

Palau Community College *2020 Annual Report*



2020 Associated Students of Palau Community College

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

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President's Message



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 2020 Annual Report of the college. The report highlights activities and undertakings during Year 2020.

This report is intended to convey key activities of the college in support of its mission that *“Palau Community College is an accessible comprehensive 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”* which guides our work to transform student lives and be the college for tomorrow's children.

As we continue to build upon our commitment to serve you, it is important that we continue to engage in a concerted effort to instill in our community the notion that economic prosperity is dependent upon the capacity of our workforce.

We are proud to be the institution of higher education serving our Nation and we look forward to working with you to build our nation's workforce.

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

Ke Kmal Mesulang.

A handwritten signature in black ink, which appears to read "Patrick U. Tellei".

Patrick U. Tellei, EdD
President

Board of Trustees



REV. BILLY G. KUARTEI
CHAIRMAN



ROMANA WONG
VICE CHAIRPERSON



EMAIS E. ROBERTS, MD
SECRETARY/TREASURER



MASA-AKI N. EMESIOCHL
TRUSTEE



KOBE MOSES
STUDENT TRUSTEE

The Board of Trustees, is a representative governing board created by RPPL 4-2 to ensure institutional integrity, autonomy, academic freedom, principles of equity, insulation from political and external pressures in order to best serve the public interest and meet the accreditation minimum requirements.

It 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 sets institutional policies and works with the College President to champion excellence and innovation for generations of students in Palau and the Micronesian region.

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

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

History

1927 - 1944 Mokko Totei Yoseijo School
Japanese Administration

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

1955 - 1969 Palau Vocational School
Mr. Sadang N. Silmai, Principal
Palau District - Trust Territory of the Pacific Islands

1969 - 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

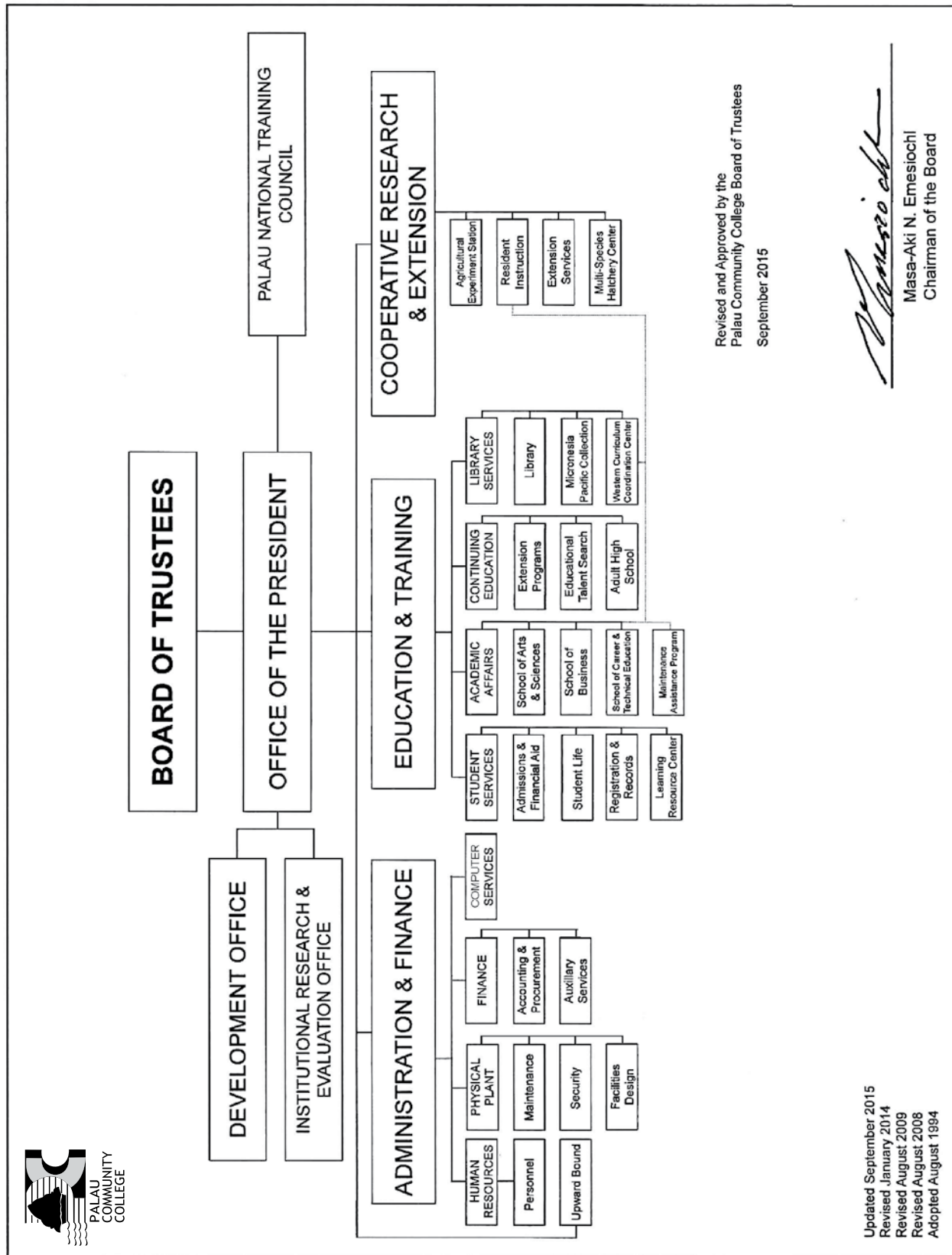
1999 - Present
Dr. Patrick U. Tellei, President



Palau Tourism & Hospitality School of Excellence



Tan Siu Lin PCC Library



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 comprehensive 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



15- Year Institutional Master Plan

2009-2024

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

Strategic Direction 1: Student Success

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

Strategic Direction 2: Institutional Culture

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

Strategic Direction 3: Resources

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

Strategic Direction 4: Culture of Evidence

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

Institutional Learning Outcomes

ILO 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.

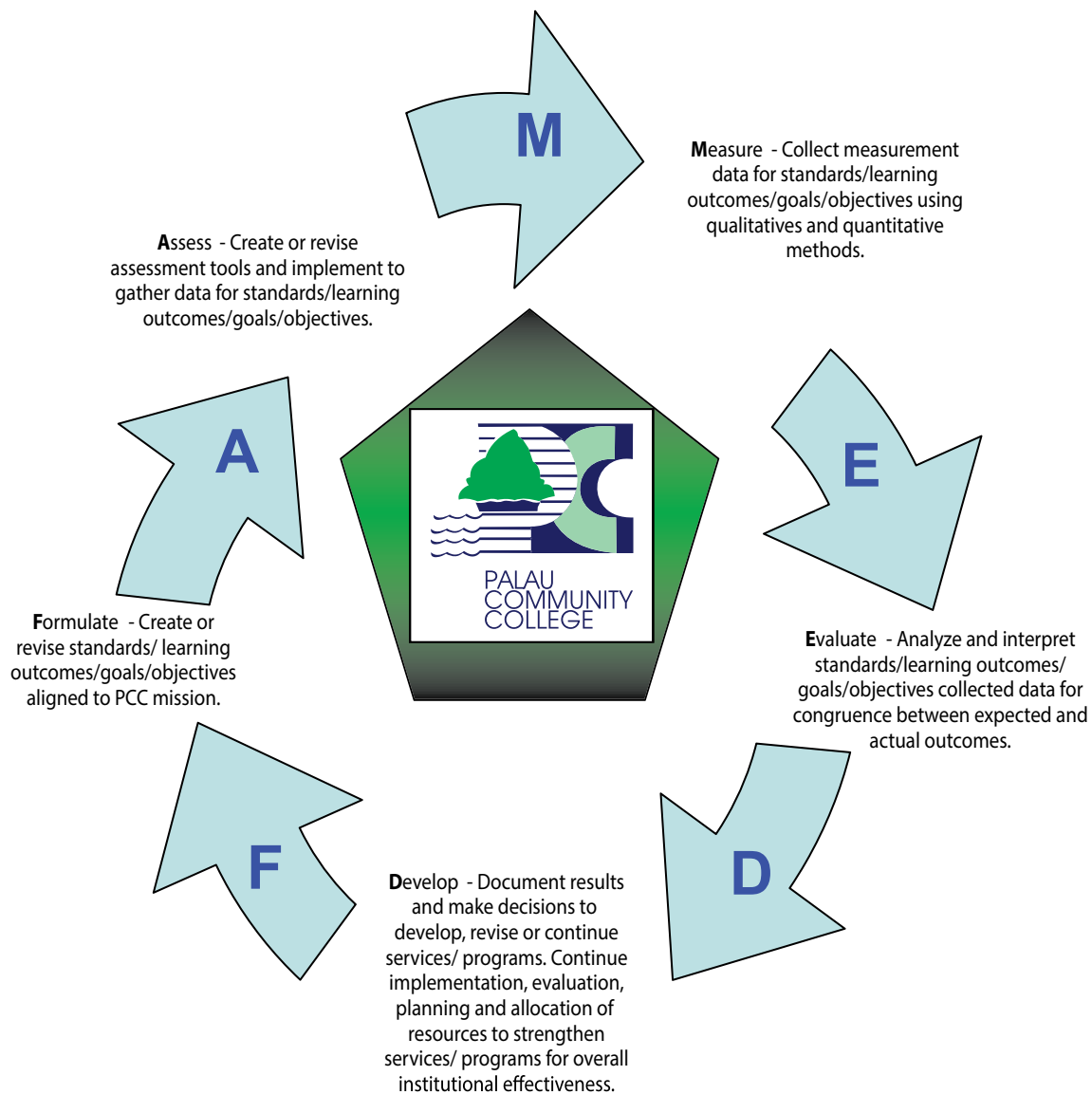
ILO 5: Civic Responsibility

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



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 develop, implement, and review program reviews as analyzed and published by research and evaluation office. The results of such assessment are used in planning and resource allocation.

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

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. Jefferson Thomas	Dean, Continuing Education
Mr. Todd Ngiramengior	Executive Assistant to the President
Mr. Larry Wakakoro	Acting Project Director, Upward Bound
Ms. Clara Maile Andreas	Project Director, Educational Talent Search
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
Mr. Bruce Rimirch	Director, Computer Services
Ms. Dahlia M. Katosang	Director, Financial Aid Office
Ms. Uroi N. Sali	Director, Finance
Ms. Lesley B. Adachi	Director, Admissions and Records
Ms. Marie Anderson-Nabeyama	Director, Human Resources
Ms. Ligaya Sara	Institutional Research Analyst
Ms. Pioria Asito	Interim Director, Library Services
Mr. Frutoso Tellei	President, Faculty Senate Association
Mr. Larry Wakakoro	President, Classified Staff Organization
Ms. Mineli Rain Olkeriil	President, Associated Students of Palau Community College

Institutional Research and Evaluation Office (IREO)

Accreditation

Palau Community College became an accredited institution in 1977 and to date, it has been accredited for forty-two (42) years.

In August of this year, PCC faculty attended two day training on online course development. The training was conducted by the Accreditation Office.

PCC held its convocation for all college personnel. Accreditation Liaison Officer and Institutional Research Analyst presented the results of the college Institutional -Set Standards for Student Achievement (ISSA). The ISSA report has eleven standards required by the U.S. Department of Education, ACCJC standards, eligibility requirements, and annual report. As such, the college has met 90% of its required standards. Moreover, the Accreditation Liaison Officer updated the college on its 15 year Institutional Master Plan (2008 – 2024). Since its implementation in 2008, the plan has successfully implemented over 80% of its goals while other objectives are currently ongoing.

In January 2020, the College Accreditation Steering Committee finalized the College Midterm Report 2020. The Report was reviewed by the College President and the College Board of Trustees in early February and received approval to be submitted to the Commission. The College Midterm Report 2020 was submitted to the Commission in early March. The College looks forward to receive the Commission's decision in regards to the College Midterm Report 2020 after the Commission's June 2020 meeting. Palau Community College has also submitted its ACCJC Annual Report and will be submitting its ACCJC Annual Fiscal Report to the Commission by June 1, 2020.

Like the rest of Palau, Palau Community College has been affected by the coronavirus pandemic. When the public and private schools closed to enforce social distancing practices, this left the college to make a decision too. To close or to remain open? Being an institution of higher education, the college was free to decide. For faculty, the answer was simple. Continue the semester for students to be able to earn their credits and stay on track for graduation. With that in mind, classes were discontinued for one week to allow faculty to prepare for a new way of teaching and helping students to learn.

Faculty spent that week not on break like the students but on preparing their classes to be delivered in a variety of modes. Some chose to use the correspondence method by emailing assignments, readings and lectures to their students, others chose to turn their classes into fully online ones using the Moodle LMS while a few remained teaching face-to face since their class size was very small. Some are using Google classroom or Zoom to still be able to lecture and answer questions posed by their students in live time. After the one week closure, students came back the following Monday and Tuesday for a short orientation for students to understand the changes that were made to their classes and to make their Moodle accounts if necessary. Social distance was practiced with students meeting their instructors in small groups for instruction on how the remaining five weeks would proceed and meeting in the Online Computer lab in small Moodle orientation groups. Since Charter Day and Spring Break were not observed, there was no need extend the semester additional days. These changes have led students to adapt to the new course styles. With no set time for their courses, learning to prioritize and organize assignments and manage their time wisely has been a challenging learning process. Adjustments have been made along the way as needed by faculty, such as extending deadlines, removing smaller assignment requirements and allowing students to submit hard copies of assignments when lack of Internet or electronic devices became a problem. Tutoring centers, the Library, and the Online Computer Lab remain open for students to support student needs with all practicing MOH's guidelines for social distancing and cleaning. All in all, the spring 2020 semester is winding down not as a traditional semester does, but still with student success utmost in the minds of all.

Institutional Research & Evaluation**Mission**

The mission of the Institutional Research and Evaluation (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 Performed

During FY 2020, IREO provided support services—analytical, methodological, and statistical expertise—to the college community, consultation on research design, survey development and administration, preparation of decision support materials to academic and administrative units of the college.

Worked with non-instructional units and non-academic units in developing and reviewing internally-developed evaluation instruments. IREO also assisted Academic Affairs (Office of the Dean and Associate Dean) with Student Evaluation of Instructors and a Student Life Survey Form.

IREO administer Institutional Effectiveness Survey for all students and college employees.

Institutional Publication

The office has released the 2019-2020 PCC Fact book that provided facts and information about the college, its students, retention, graduation, finances, faculty and staff. The fact book is primarily based on fall data. Trends on Enrollment, Retention and Graduation Rates are included in the fact book.

Institutional Set-Standards for Student Achievement (ISSA)

IREO provided and update the college's Institutional-set Standards for Student Achievement for Academic Year 2019-2020 during annual college convocation.

Integrated Postsecondary Education Data System (IPEDS)

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.

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 three (3) full-time employees. One is assigned to man the Bookstore on a regular basis.

Objectives

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

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 pledges during the fundraiser, and to reach a \$50,000 goal an annual basis.

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

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

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

Annual Thanksgiving Endowment Fundraiser

Endowment Fund Trend	
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 (result of economic decline)
2009	\$1.3 Million
2010	\$1.7 Million
2011	\$2.167 Million
2012	\$2.490 Million
2013	\$3.25 Million
2014	\$3.6 Million (\$50,000 - OEK)
2015	\$3.897 Million
2016	\$4.2 Million (\$50,000 - OEK)
2017	\$4.9 Million
2018	\$5.1 Million
2019	\$5.3 Million
2020	\$6.2 Million



Office of the President of the Republic of Palau staff presenting a donation for \$2,500 for Endowment Fundraising



PNCC PIO presenting a check for \$1,000 for Endowment Fundraising

Thank you Palau for supporting our Annual Thanksgiving Endowment Fundraising



Palau Water donating \$300 and gift certificates



PCC President Tellei receiving donation of \$2,400 from Ome-kulel A Bibilia Assistant Pastor Ruetei Baiei

PCC ENDOWMENT BI-WEEKLY CONTRIBUTORS

National Government (ROP)
Total Contributors: 575
Total Amount: \$40,189.58

Palau Pacific Resort (PPR)
Total Contributors: 19
Total Amount: \$923.59

Social Security Adm.
Total Contributors: 5
Total Amount: \$431.50

Palau Housing Authority
Total Contributors: 2
Total Amount: \$108.00

Melekeok State Government
Total Contributors: 4
Total Amount: \$320.35

Palau Conservation Society
Total Contributors: 1
Total Amount: \$40.00

Palau Shipping Company
Total Contributors: 3
Total Amount: \$416.50

**Workforce Innovation &
Opportunity Act**
Total Contributors: 5

Surangel & Sons Co.
Total Contributors: 2
Total Amount: \$98.00

Ngchesar State Gov't
Total Contributors: 1
Total Amount: \$135.00

Palau Community College
Total Contributors: 143
Total Amount: \$11,073.96

Palau Public Utility Corp.
Total Contributor: 1
Total Amount: \$135.00

Koror State Government
Total Contributors: 28
Total Amount: \$1,879.87

Palau National Communications Corp.
Total Contributors: 16
Total Amount: \$921.00

Palau International Coral Reef Center
Total Contributors: 3
Total Amount: \$238.00

*Thank you Bi-Weekly Donors
 For
 Supporting our only Institution of higher learning*

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. HR division works with PCC's employees to shape policies and procedures ensuring that PCC's business and long term goals are in harmony with that of its working staff.

Personnel

The Human Resource Division has three full time employees:

- Director
- Personnel Manager
- Secretary

Together, these personnel work to provide HR related services in relation to human resources matters to perform HR division work meeting the expectations and needs of the institution.

Programs and Services

- Recruitment and Hiring
- Renewal of employment contracts
- Coordinate annual employee performance and merit review
- Provision of suitable Group Life Insurance and Health Insurance
- Assist all departments/divisions by providing trainings as requested or supported by evaluations
- Review PCC's Personnel Rules and Regulations Manual
- Monitor property and equipment use
- Space Rentals (Cafeteria and Parking Lot)

Highlights

- Conduct Annual Convocation
- Renewed Moylan's Auto Insurance
- Renewed PCC Business Owners Insurance Policy
- Renewed Calvo's Health Insurance
- Eight (8) New Hires
- One (1) Deceased
- Three (2) Retirees
- Nine (9) Resigned
- Sixty-two (62) Contract Renewals
- 100 Annual Performance Evaluations

Finance

Mission

The Mission of the Business Office is to provide accurate and timely financial services; protect the college's assets; and provide friendly and professional services to the faculty, students and community.

Personnel

The Finance Division currently has six (6) full-time personnel:

- Director of Finance
- Accountant/Business Supervisor
- Student Account Supervisor
- Account Technician (2)
- Payroll Technician

Programs and Services

The Finance Department is responsible for the preparation of the overall institutional budget. It directs budgetary controls in disbursing, accounting and auditing of funds and maintains a system of financial and related statistical reporting. The Finance Department continues to monitor and assess its supporting services for improvements. The Finance Department in addition welcomes Federal Work Study students and Upward Bound senior students to enhance their school experience by working as office aides allowing them to engage in the day-to-day work environment of the Finance Department.

Professional Development

SDSU Bachelor's Cohort Program

Association of Pacific Island Public Auditors Conference

Annual Highlights

Function	Service Provided	2019	2020
Accounts Payable	Make payments owed by the college to suppliers	3,198 Checks	4,147 Checks
Account Receivable	Receive payments from services provided to clientele	1,973 Cash Receipts	2,011 Cash Receipts
Student Account Receivable	Provide student balances and receive tuition payments	1,030 Cash Receipts	1,291 Cash Receipts
Payroll	Provide bi-weekly salary to all employee, calculate timesheet, allotment, and leave hours	6,365 Checks	6,680 Checks
Purchasing Order	Provide Purchasing services for college programs & services	2,557 PO	2,169 PO
Budgeting & financial Reporting	Provide financial report on budget expenditures & revenues	70 Reports	80 Reports

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.

Annual HighlightsOctober, 2019

Upgraded all wifi access point hub to latest firmware version (from version 4.0.42.10433 to 4.66.10832. SIS was re-submitted, needs to work on time-line once agreement is signed.

November, 2019

Expand network connections to Science lab and Agriculture's office

Upgrade college network firewall to newer firmware (from SonicOS 6.2 to 6.5), and enable cloud backup for network firewall configurations.

Reconfigure network firewall to open up port 8080 for new online server to test their moodle installation and configuration.

Create HR share directories, locate their files and teach them how to backup their files to the cloud.

December, 2019

Disconnect, relocate network devices and then reconnect lower campus area toward MAP classroom, Electronic shop, CRE, Maintenance, small engine, and auto mechanic shops, due to renovation at MAP and electric classroom area.

January, 2020

Install additional wifi ap at online lab

Create student wifi access

Create new students email address on palau.edu domain

Expand network connection to Rm 62 with additional wifi access point hub to be used in business classes.

February, 2020

Installed new computers for the library for both library staff and the technology lab. Moved the old once to computer service office to be used as computer parts.

Assisted PNCC technicians surveying the campus buildings and getting ready for 2020 Oceania conference.

March, 2020

Installed and configure the network switch and wifi access point hub at assembly hall for step-up conference. Upgraded main backbone network switches to Layer 3 capability.

Created Zoom account and send an invitation to all ex-comm members for online meeting using zoom for the first time.

After successful online meeting, college zoom account was then created for online meeting with one year subscription for upgraded plan.

Activated google classroom on palau.edu domain and informed faculty to make it's use for their classes online.

Activated college website and registrar cPortal website to use secure shell layer (ssl) certificate.

Review college network firewall status and updated it to the latest firmware version.

April 2020

Clear room 67 by disconnecting all computers, printers, surge protectors and move them to academic conference room for temporary storage while room 67 is under renovation.

May 2020

Financial Aid Server Crashed twice (5/18 & 5/25). Was able to revive it and uninstall some software applications to free up hard disk space. Also uninstall expired computer anti virus software (Kaspersy) and installed the new one (bit-defender).

June - July 2020

Install Point to Point connection to CRE office, and connect CRE office, small engine shop, and Auto mechanic to the internet.

Connect Agriculture office and classroom to the internet.

Connect Room 52 and Room 57 with the internet

August – September 2020

Subscribe and upgrade Tourism and Hospitality network firewall and install network switches for future expansion.

Physical Plant

The Physical Plant division works closely with all department to improve campus environment not only safe but also conducive to learning. In doing so, the division carry out schedule maintenance tasks and implement campus improvement project as set forth in 15-Year Institutional Master Plan.

Service Area Functions

- Custodial Services
- Grounds maintenance and landscaping
- General maintenance services
- Air Condition and ventilation services
- Sidewalks, steps and parking lots repair and repainting
- Logistical support for all campus events

Completed Projects

- Assembly Hall and Conference Room Renovation
- Auto Shop Extension
- Tekrar Bldg. Extension and Electrical Classrooms
- Dort Bldg. Roof Replacement
- Miich Bldg. Roof Replacement
- Ukall Bldg. Roof Replacement

All maintenance projects are considered hands on training for maintenance workers.



Dort building roof replacement



GE classroom renovation

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.

Service Area Functions

Provide three healthy meals a day to students

To provide catering services to college functions as well as promoting healthy eating

Provide catering services to accommodate community requests

To maintain a clean Cafeteria cooking and dining areas regularly

The college provides a survey for all services done in the college; such survey is conducted through the institutional effectiveness survey where the cafeteria unit has to achieve 60% or better of student ratings of satisfactory.

Fall 2019, Students' Overall Satisfactory Rating of: 81.75%

Spring 2020, Students' Overall Satisfactory Rating of: 90%

To improve the food and services at Palau Community College, Cafeteria; Assessment tools will be used to conduct and evaluate our services and use as a guide to ensure and improve meals, services and the service areas.

Present Initiatives in the Making

Replace cooling system of the walk-in chill box

Resurface the floor

Daily Tasks

Daily Servings 3x a day: Breakfast, Lunch & Dinner

✦ FALL 2019 – **17,442** Total servings

✦ SPRING 2020 – **19,479** Total servings

✦ SUMMER 2020 – **5,856** Total servings

Daily Servings in 5 days a week for the CTE Lab School: Lunch

✦ FALL 2019 – **2,430** Total servings

✦ SPRING 2020 – **1,800** Total servings

Daily Meals for Students During Fall 2019

Breakfast, Lunch & Dinner, 7 days a week – **38** dorm residents

Lunch only 5 days a week – **27** CTE

Daily Meals for Students During Spring 2020

Breakfast, Lunch & Dinner, 7 days a week - **43** dorm residents

Lunch only 5 days a week – **20** CTE

DAILY MEALS FOR STUDENTS SUMMER 2020

Breakfast, Lunch & Dinner, 7 days a week - **32** dorm residents

Inter-Department/Offices work orders:

****Number of Work orders performed: 110***

**** Number of Servings: 5,010+***

Highlights

Christmas Luncheon – **250 servings (buffet menu)**

Endowment - End-the-Year-Get-Together – **500 servings (finger food)**

Dorm Residents Retreat – **100 servings (2 days set menu)**

Graduation Day – **300 servings (sandwich/chips/fruits)**

Upward Bound Graduation Banquet – **130 servings (packed lunch)**

Vocational/Technical Educational Week – **548 servings (sandwiches)**

Financial Aid Sessions – **650 servings (sandwiches)**

911 Ceremony – **100 servings (finger foods)**

PCC Convocation – **200 servings (packed lunch)**

Awarding Ceremony for CE Summer Kids Program – **200 servings (sandwiches)**

Talent Search College Preparatory Workshop – **120 servings (packed dinner)**

ASPCC Music Fest – **200 servings (sandwiches & fruits)**

New Student Orientations – **230 servings (packed lunch)**

Lecture by Hungarian Ambassador & Film Showing – **100 servings (snacks)**

Various activities provided to outside work orders:

****Number of Work orders performed: 36***

**** Number of Servings: 3,135+***

Community Involvement

Mechesil Belau Conference - **120 pax (set menu)**

Personnel

PCC Cafeteria has seven (7) staff in the year 2019 – 2020.

Professional Development

CPR & First Aid Training Certificate November 2019

Eudora Lucio

Quilva Isim

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 service area units under the supervision of the Dean of Students. The units are: Office of Financial Aid, Admissions & Records, Student Life & Housing, and Learning Resource Center. These units are managed by three (3) directors that make up the management team with the Dean of Students. The Student Service Division has 8 professionals and 12 classified staff that provides academic and non-academic support services to the students.

Admissions & Records Office

Admissions & Records Office promotes the college's programs to prospective students through recruitment; admits and enrolls accepted students, as well as maintains the accuracy, integrity, confidentiality, and security of all students' academic records and ensures full compliance with all applicable federal and college regulations.

Programs & Services

Developing & executing a new students High School Recruitment for local & off-island
Process applications for admissions of domestic and foreign students & issuing acceptance letters
Provide information & assistance in person & over the phone to students, staff & the public related to procedures & policies.
Registration of new and currently active students
Maintaining the permanent academic record of all students
Course Withdrawals/Clearance
Process drop/add
Enrollment Certification
Grade processing & reporting
Storage, maintenance & distribution of student records
Evaluation of academic progress of degree candidates
Ordering degrees, caps & gowns
Processing change of major
Process data requested from campus community & outside agencies
Process Graduation Applications
Re-admission of students
Reporting of enrollment trend and students' data to MOE every semester
Handles all requests by students & alumni for transcripts
Perform evaluation of transfer credits
Perform admissions and records clerical work with accuracy and attention to detail
Process Travel Grant for off-island students
Science LSAMP Grant Reporting every semester
Certify recipients of veterans Administration educational benefits
Reporting enrollment to NSLDS

Professional Development

Director of Admissions & Records & Registration & Records Specialist conducted a presentation on Family Educational Rights and Privacy Act (FERPA) to all SS100 sections (fall, spring, & summer).

All staff under the unit are members of Pacific Association of Collegiate Registrar & Admission Officers (PACRAO). Director & Administrative Assistant is a member of American Association of Collegiate Registrar & Admission Officers (AACRAO) and Administrative Assistant & Registration & Records Specialist are members of Classified Staff Organization.

Community Involvement

Director of Admissions & Records is a member of Accreditation Steering Committee (ASC); Retention & COSFA Committee; Institutional Standard for Student Achievement (ISSA) Committee; and member of Executive Committee

All classified staff of the unit are active members of the Classified Staff Organization (CSO).

Director of Admissions & Records is a member of Aimeliik State Public Land Authority

All unit personnel were members of Institutional Self Evaluation Report, Charter Day Committee & Graduation Committee.

Evaluation/Assessment for Future Improvements

High School Recruitment Survey:

Recruitment Session has given me knowledge of Academic Programs at PCC: 96.4%

Recruitment Session has given me knowledge of requirements needed to complete application: 97.8%

I understand the application process: 98.6%

Results of Institutional Effectiveness Survey for Students: Admissions & Registration

I was admitted to degree program of my choice because I met admissions requirements: 99%

I have enrolled to the degree program of my choice & I will continue my enrollment until graduation: 100%

I believe that my academic record is maintained with accuracy, integrity & confidentiality, and is secured at the college Admissions & Records office. 98%

Admissions & Records Office serves students with the highest quality of customer service: 93

Enrollment

Fall 2019 444 a decreased from 497 in fall 2018

Spring 2020 439 an increased from 422 in spring 2019

Summer 2020 287 an increased from 230 in summer 2019

Fall 2020 553 an increase from 444 in fall 2019

Program Goals and Areas for Improvement

The Admissions and Records area needs to procure a new student information system (SIS). To improve institutional collaboration as departments are all on the same page sharing the same system & data. It also should help improve productivity & performance across the campus & support strategic initiatives with actionable data.

Learning Resource Center (LRC)**Mission Statement:**

Learning Resource Center provides academic and non-academic services to identify and support student learning.

Annual Highlights:

- Tutoring: **10**
- Computer & Study Lab: **1,217**
- Institutional TOEFL: **1**
- PCC Placement Tests: **189**
- Career Counseling /Activities: **0**
- Transfer Counseling/Activities: **0**

Student Life Unit**Mission**

Student Life Unit is responsible for and coordinates new student orientation, counseling, academic advising, student housing programs, development and implementation of co-curricular and recreational activities for all students.

Student Life Unit has three service areas and each has its own mission:

- **Counseling/Academic Advising** is to take an active role within each student learning environment by facilitating the process of educational, career and personal decision making in a professional and caring manner.
- **Student Housing** provides safe and clean living/learning environment and educational programs to students.
- **Recreation** provides recreational and sporting activities to broaden the college experience of student and to enhance personal and social growth to ensure academic achievement.
- **Personnel:**

Student Life Office currently has three Counselors/Academic Advisors and an Administrative Assistant. College Housing staff consists of two Dorm Managers and one Resident Assistant. College Recreation employs one Student Activities Supervisor. Student Life Unit service continues but needs additional staff to adequately run the unit's daily operation and provide sound services to students. The unit is being operated under the supervision of the unit director.

Student Life Unit Training Activities are as follows:

Oct. 8-10, 2019	2019 Pacific Regional Summit: Lifting Our Voices to Safe, Healthy and Violence-Free Island Communities
Nov. 2019	First Aid & CPR Training and Certification for Counselors

Program/Services**New Students Orientation:**

Summer 2019 - 9 students attended the orientation
 Fall 2019- 59 students attended orientation
 Spring 2020 - 9 students attended orientation

New Residents Orientation:

Summer 2019 – 1 new resident attended
 Fall 2019 - 16 new residents attended
 Spring 2020 – 7 new residents attended

Student Housing Accommodation:

Summer 2019 – 20 PCC students
 Fall 2019 – 36 PCC students
 Spring 2020 – 40 PCC students

Tuesday Night Program:

Fall 2019 - 69 students attended the programs
 Spring 2020 – 78 students attended the programs

Retreat:

Fall 2019 – 35 female students attended

The College Recreation planned and organized College Intramural games every semester; Volleyball, and Table Tennis tournaments went on during fall and spring semesters.

Intramural Table Tennis Tournament:

Fall 2019 - 10 students participated
 Spring 2020 - 15 “ “

Committee Membership/Community Involvement/Meetings

- Student Life Unit Director is a member of the Palau Community College Executive Committee, an Advisor of Beta Omicron Zeta, Palau Community College Chapter of the Phi Theta Kappa, an International Honor Society, chairperson of Student Review Board (SRB), Emergency Preparedness Task Force, Retention Committee and Institutional Compliance Committee
- Counselors are members of the College Faculty Senate Association
- Dorm Manager Ngirachitei is a Consulate for the Republic of the Marshall Islands and an Advisor of RMI Student Organization.
- Student Life Administrative Assistant, Dorm Managers, and Dorm Secretary are active members of the College Classified Staff Organization.

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. The offices continue to provide support to the rest of the college to promote educational learning and activities.

Evaluation

Student Life Unit will continue to review the services' evaluation results and make changes accordingly for services improvement.

Financial Aid Office

Director of Financial Aid, Dahlia Katosang, conducted financial aid workshop for financial aid staff regarding the new federal update which includes new changes for 2019-2020 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 prepared and sent on September 2019 to report the expenditures for the 2018-2019 and request funding for the award year 2019-2020. 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 where FWS recipients are referred to appropriate FWS supervisors for interview and hiring. Once FWS supervisor approves of the hiring of students, OFA staff completes the processing of FWS placement and student can begin work.

FWS timesheets are issued to the FWS Supervisors by the Office of Financial Aid. FWS timesheets are collected by OFA on a biweekly basis. FWS payroll is prepared based on the timesheets collected and forwarded to Business Office to prepare paychecks for FWS students on a biweekly basis.

From February 08-18 2020, Director Katosang and financial aid staff conducted a total of 8 sessions during the annual Financial Aid Night, which were held in the evenings for all local high school seniors and their parents, to discuss financial aid programs and requirements. Throughout the Financial Aid Night sessions, financial aid applications including FAFSA were distributed to interested students and they were assisted in completing the forms.

In February 2020, Director Katosang and financial aid staff conducted the annual Financial Aid Orientation 3 sessions for Continuing Students. A total of eight (8) sessions were completed and during each session, federal updates were discussed with students and assistance were provided in completing 2020-2021 financial aid forms and filing the Free Application for Federal Student Aid (FAFSA) electronically.

From Fall 2019 through Spring 2020, Director Katosang and financial aid staff conducted a total of 16 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.

From Summer 2019 to Spring 2020, 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 and assisted students to complete their forms.

During the Award Year 2019-2020, a total of 516 financial aid applications were received. Out of 516 applications received, 417 financial aid awards (Federal and Non-Federal) were processed for both new and continuing students, in the amount of \$1,995,841 (Attachment A).

Director Dahlia M. Katosang and Ms. Isumechraad K. Ngirairikl attended the Federal Student Aid (FSA) annual conference in December 2019 in Reno, Nevada. Afterwards, she provided training to office staff plus other college personnel and students.

Office of Financial Aid

Financial Aid Awards Summary (By Programs)

School Year 2019-2020

Federal Programs/State Scholarships/SSS Grant/Tuition Waiver

Federal Programs							
Federal Pell Grant		Federal SEOG		Federal Work Study		Total (Unduplicated)	
Recipients	Award	Recipients	Award	Recipients	Award	Recipients	Award
411	\$1,754,875	275	\$51,606	142	\$153,996	411	\$1,960,477

Non-Federal Programs					
State Scholarships		Tuition Waiver		Overall Total (Unduplicated)	
Recipients	Award	Recipients	Award	Recipients	Award
9	\$11,152	23	\$24,212	31	\$35,364

Federal and Non-Federal Programs		
Federal Grants	Scholarships/Waiver	Overall Total (Unduplicated)
Award	Award	Award
\$1,960,477	\$35,364	\$1,995,841

UPWARD BOUND

UB Mission Statement: Upward Bound mission is to provide fundamental support and opportunities for participants to succeed in their pre-college performance and ultimately in their higher education pursuits.

Services: Provides fundamental support to participants in their preparation for college entrance. The program provides opportunities for participants to succeed in pre-college performance and ultimately in their higher education pursuits. Upward Bound serves high school students from low-income families and high school students from families in which neither parent holds a four-year degree. The goal of Upward Bound is to increase the rate at which participants complete secondary education as well as enroll in and graduate from institutions of postsecondary education.

Grant Update: UB program is in its second year of the five-year grant funding cycle in school year 2019-2020 with the total funding of \$409,855.00

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 2019-2020.

Academic Performance – Grade Point Average (GPA)

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

A total of 117 participants were served in project year 2019-2020, 105 or 90% of them had a cumulative grade point average of 2.5 or better on a four-point scale at the end of school.

Academic Performance of Standardized Test

Objective 2: 40% 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 117 program participants served, 28 of them were seniors with an expected high school graduation date in spring 2020. Out of the 28 seniors, 61% or 17 of them achieved at the proficient level in reading/language arts and math on 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 117 participants served, 28 of them who were seniors successfully graduated from high school. Whereas 86 of them who were in 9th, 10th and 11th grades are continuing their high school enrollment at the next grade level in school year 2020-2021. As a result, 97% of total participants served either successfully graduated from high school or are continuing their enrollment in high school at the next grade level.

Secondary School Graduation (rigorous secondary school program of study)

Objective 4: *70% of all current and prior year UB participants who graduated from high school during the school year with a regular secondary school diploma will complete a rigorous secondary school program of study.*

34 students who were admitted into UB program had an expected graduation date in 2020. 100% or 34 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 UB participants who graduated from high school during the school year with a regular secondary diploma 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).*

For those 34 participants who had an expected graduation date in 2020, 100% or 34 of them enrolled in various colleges and universities at the end of project year in August 2020. Of the 34 students who enrolled in college in fall term, 88% or 30 enrolled at PCC whereas 12% or 04 enrolled at different colleges and universities outside of Palau.

Postsecondary Completion

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 28 prior participants enrolled in a program of postsecondary education in fall 2014. 39% or 11 of them have successfully completed either an associate or bachelor's degree.

Participants

9th Grade	10th Grade	11th Grade	12th Grade
11	31	47	28

High School	Number
Belau Modekngai School	8
Emmaus Bethania High School	7
Mindszenty High School	16
Palau High School	77
Palau Mission Academy	9

Professional Development

Training opportunities sponsored by the college as well as TRIO Organizations provided for UB staff:
 Pacific Island Chapter Forum
 Institutional Assessment Workshop (FAMED)

ACADEMIC AFFAIRS

Mission

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

Programs & Services:

- Twenty-one (21) accredited degree programs
- Twelve (12) accredited certificate programs
- General Education Program - seven (7) academic departments
- RPPL 9-22 & RPPL 10-43 certificate programs
- Career & Technical Education (CTE) Lab School
- Belau Childcare Center (PCC Day Care)
- Committee on Programs & Curricula (CPC)
- Special Programs – Penn Foster, National Occupational Competency Testing Institute (NOCTI) & Maintenance Assistance Program (MAP)

21 Accredited Degree Programs:

The two-year degree programs are offered in Associate of Applied Science (AAS), Associate of Science (AS), Associate of Arts (AA) and Associate of Technical Studies (ATS). Specific descriptions of each type of degrees are available in the College General Catalog 2016-2020. The 21 accredited degree programs are divided into three different schools. The schools are the School of Arts & Sciences with ten (10) degree programs, the School of Business with five (5) degree programs and the School of Technical Education with six (6) degree programs. Below are the 21 accredited degree programs demographics and purposes.

School of Arts & Science

Agricultural Science (AG) Program	Student Enrollment			No. of Graduates
Types of Degrees - AAS & AS	Fall 2019: 14	Spring 2020: 26	Summer 2020: 14	8 graduates
Purpose: This program is designed to equip students with employability skills and knowledge for the pursuit of a higher education in the field of agriculture. The program also prepares students to become farm workers or managers, landscaping supervisors, horticulture supervisors, gardeners, and agriculture business managers or have a career which supports farming.				
Criminal Justice (CJ) Program	Student Enrollment			No. of Graduates
Type of Degree - AS	Fall 2019: 19	Spring 2020: 22	Summer 2020: 13	8 graduates
Purpose: This program is designed to equip students with employability skills/knowledge, and proper work habits/attitudes necessary for employment or for the pursuit of a higher education in the field of Criminal Justice. The program also prepares students interested in becoming police officers, customs agents, criminal investigators, etc., or to transfer to a 4-year college/university.				
Community & Public Health (CPH) Program	Student Enrollment			No. of Graduates
Type of Degree – AS	Fall 2019: 8	Spring 2020: 9	Summer 2020: 4	3 graduates
Tracks – Public Health & Emergency Health				
Purpose: This program is designed to provide a sound grounding in basic public health knowledge, attitude and skills, as well as in selected specialized disciplines and topics including public health practitioners in management and implementation of projects and intervention in the community.				

Education (ED) Program Type of Degree – AS Tracks – Early Childhood (EDEC); Elementary Education (EDEC); Secondary Education (EDSE); & Special Education (EDSP)	Student Enrollment			No. of Graduates
	Fall 2019: 48	Spring 2020: 37	Summer 2020: 49	13 graduates
Purpose: This program is designed to provide students knowledge, skills and proper work habits/attitudes necessary for employment in this field. The program also prepares students for positions such as classroom teachers in Palau and the Micronesian region or to pursue a higher degree in the field of education.				
Environmental/Marine Science (ES) Program Type of Degree – AS	Student Enrollment			No. of Graduates
	Fall 2019: 8	Spring 2020: 7	Summer 2020: 4	3 graduates
Purpose: This program is designed to provide students technical knowledge, skills and proper work habits/attitudes necessary for employment in this field. The program also provides the option for employees in the field to improve their skills, and for the pursuit of a higher education in the field of environmental/marine sciences.				
Liberal Arts (LA) Program Type of Degree – AA	Student Enrollment			No. of Graduates
	Fall 2019: 105	Spring 2020: 99	Summer 2020: 53	5 graduates
Purpose: This program is designed for student who wish to complete their first two years of general college work prior to transferring to a four-year college/university or for students desiring two years of general education beyond high school.				
Library & Information Services (LS) Program Types of Degrees – AAS & AS	Student Enrollment			No. of Graduates
	Fall 2019: 1	Spring 2020: 3	Summer 2020: 2	0 graduates
Purpose: This program is designed to provide students with knowledge, skills and proper work habits/attitudes necessary for employment in the field of library and information services. The program also prepares students to work and advance in their careers in areas such as libraries, special libraries, archives, museums, and other information-based professions.				
Nursing (NU) Program Types of Degrees – AAS & AS	Student Enrollment			No. of Graduates
	Fall 2019: 22	Spring 2020: 25	Summer 2020: 4	5 graduates
Purpose: This program is designed to provide students with technical knowledge, skills and proper work habits/attitudes necessary for employment in this field. The program also prepares students to work as registered nurses and license practical nurses in Palau as well as advance in their careers to pursue higher degrees in this field.				
Palauan Studies (PW) Program Type of Degree – AAS	Student Enrollment			No. of Graduates
	Fall 2019: 0	Spring 2020: 2	Summer 2020: 0	0 graduates
Purpose: This program is designed to provide students with technical knowledge, skills and proper work habits/attitudes necessary for employment or for pursuit of a higher education in this field. The program also prepares students to work and advance in careers such as Pacific Island Studies, anthropology, art, music, education, urban and regional planning.				
Science, Technology, Engineering Mathematics (STEM) Disciplines Program Type of Degree – AA	Student Enrollment			No. of Graduates
	Fall 2019: 9	Spring 2020: 9	Summer 2020: 4	1 graduate
Purpose: This program is designed for individuals interested professional careers in science, technology, engineering or mathematics. The program also provides basic knowledge and skills necessary for the pursuit of a higher education in this fields.				

School of Business

Business Accounting (BA) Program	Student Enrollment			No. of Graduates
Type of Degree – AS	Fall 2019: 8	Spring 2020: 17	Summer 2020: 8	3 graduates
Purpose: This program is designed to provide students with knowledge, skills, and proper work habits/attitudes necessary for entry-level accounting jobs. The program also provides an opportunity for students to further education in a four-year college/university to become a certified accountant in the future.				
Business Administration (BU) Program	Student Enrollment			No. of Graduates
Type of Degree – AS	Fall 2019: 24	Spring 2020: 28	Summer 2020: 27	8 graduates
Purpose: This program is designed to provide students with knowledge, skills, and proper work habits/attitudes necessary for entry/intermediate level positions in the field of business administration. The program also provides a foundation for those interested in starting and managing small business.				
Information Technology (IT) Program	Student Enrollment			No. of Graduates
Type of Degree – AS	Fall 2019: 17	Spring 2020: 16	Summer 2020: 6	2 graduates
Purpose: This program is designed for individuals interested in professional careers in the information technology field. The program also provides basic knowledge and skills needed for employment or for the pursuit of a higher education in the field of information technology.				
Office Administration (OA) Program	Student Enrollment			No. of Graduates
Type of Degree – AAS	Fall 2019: 9	Spring 2020: 11	Summer 2020: 10	2 graduates
Purpose: The program is designed to provide students with technical knowledge, skills and proper work habits/attitudes necessary for employment in this field. The program also prepares students to work and advance in entry level and intermediate positions such as clerks, receptionists, and secretaries.				
Tourism & Hospitality (TH) Program	Student Enrollment			No. of Graduates
Types of Degrees – AAS & AS Tracks – Tour Services; Hotel Operations Food/Beverages Operations; & Hospitality Management	Fall 2019: 27	Spring 2020: 30	Summer 2020: 17	9 graduates
Purpose: The program is designed to provide students with technical knowledge, skills, and proper work habits/attitudes necessary for employment in this field. The program prepares students to work and advance in their careers in positions or management in the areas of Tour Services, Food and Beverage Operations, Hotel Operations, and Hospitality Management.				

School of Technical Education

Air-Conditioning & Refrigeration Technology (AC) Program	Student Enrollment			No. of Graduates
Type of Degree – AAS	Fall 2019: 1	Spring 2020: 2	Summer 2020: 1	1 graduate
Purpose: The program is designed to provide students with technical knowledge, skills, and proper work habits/attitudes necessary for employment in the field of air conditioning and refrigeration. The program prepares students to work and advance in their careers in positions such as air conditioning and refrigeration technicians, parts counter salesperson or operators of their own air conditioning and refrigeration service and repair shops.				
Automotive Mechanics Technology (AM) Program	Student Enrollment			No. of Graduates
Type of Degree – AAS	Fall 2019: 11	Spring 2020: 12	Summer 2020: 3	5 graduates
Purpose: The program is designed to provide students with technical knowledge, skills and proper work habits/attitudes necessary for employment in the field on automotive technology. The program also prepares student to work and advance in their careers in positions such as automotive mechanics and parts counter salesperson.				
Construction Technology (CT) Program	Student Enrollment			No. of Graduates
Type of Degree – AAS	Fall 2019: 11	Spring 2020: 16	Summer 2020: 22	0 graduates

Purpose: The program is designed to provide students with technical knowledge, skills and proper work habits/attitudes necessary for employment in this field. The program also prepares students to work and advance in their careers in positions such as carpenters, masons, plumbers, private contractors, hardware store clerks, and other related construction work.			
Electrical Technology (ET) Program	Student Enrollment		
Type of Degree – AAS	Fall 2019: 2	Spring 2020: 6	Summer 2020: 4
			No. of Graduates
			2 graduates
Purpose: The program is designed to provide students with technical knowledge, skills and proper work habits/attitudes necessary for employment in this field. The program also prepares students to work and advance in their careers in positions such as electricians, electrical maintenance personnel or power distribution personnel.			
General Electronics Technology (GE) Program	Student Enrollment		
Types of Degrees – AAS & AS	Fall 2019: 9	Spring 2020: 11	Summer 2020: 7
			No. of Graduates
			3 graduates
Purpose: The program is designed to provide students with technical knowledge, skills and proper work habits/attitudes necessary for employment in the field of electronics. The program also prepares students to work and advance in their careers in positions such as electronic technicians, assemblers, testers, parts counter salespersons, or operators of their own electronic parts distributor establishments or service and repair shops.			
Small Engine & Outboard Marine Technology (SE) Program	Student Enrollment		
Type of Degree – AAS	Fall 2019: 10	Spring 2020: 11	Summer 2020: 6
			No. of Graduates
			5 graduates
Purpose: The program is designed to provide students with technical knowledge, skills and proper work habits/attitudes necessary for employment in the field of small engine and outboard marine. The program also prepares students to work and advance in their careers in positions such as mechanics, troubleshooters, parts counter salespersons, or operators of their own small engine service and repair shops.			

Accredited Certificate Programs

Palau Community College offers 12 accredited certificate programs. The following programs are Certificate of Completion. Detailed information of the certificate programs is found in the 2016-2020 General Catalog, pages 66-68.

- Agricultural Science - General Agriculture & Horticulture
- Automotive Mechanics Technology - Automotive Air-Conditioning Servicing; Engine Servicing; Power Train Servicing; & Under Chassis Servicing
- Construction Technology – Carpentry
- Law Enforcement – Law Enforcement
- Electrical Technology - Commercial/Industrial Wiring & Motor/Motor Control
- General Electronics Technology - Consumer Electronics Technology & Industrial Control Technology

General Education Program

The purpose of general education courses is to give students an opportunity to succeed in college life by providing the perfect avenue to practice critical thinking, communication, good reasoning, numeracy, understanding diversity, respecting other culture and ethnicity, as well as allowing for personal opinions to develop. To support the College 21 accredited degree programs, the College offers General Education Program consists of seven academic departments. They are English (EN), Health & Physical Education (HP), Mathematics (MA), Music/Fine Arts (MU/FA), Other Languages (OL), Sciences (SC), and Social Sciences-Humanities (SS/HUM). The College General Education Program courses guarantee appropriate trainings, skills and knowledge of the six (6) institutional student learning outcomes (ILOs).

RPPL 9-22 & RPPL 10-43 Certificate Programs

Palau Community College offers three different levels of certification programs under PRRL 9-22. Detailed information of the RPPL 9-22 certificate programs is found in the 2016-2020 General Catalog, pages 69-72.

RPPL 9-22:

To invest in a skilled Palauan citizen workforce by mandating the creation of a vocational certification program at the Palau Community College and creating a tax incentive for businesses to hire the said vocationally certified students and for other related purposes.

RPPL 10-43:

To require that Palau Community College offer vocational certificates that include information technology, tourism, and hospitality for the continued inclusion in the Skilled Labor Gross Revenue Tax Relief program, and for other related purposes.

Certificate of Competence: Non-High School Graduates

- Construction – General Construction; Plumbing; Air Conditioning
- Automotive – Automotive Maintenance; Heavy Equipment Maintenance
- Outboard Motor Small Engine – Outboard Motor Small Engine Maintenance

Certificate of Completion: High School Graduates

- Construction – Carpentry; Field Construction; Masonry/Concrete Construction; Exterior Trimming & Cabinet Making; Residential Wiring; Residential Plumbing
- Automotive – Automotive Maintenance; Automotive Engine Servicing; Automotive Electrical System; Automotive Air Conditioning
- Outboard Motor Small Engine – Outboard Motor Small Engine Repair

Certificate of Mastery: PCC Graduates

- Air Conditioning & Refrigeration Technology
- Automotive Mechanics Technology
- Construction Technology
- Electrical Technology
- General Electronics Technology
- Information Technology
- Small Engine/Outboard Marine Technology

Tourism & Hospitality

Tourism & Hospitality in Tour Services
 Tourism & Hospitality in Hotel Operations
 Tourism & Hospitality in Food/Beverages Operations
 Tourism & Hospitality in Hospitality Management

Number of Certificate of Mastery Awarded

- Air Conditioning & Refrigeration Technology – 1
- Automotive Mechanics Technology – 5
- Electrical Technology – 2
- General Electronics Technology – 3
- Information Technology – 2
- Small Engine & Outboard Marine Technology – 5
- Tourism & Hospitality – 9

Career & Technical Education (CTE) Lab School

In fall 2019, CTE Lab School enrolled ten (10) new students to make the School enrollment of 27 students. School Year 2019-20 is the third year for the School's implementation. There are three instructional assistants that works as classroom teachers under the supervision of the School's administrator. The School is a 4-year program enrolling only ten (10) new students every fall semester. Ten new students are selected from a pool of admissions applications. Applicants are students who've recently graduated from an 8th grade level of any elementary school in Palau. The School is strictly for Palauan citizens only. The School is a 4-year program, the schedule below identifies each semester's coursework.

Year One		Year Two		Year Three		Year Four	
1 st Fall	1 st Spring	2 nd Fall	2 nd Spring	3 rd Fall	3 rd Spring	4 th Fall	4 th Spring
9 th grade	10 th grade	11 th grade	12 th grade High School Diploma	1 st fall 1 st year college	1 st spring 1 st year college	2 nd fall 2 nd year college	2 nd spring 2 nd year college AAS Degree

Belau Childcare Center (PCC Day Care)

PCC Day Care program is a partnership effort between Palau Community College, Palau Community Action Agency and the Ministry of Health. The main purpose of the program is to assist low income/no income parents/students who may need child care support for their children while they are pursuing an education at Palau Community College. The Center is open from 8:00 am to 5:00 pm from Mondays to Fridays. The Center is closed during weekends and holidays. During School Year 2019-20, there were five employees working at the Center serving 45 children.

Committee on Programs & Curricula (CPC)

The Committee on Programs and Curricula is a standing College committee appointed by the College President. Committee's membership comprises of faculty representatives from the School of Arts & Sciences, School of Business, School of Technical Education and General Education Departments, including one of the Associate Dean as the Committee Chairperson, Dean of Students, Director of Library Services, Accreditation Liaison Officer, and Dean of Academic Affairs as an ex-officio member. The function of this Committee includes (1) review & make recommendations for new courses/programs; (2) review appropriateness of commercial test & make recommendations for adoptions; (3) review & make recommendations for revisions of course outlines and their five-year validity; (4) ensure program assessment every three years; (5) evaluation of transcripts; (6) course/program articulation with other higher education institutions; (7) ensured implementation of approved modifications and catalog addendums; and (8) keep records of any academic articulation between the College and any other educational agencies on file. The Committee reports to the Dean of Academic Affairs; the Dean of Academic Affairs reports to the College President.

Penn Foster: Career School

Penn Foster was established in 1890 as a distance learning institution. Penn Foster provides programs and services that are designed to meet individual's life-long learning needs especially adult learners. Penn Foster programs of study lead to career-specific diplomas, certificates and credentials of higher learning. To explore Penn Foster programs and services, one may visit the school's website at <https://www.pennfoster.edu/career-school>.

National Occupational Competency Testing Institute (NOCTI)

A national leader in career and technical education, NOCTI is the leading provider of industry credentials and resources for career and technical education (CTE) programs across the United States. With over 50 years of experience, NOCTI is a pioneer in creating customized and standardized credentialing solutions and is a valuable partner in the CTE community's efforts to improve individual knowledge and skills. Palau Community College is an approved NOCTI Area Test Center and is responsible for coordinating and administering NOCTI examinations in Palau. To explore NOCTI programs and services, one may visit NOCTI's website at <https://www.nocti.org>.

Maintenance Assistance Program (MAP)

Maintenance Assistance Program (MAP) grants are used to promote and develop insular institutions and capabilities that improve the operation and maintenance of infrastructure in the island areas. MAP grants allow Palau Community College to provide trainings needed by Palau government agencies. Trainings include small engine diagnosis and repair, electrical wiring, information technology, automotive diagnosis and repair, and others.

2019-2020 Highlights:**Enrollment**

Item	Fall 2019	Spring 2020	Summer 2020
Degree Declared Students	363	399	258
Undeclared Students	69	5	27
Dual Students	2	32	0
Unclassified Students	9	3	2
Enrichment Students	1	0	0
CTE Lab School	27	27	

Number of Personnel - 46

Dean	Associate Dean	FT Faculty	Instructional Assistant	Specialist	Secretary
1	1	32	9	1	2

Essential Activities

Fall 2019 (August) Institutional Effectiveness Training

Fall 2019 (August) S.Y. 2019-2020 Convocation

Fall 2019 (September) Celebration of U.S. Constitutional Day

Fall 2019 (December) Accreditation Training

Spring 2020 (March) CTE Awareness Week

Spring 2020 Global Pandemic (COVID 19) Affects

March 23rd – 27th – classes were called off to allow faculty to attend technology trainings to be able to turn in-person traditional classes to distance education classes for the remaining of the semester. This approach also ensured social distancing between students and faculty in the campus and in classrooms.

Students received CARES Act funding support to support their internet access, such as data plans to be able to continue their learning online to successfully complete the spring 2020 semester.

The College also received CARES Act funding to support its technology responsibilities to continue providing appropriate technological support to faculty and students.

March 30th, students went to classes in-person to receive instructions from each of their instructors on how the rest of spring 2020 be handled.

Students went home and completed the semester through distance education approach.

Spring 2020 Commencement Exercises – 84 Graduates

Commencement Exercises was divided into three different short ceremonies featuring School of Arts & Sciences; School of Business; and School of Technical Education.

Each ceremony was scheduled for an hour at the College Assembly Hall with a full commencement exercise program including a valedictorian for each school.

Individuals that were required to attend, such as the College President and members of the College Board of Trustees attended all three different ceremonies.

Summer 2020

Summer 2020 classes went back into the classrooms where students attended in-person; this was made possible because the Republic of Palau closed its borders.

Students received CARES Act funding support during summer 2020; the funding support continues to support students in their learning.

With the global pandemic, more high school graduating seniors stayed in Palau after high school graduation. Between summer 2019 and summer 2020, there was a 67.8% student population increase in summer 2020 from summer 2019.

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

- Work closely with ministries, agencies, private sectors and non-profit organizations to assess training needs and establish program sponsorship.
- 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.

Highlights

Continuing Education Division successfully conducted 26 sets of trainings to the different age groups of clients for the year 2019. Total of 557 clients benefited from the trainings. In summer 2019 Continuing Education Division conducted a reinforcement courses aligned with the objectives of the Ministry of Education's student's learning targets for grades 3rd to 8th. Courses offered were Math, English Reading and Palauan Language and Culture, Music and Environmental Science. Participants are students from both private and public elementary schools of Palau.

With collaboration between PCC, Ministry of Health and Palau Red Cross Society, Care Giver Training continued to be offered.

Continuing Education Division conference room also hosted numerous meetings, which include college students' organizations, college divisions and departments and national government agencies as well.



Caregiver Training

2020 Continuing Education Training

Training/Workshop	Hours	# of Participants	Instructor/Trainer	Participating Agencies
Emergency Medical Technician Training	300	7	Kayla Rebluud & Neithan Adelbai	BPS
Palauan Orthography	18	13	Jay Watanabe & Jefferson Thomas	Community
Basic Conversational Palauan	18	10	Kaipo Recheiungel	Japan Embassy
Basic Conversational Mandarin	10	9	Shu-Yun Tsai	Government Agency
Basic Conversational Mandarin	10	16	Shu-Yun Tsai	Private Agency
SKP: Singapore Math	40	80	Lady N, Emadech O, Kayleen J, & Stephanie A.	Elem. School
SKP: English Reading & Writing	40	56	Lady N, Ms. Emadech O, Stephanie A. & Stephanie A.	Elem. School
SKP: Palauan Orthography	40	35	Lady N. & Stephanie A.	Elem. School
SKP: Marine Science	40	13	Pheobe Sengebau	Elem. School
SKP: Music	40	17	Howard Charles	Elem. School
SKP: Art	40	28	Kayleen Joseph	Elem. School
COVID-19 PPE & BTA Training	8	14	Kayla Rebluud & Neithan Adelbai	Government Agency
CPR & First Aid Training	8	15	Michelle Ueda	Government Agency
TOTAL	612	303		

EDUCATIONAL TALENT SEARCH (ETS)

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 six (6) full time staff who oversee the implementation of activities and services.

Program and Services

The Budget Year 2019-2020 is the second year of the fourth cycle of our federal grant. ETS serves six (6) elementary schools and three (3) high schools in accordance with the guidelines provided by the regulations and requirements of Educational Talent Search Grant.

Elementary Schools and High Schools Breakdown		
Schools	Number of Participants	Number of Tutors
Elementary Schools		
Airai Elementary School	24	1
George B. Harris Elementary School	55	3
Koror Elementary School	102	3
Maris Stella School	29	1
Melekeok Elementary School	22	1
Meyuns Elementary School	33	2
High Schools		
Emmaus-Bethania High School	26	1
Mindszenty High School	36	2
Palau High School	150	6
TOTAL	477	20

Objectives

These objectives are mandated by the U.S. Department of Education and must be accomplished on an annual basis.

1. Secondary School Persistence: 80% of non-senior participants served each project year will complete the current academic year and continue in school for the next academic year, at the next grade level.
2. Secondary School Graduation (regular secondary school diploma): 70% of seniors served during the project year will graduate during the project year with a regular secondary school diploma within the standard number of years.

3. Secondary School Graduation (rigorous secondary school program of study): 30% of seniors served during the project year will complete a rigorous secondary school program of study and will graduate during the project year with a regular secondary school diploma within the standard number of years.
4. Postsecondary Education Enrollment: 51% of participants, who have graduated with a regular secondary school diploma, during the project year, will enroll in an institution of higher education by the fall term immediately following high school graduation or will have received notification, by the fall term immediately following high school, from an institution of higher education, of acceptance but deferred enrollment until the next academic term (e.g. spring term).
5. Postsecondary Attainment: 20% 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 2019, the project recruited at local target schools, attended Principals' 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.

In Spring Semester 2020, ETS participants take part 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 work on all subject area related assignments. Tutoring continues for participants in needed subjects. Provide college entrance exam, financial aid assistance, and scholarship information.



ETS Melekeok Elementary Students

PCC ADULT HIGH SCHOOL (AHS)

Enrollment History	Academic Year	# of Enrollees
Melekeok	2002-2004	18
Ngardmau	2002-2005	15
Sonsorol	2001-2005	9
Ngchesar	2005-2007	12
Airai	Spring 2008	18
Airai	Spring 2011	17
Airai (College Prep.)	Fall 2013	5
Peleliu	Spring 2011-2012	24
Peleliu (College Prep.)	Fall 2013-Spring 2014	8
Ngeremlengui	Spring 2012	15
Ngeremlengui	Fall 2013-Spring 2014	14
Ngardmau	Fall 2014	16
Ngiwal	Fall 2015-Spring 2017	13
Ngeremlengui	Fall-2016-2017	15
Airai	Fall 2018	8
Melekeok & Ngchesar	Fall & Spring 2019	12
Ngeremlengui	Fall & Spring 2020	2
Total		221
PCC Main Campus		
Koror	Fall 2000-Spring 2001	160
"	Fall 2001-Spring 2002	297
"	Fall 2002-Spring 2003	289
"	Fall 2003-Spring 2004	189
"	Fall 2004-Spring 2005	166
"	Fall 2005-Spring 2006	172
"	Fall 2006-Spring 2007	111
"	Fall 2007-Spring 2008	149
"	Fall 2008-Spring 2009	146
"	Fall 2009-Spring 2010	154
"	Fall 2010-Spring 2011	78
"	Fall 2011-Spring 2012	60
"	Fall 2012-Spring 2013	33
"	Fall 2013-Spring 2014	34
"	Fall 2014-Spring 2015	55
"	Spring 2016	31
"	Fall 2017	32
	Fall 2019 -Spring 2020	11
Total		2,167

Semester	# of Graduates	Track	
		College	Vocation-al
Spring/Summer '02	29	29	
Spring '03	30	30	
Spring '04	36	36	
Spring '05	24	24	
Spring '06	19	19	
Spring '07	20	20	
Spring '08	17	16	1
Spring '09	15	14	1
Spring '10	20	14	6
Spring '11	20	20	
Spring '12	15	9	6
Spring '13	25	13	12
Spring '14	17	5	12
Spring '15	9	9	
Spring '16	15	5	10
Spring '17	1		1
Spring '18	8	1	7
Spring '19	17	2	15
Spring '20	8	1	7
Total	345	267	78

Tan Siu Lin PCC Library

Tan Siu Lin PCC Library is an important part of the Palau Community College campus community as a learning resource with an institution of higher learning. The library, with its comprehensive collection of resources, research assistance, access to information and communications technology, is a critical part of every student's academic experience. As a "learning resource" which directly supports student learning, the library reports directly to 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

Summary

During fiscal year 2019–2020, 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 Collection Development; Orientations, Instruction and Community Outreach Activity.

Grant Projects

The Institute of Museum and Library Services (IMLS) Library Services and Technology Act (LSTA) grant activities between PCC and the Ministry of Education (MOE) for this reporting period of 2019-2020 were postponed due to the Covid19 and were extended to FY2020-2021. Follett site licenses were renewed for libraries participating in the Palau Union Catalog, an online catalog of most of the library collections in Palau.

Personnel

PCC continues to search for a new Director for the library services with ALA credentials. Library now is managed by Interim Library Director, Pioria Asito, until a new Director is hired.

The PCC Library currently employs eight full-time staff members: one Interim Director, three Library Technicians, and four Library Assistants. One Library Assistant recently resigned and the Library has opened a vacancy for this position. All seven library staff members have completed their degrees in the Library & Information Services Program here at PCC. One staff is pursuing her degree in Liberal Arts Program. Out of the eight staffs, one staff has completed all requirement for the San Diego State University's (SDSU) bachelor program. The other remaining staff is still taking required courses and will be able to enroll in the next SDSU cohort.

Professional Development

Trainings and workshops for library staff continues to be supported by the College. In November of 2019, two library staffs were fortunate to attend the 29th Pacific Islands Association of Libraries, Archives, and Museums (PIALA) in Guam. The week-long workshops allowed the librarians to learn new activities that promotes children's interest in reading, speaking, listening and creating. Most of what was learned will be used for future outreach and annual summer library programming.



Library staff attended PIALA conference

Equipment Purchase

During months of February and March 2020, both staffs' computers and lab computers were all replaced with newer models. These technology updates were needed to ensure student success and achievement.

Collection Development

During the 2019-2020 fiscal year, the library collection expanded through materials that have been donated to the library. These donations included fiction, non-fiction and dvd materials which have helped to expand the general collection, the children's collection, entertainment collection and the foreign language collections. Approximately 670 titles were added to the collection.

Orientations, Instruction, and Community Outreach

No Fee Cards: To encourage reading, the library offered free library cards to new users.

From October 2019 to September 2020, the library provided library orientations and instruction sessions to 149 students. The Palau Public Library and the PCC Library continue to collaborate in the Bookmobile Outreach program. In August 2020, the outreach project began visiting all of the elementary schools throughout Palau. This time the program brought more than just reading materials to the schools. Library staff were able to bring fun learning activities, including Reading Alouds, to the schools. This year the outreach program was fortunate for the first time to bring its services to Kayangel Elementary School. The PCC Library continues to provide a variety of activities to children at the PCC Day Care on a weekly basis.



Bookmobile outreach program



Library Summer Kids program

An Annual Summer Library Program was done during the week of June 29 – July 3, 2020. Over twenty students participated where they enjoyed a range of activities from learning to weave to math and spelling games.



Summer Library Program

In spring 2019, PCC library initiated the first Federated States of Micronesia (FSM) & the Republic of the Marshall Islands (RMI) Library Orientation. The goal of the project was to help the students gain appropriate library skills needed to support their learning and to help ensure their educational success. To encourage students to continue to use the library services, a Reward Program was established and implemented to entice the students to continue using the services. Rewards are given to students from the RMI and the FSM entities that have the greatest number of hours using library services in every two weeks. Library services include but not limited to research work, reading newspapers, and the computer lab.

Library Evaluations

The library continues to administer the Library User Satisfaction Survey during each spring semester to the community users. In addition, a Library Computer Lab Evaluation Survey is also done during every fall semester in order to identify areas of improvements. The survey attempts to assess the services for improvement purposes.

Present and Future Initiatives for 2019-2020

1. Continue to search for a new ALA-credentialed Director of Library Services.
2. Continue to engage PCC maintenance to provide regular maintenance of the library (lighting, air conditioning units, and necessary door/window repairs) In order to continue to provide quality services and to protect our learning resources.
3. Implement an annual Library Amnesty Program to library patrons in order recover overdue materials.
4. Purchase new materials to improve and update the library general collection.
5. Continue to recognize, value and cater to community component of the library users which is the largest segment of library borrowers.
6. Continue to collaboration with the Palau Public Library to implement the Palau Bookmobile services.
7. Continue to provide training and professional development opportunities for staff, including trainings on provision of reference services and implementation of new distance reference services.
8. Continue to do outreach program at the PCC Day Care Center on weekly basis.

Statistics

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

	Computer Users		Hours of Computer Use
October 2019	439	October 2019	569
November	255	November	391
December	177	December	379
January 2020	245	January 2020	355
February	287	February	374
March	140	March	240
April	174	April	401
May	62	May	113
June	87	June	154
July	89	July	113
August	106	August	98
September	285	September	345
Total	2,346	Total	3,532

	Gate Count Number of Library Visits		Circulation of Books and Materials
October 2019	10,316	October 2019	529
November	9,504	November	582
December	4,359	December	499
January 2020	7,441	January 2020	598
February	9,219	February	979
March	6,557	March	694
April	2,008	April	162
May	2,384	May	166
June	5,396	June	1,172
July	4,472	July	1,024
August	4,910	August	865
September	25,126	September	672
Total	91,692	Total	7,942

Number of Patrons and Circulation by Patron Type		
Patron Type	Number of Patrons	Circulations
Board of Trustees	4	5
Community Adult	3,142	168
Community Elementary	3,011	72
Community High	1,972	43
Faculty	78	38
PCC Staff	107	16
PCC Student	3,150	36
Total for Patron	11,464	378

Donated Resources			
Month	DVD (ea/bx/set)	Magazines	Books (ea.)
October 2019		0	50
November		0	53
December		30	6
January 2020		13	29
February		1	41
March		0	53
April		0	22
May	1	17	259
June		0	46
July		0	8
August		53	214
September		5	40
Total	1	119	821

	Books Cataloged
October 2019	70
November	34
December	0
January 2020	27
February	0
March	March, April and May (combined) 156
April	
May	
June	138
July	July, August and September (combined) 245
August	
September	
Total	670

	Conference Room Usage
October 2019	5
November	4
December	2
January 2020	2
February	7
March	4
April	0
May	5
June	7
July	6
August	2
September	4
Total	48

COOPERATIVE RESEARCH & EXTENSION

Mission

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

Executive Overview

Integrated research and extension programs to address economic, social, and ecological issues continued with special emphasis on the national priority areas. These programs were conducted through the cooperative research and extension department of Palau Community College (PCC). Dissemination of research findings and technologies to sustain and improve the quality of life in our communities was carried out.

Mitigation and adaptation programs on climate change; food security, food safety and childhood obesity programs were launched and supplemented programs on proper hygiene and healthy lifestyle that are important in safeguarding the well-being of citizens. The rising sea level due to climate change has become a really serious concern as we witnessed the catastrophic effects of this phenomenon on shorelines. The increasing cost of food and fuel has forced people to make adjustments necessary for the new economic, social and environmental conditions and find innovative methods of farming of crops, livestock, and aquaculture species. Research and extension activities promoted agricultural productivity and food security, self-sufficiency, and enhancing quality of life. The utilization, processing and development of new products from staple food crops that are acceptable to the native population and in local markets continued. Trials on taro varieties for their sustainability to grow under atoll conditions continued and the micro propagation of elite (disease-free and high yielding) varieties that will improve the quality and quantity of certain crop varieties for food security were ongoing.

Aquaculture demonstration projects continued to transfer the technical know-how to the community 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 site-specific multi-species aquaculture and transfer simple and appropriate feeding technology for targeted aquaculture species to farmers to formulate their own feeds. Other projects provided stock enhancement to replenish depleted stocks.

Other outreach programs continued on issues ranging from food safety and quality, to food security. Health and nutrition programs continued on the importance of healthy lifestyles, which included physical activity and consumption of safe and nutritious local food to combat obesity, diabetes, heart diseases and other NCDs.

Sustainable agriculture and Integrated Pest Management (IPM) programs provided farmers information on agricultural production practices that protect the fragile island ecosystem integrity and biodiversity. Programs continued on resistant crop varieties and practical biological pest control measures to provide useful tools for stakeholders to combat crop pests and diseases and increase productivity. The use of beneficial organisms was emphasized to reduce pest threats on crops.

AGRICULTURE PROGRAM

Maintenance and Distribution of Root Crop and Other Germplasm

PCC-CRE has done regular field cleaning, planting, weeding and fertilizer application of the taro, yam, cassava, sweet potato, banana, and pineapple germplasm for this period to ensure good growth and maintenance of field collections. In addition, re-collection of taro, sweet potato, and cassava germplasm are also ongoing. In total, 2000 taro, 300 sweet potato, 15 breadfruit, 50 chili pepper, 60 citrus, and 60 banana plants were distributed to the community.

Field cleaning of banana germplasm conservation plot



Maiberel-Koror state group study tour to PCC-CRE, R&D station

Maiberel-Koror state group went on a study tour to PCC-CRE, R&D station on July 31st 2020. The program consisted of 3 parts as follows.

1. Training of air layering and grafting techniques for plant propagation
2. Explanation of plant tissue culture activity
3. Providing root crop, fruit, and vegetable planting materials

Training of air layering and grafting techniques for plant propagation

A total of 46 women of Maiberel-Koror state visited to PCC-CRE. PCC-CRE. Researchers, extension agents, and PCC students gave presentation and practical training for fruit tree propagation techniques. The training aimed the community can propagate quality planting materials by themselves to improve local food production and food security. The basic concepts, important points for success, usefulness of air layering and grafting were discussed in the training.



Training for air layering and grafting techniques at R&D station



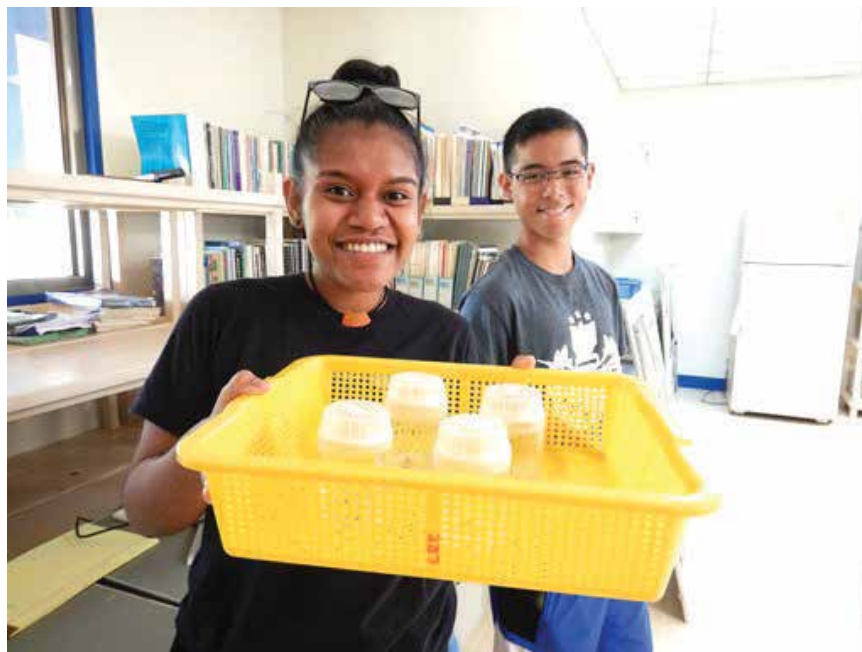
Practical demonstration of air layering and grafting techniques at R&D station



Discussion, question and answer of the training

Explanation of plant tissue culture activity

Concerning with in vitro germplasm conservation of root crops, current activities on taro tissue culture, concepts, techniques, advantages, and disadvantages of plant tissue culture technology were discussed with the participants.



Explanation of plant tissue culture activity at R&D laboratory

Providing root crop, fruit, and vegetable planting materials

Planting materials of 400 taro, 50 banana, 100 pineapple, 50 cucumber, 50 pumpkin, and 50 bitter gourd in total of 700 plants were distributed to the visitors. This activity contributed to improvement of food security.



Providing root crop, vegetable, and fruit tree planting materials



NgaraMaiberel-Koror state group at PCC, R&D station



PCC students preparing taro tissue culture for research

Training of PCC special class students for Tissue culture techniques

PCC special class students were trained for tissue culture techniques of taro in vitro germplasm conservation that is necessary for the future food security issue.



Laboratory set up for trial tissue culture trial

Genetic identification and tissue culture of Breadfruits (*Artocarpus* sp.) and Taro (*Colocasia*) other important ethnobotanical food and medicine species in Palau.

This Quarter focus has been on plant species identification at specific locations for focused agriculture sustainable models. The site that has been identified in partnership with BoA, Ridge to Reef (NPO) in the USA, Chiba University in Japan, Taiwan Technical Mission, PVA and State Governor is Kayangel Atoll. Green cleaning, which includes solid green waste management for soil amendment and controlled planting locations; and for drought, saltwater incursion and other extreme climate related resistant plant identification is underway. Tissue specimens and agroforestry crop ID protocols are being developed while a small team of re-employment sector members are set to spend 3 months on green waste cleaning, soil amendment product processing and agroforestry nursery development. Furthermore, taro strains and test plots are to be sampled in the mesei at Kayangel to gauge saltwater and weather resistance.

Multi-site Coconut Rhinoceros Beetle assessment, mitigation and biocontrol with basis in Palau and biocontrol and initial assessments/training in Yap, Chuuk, Pohnpei, Kosrae and Marshall Islands.

The last quarter CRE completed the quarterly damage assessments beside Kayangel and data compiled shows increased damage across Palau and especially in Kayangel and Peleliu. Additional effort was put in to place with the Governor of Kayangel to set up control mechanism pending biocontrol. As mentioned, the green waste management is underway to reduce the amount of breeding sites for Coconut Rhinoceros Beetle (CRB) around the island and additional traps have been set across the island including but not limited to net traps with pheromone to control the population from exploding to uncontrollable numbers.



Kayangel State: Elementary School Presentation; Governor and staff with researcher and research assistant

Aquaculture

CES Accomplishments Highlights

PCC continues the production of rabbitfish and mangrove crab juveniles to support the growing interest of local farmers in establishing their grow-out farms. In the month of July spawning of rabbitfish were monitored, however, the rabbitfish did not spawn during the full moon. In the meantime, an inventory for the number of remaining rabbitfish juveniles in the nursery tanks was conducted. A total of 1,100 rabbitfish juveniles with sizes ranging between 2 to 3 inches in total length are currently being cultured in the nursery tanks of PCC hatchery. These fish will be delivered to clients who wanted to try growing rabbitfish in their farms.



Rabbitfish juveniles being kept at PCC hatchery

On July 28, 2020, a total of 250 mangrove crab juveniles (2-3 inches) were delivered to the newly completed Oikull Rubak Council (ORC) mangrove crab farm project in Airai State. These crablets were stocked directly the net enclosure inside the mangroves for grow-out.



Dr. Victor Yano, PCC Vice President Jay Olegeriil and CRE Director Lyndon Masami showing the crablets that were released at ORC Mangrove Crab Farm project in Airai State

Stocking of mangrove crab juveniles in Ngaraard State.

Another 60 pieces 2-3 inch sized mangrove crab juveniles were delivered to an existing mangrove crab farm of Meriu in Ngarard State on July 29, 2020. Meriu requested additional number of juveniles for stocking in his farm in the next production cycle.



John Mengidab, Governor Ben Iskawa and Rangers of Ngaraard State showing the crablets that were released at Meriu Wachi's Mangrove Crab Farm.

Two community meetings that were held in Ngeremlengui and Ngatpang States were attended on July 16, 2020 and July 29, 2020, respectively. During these meetings, the aquaculture researcher gave a power-point presentation about the ongoing mangrove crab seed production activities at the PCC Hatchery. Thirty- nine people attended and learned the basic information about the biology, hatchery and grow-out techniques for the mangrove crabs.



Ngeremlengui and Ngatpang Meeting

Most of the activities in the month of August were focused more on the larval rearing of mangrove crabs that spawned on August 10, 2020. One 6-ton capacity concrete tanks was stocked with 500,000 newly hatched zoeae. The excess 4 million zoeae were released near the mangrove area in Ngermetengel, Ngeremlengui State. After 17 days, a total of 10,000 megalopae were produced. The megalopae were further reared in the outdoor nursery tank and about 3,000 juveniles (1/2 inch in carapace width) were harvested after 15 days of culture. Some of the crablets were delivered to a newly established crab farm while the rest of the crablets were further reared inside the nursery tanks (Figure 5). There was no spawning of rabbitfish during this month, therefore, no juveniles were produced.



Mangrove crab hatchery production in August 2020

On September 11, 2020, the PCC-CRE aquaculture staff delivered a total of 1,000 mangrove crab and 120 rabbitfish juveniles to the newly established mangrove crab farm of the Oikull Rubak Council (ORC) that is located near Risao Rechirei's residence in Airai State. These juveniles were produced from mangrove crab and rabbitfish seed production projects that are currently being conducted at PCC Hatchery in Ngeremlengui State. The 1/2 inch sized crablets were temporarily stocked in a stationary net cage that was installed in the watered area of the farm. Crablets will be grown here until they reach the size that could no longer escape through the holes of the mangrove crab farm's perimeter screen.



The PCC Hatchery produced mangrove crab and kelsebuul juveniles.



Stocking the mangrove crab juveniles at ORC Mangrove Crab Farm Project in Airai State.

The kelsebuul juveniles (2 inches in total length) on the other hand, were released directly into the water to be grown together with the crabs inside the farm. PCC also extended technical assistance to Mr. Rechirei who is the caretaker of the ORC Mangrove Crab Project by giving advice on the feeding management and monitoring of stock. PCC continues to support the development of mangrove crab and rabbitfish farming in Palau by producing more juveniles that are needed by the farmers.

FY 2020 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	Grants	1,659,350.00
7	Restricted Appropriations	125,331.93
8	Fees & Miscellaneous Revenues	513,593.00
	TOTAL INCOME	\$ 7,069,374.11
EXPENSES		
9	Furniture & Fixtures	50,000.00
10	Equipment	200,000.00
11	Insurance	28,500.00
12	Instructional Materials	85,000.00
13	Books & Library	126,398.80
14	Food Supplies	390,000.00
15	Consumable Supplies	70,200.00
16	Vehicle Registration	12,000.00
17	Automobile/POL	127,000.00
18	Staff Development (Training)	5,500.00
19	Advertising	2,862.50
20	Printing & Reproduction	60,000.00
21	Communication	108,504.21
22	Utilities	310,000.00
23	Leased Housing	82,219.95
24	Student Recruitment	35,000.00
25	Contractual Services	145,000.00
26	Travel (Staff Development)	133,000.37
27	Health Insurance	155,501.13
28	Life Insurance	7,769.29
29	Pension Plan	170,787.84
30	Social Security	215,730.28
31	Salaries	3,375,396.98
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	84,384.92
38	Management Information System	204,000.00
39	Total Cost of Ownership (Infra.SF)	126,302.37
40	Student Wage (FWS & RIIA)	230,000.00
41	Tuition Waiver	32,020.00
42	SAT 10	-
43	Institutional Membership & Fees	180,000.00
44	Scholarships	46,087.50
	TOTAL EXPENSES	\$ 7,069,374.11

PROFESSIONAL & SUPPORT STAFF

Adachi, Lesley B.
Director, Admissions & Records
BS 1980, Fort Wright College
MA 2008, San Diego State University

Alexander, Grace
System Analyst
BS 1985, Northern State College

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

Anderson-Nabeyama, Marie
Director, Human Resource
BA 1990, University of Hawaii - Hilo

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

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

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

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

Borja, Thomas
Academic Counselor
BA 2011, San Diego State University

Dachelbai, Danielle
Cook
AAS 2012, Palau Community College

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

DeLos Santos, Miguel A.
Researcher
BS 1992, University of Philippines
MS 2001, University of Philippines

Debelbot, Armstrong
Academic Counselor
BS 1996, US International University

Emesiochel, Demy F.
Accounting Technician
AAS, 2012
Palau Community College

Fagolur, Bellarmino
Dormitory Manager
BA 2005, Pacific Island Bible College

Haruo, Harline
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BS, 2015, San Diego State University

Ignacio, Keith
Administrative Assistant
AS 1999, Palau Community College

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

Jerry Pauline
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AS 2001, Palau Community College

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Academic Counselor/Advisor
BA 2002, University of Guam
MA 2017, San Diego State University

Katosang, Dahlia M.
Director, Financial Aid
MA 1977, United States
International University

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

PROFESSIONAL & SUPPORT STAFF

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Student Account Supervisor
BS 2008, Eastern Oregon University
MA 2017, San Diego State University

Kual Hedrick W.
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AS 2004, Palau Community College

Masami, Lyndon
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AS 2011 Palau Community College

Melphy, Kazue
Clerk Typist
Diploma 1998, Bethania High School

Merong, Grace
Library Technician
AAS 2000, Palau Community College

Nacionales, Crystal J
Instructional Media Specialist
BS 2014, LORMA College

Ngirachitei, Ephraim
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AS 2002, Palau Community College

Ngiraikelau, Itwong
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CA 1981, Palau Community College

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Counselor
BS 1992, Southern Adventist College

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

Ngiraingas, Alex
Instructor, CPH

Ngirkuteling, Tanya
Library Assistant
AAS 2010, Palau Community College

Nwe, Yin Yin
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Olegeriil, Jay G.
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BA 1989, Hawaii Pacific University
MA 2003, San Diego State University

Olengellel, Lakolani
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BA 2004, University of Hawaii – Hilo
MA 2010, San Diego State University

Olikong, Deikola
Accreditation Liaison Officer/Director, IREO
BA 1989, Hawaii Pacific College

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

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

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

Rdechor, Gaylord
Maintenance Technician
CA 1982, Micronesian Occupational College

Rechelluul, Leilanie
Extension Agent
BA 1997, University of Guam
MA 2010, San Diego State University

PROFESSIONAL & SUPPORT STAFF

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

Reksid, Maria Lourdes
Administrative Assistant
BS 1985, Knoxville College

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

Rivera, McKingstein
Cook
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Salii, Uroi N.
Director of Finance
BS 2001, University of Denver
MBA 2011, National Taiwan University

Salvador, Grace S.
Library Technician
AAS 2008, Palau Community College

Samil, Dilubch
Administrative Assistant
AS 2018, Palau Community College

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

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

Tadao, Tchuzie
Director, Development Office
BA 1995, University of Hawaii
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Taro, Thomas
Vice President, Cooperative Research & Extension
BA 1982, United State International University
MA 2003, San Diego State University

Tebelak, Oliver U.
Cook
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Tellei, Dr. Patrick U.
President
AS 1980, Micronesian Occupational College
BEd. 1987, University of Hawaii at Manoa
MEd 1989, University of Hawaii at Manoa
EdD 2005, University of San Diego

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

Teruzi, Maria L.
Field Assistant
Diploma 2014, Adult High School

Thomas, Jefferson
Dean of Continuing Education
BS 2015, San Diego State University

Thomas, Rebechall D.
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AAS 2009, Palau Community College

Tkel, Leona
Secretary
Diploma 1979, Mindszenty High School

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

Udui, Akiko S.
Information Tech & Tracking Coordinator
AAS 2009, Palau Community College
BS 2012, San Diego State University

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

PROFESSIONAL & SUPPORT STAFF

Ulap, Crisarjo Mel John
Instructor, Mathematics

Ulungchong, Husto
Data Services Technician
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Vergara, Rogelio
Maintenance & Operation Supervisor
CA 1969, Pampanga, Philippines

Wakakoro, Larry
Advisor/Counselor
BS 1990, Southwestern Adventist University
MA 2008, San Diego State University

Wasisang, Flora
Secretary
AS 2005, Palau Community College

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

Yamanguchi, Deidre E.
English Instructor
BA 1995, California State University-Chico
MA 2005, Sophia University

Limited Term Contract:

Andrew, Cecilia
Senior Clerk Typist

Augustine, Bradley R.
Instructional Assistant
AS 2019, Palau Community College

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

Dingelius, Dawckins
Maintenance Helper
Diploma 2005, PCC Adult High School

Elab, Sonia Merii
Secretary
AAS 2017, Palau Community College

Ford, Janyssa T.
Secretary
AA 2015, Palau Community College

Fritz, Leory
Field Assistant
Diploma 1980, Ngeremlengui Elementary School

Fagoireg, Joseph
Maintenance Worker
AAS 2017, Palau Community College

Hafilelbung, Albino
Maintenance Worker
AAS 2016, Palau Community College

Haleyalib, Helston
Library Assistant
AAS 2014, Palau Community College

Hsu, Hua-hsin
Chinese Language Instructor (Volunteer)

Johnny, Denae K.
Field Assistant
Diploma 2013, Adult High School

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

Kibei, Luana
Library Assistant
Diploma, Adult High School

Kloulubak, Raven S.
Library Assistant
AAS 2015, Palau Community College

Madrangchar, Connie
Field Assistant
GED Diploma 2001, MOE

Manzano, Eric
Architect
BA 2008 University of Philippines at Mindanao

PROFESSIONAL & SUPPORT STAFF

Marino, Rodney
Research Assistant
Diploma 2003, Belford High School

Michael, Siliang
Security Guard
Diploma 1985, Ngeremlengui Elementary School

Ngirakesau, Merii
Office Clerk
AAS 2015, Palau Community College

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

Noel, Dickson W.
Security Officer
Certificate, Palau Law Enforcement Academy

Nicanor, Orjaliza Jr.
Maintenance Worker
CA 2004, Palau Community College
AAS 2007

Olikong, Cecilia
Secretary
AA 2015, Palau Community College

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

Sewralur, Sesario
Master Canoe Navigator-Pwo Initiated Ritual
Diploma 1989, Outer Islands High School

Skebong, O'Hara
Instructional Assistant II
AAS 2013, Palau Community College

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

Sumang, Hosea
Security Service Officer
Diploma 1980, Palau High School

Tadao, Pualavita R.
Secretary
AAS 2017, Palau Community College

Tailimepiy, Queency
Maintenance Worker
AAS 2016, Palau Community College

Umang, Gurney Lee
Cook
Diploma, 1985 Palau High School

Yaiungeitiw, Koliano
Maintenance/Electrician Worker
AAS 2016 Palau Community College

FACULTY

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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 2010, 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

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

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

Ikertang, Fredrick
Associate Professor Agriculture
MS 2017, Central Luzon State University of Agriculture

Kawamura, Reiko
Japanese Instructor
BS 1998, Azubu University

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

Mascardo, Frederick
Associate Professor
BS 2014 University of Southern Philippines
MS 2016 University of Southern Philippines

Meteolechol, Cecil Emengel
Instructor, English
BA 2015, University of Guam

Meyar, Renetta D.
Associate Professor
BA 2008, San Diego State University
MA 2010, San Diego State University

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

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

Ngirmang, Tarmau T.
Nursing Instructor
AA 1983, El Camino College
BA 2013, University of Phoenix

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BA 1992, Park College
MA 2008, San Diego State University

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BA 2005, University of Hawaii at Manoa
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Nobuo, Allins
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BS 2000, Walla Walla University

Polloi, Volette Souang
Instructional Assistant
Diploma 1997 Xavier High School

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

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

Yabes, Joel G.
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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
Instructional Assistant I
AAS 2008, Palau Community College
Certified Yamaha Technician

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

Special Contract

Ngiruchelbad, Johana
Instructor, Community & Public Health
BSN & RN, University of Guam

Juliet Ngotel
Instructor, Science
BA 1989, United States International University
BS 1993, CSU-Chico



PALAU
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Executive Assistant to President: toddn@palau.edu

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Ulap, Crisarjo Mel John
Instructor, Mathematics

Ulungchong, Husto
Data Services Technician
AS 2017, Palau Community College

Vergara, Rogelio
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CA 1969, Pampanga, Philippines

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Wasisang, Flora
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Dingelius, Dawckins
Maintenance Helper
Diploma 2005, PCC Adult High School

Ebas, Amanda N.
Library Assistant
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Elab, Sonia Merii
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AAS 2017, Palau Community College

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Field Assistant
Diploma 1980, Ngaremlengui Elementary School

Fagoireg, Joseph
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Hafilelbung, Albino
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Diploma, Adult High School

Kloulubak, Raven S.
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Field Assistant
GED Diploma 2001, MOE

Manzano, Eric
Architect
BA 2008 University of Philippines at Mindanao

PROFESSIONAL & SUPPORT STAFF

Marino, Rodney
Research Assistant
Diploma 2003, Belford High School

Michael, Siliang
Security Guard
Diploma 1985, Ngaremlengui Elementary School

Ngirakesau, Merii
Office Clerk
AAS 2015, Palau Community College

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

Noel, Dickxon W.
Security Officer
Certificate, Palau Law Enforcement Academy

Nicanor, Orjaliza Jr.
Maintenance Worker
CA 2004, Palau Community College
AAS 2007

Olikong, Cecilia
Secretary
AA 2015, Palau Community College

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

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

Sewralur, Sesario
Master Canoe Navigator-Pwo Initiated Ritual
Diploma 1989, Outer Islands High School

Skebong, O'Hara
Instructional Assistant II
AAS 2013, Palau Community College

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Diploma 2005, Outer Islands High School

Sumang, Hosea
Security Service Officer
Diploma 1980, Palau High School

Tadao, Pualavita R.
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Tailimepiy, Queency
Maintenance Worker
AAS 2016, Palau Community College

Umang, Gurney Lee
Cook
Diploma, 1985 Palau High School

Yaiungeitiw, Koliano
Maintenance/Electrician Worker
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FACULTY

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Associate Professor, English
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MA 2008, San Diego State University

Bells, Samantha T.
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BA 2005, University of Hawaii at Hilo
MA 2010, San Diego State University

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BS 1984, Marikina Institute
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Cason, Tennyson
Instructor, Education
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Instructor, English/Music
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MA 2008, San Diego State University

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Instructor, Auto Mechanics
BS 1992, University of Southeastern Philippines

George, Nena H.
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AAS 2010, Palau Community College

Hinojales, Suzette G.
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BS 2008, University of Santo Tomas

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

Ikertang, Fredrick
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MS 2017, Central Luzon State University of Agriculture

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Japanese Instructor
BS 1998, Azubu University

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

Mascardo, Frederick
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BS 2014 University of Southern Philippines
MS 2016 University of Southern Philippines

Meteolechol, Cecil Emengel
Instructor, English
BA 2015, University of Guam

Meyar, Renetta D.
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BA 2008, San Diego State University
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MA 1991, Webster University

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Instructor, English
BA 1979, California State University

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

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BA 2013, University of Phoenix

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BA 1992, Park College
MA 2008, San Diego State University

Ngirmeriil Glendalynn N.
Associate Professor
BA 2005, University of Hawaii at Manoa
MA 2017, San Diego State University

FACULTY

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BS 2000, Walla Walla University

Polloi, Volette Souang
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Diploma 1997 Xavier High School

Santos, Rogelio G.
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BS 1980, Pangasinan State University
MS 1987, Marikina Institute of Sci. & Tech

Tellei, Frutoso
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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

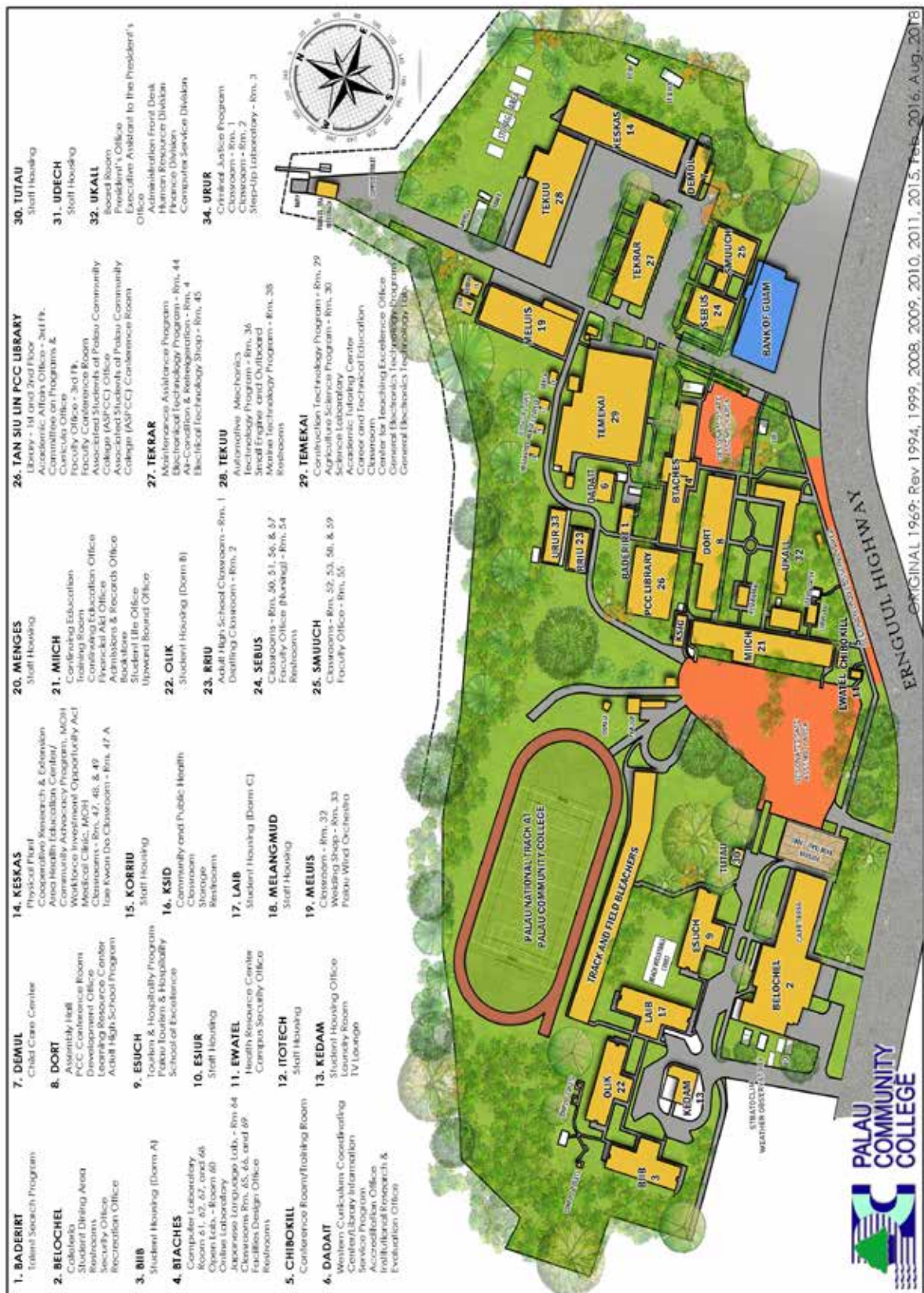
Yarofaisug, Marvin
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AAS 2008, Palau Community College
Certified Yamaha Technician

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

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Juliet Ngotel
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PALAU
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