuss their careers, answer students questions about their careers, and advise students on how they can become attorneys.
  - Panel 2: Members of the Judiciary staff discuss their duties and their roles in the justice system. Also, gave awareness to students about the other career opportunities in the Palau justice system.

### **Cohort Program**

Two new CJ program student cohorts started taking courses in Fall 2014. The cohorts include one from the Ministry of Justice and the other from the Palau Judiciary. In spring 2015, Ms. Allison Jackson who is a Public Defender for the Republic of Palau was hired to teach CJ 211 Criminal Law and Criminal Procedure. The hiring of Ms. Jackson was to meet the need of the program for instructor who has skills, knowledge, and expertise in criminal law and procedures. Ms. Jackson also offered to host and serve as mentor for CJ program internship students.

### **Database Project**

In spring 2015, CJ program sophomore students began a project with the Information Technology students to create a police forms database. The purpose of the database is to assist the Bureau of Public Safety's report writing. This student project is ongoing and it is expected to be completed by 2016.

### **Program Activities/Presentations**

The CJ Program participated in the 2015 Career & Technical Education Awareness Week. The program students and faculty showcased information about the program courses and career opportunities in the criminal justice field. The activity included the display of poster board on fingerprinting, homicide crime scene, and photos of drug busts by the Drug Enforcement Division of the Bureau of Public Safety.

## Community & Public Health

For this reporting period, Community & Public Health program offered the following courses to fifteen (15) students who are currently employed by the Ministry of Health. Six (6) students working for both Palau Community Action Agency-Headstart program and Koror State Government.

Course	# of Students	Instructor/Tutor
CPH 114 Substance Abuse Control	21	A. Ngiraingas
CPH 122 Community Health	21	J. Sengebau/S. Tmodrang
CPH 123 Consumer Protection	21	J. Sengebau/N. Augustine
CPH 124 Food Safety	21	J. Sengebau/B. Sikyang/H. Masahiro
CPH 125 Vector Control	21	J. Sengebau/O. Lorin
CPH 132 Oral Health	21	Dr. L. Santos

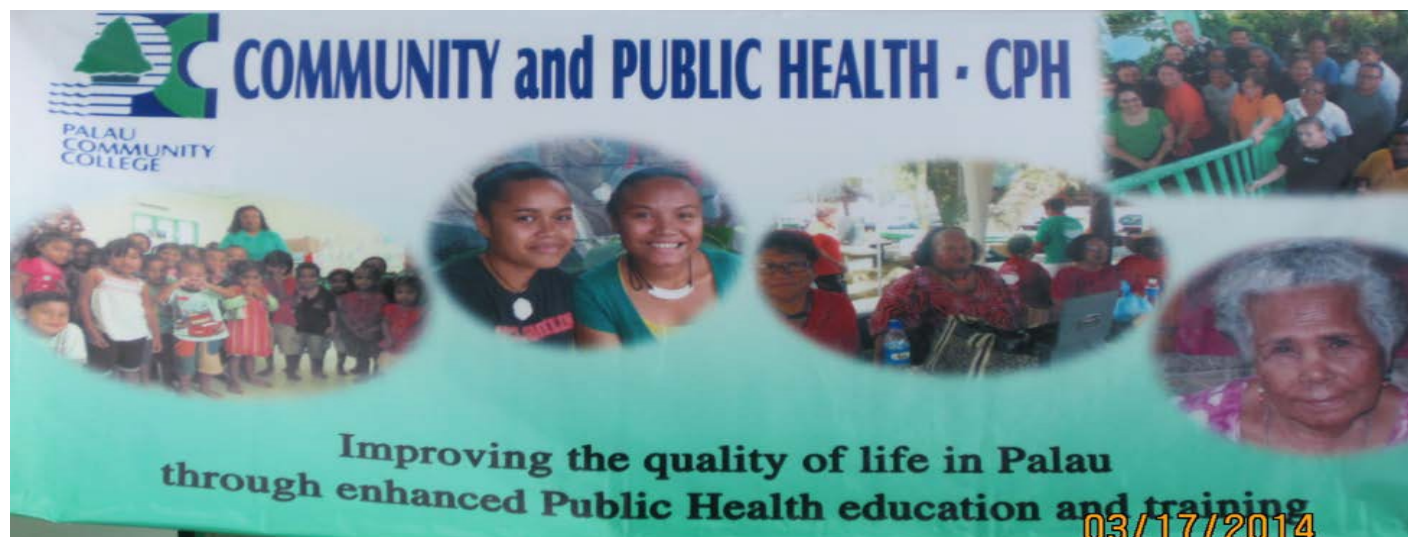
## Program Activities

Pacific Islands Preparedness and Emergency Response (PIPER) Summit at Palasia Hotel. CPH Program gave a presentation on CPH Emergency Health Management Track.

Science Training: Collaborative work with MOE and PREL in bringing Dr. Thomas Scarlett to hold Science Training for Palau Science Teachers.

Delegation of Signatory Authority: Maireng Sengebau was delegated authority to sign on behalf of Dr. Dever for all Palau AHEC-PCC routine financial transactions.

A half-day workshop/meeting for all past, current and prospective CPH instructors and tutors was held at Penthouse Conference Room. Workshop focused on Instructor requirements, tutor requirements, course outline, course assessment, student recruitment and retention, and oral evaluation.



### Education (ED)

In Fall 2014, ED Program Chairperson Tabelual and Associate Dean Marianne Temaungil met with the MOE Chief of Training and Implementation and the principals from selected schools to discuss the approval, placement and appropriate means for the student teachers to conduct observations at the school site. This onsite practicum/observation is part of the ED 110 required 64 contact hours. Through onsite practicum/observation, students were able to experience the different lenses of classroom observation and utilized different tools to conduct observations. Students had opportunities to question, share and discuss issues they observed with experienced teachers as well as administrators at the school sites. There were 15 learning outcomes for the course ranging from the different stages of teaching as a life-long learning career, education policies, philosophies, mission statement, education histories, impact of foreigners to Micronesia and Palau and how it related to school reform and changes, teachers standards, current status of student and effect of learning, learning theories, partnering for learning, lesson planning, lenses and tools for classroom observation. There were readings, lectures, discussions and presentation in class as well as weekly reflections for the various topics in addition to the summaries and/or analysis of weekly practicum observations at the school sites. Students also had opportunities to observe different grade level in order to familiarize themselves with the importance of knowing students background, academic level, preferences and also getting to know parents and their communities as part of classroom management.

The student teaching courses ED 290, ED 292 and ED 293 began with three students level –early childhood, elementary and secondary. Unfortunately only one student completed as the two other students were unable to continue due to pressing family matters.



ED program presentation during CTE week

### Nursing (NU)

In fall 2014, eleven (11) students who were enrolled in NU 202 Family Centered Nursing class had a chance to observe and assist the nurses at the national hospital by providing care to a woman in labor, giving birth, and/or in the postpartum period. They also observed and assisted the OB/GYN physician in Prenatal Clinic. The class was divided into two groups with one placed in OB Ward and the other at Prenatal Clinic and after the midterm they switched. This was done due to the clinic/ward being small and could not accommodate all the students at one time.

In NU 203 Adaptation to Illness (Adult Health II), twelve (12) students were divided into 2 groups. The first group started their clinical practicum at Medical Ward while the second one started their clinical practicum at Surgical Ward at MOH-Hospital. After the midterm the groups switched places. This was also done due to the wards not being able to accommodate all the students at one time.

Every Thursday, two students went to Civic Action Team (CAT) compound and spent their clinical practicum with CAT Medical Officer, HMC Karlton Bethea. Medical Officer Bethea also came to PCC and gave lecture/presentation on various health/medical topics to the class.

On October 30, 2014, the students participated at the Career Expo held at PCC Cafeteria where they assisted the nurses and staff from MOH in promoting a career in nursing. November 24, 2014, Students in this class had the opportunity to attend an Integrated Medicine presentation at Chamayong Cultural Center with guest speaker, Dr. Andrew Weil a well known advocate of Alternative Medicine. These same students also attended Mechesil Belau Conference held at Chamayong Cultural Center on November 25, 2014.

In NU 207 Decision Making and Leadership Roles in Nursing, students visited various agencies in Palau and obtained their organizational charts and review them in class. The class was divided into 4 different groups who went out and identified a need for change/improvement in one of the clinic/ward in the hospital or public health. Based on their findings they came up with recommendations for improvements and gave presentations to the Ministry of Health officials.

In spring 2015, NU students participated in the following activities:

- PCC Career & Technical Awareness Week activities
- NU 204 students attended and participated in the CAT Turn-Over Ceremony held at the CAT camp. They presented a gift to “Doc” Carlton Bethea who was the Medic for the outgoing CAT and thanked him for his support to the nursing students and the program.
- NU 205 students and their instructor attended a workshop/training on child abuse held at office of PCAA.
- NU 204 students interviewed, assessed one of their assigned/chosen patient and developed a comprehensive care plan for him/her (individual student project).
- NU 206 students researched and gave power point presentations in class about Palau HEALTH STATS. NU 206 students also did an individual project where they interviewed 5 households and identified health and disease prevention measures needed for each household and presented their findings.



### Invited Guest Speakers

“Doc” Carlton Bethea, a Medic for CAT camp gave lecture presentation on Trauma care and nursing care for musculoskeletal disorders and injuries.

Rebecca Koshiba provided training/workshop on child abuse to NU 205 students and instructor.

Doctor Monforte gave presentation on care and treatment for mentally ill to NU 205 students.



Dr. Carlton Bethea lecture presentation on Trauma Care

### Trainings, workshops, & conferences

PIHOA (Pacific Islands Health Officers Association) Conference, training/workshop on child abuse on signs, symptoms and prevention and also in care and treatment for mentally ill, and weekly conference calls with other Nursing Program Chairs/Directors in the USAPI.

Palau Community College (PCC) hosted a series of lectures by noted neurologist Dr. Michael R. Swenson.

The lectures took place at the PCC Assembly Hall and were attended by students of the nursing program.

Dr. Swenson provided case studies during the lectures that challenged the students to consider all possible forms of neurological problems. He also provided information about the nervous system, such as the labeling of the spinal cord parts. Dr. Swenson holds a Doctor of Medicine Degree from the University of Minnesota in Twin Cities. His experiences in the field of neurology include being a Clinical Neuroscience Professor at the University of California in San Diego and practicing neurology at the Lander Medical Clinic in Wyoming.



Nursing students with Dr. Swenson

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### Environmental/Marine Science (ES)

#### SC201-1 Oceanography Field Trips

Site	Students were able to perform the following:
Ngkesill & Kltalrirs	Collect measurements of reef and beach elevations to construct a profile of the beach; compare with previous data prior to typhoon Bopha; describe impacts of typhoons on reefs and coastline erosion.
Ngermeskang River, Ngermeduu Bay, Ngeremlengui fringing reef and lagoon	Measure the following water properties using a digital YSI water quality meter: water temperature, salinity, turbidity, conductivity; Compare water properties at different depths for the same location and compare water properties at same depths for different locations.
Ngchelobel	Reef survey to measure abundance of benthic invertebrates, seagrasses, and algae.

#### SC239-1 Natural History of Palau Field Trips

Site	Students were able to perform the following:
Belau National Museum	Understand the history of Palau's civilization, overview of Palau's Natural History, and identify uses of plants displayed around the grounds of BNM; compare and contrast the scientific explanation to the indigenous legend of island formation
Metuker ra Bisech & Ngarchelngael	Identify islands and channels, and label them on a map of Palau; Compare the following features about Ngemelachel, Metuker ra Bisech and Ngarchelngael: geological formation, soil quality, forest make-up, and water availability; Recognize, by their scientific names, some of the common plants found on limestone island and describe their unique adaptations; Recognize, by their scientific names, the birds and other animals commonly observed in area during field observations
Taoch ra Bibiroi	Recognize, by their scientific names, common plants associated with mangrove forests in Palau, including true mangrove trees; Recognize, by their scientific names, common animals that inhabit the mangrove mud, water, and forest; Describe the impacts of human activities and natural events to mangroves ecosystems
Ngerikiil River and Ngerdok Nature Reserve	Distinguish the various types of vegetations observed along the road to Ngerdok Lake; Recognize, by their scientific names, common plants of the different vegetation types; Recognize, by their scientific names, common animals that make their home in Ngerdok Nature Reserve and observed along the hiking trail to the lake.
Palau Aquarium, PICRC	Review the geological formation of the Palau Archipelago; Review the scientific names of mangroves and marine plants observed inside the aquaria; Diagram a typical reef profile in Palau and label the different zones on the reef; Identify by their scientific names, and classify into appropriate phyla and class, the various marine organisms displayed at the Palau Aquarium
Ngidech	Observe and describe natural habitats of seagrass; Identify, by their scientific names, the various species of seagrass; Describe the impacts of human activities and natural events to seagrass beds
Omodes	Observe and describe natural habitats of algae; Identify, by their scientific names common marine algae; Describe the impacts of human activities and natural events to the habitats of algae
Kltalrirs	Survey fringing reef using a quadrant to identify and describe the site's substrate, invertebrates, fish, algal coverage, seagrass coverage, coral damage, exploitation of resources; Isolate indication(s) of human pollution from natural threats to coral reefs; Discuss protection and conservation of marine resources in the area.
Ongeim L'Tketau and Ngchelobel	Describe how a simple ecosystem such as a marine lake functions; Identify by their scientific names and classify to appropriate phyla and classes the different organisms that live inside the marine lake; Recite the scientific names of plants along the hiking trail to the marine lake and at Ngchelobel.



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The second program review for the Environmental/Marine Science (ES) Program of Palau Community College (PCC) was held on Tuesday, July 07, 2015. ES Program faculty, alumni, and partner agencies convened at the PCC Assembly Hall to reevaluate the program and discuss possible recommendations that could improve the overall quality of the program. The first ES Program Review was held in 2006 and many of the recommendations made then have been implemented and integrated into the program.

Comments from partner agencies on how the ES Program could improve in order to respond to Palau's need for a more knowledgeable & skilled workforce in the areas of marine and/or environmental science and/or related fields were solicited during the program review. Ten (10) alumni of the program also participated in a separate roundtable discussion and disclosed constructive criticism as well as beneficial suggestions about the program.



2nd ES program review participants

The 17<sup>th</sup> Science Student Symposium of Palau Community College (PCC) was held on Thursday, May 21, 2015. Students in the Environmental/Marine Science Program and the Information Technology Program showcased their skills & knowledge in their respective fields of study.

Participants of this year's symposium were: Kelutel D. Yoshiwo, Environmental/Marine Science Program; Happy L. Fritz, Environmental/Marine Science Program; Knox O. Tkel, Information Technology Program; and Kaiulani D. Takeo, Information Technology Program.



EMS & IT students



## 2015 Annual Report

### School of Business

#### Business Administration (BU)

On November 20, 2014 Business Law (BA214) participated in the 2<sup>nd</sup> Annual Economic Symposium, “Bridging the Gaps between Government and Private Sector (GAPS)”. This was held at Palau Vacation Hotel from 8:00 am to 4:00 pm. Students worked closely with Palau Chamber of Commerce under the directions of the Director and Chairman during the planning and preparation phases.



2nd Annual Economic Symposium

October 30, 2014, the 2<sup>nd</sup> Annual Career Expo was held at PCC Cafeteria and it started from 11:00 am – 1:00 pm. Two sections of BA110 (Introduction to Business) participated in the activity. They were able to meet representatives of their chosen fields of study, and to learned the requirements and expectations from the employers.



Various businesses provided information at the Annual Career Expo

On December 17th and 18th, BU instructor attended the Accreditation workshop that was held at PCC Assembly Hall. The two day workshop introduced the new ACCJC standards. Roundtable discussion and group work were conducted to acquainted staff with the new Self Evaluation standards. During the workshop BU Instructor was able to connect both program and course learning outcomes to the institutional FAMED process leading to program effectiveness as called for in Standard II.

## 2015 Annual Report

### Office Administration (OA)

Students did research on several topics in OA 210 Ethics, Work Effectiveness and Customer Service and learned and prepared several office documents as part of the learning outcome. Students also did a class Newsletter project to demonstrate their skills by writing about themselves to meet the learning outcome of the course. Students also had to prepare power point presentations based on their newsletter project experience and their description of their home country. Students also did research and wrote their essays on “Alcohol Drinking and Prevention in Palau”.

Students in both sections of OA112 did research on internet about ARMA International which is a non-profit organization. It is also the association which created the 10 Rules Plus cross references which are all covered in the class. Students visited PCC Library to learn Color Coding in the administrative world. Students learned how to create a database, update and retrieve the records from the database.

In Spring Semester 2015 students in OA 221 learned to prioritize tasks; communication tasks, word processing tasks, records managements tasks, and understand the process of finding a job. Explain the importance of getting along in an office space using the text book and work book materials, organize an office and work station, handle appointments, make plans for meetings and conferences, prepare travel arrangements, prepare posters, articles or media, letters to different organizations.

In Spring Semester 2015, OA 221 Class assisted with Skype Knowledge Competition for Meyuns Elementary School in the form of logistical support.



OA instructor provided program information to CTE participant via power point



### Information Technology (IT)

Students in the IT 220: Troubleshooting Microcomputer Systems course participated in various troubleshooting activities on campus. One of the activities that they participated in with their instructor was troubleshooting and fixing computer in the Academic Affairs Office. The students, using various open source troubleshooting utilities, were able to remove user account passwords as well as fix Window's Registry issues that caused the computer to continuously restart or reboot without loading Windows. The students also assisted Computer Technician troubleshoot several computers on campus. One such activity was to test and install computer RAMs. Another was to bypass DeepFreeze and disabling the program. This allowed them to install programs on a DeepFreeze locked system without knowing the DeepFreeze password to thaw out the system.

As their midterm project, the students in the IT 205: Visual Basic Programming II course created Palauan subject quiz games entirely by writing Visual Basic codes. Such games have been demonstrated to the Ministry of Education. The Ministry of Education has shown interest in such programs and in Spring 2015, students in the IT 222: Instructor Directed Practicum and their instructor will continue to work with MOE on this and similar projects.

As their final project, the students in the IT 215: Web Management and Design course created a website for the Palau Community Health Center. In the beginning of December, the students and their instructor met with the Executive Director and the Board of the Palau Community Health Center to present a prototype of the website. The meeting attendees were very impressed and asked the students and their instructor to proceed with the project. The project was completed and on December 17, 2014 the completed website was presented again to the Executive Director and the Board of the Palau Community Health Center. The meeting attendees again were very pleased and agreed to use the website as the official website for the Center. Communication between the students, their instructor, and the Center's Executive Director is ongoing to ensure that the website will be successfully published and launched and made available on the World Wide Web early next year.

Students in the IT 210, as a class project, developed a database for the AALO to be used to track course assessment action plans. In addition to the database, the students developed a simple user manual for the AALO as well as gave her a quick tutorial on how to use the system. Additionally, the IT 210 students, as their final project, designed and developed several databases for Palau's Bureau of Public Safety through a collaborative effort between CJ instructor Samantha Bells and CJ students. The projects are currently on hold pending form updates from the bureau.

The students in IT 222, as part of their course activities, participated in various projects on campus including troubleshooting computer problems, supervising both the Online and Open Computer Labs, and developing computer programs. Their major project for the course involved planning, designing and developing Android apps in the Palauan subject for the Ministry of Education. The students successfully developed and tested the apps and were able to present them to an audience during the annual Spring Science Symposium.

### Tourism & Hospitality (TH)

#### Events participated or hosted by TH students

- On November 20, 2014, PVA held its Rock Island Chef contest at the Tourism and Hospitality School of Excellence. There were about 40 people that attended and two students were able to assist the chefs in preparing the dishes.
- On November 24, 2014, about ten students from TH 100 & TH 115 helped out with the Integrative Medicine conference at the Ngarachamayong Cultural Center.
- On April 9, 2015, the President of Republic of Palau hosted a dinner for the leaders of Small Island States (SIS) at PTHSE as part of Pacific Island Forum. TH students were able to put their skills into practice and fulfill course learning outcomes (CLO's).
- March 16 - 20, 2015, TH students participated in the college CTE Awareness Week as program tour Guides.
- March 7, 2016, TH students and faculty hosted a workshop for Ministry of Education.
- April 15, 2015, TH students hosted Town Hall Meeting
- May 2, 2015, TH students assisted FSA Gentlemen's Gourmet fundraising event at Ngarachamayong Cultural Center

#### Hotel Visits

The Front Office Operations (TH 215) and Hotel Security & Facilities Management (TH217) students visited three hotels within Koror. Students first visited Sea Passion Hotel located in Malakal, Koror. Students learned about the roles and responsibilities of the front desk and securities departments respectively. The second hotel visited by the students was Palau Pacific Resort located in Ngerkebesang. Students were able to hear presentations from the Front Office Supervisor Miss Sarah Kebekol, who has been working at the resort since 1986. Students learned so much about front desk operations through Ms. Kebekol's presentation. They were also able to compare the level of service, knowledge, and experience between the PPR and Sea Passion. The third and final hotel students visited was Palasia Hotel, located in the heart of central Koror. The two-hour tour included a visit to one of Palasia Hotel's deluxe accommodation rooms, where students were able to see areas of vulnerability in security and the appropriate security measures implemented first-hand. Ensuring that the equipment and facilities are well maintained and proper sanitation is practiced daily to prevent cross-contamination. The tour continued to the pool, where the students identified potential hazards or risks in and around the area. Finally, students were led to the restaurant, where they were able to ask questions one-on-one with the presenters over tea and cookies.



TH students during their job site visit

### School of Technical Education

#### Air Conditioning & Refrigeration (AC)

Under Air Conditioning & Refrigeration (AC) Program, student learned the technical knowledge, skills, and work ethics that are required in the field. Careers or professions that student can pursue after completing the program include air condition technician, refrigeration technician, trouble shooters, parts counter salesperson, repair shop owner, or field instructor.

In fall 2014, there were six (6) students enrolled in the program. During the fall semester, students enrolled to the following courses: AC111 Fundamentals of Refrigeration, AC112 Refrigeration Tools and Equipment, AC 211 Refrigerants, Domestic Refrigerators & Freezers, and AC212 Air Conditioning Systems, Cooling, and Dehumidifying. These courses provide students knowledge and skills in basic engineering principles applicable to refrigeration, shop safety and regulations, uses and care of tools and equipment, service and repair of refrigerators and freezers, and service and repair of air-conditioning units and system.

In spring 2015, AC program offered the following courses: AC121 Compressor System and Refrigerants Controls, AC122 Electrical Motors, Electrical Circuits and Controls, AC213 Psychrometry and Cooling Load, and AC 221 Refrigerant Recovery, Reclaiming and Recycling. These courses provide student knowledge in thermal laws and functions of different component of refrigeration, electrical symbols and circuits used in air-conditioning and refrigeration. In addition, student learned the psychrometric properties of air, conditioned air supply, solar transmission, effects of CFC's (Chloroflouorocarbon) in the Ozone layer, and the application of EPA rules and regulations regarding the use of refrigerants. During the semester, AC students also prepared their projects to be presented during the PCC Career and Technical Awareness Week. On March 18 – 20, 2015, the students presented their projects to the students from elementary and high schools as part of promoting and recruiting new students to enroll in the program in the future.

Throughout the semesters, AC students performed their laboratory activities within the college campus where they do servicing, repairing, and installing air-conditioning units in offices, classrooms, and other campus buildings. In addition, AC students also fixed refrigerators, air-condition units, and water dispenser brought by community people. These laboratory activities provide hands-on learning to enhance their skills and knowledge and expose students to the actual work in the field. With the direction of AC instructor, students perform these laboratory activities as part of meeting course learning outcomes.



Students visit AC program during CTE Awareness Week



### Automotive Mechanics Technology (AM)

Fall 2014, Automotive Mechanics Technology program enrolled first year students in Vehicle Operation, Under Chassis servicing, and Engine Servicing. Second year students learned automotive air-conditioning system, electronic fuel injection system, and automatic transmission. All courses placed emphasis on hands-on practice (70% laboratory) to reinforce theories (30%) learned.

At the end of each course, assessment is done to determine students learning outcomes. The assessments helped us to improve our delivery of teaching to support student learning outcome. The assessment results are use to improve the program such as procurement of the learning resources.

AM Assistant Instructor participated in the Vocational Training Project for Youth in the Pacific, hosted by the Taichung Changhua Nantou Regional Training Center in Republic of China Taiwan for three months. The training focused on automotive and motorcycle servicing using scanners to diagnose computer controlled vehicles.

In Spring 2015, the program purchased On Board Diagnostic Generation 2 (OBD2) designed to diagnose computer controlled vehicle for Asian and Domestic vehicles.

In preparation for the Career/Technical Awareness Week, AM students set-up mechanical & electrical components for the course learning outcome to be used as presentations for the CTE Awareness Week.



AM student demonstrate basic vehicle dashboard mechanism

### Construction Technology (CT)

Construction Technology (CT) Program provides students technical knowledge and skills and proper work habits/attitudes required for employment in construction fields. The program prepares students to advance their careers as carpenters, masons, plumbers, private contractors, or employed in construction hardware stores. In fall 2014 and spring 2015, there were ten (10) students enrolled in the program. Throughout the semesters, students enrolled in the program courses were involved in several projects as part of laboratory work for the courses. The purpose of the projects is to provide hands on learning activities and for students to apply what they have learned from the program courses. It also exposed students to the actual construction work and allow them to see and experience the sequence of work taking place at the jobsite. Following are the projects CT students participated to enhance their learning skills and knowledge:

- ♦ Built Rubekul Belau conference table.
- ♦ PCAA Head Start classroom furniture & play station cabinets.
- ♦ Community customers' request – built caskets, bed frames, shelves, and doors.

In addition to external projects, CT students worked on several projects inside college campus with Physical Plant Department. The projects include the layout of new staff housing and ceiling installation at Tutau Building and Learning Resource Center (LRC). These projects allow students to apply what they learned in an actual construction work. It also enriched their skills and knowledge in using construction tools and equipment, building materials, and work safety. Students who participated in these projects were enrolled in CT122 (Floor, Wall, & Ceiling Framing) and CT124 (Interior Trim & Cabinet Making).

In fall 2014, Mr. Cliff Terry, TRB Architect, requested assistance from CT Instructor, Mrs. Suzette Hinojales, and CT212 (Construction Management) students to assist him with a project. The project was to measure a site dimensions and transpose into CAD file. Students were able to conduct measurement of the jobsite and document the data for estimation purpose. This project met the learning outcomes of the course in preparing, estimating, and scheduling construction documents. In addition, the project exposed the CT students to the work of architect and the interaction between workers at the jobsite.

In spring 2015, CT students along with their instructor, Mr. Lester Rekemesik, participated in the annual PCC Career/Technical Education (CTE) awareness week. Prior to the event, CT students worked on their individual/group cabinetry project to be showcased during the CTE awareness week. Furniture constructed includes cabinets, drawers, and closets. This activity also improved student skills in creativity in design, quality, and appearance. Projects were completed in time for CTE awareness week display and promotion of the program. The student projects were later donated to PCC Dormitory to be used by dormitory residents.



### Electrical Technology (ET)

ET program continues to deliver quality service to students in classroom and laboratory workshops to meet the required learning outcome of the program. During laboratory workshops, ET students engaged in activities and projects related to duties and responsibilities of a maintenance electricians, industrial electrician, and residential electrician. These activities include electrical wiring installation in residential and commercial establishments, installation of control systems for fresh water and sewage system and motor rewinding.

### Trainings

- June 2014 - ET instructors, Jerry Taroy and Frutoso Tellei attended a “train the trainer” workshop on Stand Alone PV System, Design and Installation in connection with the ASU-VOC TEC. In the same month, with the direct supervision of VOC TEC representative Gavin Pereira, the two ET instructors conducted the first batch of training in Stand Alone Solar PV System, Design and Installation. Due to the increased number of applicants for the training, the college decided to offer a second batch of training.
- July 28 - August 01, 2014 - ET instructors, Jerry Taroy and Frutoso Tellei conducted the second training in Stand Alone Solar PV System, Design and Installation.
- August 2014 - ET instructor, Jerry Taroy attended training in Database Design through Maintenance Assistance Program (MAP), prerequisite for GIS Training.
- September 23 - November 22, 2014 - ET instructor, Jerry Taroy piloted training in Grid Connected Solar PV System, Design and Installation through MAP. This is in preparation for the first offering of new ET course in Fall 2015.
- December 2014 - January 2015, ET instructor Jerry Taroy attended the GIS training.

### Program Improvement

In July 2014, two new courses ET214 (Grid-Connected PV System Design and Installation) and ET103 (Mathematics for Electrical and Electronics) were proposed to and approved by the CPC. The college started offering ET103 in Fall 2014 in preparation for ET214 which will be launched in Fall 2015.



ET student and instructor demonstration during CTE Week

### General Electronics Technology (GE)

On April 06, 2015, GE instructor Joel Yabes and GE students attended a Teacher's Workshop on Robotics. The objectives of this workshop are to teach and guide the participants on how they will build and assemble a simple Remote Controlled Vehicle (ROV) that is suitable to operate under the water and test it in actual operation. The workshop session covered the following topics: (1) Concept on how the marine ROV is controlled and how to build a controller. (2) Building ROV, how to wire and install motors and video camera on it. (3) Testing ROV at the rock island. This workshop helped the GE instructor with an idea on how to start creating a curriculum for robotic course under GE program.



Students visit GE shop during 2015 CTE Week

### Small Engine/Outboard Marine Technology (SE)

In fall 2014, SE Program hired a new instructor, Marvin Yarofaisug, an alumni of PCC to teach the program. Mr. Yarofaisug started working for the college few weeks after the start of the semester. Due to high enrollment and to meet program offering requirements, an additional instructor was hired. Through collaboration between Palau Community College and NECO Yamaha Company, Mr. Santini Thomas, an employee of NECO Yamaha was hired to meet the program needs. The collaboration between PCC and NECO Yamaha extends to those that directly impact student learning. During the course of the semester, Mr. Yarofaisug and Mr. Thomas would brought SE students to NECO Yamaha where students are exposed to the real work environment that involve outboard marine engines. Through this trip, students learned some basics on finding the valve clearance, oil clearance and inspection of crank shaft and cam shaft bending. Students also learned how to remove, repair and service an outboard power head and student will learn how to identify, inspect and check crank shaft, bearings, pistons and cylinder block. NECO Yamaha employees showed the students how to use dial gauge to measure the bore in the cylinder and show them the right specification.



SE students demonstrate during CTE week



## 2015 Annual Report

### General Education

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

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

### English Department (EN)

#### *EN 219 Research Methods/Field Ethnography*

During the course of the semester, the class had three (3) quest lecturers. The lecturers talked about what it means to do research; to be in the field and to hear from the experts in the field. Students enrolled in this course are required to do ethnographic research: what they need for their planning, gathering data, implementing their research plan, evaluating their research and finally writing up their research. Lecturers were selected based on their experience of conducting ethnographic research and also these individuals are still practicing or directing research work in Palau and elsewhere. Guest lecturers include:

- Ms. Sunny Ochob Ngirmang, Director of Bureau of Arts and Culture
- Mrs. Faustina Rehuher-Marugg, President of Palau Resource Institute, former Director of Belau National Museum, and former Minister of Community and Cultural Affairs
- Ms. Julita Tellei, Secretary & Treasurer of Palau Resource Institute



Guest Lecturer, Sunny Ngirmang with EN students



PMA students visit EN Dept. display at Mesekiu Bai

### Math Department (MA)

Instructor under Math Department developed the learning process of students in forms of lecture/presentations, and demonstration and application of acquired skills during their classroom activities. These processes are enhanced through students' participation in the classroom. During the course of a semester, students enrolled in MA95 are given opportunity to challenge the course by taking the challenge test. This semester, two (2) students taking MA 95- Basic Algebra passed the challenge test that was given by the Math Dept. Students who passed the challenge test earned credits for the course and move on to the next Math course.

Math students also participated in the 2014 Career Expo on Oct 30th at PCC Cafeteria. In this exposure the students identified the importance of the mathematical skills in their chosen profession.

## 2015 Annual Report

### Music Department (MU)

Students enrolled in MU courses performed in the following events for the college and the community:

- 9-11 Ceremony at Palau Community College Assembly Hall
- Christmas Program at Bethlehem Park
- PCC Christmas Concert
- 2015 Palau Community College Commencement Exercise

On the evening of December 22, 2014 the Music Club of Palau Community College (PCC) hosted a Tribute Christmas Concert at the PCC Assembly Hall. The Tribute Christmas Program was arranged and directed by Associate Professor of Music Howard Charles. Members of the community were invited to enjoy the program. Noted guests included Palau's Minister of Health Gregorio Ngirmang, Italy Honorary Consul Marcello Pierantozzi and his wife, Czech Republic Honorary Consul Sandra S. Pierantozzi. The PCC Music Club performed an hour's worth of Christmas songs and carols in celebration of the holiday season.



PCC Music Club Christmas Concert at Assembly Hall



PCC Music Club during 9-11 Memorial Service

### Health & Physical Education Department

Students enrolled in HP 180 - Personal and Social Health conducted their fitness test at the Track and Field as part of the course learning outcome. Students also received extra credit for going to the Communicable Disease Unit (CDU) at Belau National Hospital to get screened for Sexually Transmitted Infections (STI) and HIV. In addition to extra credit, students were asked to attend the 7th Public Health Convention held on November 18, 2014 at Ngarachamayong Cultural Center. Topics covered were NCD Strategic Plan, Healthy Eating Guidelines, Preventive Health, Behavioral Health, and Environmental Health.

#### *Guest Speakers*

- Willa Wong - Communicable Disease Unit, Ministry of Health; Topic - Sexually Transmitted Infections (STI) and HIV/AIDS
- The Prevention Unit: Topic - Drugs, Tobacco, and Alcohol Use

#### *Certification*

First Aid and CPR Certification - Instructor Alins Nobuo re-certified for First Aid and CPR through Palau Red Cross Society.



### Social Sciences & Humanities

Activities participated by students enrolled in Social Sciences & Humanities include:

- Symposium on Integrative Medicine of Palau at Ngarachamayong Cultural Center
- Career Expo at PCC Cafeteria
- Meeting with Oregon State University recruiter at Mesekiu Bai

#### *Guest Speakers*

SS149 (Intro to Political Science) class had guest speaker Ms. Vameline Singeo, private attorney, who previously worked for the AG Office, Pension Plan, and Palau Public Land Authority. With her experience, it was only appropriate she gave an overview of the law-making process and judicial system.

HI159 (World Civilization) class had Dr. Peter Black as a guest speaker to talk about the disappearing language in general. He mentioned the importance of language preservation and discussed the project he is working on to preserve Hatohobei language.

On Wednesday, May 06, 2015 the HI-189 (Palauan History & Culture) class invited Bilung Gloria G. Salii to speak about issues in the community, particularly those pertaining to the women of Palau. As the leader of the Palau women's group called *Mechesil Belau*, Bilung Gloria Salii has played an active role in the society of Palau. In her presentation, Bilung Gloria Salii shared with the students the significance of *Mechesil Belau*. She emphasized that the purpose of the group is to preserve the Palauan culture while helping to improve the community. The women's group holds an annual conference where members of the community are invited to address current issues affecting the community. Four main subjects discussed during the conference are education, health, environment, and culture & traditions.



Guest Lecturer Bilung Gloria G. Salii with SS students



SS instructor providing information to MHS students



## Other Languages Department

JP119 students hosted students from Ryukoku University of Japan. The activity helped both PCC and Ryukoku students developed their Japanese language skills as well as exchange skills and experience in culture and traditions.

In Conversational Chinese Mandarin, students learned basic vocabulary and sentence structures. Through classroom lessons and outside-of-the-classroom activities such as visits to Chinese and Taiwanese stores student conversational skills in Chinese mandarin are improved.

## Natural Science Department

To enhance and supplement student learning in this department student participated in the following:

- ES students gave presentation to Upward Bound students on the importance of ES program to Palau. Purpose of the presentation was to raise awareness and possibly recruit high school students into the ES program.
- ES students & faculty participated in a science symposium. Palau International Coral Reef Center (PICRC) together with Palau Community College (PCC) and University of the Ryukyus (UoR), with the assistance of Japan International Cooperation Agency (JICA), jointly held the second symposium titled "Connectivity between mangrove and coral reef ecosystems with reference to their ecosystem services" as a part of the project called Palau Coral Reef and Island Ecosystem (PCoRIE) at Assembly Hall.
- A memorandum of collaboration between Palau Community College (PCC) and the Palau International Coral Reef Center (PICRC) was signed on December 18, 2014. The memorandum finalized the merging arrangements of the PCC and PICRC laboratories into one joint DNA laboratory. The DNA laboratory will focus on using molecular tools to assess Palau's biodiversity especially among the poorly studied groups of marine animals. The newly combined state-of-the-art DNA laboratory is housed at the college campus which allows for better exchanges and interactions between PICRC researchers and the PCC students. The laboratory will not only be used for research but it will also serve as a teaching facility where students will be able to learn about the latest techniques and molecular tools that are used for biodiversity research.
- ES Club participated in Independence Day Celebration at JP. Friendship Bridge and held fundraising activities.
- ES Club participated in Olechotel Belau Fair at Bethlehem park and held fundraising activities.



ES student gave presentation to UB participants



Students visit PCC Science Lab



Science student gave presentation

## 2015 Annual Report

### 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 their educational goals at Palau Community College. The objective is to allow those who wish to pursue education to attend PCC while their children are cared for. In this reporting period, four full-time employees oversee the operation of the Childcare Center. In addition to the daily learning activities, students/children participated in field trips and other activities such as Belau Childcare Center Thanksgiving Day and Christmas Day celebrations.



BCC students and parents participated in Thanksgiving activity at PCC Assembly Hall



Students take part in an outdoor activity and site visit to PPR



### **Palau Community College Academic Programs & Departments Symposium**

#### **Theme: 'Enhancing Student Learning Outcomes'**

On January 6 - 7, 2015, Palau Community College held its first Academic Programs & Departments Symposium. The theme of the symposium was 'Enhancing Student Learning Outcomes'. The purpose of the symposium is to nurture an open discussion between faculty, counselors, and the staff on how to ensure student's successes and enhance student learning outcomes. During the two day symposium, faculty were given an opportunity to present overview, highlights, revisions and updates, concerns and recommendations about their programs and departments. All degree programs and departments including Student Life Counselors did their presentations followed by Q&A from the symposium participants.

#### **Faculty Course Assessment/TracDat Training**

On March 20, 2015, Palau Community College had another Course Assessment/TracDat Training for all faculty. The training was conducted by Accreditation Liaison Officer, Deikola Olikong, and Assistant Accreditation Liaison Officer, Marianne Temaungil. The focus of the training was on FAMED Process, Course Assessment using the FAMED Process, How to Analyze Data, and Integration of Assessment/Evaluation results into the overall institutional planning and implementation. In preparation for the training, all faculty were asked to bring their laptop computer, FAMED assessment grids (both semesters) of one course assessed in fall 2013 which was also assessed in fall 2014, electronic copies of fall 2014 assessment data, and evidence of every course they taught in fall 2014. The training was successful and faculty members learned to effectively assess their courses utilizing TracDat.



Faculty attending course assessment & TracDat training



## 2015 Annual Report

### Spring 2015 Career/Technical Education Awareness Week

On March 18 - 20, 2015, 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 had the opportunity to visit all Technical Education programs and other academic programs and departments. During the awareness week, all programs and departments conduct demonstrations, presentations, and displays showcasing students skills and knowledge in their chosen field.



Career/Technical Education Awareness Week  
Participants from local elementary and high schools



### 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 Gov't and Australia partnership agreement funded by the Australian government. 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.

Work continued on the development of a Palauan studies program with a target date of the program's first offering for fall 2015.



## 2015 Annual Report

### Internship Training

Internship program is a collaborative training arrangement between the college and employers 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.

2014 - 2015 Internship Program Enrollment				
Programs	Fall 2014	Spring 2015	Summer 2015	Total
Agriculture Science	1	-	5	6
Air Conditioning & Refrigeration	-	-	-	-
Automotive Mechanics	1	1	5	7
Business Accounting	-	-	5	5
Business Administration	-	2	4	6
Criminal Justice		-	-	-
Construction Technology	-	3	1	4
Environmental/Marine Science	-	2	3	5
Electrical Technology	-	1	1	2
General Electronics	-	1	2	3
Library & Information Services	-	1	-	1
Office Administration	2	8	4	14
Small Engine & Outboard Marine	1	1	3	5
Tourism & Hospitality Food and Beverage	-	-	2	2
Tourism & Hospitality Hotel Operation	-	1	1	2
Tourism & Hospitality Hotel Management	-	-	-	-
Tourism & Hospitality Tour Services	-	2	-	2
<b>TOTAL</b>	<b>5</b>	<b>24</b>	<b>36</b>	<b>65</b>

## **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**

Palau Community College offers 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.

### Faculty Senate Association 2014-2015

1. FSA held monthly meetings as stated in their By-Laws.
2. In November 2014, the annual FSA scholarship was awarded to 4 recipients (2 freshmen, and 2 sophomores). All recipients' academic performance were excellent during fall semester, thus all were eligible for the second half of their scholarship during spring 2015.
3. In December 2014, FSA hosted a Christmas Party and invited administrators, deans, as well as other staff to join. All who joined enjoyed themselves with food and drinks, and had fun with singing and dancing competitions.
4. In the first week of May 2015, FSA held its annual fundraising activity, Gentlemen's Gourmet, and results were extremely favorable, ensuring continuing support to students in the form of scholarships.
5. FSA increased the number of awards from two to three students at the graduation ceremony. Cash awards as well as certificates of excellence were given to the top three graduating students who demonstrated excellence in academic performance throughout their educational journey at PCC.
6. An FSA spring retreat was held at the end of May. Purpose of the retreat was to give the faculty a chance for reflection and relaxation after the school year.



Faculty meeting with Accreditation Liaison Officer



Faculty Gentlemen's Gourmet Fundraising

## 2015 Annual Report

### MAP Training

#### Mission

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.

<u>Subject</u>	<u>Agency</u>	<u>Number of Participants</u>	<u>Duration (Hours)</u>	<u>Instructor</u>	<u>Date Offered</u>
Grid-connected Solar	Various	11	120	Taroy	09-13-14
GIS	Various	7	24	Idip	11-03-14
Electrical Basics	PPUC/Airport	11	40	Taroy	01-17-15
Water Quality Testing	PPUC	7	8	Ngirmeriil	04-18-15
Water Quality Testing	PPUC	8	8	Ngirmeriil	05-02-15
Water Quality Testing	PPUC	10	8	Ngirmeriil	05-16-15
Work Zone Safety	BPW	8	32	Rekemesik	07-02-15
Excel	Various	10	24	Yaoch	08-24-15
Prog. Logic Control	MPIIC	6	96	Taroy	08-29-15
Access	Various	14	24	Yaoch	09-28-15
<b>Totals</b>		<b>92</b>	<b>384</b>		

This was the third year of activity for what is now a 4-year grant 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 fourth year, which will now expire at the end of FY 2016.

The MAP program learning outcome states that trainees will be able to utilize technology for their professional needs. All of the training were infrastructure-related. From the table above, it can be seen that 23% of trainees took courses in equipment maintenance, 9% took road maintenance-related courses, 34% were in computer software classes, and 34% attended classes for water operator training.

Most of the trainees were either state or national government employees, or utility employees. 53% of the trainees were from various offices and ministries within the national government, 13% were from state governments during the past year, and 34% were from utilities. Of these trainees, 51% were working in Koror, and 49% were living in rural states.

The completed an offering of reconstituted GIS sequence of courses during the past year. The spreadsheet, database and database design courses were not changed much, but we used 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 program began offering another sequence of GIS courses near the end of this fiscal year.

The program began addressing training needs for the maintenance staff of the Palau International Airport during the year. Courses in electrical basics and programmable logic controls were delivered. Courses in air-conditioner maintenance, back-up generator maintenance, electrical maintenance, welding, motor rewinding, and solar power system maintenance are planned.

## 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, recruit Adult High School students, and disseminate information on 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 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.



CE Counselors Training for College Staff



Breadfruit Workshop at CE Training Room



2015 Continuing Education Trainings

Training/Workshop	Hours	# of Participants	Instructor/Trainer	Participating Agency
Emergency Medical Training (EMT)	300	18	Sea Bees' Volunteer/ Edward Caballero	ARFF/ BPS
Tour Guide Certification Program	36	483	Ltelatk Fritz	Tour Agencies
Tour Guide Certification Program	4	86	Victoria Maui	Tour Agencies
Clinical Counseling Class	300	26	Alex Ngiraingas	MOH/PCAA/PCC staff
Building Character Through Art	24	30	Noe Tanigawa & Samuel Adelbai	Elementary Students
SKP - Math for 3rd & 4th Grade	40	15	Miriam Anastacio	Elementary Student
SKP - Math for 5th & 6th Grade	40	12	Judson Butelbai	Elementary Student
SKP - Math for 7th & 8th Grade	40	21	Kalista Jiro Rafael	Elementary Student
SKP - English Reading & Writing for 3rd & 4th Grade	40	18	Miriam Anastacio	Elementary Student
SKP - English Reading & Writing for 5th & 6th Grade	40	9	Keong Roduk	Elementary Student
SKP - English Reading & Writing for 7th & 8th Grade	40	12	Judson Butelbai	Elementary Student
SKP - Marine Science for 6th to 8th Grade	40	16	Norma Mersai	Elementary Student
SKP - Palauan Orthography for 3rd to 8th Grade	40	34	Miriam Anastacio	Elementary Student
SYP - Cultural Performing Arts - Delal a Ngloik	36	12	Luciana Shiro	High School Students
SYP - Cultural Performing Arts - Rruk	36	12	Oingerang Erungel	High School Students
SYP - Identify Flora & Usage	36	12	Albert Soaladaob	High School Students
SYP - Vines Weaving (Ngidech)	72	12	Priscilla Siangeldeb	High School Students
SYP - Palau's Chants & Proverbs	36	12	Jemmy Belelai	High School Students
SYP - Palau's Chants & Proverbs	36	12	Sariang Timulch	High School Students
SYP - Pandanus Leaves Weaving	72	12	Jury Kebekol	High School Students
SYP - Coconut Leaves Weaving	72	6	Dilchur Ruloked	High School Students
SYP - Coconut Leaves Weaving	72	6	Matsuko Taro	High School Students
SYP - Uchehel Belau	36	24	Hermana Ramarui	High School Students
<b>TOTAL</b>	<b>1488</b>	<b>900</b>		

## 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) full time staff who oversee the implementation of activities and services.

### Program and Services

For 2014-2015 school year, we served five (5) elementary schools and four (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
<b>Elementary Schools</b>		
Airai Elementary School	29	2
George B. Harris Elementary School	66	3
Melekeok Elementary School	33	1
Maris Stella School	20	1
Meyuns Elementary School	46	3
<b>High Schools</b>		
Emmaus High School	30	1
Mindszenty High School	44	1
Palau High School	226	6
Adult High School (Reentry)	15	0
<b>TOTAL</b>	<b>509</b>	<b>18</b>



ETS parents workshop



ETS students participated in field trip



ETS students visit Jelly Fish Lake

### Objectives

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.

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.

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.

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.

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

In Fall Semester 2014, the project recruit at local target schools, attend Principals' Meeting, Conduct Seniors and Parents Meeting, provided orientation to tutors, and implement tutoring sessions on Mondays to Thursdays. ETS participants participated in numerous trips to Babeldaob, Airai & Koror areas, Diving sites, and Rock Islands for observations and exposure to developing projects, historical and cultural sites, and Olbiil era Kelulau sessions. The project also provided college entrance exam preparation workshops for participants.

In Spring Semester 2015, ETS participants from elementary schools visited high school campuses. High school senior participants were provided college readiness workshop, college applications/scholarships forms, and college financial aid applications.

### Professional Development

Educational Talent Search project participated in the following conferences and trainings:

COE Annual Conference

ETS Staff Development

WESTOP 37<sup>th</sup> Annual Conference –Santa Clara, CA

CPR & First Aid Training

## ADULT HIGH SCHOOL

### Mission

PCC Adult High School (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 two (2) full-time staff and three (3) part-time teachers.

### 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: A Vocational Track and a College Preparation Track. The Vocational Track prepares students for entry-level employment while the College Preparation Track prepares students to enter postsecondary education.

### Enrollment

During this reporting period, ninety four (94) students enrolled in the program for the SY 2014-2015.

<b>2014-2015 Program Enrollment</b>	
<b>Location</b>	<b># of participant</b>
PCC Campus	55
Ngeremlengui State	10
Ngardmau State	16
Ngiwal State	13
<b>Total</b>	<b>94</b>



Adult High School staff meeting with Koror State Gov't



### TAN SIU LIN PCC LIBRARY

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 2014 - 2015, 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

James Thull served as the Director of Library Services from January 1, 2015 through the end of the 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. Thull left the college for personal reasons in fall of 2015. Library Technician, Pioria Asito, is serving as the Interim Director of Library Services until a new Director is hired.

#### Grant Projects

The Institute of Museum and Library Services (IMLS) and Library Services Technology Act (LSTA) grant activities between PCC and MOE are ongoing. The 2014-2015 grant cycle provided \$58,500.00 library initiatives in Palau. The grant provided monies for the purchase of both PCC and Palau Public Library's Reference and children's materials, Hosting of PIALA 2014 Annual Conference, Rebuilding of Palau-Japan Friendship (PJF) Kayangel Elementary school library by purchasing materials and library equipments, and Follett site licenses were renewed for libraries participating in the Palau Union Catalog, an online catalog of most of the library collections in Palau. These grant activities were completed by September 2015.



PCC Library to host PIALA Conference



BHS students visit PCC Library

### **Library Staff**

The PCC Library currently employs eight full-time staff members: four Library Technicians, and four Library Assistants. All library staff members have completed their degrees in the AAS Library & Information Services Program at PCC.

### **Professional Development**

Raven Kloulubak, Aleyna Ngirengkoi, and Pioria Asito attended the 25<sup>th</sup> Annual Pacific Islands Association of Libraries, Archives and Museums (PIALA) in Majuro, Marshall Islands, July 27-31, 2015.

### **Collection Development**

During the 2014-2015 fiscal year, the library collection expanded through materials that have been donated to the library and an active purchasing program aimed at improving the currency, relevancy and quantity of materials available. About 4,123 titles were added to the collection. In order to improve the collection, identify needs and ensure accuracy of the records in the online catalog, library staff conducted an inventory of the library's collection; added all held titles to the online catalog; removed all lost or missing titles; and contacted patrons with overdue materials in order to identify which titles needed replacement. Materials were ordered to support all of the degree programs offered by PCC. In addition an entrepreneurship collection was started to support proposed future programs at PCC and to assist the community and graduates with the creation of small businesses in Palau. The reference collection was moved to 2<sup>nd</sup> floor in order to both highlight the materials, ensure safety, and provide easier access for patrons. Over 100 titles were added to the reference collection which now provides current and authoritative resources for all programs offered at PCC. In addition, over 100 award winning titles (ALA, Newbery, Caldecott, etc.) were added to the children's, teen and general collections.

### **Library Facility**

The library building experienced many changes and improvements over the last fiscal year. The children's and teens area was redesigned with new furniture, wall displays, chairs, rugs, bean bags, and of course reading materials. The currency and quality of the collection was improved and the area was made more inviting and comfortable for young readers. The goal was to create an atmosphere that would encourage visitation and ultimately increased use of materials. There was new furniture added to the 2<sup>nd</sup> floor of the library and the main space was turned into a library commons area. Commons are increasing in popularity and helping to ensure the needs of students and patrons are met. The Commons area provided comfortable space for students to meet, read, study, and work in groups. The response has been overwhelmingly positive and has increased general use of the library as a space. Quiet study areas remain on 1st floor as well as the former Coral Café area on the 2<sup>nd</sup> floor of the library. A media viewing and storage room was created on the 1st floor of the library in order to provide a secure space for viewing, duplicating, and editing of various forms of media. The room is open weekdays until 5pm and by appointment for all community patrons. In order to accommodate the increased size of the collections, 16 new bookshelves were added to the first floor stack area.

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Moreover, the library doubled its former bandwidth speed to 512 which makes it one of the most stable and fastest internet access points on campus. The library computers have been approved for purchase and will be installed in the upcoming fiscal year.

### **Orientations, Instruction, and Community Outreach**

From October 2014 to September 2015, the library provided library orientations and instruction sessions to over 400 students, including eleven 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. The Palau Public Library and the PCC Library have been collaborating on a bookmobile services, providing interlibrary loan services and library programs to elementary schools throughout Palau. During this past year, three PCC Library staff members have been actively involved in the project. A reading program for children at the PCC daycare was started and has been offered when there is available staffing at the daycare and PCC to provide the service. In order to encourage library use and eliminate barriers to community, patron charges for new library cards was discontinued.

### **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.

## **II. Present and Future Initiatives for 2015 - 2016**

- ◆ Purchasing of new materials to improve and update the library collection.
- ◆ Hire new Director of Library Services.
- ◆ 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.
- ◆ Active attention to the needs and wants of community library users.
- ◆ Continued collaboration with the Palau Public Library to implement the Palau Bookmobile services.
- ◆ Continued planning for possible outreach with library services to the prison.
- ◆ Improved training for staff on providing reference services and implementation of new distance reference services.

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### III. Statistics

The following tables 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.

	<b>Computer Users</b>
October 2014	856
November	860
December	520
January 2015	899
February	1234
March	731
April	538
May	289
June	421
July	222
August	257
September	389
<b>Total</b>	<b>7,225</b>

	<b>Circulation of Books and Materials</b>
October 2014	2,307
November	1,902
December	1,774
January 2015	2,438
February	2,653
March	2,231
April	1,995
May	1,362
June	3,286
July	1,786
August	1,430
September	1,784
<b>Total</b>	<b>24,949</b>

	<b>Hours of Computer Use</b>
October 2014	830
November	849
December	556
January 2015	869
February	1143
March	907
April	538
May	321
June	372
July	315
August	269
September	329
<b>Total</b>	<b>7,235</b>



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	<b>Books Cataloged</b>
October 2014	288
November	569
December	582
January 2015	548
February	534
March	242
April	72
May	88
June	381
July	83
August	276
September	389
<b>Total</b>	<b>4,052</b>

	<b>Gate Count – Number of Library Visits</b>
October 2014	17,703
November	16,094
December	7,104
January 2015	9,942
February	6,599
March	730
April	10,483
May	8,937
June	11,115
July	8,258
August	12,019
September	19,434
<b>Total</b>	<b>87,517</b>

<b>Number of Patrons and Circulation by Patron Type</b>		
<b>Patron Type</b>	<b>Number of Patrons</b>	<b>Circulations</b>
<b>Board of Trustees</b>	<b>4</b>	<b>95</b>
<b>Community Adult</b>	<b>2,862</b>	<b>4,259</b>
<b>Community Elementary</b>	<b>2,477</b>	<b>1,136</b>
<b>Community High</b>	<b>1,774</b>	<b>988</b>
<b>Faculty</b>	<b>79</b>	<b>411</b>
<b>PCC Staff</b>	<b>124</b>	<b>804</b>
<b>PCC Student</b>	<b>3,008</b>	<b>1,834</b>
<b>Total for Patron</b>	<b>10,328</b>	<b>9,527</b>

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Donated Resources				
Month	DVD/VHS/CD (bx/ set)	DVD/VHS/CD (ea.)	Books (bx.)	Books (ea.)
October 2014		3		286
November		1		49
December		44		23
January 2015				6
February				5
March				19
April				40
May				0
June				12
July				19
August				3
September				327
<b>Total</b>		<b>48</b>		<b>789</b>

	YTD Expenditures
October 2014	\$601.99
November	\$479.85
December	\$409.90
January 2015	\$8,000.00
February	\$6,423.48
March	\$191.26
April	\$812.32
May	\$29,721.78
June	0.00
July	0.00
August	\$28,797.82
September	<b>\$37,847.38</b>
<b>Total</b>	<b>\$113,285.78</b>

	Conference Room – Times Used
October 2014	8
November	8
December	7
January 2015	5
February	10
March	13
April	3
May	0
June	17
July	8
August	2
September	2
<b>Total</b>	<b>83</b>

## COOPERATIVE RESEARCH & EXTENSION

### **Mission**

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 science 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.

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The youth development program addresses the rapid social and economic changes affecting communities, families and youth. Youth development program also assisted the several schools with their Science fair judging to continue the promotion of science programs in the schools. 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

#### Seed Production of Mangrove Crabs

The hatchery produced mangrove crab broodstock reared in fiberglass tanks that were produced in March 2014 have reared sexual maturity and were monitored for spawning. However, no spawning was recorded until the end of December 2014. Monitoring the growth rate of crablets that were released at Haruo Farm at Palau Plantation Resort was continued and as of December 8, 2014 the average body weight of crabs was 95g. Crablets kept in the nursery tanks were transferred to a cage placed inside the tank for monitoring of survival and growth rate. After 2 weeks of culture about 90% still survived.

#### Mangrove Crab Project

The mangroves crabs that were stocked in a fishpond in Airai, State last March 24, 2015 were harvested to check the growth and survival rate after 3 months of culture. A total of 240 crabs were recovered out of 600 pieces that were stocked and the average body weight was already 0.357lb and average carapace length was about 3.6 inches. There were also milkfish that have grown together with the crabs since the farmer also stocked about 500 pieces of milkfish fingerlings in that pond. The farmer tried to make the crabs survive by placing them inside plastic trays and stocked in the adjacent pond, however, most of the crabs did not survive.



*Sampling of mangrove crabs at Haruo Farm in Koror State*



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*Photos of the mangrove crabs and milkfish that were harvested at a farm in Airai State*

Installation of the net enclosure for a crab farm at Elbelau fishpond in Ngchesar State has been completed on April 10, 2015. The pond was stocked with 500 pieces crablets having average carapace length and weight of 3.5cm and 3.2 g, respectively. After 5 months, sampling crab traps was conducted and four pieces small crabs with an average body weight of 37g and one big crab of about 1 kg body weight were collected. It was also observed that there were lots of milkfish that were growing in the same pond.



*Installation of cages at Mathew Elbelau's fish pond at Ngchesar & sampling of the crabs at the pond after 5 months*



## 2015 Annual Report

Another installation of a 50m x 80 m net enclosure for a crab pen inside the mangroves beside the PCC hatchery has been completed in July 2015. A total 240 pieces crablets with average body weight of 15.4 g were stocked on July 6, 2015. After 3 months, a sampling was conducted to determine the average weight of the crabs that were stocked. Using 11 units steel meshed crab traps baited with fish meat, a total of 15 crabs were collected. The average body weight of the crabs was about 346.g or 0.7lb per piece. Partial harvesting will be done to determine how many crabs were able to survive following this grow-out system.



*PCC Crab Pen inside the Mangrove, Ngeremlengui State*



*Crabs collected during sampling at crab pen beside PCC Hatchery*

The remaining crablets were kept inside the nursery tanks to further grow them until they reach the size bigger than one inch carapace length. These crabs are intended for stocking in the mangrove crab pen enclosure beside the PCC hatchery.



## 2015 Annual Report

PCC-CRE Aquaculture Team also extended technical assistance for the grow-out trials together with the local farmers. We helped the set-up their farms and also gave advice on feeding management and monitoring of stock.



Airai State aquaculture farm

Hatchery produced crablets were also shown to the public by means of aquarium display during the celebration of various national events. Hands-on training, lectures, hatchery tours and workshops were also conducted to students, public and interested mangrove crab farmers.



Koror Elementary School students visit PCC Hatchery



## 2015 Annual Report

### Seed Production Nursery and Grow-out of Rabbitfish

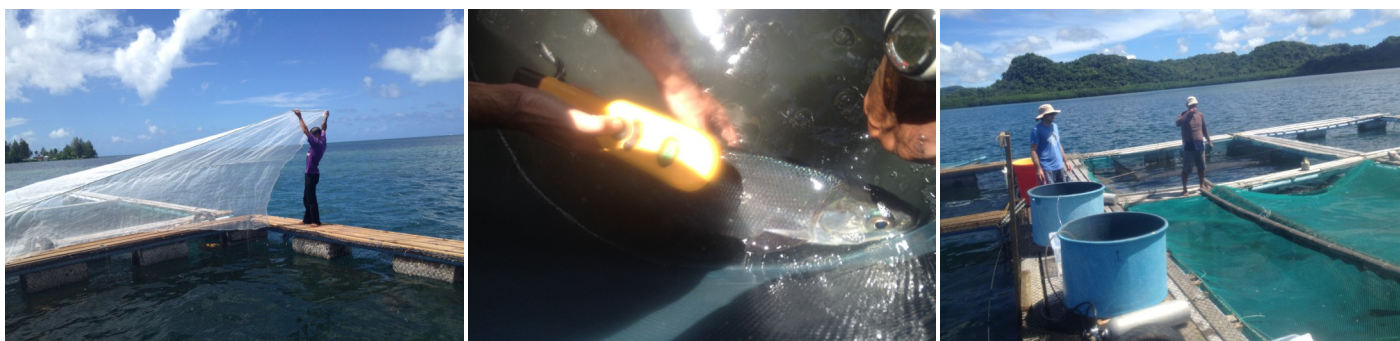
Recruitment of broodstock was done and currently, 15 pieces wild caught broodstock are available in one of the broodstock tanks at PCC hatchery. These broodstock were fed with high protein feeds and spawning was monitored 1 week before and after the full moon of each month. However, no spawning was observed until the end of December 2014. Nursery and grow-out trials were continued in the tanks and floating cages.



New batch of rabbitfish brood stock and stocking of rabbitfish juveniles in floating net cage in Ngatpang

### Breeding of Milkfish

The fabrication of a 10m x10m cage frame for milkfish broodstock was completed on October 27, 2014, and was installed beside the existing fish cages at NECO fish farm in Ngatpang State. Sampling to assess status of gonadal maturation, tagging and transfer of broodstock to the new 10m x10m fish cage was conducted on November 14, 2014. Out of 44 milkfish, 23 were fully matured males and the rest were females. The length and weight of the broodstock ranged between 4 to 11 pounds and 48 to 68cm, respectively. The milkfish broodstock were fed with the formulated diet that was bought from Philippines. Fabrication of a fine mesh net curtain has been completed and installed along the perimeter of the milkfish broodstock cage on December 5, 2014. This net curtain will keep the eggs inside the cage once spawning of milkfish takes place. An airlift system that will serve as an egg collecting gear will be installed at strategic location inside the broodstock cage.



The newly installed milkfish brood stock cage and sampling of the milkfish brood stock in Ngatpang



## 2015 Annual Report

On December 29, 2014, we were able to collect milkfish eggs inside the cage. About 1000 pieces egg samples were brought to the hatchery for examination. It was confirmed that these were milkfish eggs. Presence of eggs were recorded daily and on January 01, 2015 about 6,500 eggs were collected and were brought to the hatchery for a preliminary larval rearing trial. The eggs were stocked in a PVC tank with 150l seawater and were allowed to hatch. preliminary larval rearing trial was continued using the same tank. The larvae were feed with rotifers at the initial density of 10 rotifers per ml.



*Milkfish eggs collected from broodstock cage in Ngatpang State*



### Other Species of Interest

About 24 pieces of spiny lobsters were found to settle in one of the cages stocked with rabbitfish in Ngat-pang. These lobsters are being kept for monitoring of growth and would serve as captive broodstock for future research interest. Currently, the lobsters have carapace lengths of about 1.5 inch and total length is about 3 inches. They are fed together with the rabbitfish with high protein prawn.



Painted Spiny Lobster

### Oceanic Institute Researchers

On November 2014, Dr. Chatham Callan from the Oceanic Institute in Hawaii who is the counterpart researcher in our 2 on-going CTSA projects on milkfish and coral grouper came to Palau to assist to implementation of the projects. Part of his activities was to get the biometric data of the milkfish and coral grouper broodstocks that were kept in tanks and fish cages. Also, he demonstrated the setting up of the copepod production system and improved protocols in the production of microalgae at PCC hatchery. His research associate Mr. Dean Kline also came to assist in the establishment of copepod and microalgae production systems.



Dr. Chatham Callan and Dean Kline from Hawaii together with PCC aquaculture staff at PCC hatchery working for the establishment of copepod and improved microalgae production

### Family and Consumer Education

#### Two research projects:

Product Development for Food Security as Palau Adaptation to Climate Change

Product Development of Non-Gluten Foods from Staples in Micronesia

#### Product Development for Food Security as Palau Adaptation to Climate Change

This project aims to develop climate change adaptation measures for agriculture, fisheries and aquaculture for food security in Palau. Many taro patches are affected by salt-water intrusion and inundation, while increase in sea water temperature and severe typhoons affect fisheries and aquaculture. It is therefore urgent to develop food products from salt-tolerant taro, fish, and giant clams to address food security and reduce vulnerability to climate change impacts. For trials on the preparation of nutritious one-dish meals from local foods were accomplished, utilizing salt-tolerant taro, fish, and giant clams into pasta, fillet fish, fish & chips and taro maki.



Taro Pasta



Flavored Fish Fillet



Fish and Chips



Salt tolerant Taro Maki

#### Product Development of Non-Gluten Foods from Local Staples in Micronesia

Local staple foods in Micronesia such as taro, cassava, sweet potato, and breadfruit are potential raw materials in the preparation of non-gluten foods because these resources do not contain gluten. Gluten is a kind of protein which is one of the two components of wheat grains, and the other is starch. Gluten makes dough sticky and flexible, however, it is responsible for wheat allergies and celiac disease. Wheat allergies is one of the eight most common food allergies in the United States, while celiac disease is an auto-immune disorder where the body attacks itself when exposed to gluten. Thus, this project aims to develop foods that are gluten-free from four Micronesian food staples. Preparation of gluten-free cookies and doughnuts from taro flour were also accomplished as well as gluten-free sweet potato.



## 2015 Annual Report

### Extension:

- ◆ Conducted taste tests of PCC-CRE food products at the Taro Festival in Ngarchelong State on July 30, 2015 serving 60 clients.
- ◆ Conducted taste tests of PCC-CRE food products at the R & D Station on August 14, 2015 serving 24 clients from Airai State.
- ◆ Conducted book sales at the Job Fair held at the Bethlehem Market on September 4, 2015 with 145 clients.
- ◆ Conducted Food Technology Class at Airai for total of 37 participants.
- ◆ Conducted taste test of PCC-CRE food products during tour on September 30, 2015 with 25 clients.
- ◆ Coordinated with Koror Elementary School to include EFNEP in their curriculum for 2015 to serve about 500 youth clients for this Fiscal Year.



Food technology participants in Airai State



CRE-EFNEP Food Technology in Koror Elementary School



### AGRICULTURE PROGRAM

#### Maintenance of Root Crops Germplasm

The sweet potato and taro germplasm was maintained by weeding and fertilization. 1,061 taro planting materials were distributed to 15 members of the Ngarchelong Women's group. In addition, more than 4,400 taro plants were also given out to 57 farmers as well as planting materials of sweet potato, cassava and giant swamp taro were distributed to 10 clients.

#### Micro propagation and In Vitro Conservation of Taro

Continuous subculture of taro tissue cultures was done for in vitro conservation and micro propagation. There are currently 765 cultures of 25 varieties of taro being maintained in multiplication medium in the tissue culture room. In the greenhouse, 420 taro plants are being grown in plastic bags prior to distribution to farmers.

#### Prevention of saltwater intrusion into taro patches

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.



Ngarchelong Women's Group receiving taro plants from CRE

### Koror State Urban Vegetable Gardening Project

Palau is a small island nation with a highly imported and aid-dependent economy. Ninety percent of its food supply is imported. In early 2015, shortage of fresh produce of vegetables and fruits was experienced in the island due to some problems in shipping and transport of these items. Thus, it became very evident for the need for local production of vegetables to ensure a reliable supply for the population.

The Koror State Government Solid Waste Management Unit initiated an Urban Vegetable Gardening Project to showcase the feasibility of backyard vegetable production for family consumption. A meeting was held with Koror State Officials who expressed interest in initiating the project and requested for technical assistance from the Palau Community College Cooperative Research and Extension Agriculture Department.

Ten cooperators expressed interest in participating in this Project. They were willing to grow vegetables depending on the space available in their backyard. The planting sites were visited and surveyed to determine a suitable method of growing the vegetables. Those with small areas were advised to grow the vegetable in tires and those with ample space will be assisted in land preparation by plowing their area. The participants were also asked what vegetables they wanted to grow in their backyard for their own consumption. Among the vegetables they wanted to grow were cucumber, nappa (Chinese cabbage), okra, eggplant, bittermelon, green onion, chili pepper, green onion, tomato, long beans, pumpkin, radish. In April, seedlings of tomato, eggplant, chili pepper and nappa were established in plastic cups in the Koror State greenhouse. Likewise, seeds of corn, cucumber, bittermelon, and squash were also established in plastic cups in the greenhouse. Meanwhile, land plots were plowed with a tiller and rows are also made, while those with limited space prepared the tires and filled them up with garden soil and compost for planting of the vegetables.

In May, 2015, the seedlings were transplanted in the garden plots and in the tires with garden soil and compost.



Establishing vegetable seedlings in the greenhouse



## 2015 Annual Report

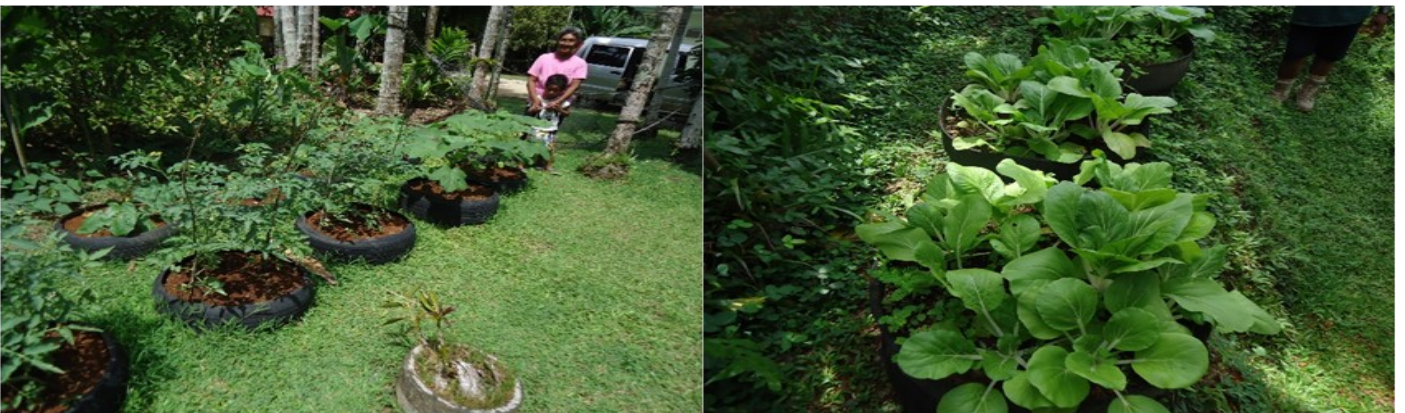


Transplanting vegetable seedling in tires



Lush vegetables growing in garden

In June 2015, lush and abundant growths of the vegetables were observed both in the garden plots and in the tires. This just shows that it is possible to establish a home garden and produce the vegetable needs of the family even with limited land available. One grower was able to produce 28 lbs of nappa and shared it with his relatives and neighbors. To date, the urban vegetable gardening program has been expanded to about 90 households. The most widely planted crops are cabbage, radish, chili pepper, eggplant in tires and plowed areas.



Growth of vegetables planted in tires



### Hydroponic Tomato Production

Tomato is one of the expensive imported vegetable commodities that is difficult to grow in Palau due to poor soil conditions and excessive rain. Research activity on hydroponic tomato production was done at PCC-CRE in response to the request for technical assistance by the Ngchesar State Government which received grant from GEF. While the green house is being constructed, research on the culture and management of tomatoes in hydroponic culture is being conducted at PCC-CRE to be able to train the Ngchesar State

personnel on the technical aspect of this project. Tomato seedlings were established in the greenhouse and grown in plastic trays nutrient solution. Growth of the tomato plants were closely monitored and as the plants were getting bigger, nutrient solution had to be replenished weekly and later 2 times a week. After one month, flowering was observed and since there were no insects or bees in the green house, pollination had to be done manually to ensure fruit set and production. Results of this experiments show



Construction of green house in Ngchesar State



that it is feasible to produce to-

Tomato plants after two months in nutrient solutions

atoes in Palau using





Ripe tomato fruits before and after harvesting at CRE R&D Station



Gov. Hideo of Ngchesar and Oldia's Women's Group visited Hydroponic tomatoes at CRE



Tomato hydroponics individually grown in buckets



### Palau Orchid Conservation Project

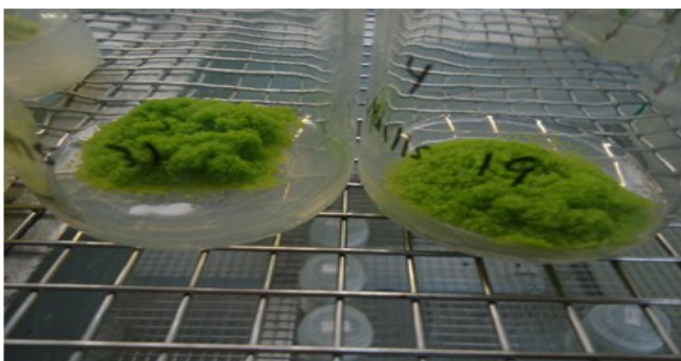
The Palau Conservation Society has an ongoing program to build capacity for terrestrial management in Palau and develop orchid propagation for Ngardok Nature Reserve. Since the PCC-CRE Tissue Culture Laboratory is the only facility in Palau, we conducted a workshop on Orchid Propagation for Ngardok Nature Reserve and Belau National Museum Staff in April 21-22, 2015. The training consisted of media preparation and inoculation and planting and germination of orchid seeds collected from the wild in order to conserve endangered local orchid species. After 2 months, orchid seeds of *Spathoglottis* and *Dendrobium* have germinated. They have been transferred to a new medium for further growth and development.



Preparing media for orchid culture



Germination of *Spathoglottis*



Germination of *Dendrobium* seeds



Orchid protocorms in differentiating medium

### Visitors to PCC Research and Development Station

Several groups visited the Research and Development Station. They were briefed on the conservation and maintenance of root crops germplasm collection at the PCC R & D Station and 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.

## 2015 Annual Report

Date	Group	No of Clients
April 17, 2015	Grade 10 Students and Teachers of Bethania High School	15
April 24, 2015	Koror Elementary School Grade 3 students, teachers and parents	88
June 19, 2015	Visitors from JIRCAS	2
June 25, 2015	Visitors from Amita Institute for Sustainable Economics	2
July 30, 2015	Visitors to PCC-CRE Booth at Ngarchelong Taro Festival	33
Aug. 14, 2015	Visit of Airai Women's Group	19
Sept. 4, 2015	Visitors to PCC-CRE Booth during the Job Fair in Bethlehem Park	146
<b>Total</b>		<b>305</b>

PCC-CRE also participated and put up a booth in the Ngarchelong Dilisor Taro Festival and the Job Fair at Bethlehem Park which showcased the different researches and extension activities.



Bethania High School students visit CRE R&D Station



visitors at PCC-CRE Booth, Ngarchelong Dilisor Taro Festival



Taro displayed at the 1st Ngarchelong Dilisor Taro Festival

*"A Special Thank You to PCC Maintenance for constructing a wooden table for taro display".*



## FY 2015 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
	<b>TOTAL INCOME</b>	<b>\$7,347,803.11</b>
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
	<b>TOTAL EXPENSES</b>	<b>\$7,347,803.11</b>

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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, Aduly High School

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

Dingelius, Dawckins  
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, Aleya Ann  
Library Assistant  
AA 2013 Hawaii Community College

Noel, Dickson 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

Sengebaw, 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

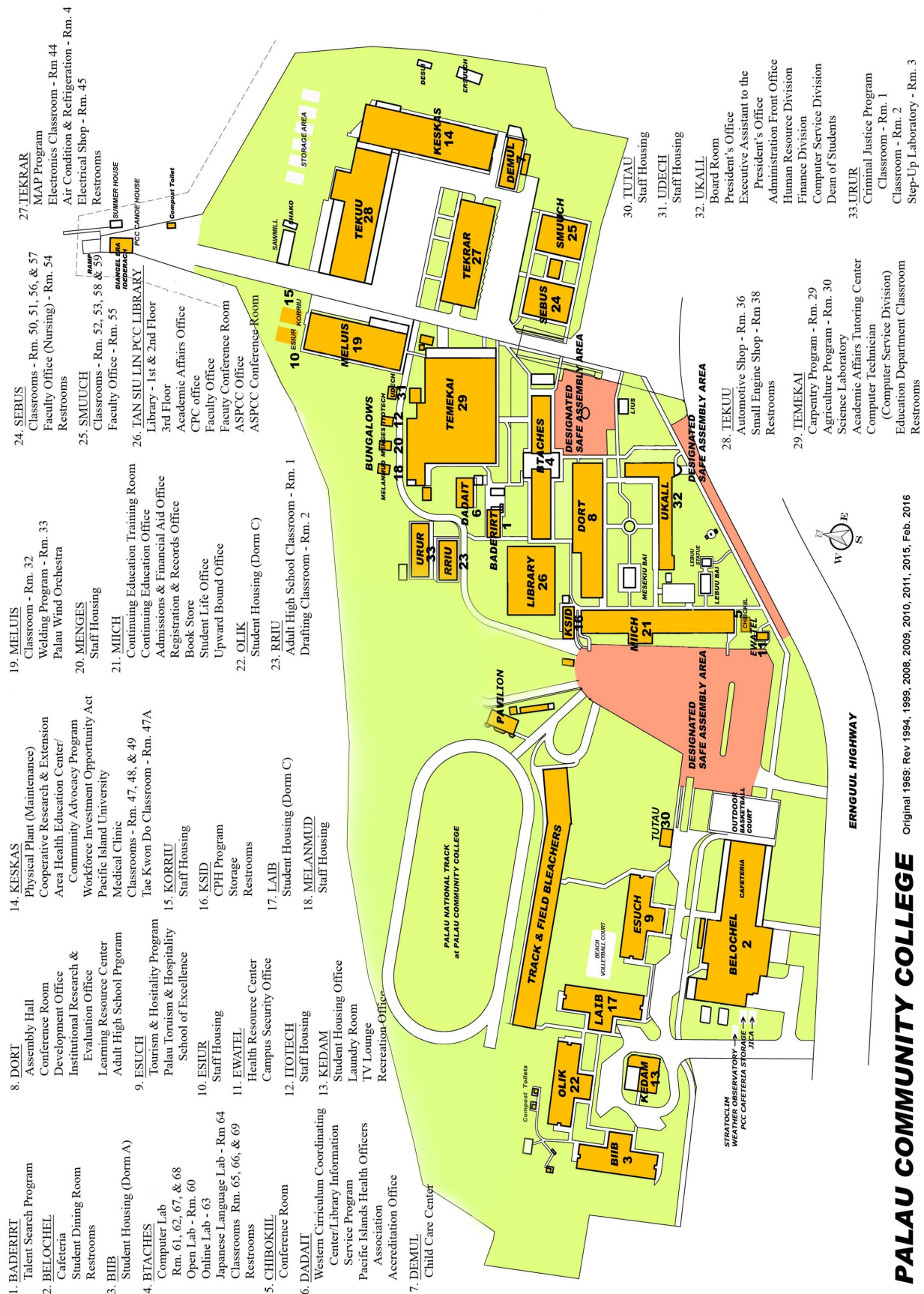
Yuzi, Vernice  
Associate Professor, Science  
BS 1990, California State University  
MA 2008, San Diego State University

**Consultant/ Senior Volunteer to PCC**

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

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



# PALAU COMMUNITY COLLEGE

Original 1969; Rev 1994, 1998, 2008, 2010, 2011, 2015, Feb. 2016