

Palau Community College *2021* *Annual Report*



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

Table of Contents

President's Message	3	Physical Plant	22
Board of Trustees	4	Food Services	23
History	5	Student Services	25
Organization Chart	6	Upward Bound	30
Vision & Mission	7	Academic Affairs	32
Unifying Principles	7	Faculty Senate Association	40
Institutional Master Plan	8	Continuing Education	41
Strategic Directions	8	Educational Talent Search	43
Institutional Learning Outcomes	9	Adult High School	45
FAMED	10	Tan Siu Lin PCC Library	46
Executive Committee	11	Cooperative Research & Extension	52
Office of the President		FY 2021 Budget	66
Accreditation/ Institutional Research & Evaluation Office	12	Professional/Support Staff/ & Faculty Listing	67
Development Office	14	Campus Map	75
Administration & Finance			
Human Resources	17		
Finance	19		
Computer Services	20		

President's Message

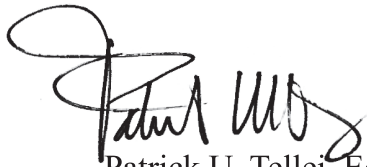


This past year will go down in history as one of the toughest year faced by Palau Community College since it became Palau's very own institution of higher learning. SARS COVID-19 spared almost no one on this Planet and Palau is no exception. While this was a tough time, it also gave us an opportunity to review our leadership, assess our priorities and be mindful for those who made us what we are today.

We are grateful to the people and the Government of the United States of America for making us part of the Operation Warp Speed. Because of our eligibility to receive vaccines, almost 100% of all College personnel are fully inoculated and boosted. Majority, but not less than 90% of all the registered students are fully vaccinated and boosted. While not out of the woods yet, we have gone a long way to create some sense of normalcy as we wait for a new normal. We are also grateful to our Palauan leadership for continuing to support the College during this time of uncertainty.

On behalf of the College Board of Trustees, Faculty, Staff, and Students, I present to you the College's 2021 Annual Report which highlights work and accomplishments over the year.

Kom Kmal Mesulang.



Patrick U. Tellei, EdD
President

Board of Trustees



REV. BILLY G. KUARTEI
CHAIRMAN



ROMANA WONG
VICE CHAIRPERSON



KIONE ISECHAL
SEC./TREASURER



MASA-AKI N. EMESIOCHL
TRUSTEE



KOBE MOSES
STUDENT TRUSTEE

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

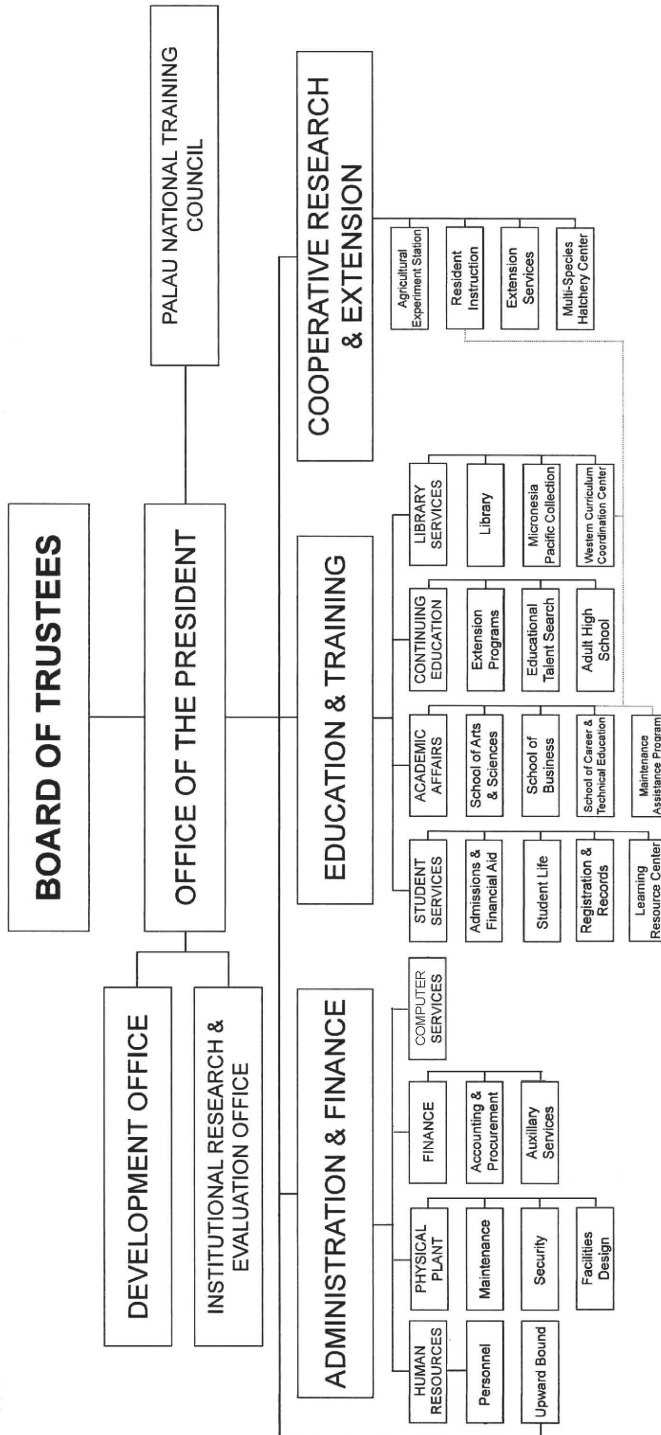
Palau Community College was officially inaugurated under the Republic of Palau Public Law (RPPL) 4-2

1998
Mr. Mario H. Katosang, Interim President

1999 - Present
Dr. Patrick U. Tellei, President



PCC Library



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

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

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

VISION - Where We Want To Be

We Strive to Guarantee Quality and Excellence

MISSION - Who We Are and What We Do

Palau Community College is an accessible 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

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 er a melemolem el klungiolel a tekoi

Creativity and Innovation - Sebrakl, ituuk, e melasm a tekoi

People & Respect for Others - Omengull ra tang ma tang el chad

PCC

15-Year Institutional Master Plan

2009-2024

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.

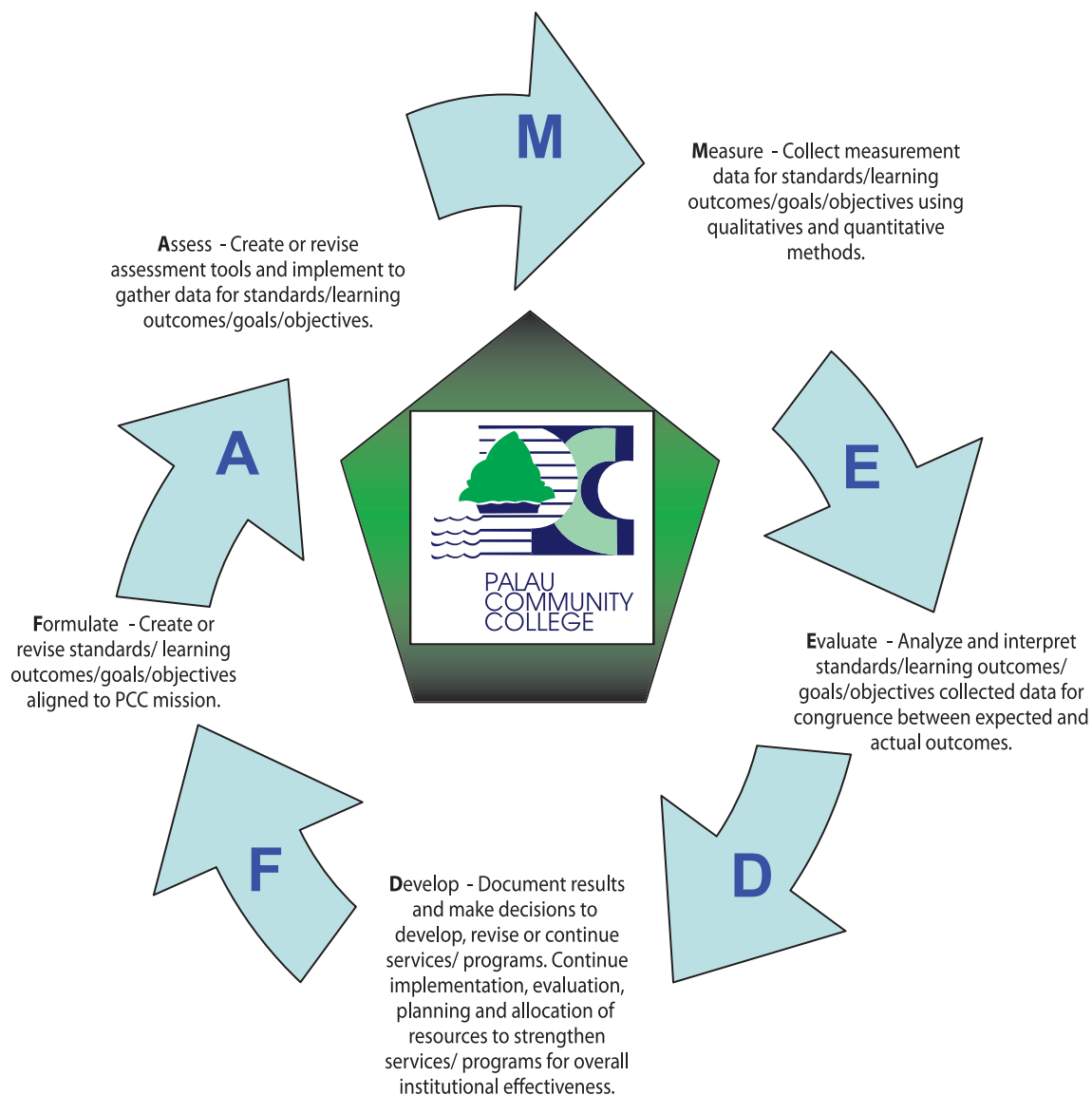
ILO 5: Civic Responsibility

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

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

Dr. Patrick U. Tellei	President
Mr. Jay Olegeriil	Vice President, Administration & Finance
Mr. Jay Olegeriil	Acting Vice President, Cooperative Research and Extension
Ms. Deikola Olikong	Acting Dean, Academic Affairs
Ms. Hilda N. Reklai	Dean, Student Services
Mr. Jefferson Thomas	Dean, Continuing Education (until Nov 2021)
Mr. Hedrick Kual	Acting 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	Dean of Academic Affairs/Director IREO/ALO
Mr. Clement Kazuma	Director, Physical Plant
Ms. Hilda N. Reklai	Acting Director, Student Life & Housing
Mr. Bruce Rimirch	Director, Computer Services
Ms. Dahlia M. Katosang	Consulting Director, Financial Aid Office
Ms. Isumechraard Ngirairikl	Interim Director, Financial Aid Office
Ms. Uroi N. Salii	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
Ms. Johvanna Yaoch	President, Faculty Senate Association
Mr. Larry Wakakoro	President, Classified Staff Organization
Ms. Mesiich Ngiramolau	President, Associated Students of Palau Community College

Institutional Research and Evaluation Office (IREO)

Accreditation

The next required report by the College to the Commission is the Institutional Self-Evaluation Report (ISER) which is required for submission to the Commission in August 2022. The period to be reported in the Institutional Self-Evaluation Report covers seven years from 2016 to 2022. After the submission of ISER to the Commission; the Formative/Summative Comprehensive Review will take place in October 2022; and the Focus Site Visit (campus visit) will be held in April 2023. With the responsibility of the required ISER, the College re-affirmed the membership of its Accreditation Steering Committee (ASC) on August 25th and has its initial organizational meeting on September 1st, 2020. On September 18, 2020, the ASC members attended a half-day virtual training with ACCJC – Institutional Self-Evaluation Report.

The College Accreditation Steering Committee is comprised of members representing the Office of the President, Administration & Finance Divisions, Academic Affairs Division, Student Services Division, Continuing Education Division, Library Resources Division, Faculty representatives, student representatives and classified staff representatives. The ASC is divided into four sub-committees representing each of the four Standards of Accreditation. Different sub-committees have begun working tackling their responsibilities within the overall ISER. The first draft of the College Institutional Self-Evaluation Report is due to the College Accreditation Office on September 16, 2021. The Committee will continue its work until the completion, approval and submission of the College ISER in 2022.

A newly developed associate of science two-year degree program – General Maintenance Program was approved in October 2020 by the College President and the College Board of Trustees. The General Maintenance Program substantive change proposal will be submitted to the ACCJC Substantive Change Committee for review and approval to be implemented as an accredited degree program eligible to receive Title IV aid. The College is putting its substantive change proposal together and will be requesting the Commission to be in its spring 2021 agenda. Once approved, the General Maintenance Program will be the 22nd degree program offered by Palau Community College.

With the global pandemic, ACCJC-WASC has cancelled every scheduled in-person meetings, workshops and trainings with its member institutions; ACCJC continues to provide virtual trainings, webinars and required meetings with its member institutions. Palau Community College Accreditation Steering Committee, Accreditation Liaison Officer, and the College President continues to attend accreditation trainings, webinars and meetings virtually to ensure College continued compliance with Accreditation Standards, Eligibility Requirements, and Commission policies.

Institutional Effectiveness Workshop for Academic Programs was held on Wednesday, January 6, 2021 by the College Accreditation Office. The workshop was attended by faculty, instructional assistants and Academic Affairs Division staff. The workshop focused on Accrediting Commission for Community & Junior Colleges (ACCJC) Educational Series. During the workshop, faculty and Academic Affairs Division staff viewed six different educational videos from ACCJC and spent a little time doing self-assessment as well as discussed in groups ways to improve services for spring semester 2021.

In February 2021, College non-academic and non-instructional units underwent Spring 2021 Institutional Effectiveness Workshop conducted by the College Accreditation Office. The workshop included the six ACCJC Educational Series where participants enhance understanding of ACCJC purpose and its relationship with the U.S. Department of Education. Over 50 staff attended the workshop with round table discussions.

Institutional Research & Evaluation Office**Mission**

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

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

Objectives and Services Performed

During FY 2021, 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 2020-2021 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 presented report on the college's Institutional-set Standards for Student Achievement for Academic Year 2020-2021 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 four (4) 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 <i>(result of economic decline)</i>
2009	\$1.3 Million
2010	\$1.7 Million
2011	\$2.167 Million
2012	\$2.490 Million
2013	\$3.25 Million
2014	\$3.6 Million (\$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
2021	\$7.6 Million



BOT Chairman Billy G. Kuartei received donation from Globus & Globus Trading Company of \$5,000 for Endowment Fundraising



Kathy Masang from PECE presenting \$1,000 to President Dr. Tellei to support the college endowment

Thank you Palau for supporting our
Annual Thanksgiving Endowment
Fundraising



ROP Office of the President donates to Endowment



PCC President Tellei receiving contribution of \$250 from Chubby Mai of Ngchesar State Government

PCC ENDOWMENT BI-WEEKLY CONTRIBUTORS

National Government (ROP)
Total Contributors: 584
Total Amount: \$40,232.53

Social Security Adm.
Total Contributors: 5
Total Amount: \$432.00

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

Palau Shipping Company
Total Contributors: 5
Total Amount: \$416.50

Melekeok State Government
Total Contributors: 5
Total Amount: \$320.35

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

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

**Workforce Innovation &
Opportunity Act**
Total Contributors: 5
Total Amount: \$289.60

Surangel & Sons Co.
Total Contributors: 7
Total Amount: \$364.00

Koror State Government
Total Contributors: 30
Total Amount: \$1,858.41

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



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

*Thank you Bi-Weekly Donors
For*

Supporting our only Institution of higher learning

Palau National Communications Corp.
Total Contributors: 18
Total Amount: \$1,207.00

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

Administration & Finance

Human Resources Division

Palau Community Colleges Human Resources Division (HR) is responsible for the recruitment, training, development and retention of its employees. The HR department works with its employees to shape policies and procedures ensuring that PCC's business and long-term goals are in harmony with that of its working staff. Working in partnership with our employees, HR hopes to keep PCC a competitive and desirable place of employment. We want all our employees to know that PCC's HR division is an advocate for its most important resource – its people!

Personnel

The Human Resource Division has three full time employees:

- Director
- Personnel Manager
- Secretary

Programs and Services

- Coordinate annual employee performance and merit review.
- Responsible for the formation and renewal of employment contracts in coordination with the hiring or renewing department.
- Health Insurance and Property Insurance.
- Work as support staff to all departments by providing requested trainings as requested or supported by evaluations.
- Ensuring adherence with PCC's Personnel Rules and Regulations Manual.
- Property and Equipment checkout
- Space Rentals (Facility & Parking Lot)

Highlights

- Continued Calvo's Select Care Health Insurance Enrollment.
- Renewed property insurance.
- Renewed auto insurance.
- Conducted annual convocation

Evaluation/Assessment

- Improve and expand ongoing staff and faculty development programs
- Establish benefits for Faculty and Staff (group life/health/retirement).
- Have in place diverse, qualified and appropriately credentialed personnel

New Hires Regular Employee 2020-2021		
Name	Title	Date Hire
Dr. McClain Worswick	Associate Dean	November 02, 2020
Telbakes Yano	Career/Transfer Counselor	November 09, 2020
Demira Kumangai	Counselor (Student Life)	November 30, 2020
Crane Moses	Counselor (Student Life)	November 30, 2020
Ember Nakamura	Financial Aid Technician	December 07, 2020
Nathaniel Moses	Financial Aid Counselor	March 16, 2021
Nicole Gabriel	Counselor (Student Life)	August 02, 2021
Chelsea Pedro	Instructor, English	August 21, 2021

New Hires Limited Term Employee 2020-2021		
Name	Title	Date Hire
Tyula Temarsel	Secretary	February 01, 2021
Dilsias Shmull	Secretary	February 01, 2021
Dizzette Dolmers	Library Assistant	February 15, 2021
Osisang Chilton	Library Assistant	May 03, 2021
Kiyara Mae Swanson	Research Assistant	May 10, 2021
Maya Malchiyanged	Secretary	July 05, 2021
Mahealani Adelbai	Secretary	July 12, 2021
Dolmers DJ Dolmers	Instructional Assistant	July 26, 2021
Elvira Taglamur	Secretary	July 26, 2021
Taulima Inocensio	Secretary	August 02, 2021

Retired/Resigned Regular Employee 2020-2021			
Name	Title	Date Resigned	Date Retired
Rogelio Santos	Instructor, Welding	11/25/20	
Gamberlynn Ngirmeriil	Associate Professor, Science	12/14/20	
Flora Wasisang	Secretary	02/26/21	
Shelley Ueki	Counselor (Student Life)	07/09/21	
Glendalynn Ngirmeriil	Instructor, Social Science/Humanities	07/30/21	
Jefferson Thomas	Dean of Continuing Education	07/31/21	
Cason Tennyson	Instructor, Education	08/01/21	
Suzette Hinojales	Instructor, Drafting/Math	08/02/21	
Kuye Belelai	Project Director, Upward Bound		07/31/21
Itwong Ngiraikelau	Clerk Typist/Research Assistant		10/28/20
Sherman Daniel	Dean of Student		10/15/20
Lourdes Reksid	Administrative Assistant		11/30/20

Retired/Resigned Limited Term Employee 2020-2021			
Name	Title	Date Resigned	Date Retired
Tyula Temarsel	Secretary	08/13/21	
Elvira Taglamur	Secretary	12/03/21	
O'Hara Skebong	Instructional Assistant, Carpentry	03/15/21	
Pualavita Tadao	Library Assistant	03/12/21	
Koliano Yaingeitiw	Maintenance Technician	06/18/21	
Hosea Sumang	Security Service Officer		08/25/21
Grace Yalap	Maintenance/Custodian		06/29/21

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 Division 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 Division continues to monitor and assess its supporting services for improvements. In addition, the office 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.

Professional Development

Association of Pacific Island Public Auditors (APIPA) Conference
San Diego State University Bachelor's Program
Saint Mary's University of Minnesota Master's Program

Annual Highlights

The institution's financial and single audit for Fiscal Year 2020, conducted by our external auditor Burger, Comer, Magliari, CPA (BCM), was concluded in September 2021 with an unmodified audit report.

Each year the APIPA conference rotates within the Pacific Islands and hosted by the chosen member nation. Travel was restricted to many Pacific Island nations because of the Covid-19 pandemic. Last year, our Accountant and Business Supervisor Ms. Debbie Ngiraibai, Account Payable Technician Ms. Kristy Olkeriil, Payroll Account Technician Ms. Kesina Tadao, Account Receivable Technician Ms. Demy Emesiochel attended the 2021 APIPA conference virtually.

As we continue to better our services, we also strive to develop the staff of the Finance Division. Our Accountant and Business Supervisor, Account Payable Technician, Payroll Account Technician, and Account Receivable Technician graduated in May 2021 with a Bachelor's Degree from San Diego State University. They are all currently pursuing their Master's Degree online from Saint Mary's University of Minnesota and are schedule to complete the program in Spring 2023.

Computer Services**Mission**

To sustain a user friendly and accessible network service and computer systems which provides reliable and secured information for the functions of the college.

October, 2020

Surveyed lower campus areas; including Cafeteria, Dorm Office, Recreation, Welding shop, auto mechanic shop, and CRE for Point to Multipoint wireless connections.

Installed and configured a Point to Point network connection device from nursing office to CRE office for testing.

November, 2020

Research and order needed network devices to connect those lower campus areas.

December, 2020

Installed, upgraded and configured Point to Multi Point connection devices from Nursing Office to Orchestra and Auto Mechanic, and installed network switches and Wifi access point hub and connect them to internet.

January, 2021

Installed, upgraded and configured Point to Multi Point connection devices from CE Office to Cafeteria and Dorm Office, and installed network switches and Wifi access point hub and connect them to internet

February, 2021

Replace some of old network switches and wifi access point hub to newer one with firmware upgraded
Working on Tourism connection to Pcc main line

March, 2021

Request PNCC to disconnect Tourism and Hospitality DSL line permanently, as it has been connected to PCC main internet line.

April, 2021

Installed MS office 2019 10 user licenses to upward Bound 10 laptop computers.

Installed MS office 2019 4 user licenses to ANAPISI 4 desktop computers.

May, 2021

Worked with follett software company to upgrade and migrate Palau Union Catalog from internal Server base to Cloud hosting.

The college obtained a license for ArcGIS Pro Online is a cloud-based mapping and analysis solution. Use it to make maps, analyze data, and to share and collaborate. Get access to workflow-specific apps, maps and data from around the globe, and tools for being mobile in the field. Your data and maps are stored in a secure and private infrastructure and can be configured to meet your mapping and IT requirements.

June, 2021

Replace some old cisco network switches to Ubiquiti Edge switches and Unifi ap, and ap lite to Unifi AP Pro.

July – August, 2021

Installed 5 laptop for student services

Install new computers for HRD and Business Office

September 2021

Upgrade new network switches, network access point hub, and point to point wireless devices to new firm-ware version.

Physical Plant

The Physical Plant works closely with all departments to improve campus environment that ensures safety and security and also conducive to student learning and success. Furthermore, the division carries out scheduled maintenance daily tasks and implements campus improvement projects as set forth in the 15-years 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
- Facilities maintenance, repair, and renovation

Completed Projects

- Meluis Bldg. Roof Replacement
- Urur Bldg. Roof Replacement
- Tekrar Bldg. Extension, A/C Shop and Classroom facelift
- Faculty Lounge at Academic Affairs facelift
- Meluis Bldg. Welding shop and Classrooms facelift
- Mesekiu Bai Renovation after it was damaged by tropical storm Surigae
- CRE-Hatchery at Ngeremlengui State Renovation
- Construction of New Summer Hut at Ngeremlengui Elementary School and Kokusai Park, Ngatpang



Replace roof at Meluis building

Renovation of Mesekiu Bai

Food Service**Mission & Goal**

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. 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 2020, Students' Overall Satisfactory Rating of: 85.7%

Spring 2021, Students' Overall Satisfactory Rating of: 60.5%

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

Installation of the new walk-in chiller and freezer

Repainting flooring

Daily Tasks

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

- FALL 2020 – **16,065** Total servings
- SPRING 2021 – **13,050** Total servings
- SUMMER 2021 – **3,294** Total servings

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

- FALL 2020 – **3,060** Total servings
- SPRING 2021 – **2,250** Total servings

Daily Meals for Students in Fall Semester 2020

Breakfast, Lunch & Dinner, 7 days a week – **35** dorm residents

Lunch only 5 days a week – **25** CTE

Daily Meals for Students in Spring Semester 2021

Breakfast, Lunch & Dinner, 7 days a week - **29** dorm residents

Lunch only 5 days a week – **25** CTE

DAILY MEALS FOR STUDENTS SUMMER 2021

Breakfast, Lunch & Dinner, 7 days a week - **18** dorm residents

Inter-Department/Offices work orders:

**Number of Work orders performed: 101*

** Number of Servings: 7,355+*

Highlights

Christmas Luncheon – *300 pax (buffet menu)*

Endowment - End-the-Year-Get-Together – *400 servings (finger food)*

Dorm Residents Retreat – *40 servings (1 day set menu)*

Charter Day - *300 pax (pre-packed breakfast)*

Graduation Day – *500 servings (pre-packe light lunch)*

Various activities provided to outside work orders:

**Number of Work orders performed: 29*

** Number of Servings: 4,452+*

Community Involvement

Mechesil Belau Conference - *1,500 servings (set menu)*

MOH-NCD Unit/MOE-Transition Workshop - *580 servings*

PNCC - *60 servings (light snacks)*

Personnel

PCC Cafeteria has seven (7) staff in the year 2020 – 2021.

Professional Development

CPR & First Aid Training Certificate, April 2021

Eudora Lucio

Quilva Isim

McKingstein Rivera

ACCJC Effectiveness Training, February 2021

All staff attended

Customer Service Workshop, October 2020

McKingstein Rivera

Danielle Dachelbai

STUDENT SERVICE DIVISION

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 comprised of four service area units under the supervision of the Dean of Students: Office of Financial Aid, Admissions & Records, Student Life Unit and Learning Resource Center and/or Asian American and Native American Pacific Islander-Serving Institution (LRC/AANAPISI). The units are managed by Directors that make up the management team who reports to the Dean of Students. The Student Services Division has 11 professional staff and 13 classified staff that provides academic and non-academic support services to the students.

ASPCC

In September 23, 2020, an election for 2020-2021 Student Trustee and Associated Students of Palau Community College (ASPCC) officers and senators was held. Mr. O'Keef R. Kokichi, was elected to the Board of Trustees at the College. Ms. Mesiich Ngiramolau, became the President of ASPCC for school year 2020-2021. A total of 14 officers and senators make up the ASPCC student government.

Admissions & Records Office

The service area is responsible for the admission and registration of students, and the evaluation and maintenance of student records. We strive to maintain the core values of the College, and perform our functions and processes with a focus on students. Our goal is to provide these services in an efficient and professional manner, with patience and understanding for the diverse population we serve.

Service Mission Statement

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.

Goals

- Recruitment: Promote the college programs & their requirements to prospective students to ensure a smooth transition for them to start their academic career
- Admissions: To admit students who applied and meets admissions requirements.
- Enrollment/Registration: Register students for enrollment in correct degree program requirements.
- Records: Maintain the accuracy, integrity, confidentiality, and security of all students' academic records.
- Customer Service: To provide students with highest quality of customer service

Personnel

Admissions & Records is staffed by the Director, one Administrative Assistant, and one Registration & Records Specialist. The student work-study is employed to meet increasing needs within the unit area.

Services

- The core functions of the Admissions & Records Office include:
- Answers customer inquiries regarding admissions and records policies, procedures and requirements
- 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 & assistant 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
- Proof of English Language of Instruction
- Scholastic Honors every semester
- Process Travel Grant for off-island students
- Science LSAMP Grant Reporting every semester
- Certify recipients of veterans Administration educational benefits
- Reporting enrollment to NSLDS
- FERPA
- IPEDS & FISAP Reporting
- Cross-trained staff on all job-related duties and effective job processing

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

Results of Institutional Effectiveness Survey for Students: Admissions & Records Spring 2021

I was admitted to degree program of my choice because I met admissions requirements: 95.7%

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

92.2% . I believe that my academic record is maintained with accuracy, integrity & confidentiality, and is secured at the college Admissions & Records office. 83.1%

Trend of Enrollment

Fall 2021 525 a decreased from 553 in fall 2020

Spring 2021 458 an increased from 439 in spring 2020

Summer 2021 281 a decreased from 287 in summer 2020

Learning Resource Center/Asian American Native American Pacific Island Serving Institution LRC/AANAPISI)

For school year 2020-2021, the Learning Resource Center (LRC) provided services including Instructions, Tutoring, Assisted Lab, Career/Transfer Counseling, PCC Placement Test and Institutional TOEFL as Follows:

Tutoring -339

Institutional TOEFL- 2

Career Counseling/ Activities- 193

Computer and Study Lab – 137

PCC Placement Test - 291

Transfer Counseling/ Activities- 89

The Learning Resource Center administered the Asian American Native and Pacific Islander-Serving Institution (AANAPISI) Program. The AANAPISI program was federally funded for a five-year cycle: 2020-2025, in the amount of \$1,250,000.00. The overall purpose of the program was to enable institutions to improve and expand their capacity to serve Asian Americans, Native Americans, and Pacific Islanders. The PCC ANNAPISI Program was designed to increase the retention, graduation and transfer rates of PCC Students. The three main focus areas include: Tutoring; Career/Transfer Counseling; and Technological Access.

Program Highlights

Students enrolled at PCC still utilize the Learning Resource Center either for technological access and tutoring.

LRC/AANAPISI funded a total of 9 PCC Sophomore students for their internship.

LRC/AANAPISI travel scholarship was awarded to two PCC Graduates: Violet Fernando and Tyula Temarsel in a total amount of \$3000.00.

Staff Development

Administrative Assistant Pauline Jerry is a member of the classified staff organization (CSO).

Career and Transfer Counselor Telbakes Yano received certification on Cardiopulmonary resuscitation (CPR).

Office of Financial Aid

The Office of Financial Aid is responsible for administering federal student financial aid programs (Federal Pell Grant, Federal Supplemental Educational Opportunity Grant and Work-Study Program) and State funds.

The Office of Financial Aid continues to provide the following services:

- Develop and Implement both financial and institutional policies and procedures in compliance with federal regulations and requirements.
- Process students financial aid applications including but not limited to calculating need and awarding, making required Student Aid Reports' (SARs) corrections and monitor /track Pell Grant Life Time Eligibility used (LEU).
- Provide appropriate financial aid counseling, and orientation sessions to prospective and continuing students including parents.
- Prepare and process Federal and other reports including NSLDS Enrollment Reporting, Pell Grant Report, Annual Fiscal Operation Report, Higher Education Emergency Relief Fund Report and the Integrated Postsecondary Education Data System Report.
- Conduct outreach programs such as financial aid nights at local high schools in Palau every Spring Semester to increase awareness and understanding of federal student aid programs and requirements, and assist students in completing their applications.
- Develop/Update/Implement Federal Work-Study Job Placement process in compliance with Federal requirements.
- Evaluate Higher Education Emergency Relief Fund Student eligibility based on enrollment status and financial aid need status
- Higher Education Emergency Relief Fund Awarding

During this reporting period, the Office of Financial Aid hired one Counselor and Financial Aid Technician. The following is a summary of all the financial aid awards issued in school year 2020-2021.

Student Life Unit

The Unit consists of three service areas: Counseling/Academic Advising, Student Housing (Dormitory) and Recreation. Student Life unit is responsible for and coordinates new student orientation, counseling, academic advising, student housing programs, and development and implementation of co-curricular and recreational activities for all students

Counseling/Academic Advising

The office consists of three counselors and one Administrative Assistant. The service area provides the following services and support to students learning:

The office provides students with personal counseling, vocational guidance and social support. It also assists students to develop personal awareness and skills necessary to overcome problems and to grow and develop in a way that will allow them to take advantage of the educational opportunities at PCC. They also help students clarify their educational and career goals; helps provide or direct students to available resources; assists students in the selection of their courses and monitors students' academic progress. Students may either see advisors through scheduled appointments or on a walk-in basis at the Office of Student Life.

Student Life Counseling/Advising

The office conducts New Student Orientation every semester to get new students oriented on all college offices and the services they provide, support services crucial for college students and other needed information that a student need to be aware of in order to survive college.

SY2020-2021- 125

Advisors advise and assist all students to assure that they register into all needed courses every semester. Advisors assist students in planning out their academic journey at the College by laying out each student's Individual Educational Plan (IEP) based on the student's long-term goal and work with the student to accomplish and reach the goal.

SPR is submitted to advisors from course instructor three times a semester (4th, 9th & 13th week of instruction) to inform advisors/counselors of the progress in each class that the student is enrolled. The purpose of the SPR reporting is to identify the students who are at risk of failing and assist or refer students to appropriate assistance to prevent failing.

Student Housing

The college has three on-campus housing facilities for students which accommodate up to 137 student residents in single (limited), double, and triple occupancy rooms. The three residence halls are two-story concrete buildings. There are also a centralized T.V. lounge, recreational facility, and a laundromat to serve the residents. The housing facility and the programs are being facilitated by three Dorm Managers and one Dorm Secretary. The housing programs includes the following:

New Residents Orientation:

The office conducts New Residents Orientation every semester to get new residents oriented on all of the housing and college policies and regulations and the services it provides to support the students' learning and to grow as an independent person. Because of the Covid-19 pandemic, there has been a decreasing number of students coming in from our neighboring islands (FSM and RMI). The residents have eventually graduated and left with very few or none coming in so for the whole school year of 2020-2021 there was a total of 99 residents who stayed at the residents housing.

The Resident Housing also conducts a non-academic program to support their personal decision making: Tuesday Night Program takes place twice each semester where other agencies are invited to give a presentation that pertains to growth and wellbeing of a young adult or a college student. As a of the past fiscal year, there were four Tuesday Night Programs that took place for thirty-two dorm residence.

Retreat is another non-academic program that takes place once every school year where residents will attend an overnight retreat at a designated venue with staff as chaperones. Different agencies or organizations are invited to give a presentation that helps the residents in their wellbeing as a college student. As a of the past fiscal year, there was one Retreat took place with a total of 27 resident participants (duplicated numbers).

Recreation

The office is to provide recreational and sporting activities to broaden the college experience of the student and to enhance personal and social growth to ensure academic achievement. The college provides co-curricular activities, athletic programs and daily recreational activities for students, including interested faculty and staff. These activities are designed to enhance students' skills and abilities in academic, personal, and social wellbeing. Intramural basketball, volleyball, table tennis, billiards and co-ed softball and table tennis tournaments are planned and organized at the beginning of each semester for all registered students. Due to Covid-19 pandemic, the service area has not conducted any recreational activities including intramural games and/or the daily recreational activities.

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 fourth year of the five-year grant funding cycle in the school year 2020-2021 with the total funding of \$424,200.00.

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 2020-2021.

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.

UB program is in its fourth year of the five-year grant funding cycle in the school year 2020-2021 with the total funding of \$424,200.00.

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 128 program participants served, 43 of them were seniors with an expected high school graduation date in spring 2020. Out of the 43 seniors, 5% or 2 of them achieved at the proficient level in reading/language arts and math on the ACT assessment test. The program did not meet this objective because UB graduating seniors did not take their scheduled ACT Assessment Test in the school year 2020-2021 due to cancellation of ACT scheduled testing in Palau as result of COVID-19 pandemic disruptions.

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 128 participants served, 43 of them who were seniors successfully graduated from high school. Whereas 85 of them who were in 9th, 10th and 11th grades are continuing their high school enrollment at the next grade level in the school year 2021-2022. As a result, 98% 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.*

51 students who were admitted into the UB program had an expected graduation date in 2021. 100% or 51 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 51 participants who had an expected graduation date in 2021, 94% or 48 of them enrolled in various colleges and universities at the end of project year in August 2021. Of the 48 students who enrolled in college in fall term, 94% or 45 enrolled at PCC whereas 6% or three enrolled at different colleges

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 36 prior participants enrolled in a program of postsecondary education in fall 2015. 47% or 17 of them have successfully completed either an associate or bachelor's degree.

Participants:

9th Grade	10th Grade	11th Grade	12th Grade
28	23	34	43

High School	Number
Belau Modekngai School	8
Emmaus Bethania High School	8
Mindszenty High School	22
Palau High School	79
Palau Mission Academy	11

ACADEMIC AFFAIRS DIVISION

Mission: The Academic Affairs Division is responsible for high-quality instruction in both vocation 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 training.

Functions:

- 21 Degree Programs
- General Education Program – Seven Academic Departments
- 12 Accredited Certificate Programs
- RPPL 9-22 & RPPL 10-43 Certificate Programs
- Career & Technical Education (CTE) Lab School
- Academic Tutoring Center (ATC)
- Center for Teaching Excellence
- Belau Childcare Center (PCC Day Care)

21 Degree Programs:

- Two-Year Degree Programs
- Associate of Applied Science (AAS)
- Associate of Science (AS)
- Associate of Arts (AA)
- Associate of Technical Studies (ATS)

School of Arts & Sciences Degree Programs

1. Agricultural Science (AG)
2. Criminal Justice (CJ)
3. Community & Public Health (CPH)
4. Environmental & Marine Science (ES)
5. Liberal Arts (LA)
6. Library Information Services (LS)
7. Nursing (NU)
8. Palauan Studies (PW)
9. Science, Technology, Engineering, Mathematics Disciplines (STEM)

School of Business Degree Programs

1. Business Accounting (BA)
2. Business Administration (BU)
3. Information Technology (IT)
4. Office Administration (OA)
5. Tourism & Hospitality (TH)

School of Technical Education Degree Programs

1. Air-Conditioning & Refrigeration (AC)
2. Automotive Technology (AT)

3. Construction Technology (CT)
4. Electrical Technology (ET)
5. General Electronics Technology (GE)
6. Small Engine & Outboard Marine Technology (SE)

General Education Program Academic Departments

(Supports the general education requirements of the 21-degree programs)

1. English (EN)
2. Health & Physical Education (HP)
3. Mathematics (MA)
4. Music/Fine Arts (MU)
5. Other Languages (OL)
6. Sciences (SC)
7. Social Sciences/Humanities (SS/HUM)

The 21-degree programs are accredited by the Accrediting Commission for Community and Junior College, Western Association of Schools and Colleges (ACCJC-WASC). Detailed information of the 21-degree programs are available in the College General Catalog 2020-2024, pages 56 – 81.

AG Program: This program is designed to equip students with employable skills/knowledge or for the pursuit of a higher education in the field of agricultural science. Types of degrees – AAS & AS

S.Y. 2020-2021 Enrollment			Graduates
Fall 2020: 24	Spring 2021: 22	Summer 2021: 10	4

AC Program: This 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 salespersons or operators of their own air conditioning and refrigeration service and repair shops. Type of degree - AAS

S.Y. 2020-2021 Enrollment			Graduates
Fall 2020: 2	Spring 2021: 2	Summer 2021: 3	3

AT Program: This program is designed to provide students with technical knowledge, skills and proper work habits/attitudes necessary for employment in the field of automotive technology. The program prepares the students to work and advance in their careers in positions such as automotive mechanics and parts counter salespersons. Type of degree – AAS.

S.Y. 2020-2021 Enrollment			Graduates
Fall 2020: 23	Spring 2021: 22	Summer 2021: 21	4

BA Program: This program is designed to provide students with knowledge, skills, and proper work habits/attitudes necessary for entry level accounting jobs. It also provides an opportunity for students with interest in further training in the accounting profession to transfer to a four-year college/university. Type of degree - AS

S.Y. 2020-2021 Enrollment			Graduates
Fall 2020: 17	Spring 2021: 15	Summer 2021: 8	0

BU Program: 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. In addition, the program provides a foundation for those interested in starting and managing a small business.

Type of degree - AS

S.Y. 2020-2021 Enrollment			Graduates
Fall 2020: 40	Spring 2021: 32	Summer 2021: 38	5

CJ Program: This program is designed to provide students with knowledge, skills and proper work habits/attitudes necessary for employment or for the pursuit of a higher education in the field of criminal justice. Type of degree - AS

S.Y. 2020-2021 Enrollment			Graduates
Fall 2020: 32	Spring 2021: 26	Summer 2021: 16	7

CPH Program: This Associate of Science Degree Program in Public Health is designed to provide students with knowledge and skills, necessary for employment or for pursuit of a higher education in the field of public health. Type of degree – AS / Tracks – (1) Community & Public Health (2) Emergency Health Management

S.Y. 2020-2021 Enrollment			Graduates
Fall 2020: 12	Spring 2021: 13	Summer 2021: 3	0

CT Program: This 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 such as carpenters, masons, plumbers, private contractors, hardware store clerks, and other related construction work. Type of degree - AAS

S.Y. 2020-2021 Enrollment			Graduates
Fall 2020: 32	Spring 2021: 30	Summer 2021: 35	4

ED Program: This program is designed to provide students with knowledge, skills and proper work habits/attitudes necessary for employment in this field. The program prepares students for positions such as classroom teachers (Palau/Micronesia) or for pursuit of a higher degree in the field of education. Type of degree – AS / Tracks – (1) Early Childhood Education (2) Elementary Education (3) Special Education

(4) Secondary Education

S.Y. 2020-2021 Enrollment			Graduates
Fall 2020: 43	Spring 2021: 32	Summer 2021: 25	6

ES Program: This program provides technical knowledge, skills and proper work habits/attitudes necessary for employment in this field. It also provides the option for employees in this field to improve their skills, and for pursuit of a higher education in the field of environmental/marine science. Type of degree - AS

S.Y. 2020-2021 Enrollment			Graduates
Fall 2020: 14	Spring 2021: 9	Summer 2021: 7	0

ET Program: This 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 such as electricians, electrical maintenance personnel or power distribution personnel. Type of degree - AAS

S.Y. 2020-2021 Enrollment			Graduates
Fall 2020: 6	Spring 2021: 7	Summer 2021: 4	2

GE Program: This 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 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. Type of degree – AAS & AS

S.Y. 2020-2021 Enrollment			Graduates
Fall 2020: 13	Spring 2021: 12	Summer 2021: 5	2

IT Program: This program is designed for individuals interested in professional careers in the information technology field. The program provides basic knowledge and skills needed for employment or for the pursuit of a higher education in the field of information technology. Type of degree - AS

S.Y. 2020-2021 Enrollment			Graduates
Fall 2020: 29	Spring 2021: 25	Summer 2021: 10	2

LA Program: This program is designed for students who wish to complete the first two years of general college work prior to transferring to a four-year college or university or for students desiring two years of general education beyond high school. Type of degree - AA

S.Y. 2020-2021 Enrollment			Graduates
Fall 2020: 129	Spring 2021: 96	Summer 2021: 51	7

LS Program: 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 prepares students to work and advance in their careers in areas such as libraries, special libraries, archives, museums, and other information-based professions. Type of degree – AAS & AS

S.Y. 2020-2021 Enrollment			Graduates
Fall 2020: 2	Spring 2021: 0	Summer 2021: 0	0

NU Program: This 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 or for the pursuit of a higher education in the field of nursing. Type of degree – AAS & AS

S.Y. 2020-2021 Enrollment			Graduates
Fall 2020: 31	Spring 2021: 32	Summer 2021: 10	3

OA Program: This 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 entry level and intermediate positions such as clerks, receptionists, and secretaries. Type of degree – AAS

S.Y. 2020-2021 Enrollment			Graduates
Fall 2020: 21	Spring 2021: 17	Summer 2021: 5	3

PW Program: 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 prepares students to work and advance in their careers in areas such as Pacific Island Studies, anthropology, art, music, education, urban and regional planning. Type of degree – AAS

S.Y. 2020-2021 Enrollment			Graduates
Fall 2020: 1	Spring 2021: 1	Summer 2021: 0	0

SE Program: This 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 as mechanics, troubleshooters, parts counter salespersons, or operators of their own small engine service and repair shops. Type of degree – AAS

S.Y. 2020-2021 Enrollment			Graduates
Fall 2020: 12	Spring 2021: 12	Summer 2021: 7	3

STEM Program: This program is designed for individuals interested in professional careers in science, technology, engineering, or mathematics. The program provides basic knowledge and skills necessary for the pursuit of a higher education in these fields. Type of degree – AA

S.Y. 2020-2021 Enrollment			Graduates
Fall 2020: 12	Spring 2021: 11	Summer 2021: 1	0

TH Program: This 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. Type of degree – AS & AAS / Tracks – (1) Tour Services (2) Food and Beverage (3) Hotel Operations (4) Hospitality Management

S.Y. 2020-2021 Enrollment			Graduates
Fall 2020: 42	Spring 2021: 29	Summer 2021: 21	13

12 Accredited Certificate Programs:

The 12 accredited certificate programs are accredited by the Accrediting Commission for Community & Junior Colleges, Western Association of Schools and Colleges (ACCJC-WASC). Detailed information of the 12 certificate programs are available in the College General Catalog 2020-2024, pages 82 – 86 as well as under the Gainful Employment at <https://www.palau.edu>. During School Year 2020-2021, there was only one (1) student enrolled in the *Undercarriage Servicing* certificate program.

- | | |
|--|--|
| <ol style="list-style-type: none"> 1. General Agriculture 2. Horticulture 3. Automotive Air-Conditioning Servicing 4. Engine Servicing 5. Power Train Servicing 6. Undercarriage Servicing | <ol style="list-style-type: none"> 7. Carpentry 8. Law Enforcement 9. Commercial/Industrial Wiring 10. Motor/Motor Control 11. Consumer Electronics Technology 12. Industrial Control Technology |
|--|--|

RPPL 9-22 & RPPL 10-43 Certificate Programs:

The program herein is in response to RPPL 9-22 that was passed into law on April 24, 2014 through the stated Act and amended through RPPL 10-43, signed on December 11, 2019. This Act is “*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*”. Detailed information of the RPPL 9-22 & 10-43 certificate programs are available in the College General Catalog 2020-2024 on pages 87 – 93.

The following non-accredited certificates may be awarded to students completing the RPPL 9-22/10-43 certificate programs.

Certificates of Competence (non-high school graduate)

1. Construction
2. Automotive

Certificates of Completion (high school graduate)

1. Construction
2. Automotive
3. Outboard Motor/Small Engine

Certificates of Mastery (PCC graduate)

(With Number of Certificates Awarded in S.Y. 2020-2021)

1. Air Conditioning & Refrigeration Technology - 3
2. Automotive Mechanics Technology - 4
3. Construction Technology - 4
4. Electrical Technology - 2
5. General Electronics Technology - 2
6. Information Technology - 2
7. Small Engine/Outboard Marine Technology - 3
8. Tourism & Hospitality – 13

Career & Technical Education (CTE) Lab School:

The School was established in Fall 2017 and this school year is its fourth year of implementation. There is a total of 32 students enrolled in the School. In summer 2021, two students graduated with a high school diploma and a degree in Construction Technology, Associate of Applied Science. One of the students is employed at the Palau Public Utility Corporation and the other is employed at Palau Community College as an assistant instructor for the Construction Technology Program. Seven (7) students are scheduled to graduate in spring/summer of 2022. Six (6) students continue their degree program with different graduation dates. At the high school level of the program, there are nine (9) students in the 12th grade level and eight (8) students in the 10th grade level. The School continues every summer to recruit and admit 10 elementary school recent graduates who are interested in the field of construction. The School is a four-year program, the schedule below identifies each semester's coursework of the four years.

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 student	1 st spring 1 st year college student	2 nd fall 2 nd year college student	2 nd spring 2 nd year college student / College Degree

Academic Tutoring Center (ATC):

The Academic Tutoring Center provides instructional services to support student success. Instructional services include but not limited to Instruction and Tutoring; Online Tutoring Site; Computer Lab/Research; and Study Area. More detailed information of the Academic Tutoring Center can be found at <https://pconline.palau.edu>. The ATC serves all students of Palau Community College. Professional and peer tutors are available through an instructional assistant and students as peer tutors.

Center for Teaching Excellence:

The Center for Teaching Excellence was established in the spring of 2018. The purpose of the Center is to provide technology support to assist faculty when using information from the world wide web to support their teaching and student learning. Such teaching support includes the wide education trainings available on YouTube; online videos; e-research literatures; and other instructional support such as Math for Mechanics and Nursing Virtual Simulation. The Center also provides trainings to faculty in the use of technology to support the different approaches of learning. Such approaches include but not limited to distance education learning (online and hybrid) as well as virtual learning (Zoom and Google classroom).

Belau Childcare Center (PCC Day Care):

The Belau Childcare Center (Day Care) is a consortium partnership effort between Palau Community College, Palau Community Action Agency and the Ministry of Health. The purpose of the Program is to assist low income/no income student-parent who may need child care assistance for their children while they are attending Palau Community College pursuing a higher education. Day Care Center is open on Mondays to Fridays except weekends and holidays at 8:00 am to 5:00 pm. During 2020-2021, there were 45 students and five (5) teachers and assistant teachers.

2020-2021 Academic Affairs Division Highlights:

- The College hired an additional associate dean for the School of Business and School of Technical Education, November 2020.
- The College hired an additional English instructor to the English Department, August 2021.
- The College hired an instructional assistant to the Construction Technology Program, August 2021.
- Two associate deans and four instructors became members of the College Accreditation Steering Committee (ASC) in fall 2020 to help write and put the College Institutional Self-Evaluation Report (ISER) 2023 together.
- Faculty & students celebrated the United States Constitution Day on September 17, 2020.
- Faculty & students celebrated Spring 2021 Career Awareness Week on March 16 – 18, 2021. Little over 300 students and teachers from the K-12 schools attended the Career Awareness Week.
- Spring 2021 Environmental/Marine Science (ES) and Information Technology (IT) Symposium, April 30, 2021. One IT student and one ES student.
- PCC Commencement Exercises, May 14, 2021. There were 102 graduates during this graduation.
- Tourism & Hospitality Symposium, July 23, 2021. There were nine TH students in the Symposium.
- Agricultural Science Program and Science Department continues to operate their program/department with financial support from USDE & USDA.
- Faculty & students celebrated the United States Constitution Day on September 17, 2021.

Faculty members attended the following trainings during 2020-2021.

Fall 2020	Spring 2021	Summer 2021
<p>Institutional Effectiveness Training, August 5 & 6, 2020 by the College Institutional Research & Evaluation Office</p> <p>Distance Education Training, August 11 – 14, 2020 by the Center for Teaching Excellence & REL Pacific/McREL International</p> <p>College Convocation (general assembly), August 21, 2020</p> <p>Accrediting Commission for Community & Junior Colleges (ACCJC) Virtual Training, September 1, 2020 – attended by members of the College ASC (associate deans & faculty)</p>	<p>Institutional Effectiveness Training, January 6, 2021 by the College Institutional Research & Evaluation Office</p> <p>World International Women's Day attended by five female faculty, March 8-9, 2021 invitation by the Office of the Vice President of the Republic of Palau</p> <p>Technology Training, May 18, 2021 by the Center for Teaching Excellence</p> <p>Instructional Assistants Training, July 2021.</p> <p>Institutional Effectiveness Training, August 3, 2021 by the College Institutional Research & Evaluation Office</p> <p>College Convocation (general assembly), August 13, 2021</p>	<p>Full-time instructors are off during the summer from June 1 to July 31, 2021 (10-2 contact).</p>

FACULTY SENATE ASSOCIATION

The Faculty Senate Association conducted the following activities in 2021

- Held monthly meetings as stated in its bylaws
- Awarded the 2nd half of SY2020-2021 FSA Scholarship
- Hosted PCC-FSA Program Fair fundraising event on March 27th – March 28th
- Awarded FSA Spring 2021 Graduation Awards
- Held its annual end of the year retreat for all members
- Assisted Ngaramaiberel women's group's tour at PCC CRE facilities at Ngermeskang and Ngermetengel in Ngeremlengui State
- Submitted 2020 Annual Report of non-profit organization to the Office of the Registrar of Corporations
- Awarded the 1st half of SY2021-2022 FSA Scholarship
- Held election of new officers for SY2021-2022
- Hosted two image activities for students, staff, and faculty in October



FSA Scholarship Award



FSA Fundraiser Activity



Assist Ngaramaiberel Women's Group on FAM tour to CRE Research & Development station in Ngermeskang, Ngeremlengui.

CONTINUING EDUCATION DIVISION

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 government 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 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 29 sets of trainings to the different age groups of clients for the academic year 2020-2021. Total of 814 clients benefited from the trainings. In summer 2021, 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.

Care Giver Training and Personal Protective Equipment & Body Temperature Assessment Training continue to be offered.



CE Computer Training for MHHS staff

**Palau Community College CE Annual Report
2020 - 2021**



No.	Training/Workshop	Date	Hours	# of Participants	Participating Agency
1	Computer Literacy (Microsoft Word, Excel, Power Point)	Oct-20	40	11	Requested Agency
2	Customer/ Guest Service	Oct-20	8	17	Requested Agency
3	COVID-19 Personal Protective Equipment & Body Temperature Assessment	Oct-20	84	12	Immigration & Labor & Customs Office
4	EMT Refresher Course	Feb-21	84	17	Division of Fire & Rescue, MOJ
5	Care Giver Training	Apr-21	15	29	Community
6	CPR & First Aid Training	Apr-21	8	25	PCC Employees
7	Palauan Orthography and Grammar Course	May-21	24	6	Community
8	Care Giver Training	May-21	15	36	Community
9	Basic Conversational Mandarin	Jun-21	16.5	14	Students
10	SKP- Singapore Math	Jun-21	36	133	Students
11	SKP- English Reading & Writing	Jun-21	36	108	Students
12	SKP- Palauan Orthography	Jun-21	36	71	Students
13	SKP- Marine Science	Jun-21	36	30	Students
14	SKP - Art	Jun-21	36	56	Students
15	SKP - Music	Jun-21	36	16	Students
16	SYP - Spear Making "Omeruul Biskang"	Jul-21	30	10	Students
17	SYP - Palauan Chant & Proverb "Chesols ma Olachtinger"	Jul-21	30	10	Students
18	SYP - Omenged ma Daob	Jul-21	30	10	Students
19	SYP - Pandanus Leaves Weaving "Omengaus el such ma Dui"	Jul-21	30	9	Students
20	SYP - Palauan Chant & Proverb "Chesols ma Olachtinger"	Jul-21	30	9	Students
21	SYP- Mythology "Uchelel Belau"	Jul-21	30	19	Students
22	Microsoft Excel 2019	Jul-21	12	9	Requested Agency
23	Care Giver Training	Aug-21	15	31	Community
24	Office Skills & Management Training	Jul-21	40	23	State Government
25	Customer Service Training	Aug-21	4	14	Palau Post Office
26	Care Giver Training	Aug-21	15	18	Community
27	Care Giver Training	Aug-21	15	38	Community
28	Care Giver Training	Aug-21	15	20	Community
29	Basic Conversational Mandarin	Aug-21	9	13	Students
	TOTAL		815.5	814	

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 five (5) full time staff who oversee the implementation of activities and services.

Program and Services

The Budget Year 2020-2021 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	20	1
George B. Harris Elementary School	37	3
Koror Elementary School	86	2
Maris Stella School	25	0
Melekeok Elementary School	24	1
Meyuns Elementary School	37	2
High Schools		
Emmaus-Bethania High School	33	1
Mindszenty High School	49	2
Palau High School	169	6
TOTAL	480	18

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.

Program Highlights

In Fall Semester of 2020, the project recruited at target schools, met with Principals from target schools, provided orientation for tutors, and implemented tutoring sessions on Mondays to Thursdays. ETS participants participated in numerous field trips to Babeldaob, Airai, and Koror areas where they visited diving sites, historical and cultural sites, and rock islands for observation and exposure to developing projects which were integrated and correlated with their school subject area assignments. ETS also provided workshops on study skills and college preparatory for all students.

In Spring Semester of 2021, ETS participants continued to participate in numerous field trips to Babeldaob, Airai, and Koror areas where they visited diving sites, historical and cultural sites, and rock islands for observation and exposure to developing projects which were integrated and correlated with their school subject area assignments. Tutoring services continued for participants in needed subjects. ETS senior participants were provided services in assistance with college entrance exams and applications, financial aid, and scholarship information.



ETS Cultural Field Trip - Peleliu State

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
Ngwal	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
	Fall 2021	23
Total		2,190

Semester	# of Graduates	Track	
		College	Vocational
Spring/Summer '02	29	29	0
Spring '03	30	30	0
Spring '04	36	36	0
Spring '05	24	24	0
Spring '06	19	19	0
Spring '07	20	20	0
Spring '08	17	16	1
Spring '09	15	14	1
Spring '10	20	14	6
Spring '11	20	20	0
Spring '12	15	9	6
Spring '13	25	13	12
Spring '14	17	5	12
Spring '15	9	9	0
Spring '16	15	5	10
Spring '17	1	0	1
Spring '18	8	1	7
Spring '19	17	2	15
Spring '20	8	1	7
Spring 21	13	2	11
Total	358	269	89



2021 AHS Graduates

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 2020–2021, 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

Due to the pandemic, the 2020-2021 Institute of Museum and Library Services (IMLS) and Library Services and Technology Act (LSTA) grant activities between PCC and the Ministry of Education (MOE) allocated funds of \$68, 255.00, for two major projects. First, the funds purchased educational supplies and copies of locally published books by local Palauan authors to update and expand children's collection for all libraries in Palau. This project also gave children/students from K-12th grade level educational supplies as incentive for participating in the back-to-school library program that was held on July 30, 2021. Secondly, the grant purchased 38 desktop computers with accessories and software, including other library equipment and supplies to support library operation and to upgrade Palau libraries equipment and technology infrastructure. This project will support the student learning outcomes and improve library services to meet the needs of the community patrons.

Personnel

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

The PCC Library currently employs nine full-time staff members: one Interim Director, five Library Technicians, and three Library Assistants. One Library Technician recently resigned and the library has opened a vacancy for this position. Five of the library staff members do possess their degrees in the Library & Information Services Program here at PCC. Out of the eight staffs, one staff has completed all requirement for the San Diego State University's (SDSU) bachelor program. The other two remaining staffs are still taking required courses and will be able to enroll in the next SDSU cohort .

Professional Development

During this reporting period, professional staff development opportunity was offered by the Red Cross Society for Cardiopulmonary Resuscitation (CPR) training. Two library staffs were able to participate in this important training.



Library staff attended CPR/First Aid Training

Equipment Purchase

To support the library services during the COVID-19, the library acquired through the CARES Act funds, three laptop computers. With the laptops, the library staffs could provide reinforced services — including social distancing and remote assistance — to patrons, should the need arise.

Collection Development

During the 2020-2021 fiscal year, the library collection expanded through materials that have been donated to the library. These donations included both fiction and non-fiction materials which have helped to expand the general collection, the children's collection, and the foreign language collections. Approximately 841 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.

During this covid pandemic, the library offered an Amnesty from August 2 – September 4, 2021. This provided an opportunity for patrons to return long overdue materials and have their account cleared. Twenty-nine books (29) were returned and \$1,088.75 fines were waived.

From October 2020 to September 2021, the library provided library orientations and instruction sessions to 121 students. The Palau Public Library and the PCC Library continue to collaborate in the Bookmobile Outreach program. In October 2020, the outreach project continued visiting all of the elementary schools throughout Palau. The program continues to bring more than just reading materials to the schools. Library staff were able to bring fun learning activities, including Reading Alouds, to the schools. The PCC Library continues to provide a variety of activities to children at the PCC Day Care on a weekly basis.



Student Orientation & Instructions

An Annual Summer Library Program was done during the week of May 24-28, 2021. Twenty-nine elementary students participated where they enjoyed a range of activities from learning to weave to math and spelling games.



Library Summer Kids program

During the pandemic, the PCC library has continued to offer the Reward Program to the remaining students from the Federated States of Micronesia (FSM) and the Republic of the Marshall Islands (RMI). Each month, a reward is given to the FSM or RMI student who spends the most hours using the library's services, which include but are not limited to working on research, reading newspapers, and using the computer lab.



Library Reward Program

Library Evaluations

The library continues to administer the Library User Satisfaction Survey during each spring semester to the community users. In addition to that, 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 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 2020	215	October 2020	504
November	138	November	199
December	48	December	63
January 2021	88	January 2021	92
February	88	February	92
March	185	March	227
April	159	April	228
May	54	May	131
June	334	June	312
July	72	July	72
August	334	August	131
September	98	September	108
Total	1,813	Total	2,159

	Gate Count Number of Library Visits		Circulation of Books and Materials
October 2020	7,041	October 2020	736
November	5,460	November	417
December	3,405	December	413
January 2021	2,952	January 2021	368
February	3,710	February	517
March	4,935	March	603
April	3,794	April	628
May	2,465	May	680
June	8,119	June	214
July	3,209	July	680
August	4,163	August	364
September	5,018	September	496
Total	51,271	Total	6,116

Number of Patrons and Circulation by Patron Type		
Patron Type	Number of Patrons	Circulations
Board of Trustees	4	2
Community Adult	3,200	344
Community Elementary	3,096	116
Community High	2,011	56
Faculty	76	12
PCC Staff	103	12
PCC Student	3,160	17
Total for Patron	11,650	559

Donated Resources			
Month	DVD (ea/bx/set)	Magazines	Books (ea.)
October 2020		0	114
November		12	6
December		0	14
January 2021		5	24
February		0	12
March		1	21
April		0	25
May	16	17	3
June	2	0	154
July	44 ea. & 6 set	29	149
August		0	4
September		5	231
Total	62 ea. & 6 set	52	757

	Books Cataloged
October 2020	0
November	0
December	36
January 2021	33
February	11
March	March, April and May (combined)
April	
May	
June	18
July	July, August and September (combined)
August	
September	
Total	543

	Conference Room Usage
October 2020	7
November	6
December	6
January 2021	2
February	2
March	3
April	4
May	0
June	22
July	3
August	7
September	8
Total	70

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

Palau Community College Cooperative Research Extension has long term goals in line with the Republic of Palau and PCC to enhance agriculture and aquaculture production as the mechanisms for increasing sustainable economy through core technology and capacity. Partnerships with communities, government and non-government entities have allowed for progression towards achieving progress towards PCC-CRE critical issues that are directly related and in-line with national development goals. COVID19 has reduced tourism to Palau and therefore has increased focus on sustainable practices of local production; and with partnerships and newly hired staff PCC-CRE looks to help meet increasing demand. Major issues the reduce progress are facility upgrades and transportation, which we hope to address as soon as possible to meet this increasing demand for services in Palau and the region.

Personnel

There are currently twenty (20) staff employed at PCC Cooperative Research & Extension.



PCC President Dr. Tellei & CRE staff

CRE Personnel

<u>Position</u>	<u>Name</u>
Acting Vice President	Jay Olegeriil (April 10, 2020 - March 23, 2021)
Vice President	Dr. Christopher Kitalong (March 24, 2021 to Present)
Director CRE Operations	Lyndon Masami
Clerk Typist/Secretary	Kazue Melphy
Researcher/Ext. Specialist Aquaculture	Miguel Delos Santos
Researcher/Horticulturist /Agriculture Program Manager	Dr. Yin Yin Nwe
Researcher	VACANT
Research Assistant	Drexler Madlutk
Research Assistant	Duran Madlutk
Research Assistant	Rodney Marino
Research Assistant	Kiyara Swanson
Extension Agent (Aqua)	Leilanie Rechelluul
Extension Agent (Agri)	Felix Sengebau
EFNEP Extension Agent	Leilani Rengulbai
Tissue Lab Technician	Itwong Ngiraikelau
Field Assistant	Maria Teruzi
Field Assistant	Siliang Michael
Field Assistant	Connie Madrangchar
Field Assistant	Denae Johnny
Field Assistant	Leory Fritz
Field Assistant	McKnight McArthur
R&D Security and Animal Husbandry Manager	Nena George Jr.

PROJECT-BASED RESULT**Agriculture Extension - Sustainable local crop production in Palau to enhance food security and support income generation**

There is heavy interest and ongoing programs with heavy community and local/national government buy in but there is dire need to expand and set regular programs to maximize community expansion of involvement. Furthermore, we need renovated facilities and updated technology for expanded audience and high impact training with community-based agents able to mimic or use facilities to develop and expand training materials; included but not limited to agriculture materials that can be transferred directly and adapted by members of community for sustainable agriculture production and data collection from community for review. One of the major challenges was transportation, as vehicles were outdated and looking for proper transportation for extension teams was limited and delayed program outcomes significantly as materials and humans were on the same transport. On top of that, facilities and equipment are not renovated and updated so there was reduced client impact as technology and display was very limited because of reduced output capacity and dilapidated display and working areas/conditions therefore minimizing client interactions.

Program Outcomes

There is an increasing interest for home gardening from the community, which is aimed directly at living healthier lives.

Target audience: Local farmers, individual community members

Activity: Two hundred seventy-five (275) people were provided with various vegetable and fruit tree seedlings. The plants were distributed to the community during the annual fair with hands-on training on how best to grow their vegetables and fruit trees in their farms as well as their individual home gardens.

Results/Outcome: As a result of the extension activity, numerous members of the community came up with creative ways of making small gardens around their homes and yards. This gave them access to fresh garden produce to supplement their diets. This goes to show that we can increase community driven productivity by strengthening the family unit.



Earth Day/Green Fair at Ernguul Park

Dilngebuked Taro Patch Rehabilitation Project

Issue/Significance: There is an increasing demand for soft taro grown in wet taro patches.

Target audience: Ngaraard local farmers

Activity: The Dilngebuked Women's Association of Ngaraard state is a non-governmental organization which is comprised of about 40 women from the hamlet of Ngebuked, Ngaraard. The women's group recently received a grant from UNDP to help in the rehabilitation of a taro patch that had been abandoned for years. With taro patches being the cornerstone of our culture and subsistence, the women were tasked to rehabilitate a taro patch in their area using traditional methods. Our very own extension agent as well as our field assistants helped the women through a hands-on demonstration of soil turning, planting, and covering (with banana leaves). In addition, there was a short presentation/training to ensure all the women acquired the necessary knowledge and skills to carry out the remainder of their project and apply such knowledge and skills in the development of their own taro patches.

Results/ Outcome: As a result of extension education effort, 30 farmers have completed planting their taro patches and are awaiting harvest. Their harvest will help supplement their household incomes through sales and help in their customary obligations.

Palau Organic Growers Association (POGA) Workshop

Issue/ Significance: There is an increasing demand for organic produce and organic products.

Target audience: Local farmers, business owners

Activity: Twenty five participants attended the first POGA workshop. The participants of the workshop consisted of local farmers and business owners who have shown interest in converting their farms and products from conventional to organic. The participants were able to complete a two part workshop addressing soil health and plant nutrition followed by a field trip to the Bureau of Agriculture and PCC CRE's Research and Development station for composting demonstration, the demonstration of various horticulture techniques, and observation of different agricultural techniques which both agencies have used to address different agricultural issues on the island.

Result/outcome: Ten participants have started the conversion of their farms from a conventional to organic. The conversion period will take at least two years, but it will greatly increase the value of their produce and products. The organic produce and products will greatly contribute to the food security and overall health of the community

UN Day/Olchotel Belau Fair

Issue/ Significance: There is an increasing demand from the community to make small farms to supplement daily consumption and increase physical activity.

Target audience: Local farmers, stakeholders, interested individuals.

Activities: Two hundred fifty-four clients were able to receive plants consisting of one thousand four hundred fifty-three (1,453) fruit trees, two thousand (2,000) taro plants and two hundred eighty five (285) vegetable seed packets. The clients who signed up to receive plants were given advice on how to tend to their farms and gardens. Student researchers also surveyed clients on the best practices for taro cultivation. They also gathered necessary information from all our clients for future reference and for follow-up.

Result/Outcome: As a result of the extension effort by CRE extension agents (with help of field and research assistants), we were able to propagate numerous plants to meet the ever-increasing demand from the community. We were able to supply the community with the necessary seeds or plants to start small gardens or to sustain their existing farms. This plant distribution from CRE will help solve the issue of food security especially during this global pandemic



UN Day/Olchotel Belau Fair

LOKALL Cooking Class/Farm to Table Program

To kickoff the SersED Summer Camp, PCC CRE along with some partner agencies hosted a 2 day cooking class at the Palau High School multi-purpose building. The cooking class offered was led by Mr. Dalton Thomas, a Palau High School Agriculture instructor and former CRE Extension Agent. Mr. Thomas and his students were able to showcase different recipes made using locally grown ingredients. Some star dishes included: taro sushi, tapioca mochi, and the roselle tea. In addition to the delicious recipes showcased, the audience was able to learn about how to go about starting their own home gardens and how to care for their gardens once established. Furthermore, there were presentations about food nutrition, solid waste management, composting, and different agricultural services offered by the other partner agencies. They also got a chance to get a free health screening from representatives of Belau Wellness Inc. During the 2 day cooking class, it was apparent that there is a lack of knowledge within the community regarding healthy food preparation using locally sourced ingredients. Audience members were quite surprised with the five-star ambiance and menu. All in all, this was a great program that provided participants an overall perspective on health and wellness. From the food we eat to managing the waste we create, participants learned a lot about ways they could ensure their overall well being.



LOKALL Cooking Class

SersEd Summer Camp

Palau Community College's Cooperative Research and Extension along with its partners hosted a 4 week summer camp. Our partners include Taiwan Technical Mission, the Bureau of Agriculture, and Koror State Government's Solid Waste Division. The students were rotated in groups among the 4 agencies and were able to learn about various agricultural practices and their importance in our society. We had a total of 87 student participants.

At the Palau Community College Research and Development Station, students got to experience the following:

- Sowing vegetable seeds and planting vegetables in our raised bed gardens. Through this experience, students were able to learn the importance of food security through local food production. They were taught that food security starts from home and were exposed to different techniques in starting their own home gardens. They were taught how to manage and care for their plants with the help of our skilled employees.
- First-hand experience in plant tissue culture. Students got a “hands-on” experience in our tissue culture laboratory. They were taught basic laboratory techniques, as well as basic tissue culture procedures. They were taught media preparation, plant sterilization, proper data collection, and the actual culturing and sub-culturing of taro. They were exposed to the importance of the “in-vitro” germplasm of local root crop varieties such as taro, cassava, banana, and pineapple. Lastly, they were able to help us with our preliminary study of salt tolerance in various taro varieties. They were able to learn about the effects of climate change and sea level rise on taro production and ways in which we can improve or remedy such problems.
- Field work involving taro identification. With the help of our field assistants, students were able to collect a variety of taro from the field and learn how to identify each variety based on stem color, leaf color, and vein color .
- Medicinal plant scavenger hunt. Students were able to learn about different local, medicinal plants through a fun scavenger hunt around our premises. Using our very own publication “Medicinal Plants in Palau: Volume 1”, students were able to collect leaves from various medicinal plants around the research station. After each scavenger hunt, we gathered to discuss their findings and learn what each plant cures and what they can help with.
- A tour of our dry litter piggery. Students were able to learn about the importance of the piggery in our farm operations. They learned how the dry litter system helps with the production of compost which will eventually end up fertilizing the crops grown in our field.



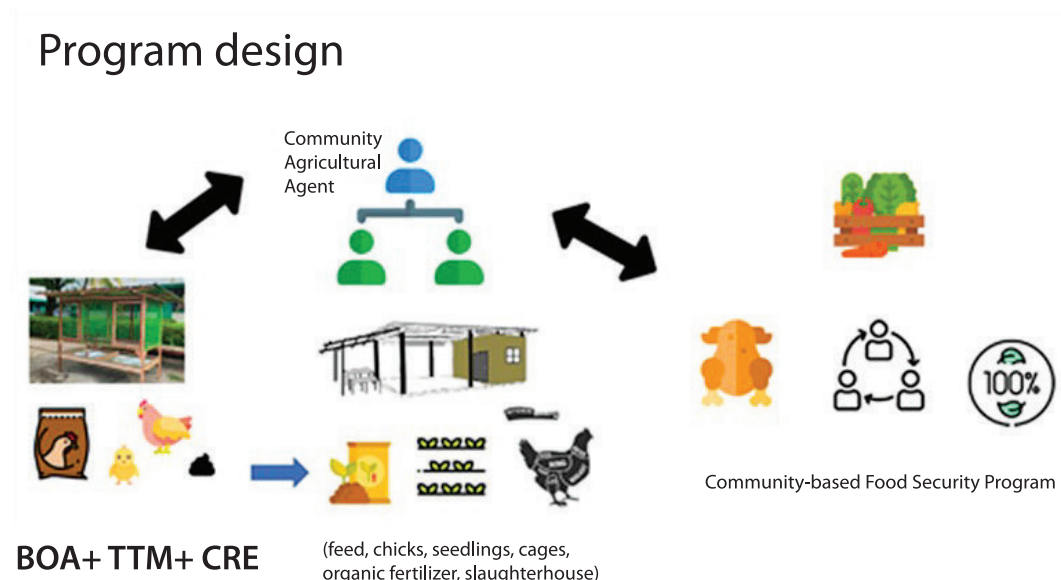
SersEd Summer Camp

Livestock and Garden Integration Program at State and Community

Through the efforts of a joint program with states and national partners, we have mobilized poultry distribution within the states. Along with the poultry is the distribution of chicken coups which allow for manure collection that would eventually be used in composting. In addition, community nursery designs have been developing with each state through a community based agricultural agent. The community nurseries will hopefully help supply the ever growing need to sustain or start home gardens and or farms. Technical assistance through training and ongoing partnership with the states will be done with the help of the Community Agriculture Agents (which have been selected by each state).



Local community chicken poultry farming

BOA, TTM, and CRE Program Design**Peer-reviewed publications**

Nakamura, S.S., Iida, A., Nakatani, J., Shimizu, J., Ono, Y., Watanabe, S., Noda, K., Kitalong, C. Global land use of diets in a small island community: a case study of Palau in the Pacific. *Environmental Research Letters* 2021;16:6 (PEER REVIEWED JOURNAL)

Iida, A., Hama, Y., & Kitalong, C. (2019). Can New and Traditional Sharing Practices Be Integrated? The Case of Use of Natural Resources in Palau, Micronesia. In O. Saito (Ed.), *Sharing Ecosystem Services: Building More Sustainable and Resilient Society*, (pp. 137-157). Singapore: Springer Singapore. (BOOK)

Establishment of Sustainable Mango Fruit Production: Hatch Project

There are a total of fifty-six (56) mango planted on the campus of Palau Community College. 96% or 54 mango trees received treatments while two (2) were used as neutral not receiving any treatments. The treatment consisted of a mango tree trimmed from the top 40% leaving only the side branches for easy pickings of the fruits. The mango was also trimmed to allow sunlight and easy air circulation to enhance mango growth and development. They also received equal treatment of fertilizers, one kilo or two point two pounds 10-30-10, chicken manure, and potting mix. Fertilizers were applied using auger to drill holes near each mango tree. Ongoing observation and growth results are recorded and used to inform local farms and the community in improving their plants to produce more flowers and better quality of fruits.

The local farms and household mango varieties have a low rate of success and reduced fruiting body volume. Understanding simple techniques of resetting the fruiting trees will increase success of fruiting trees and access to fruiting bodies for local consumption. These studies can also be used for orchard development to offset mango fruit and mango drink import from outside and increase local revenue streams.

Development of fruiting tree resetting methods can be used for all fruiting plants for home, community and commercial use across Palau and serve as a basic horticulture development skill protocol for development of proper fruit agriculture industry and reduce import and increase internal supply and therefore possible processing methods for fruit-based products. Understanding challenges for Mango fruit tree production will allow for a methodology for assessing and developing other fruiting tree management protocols for sustainable fruit supply.

Transportation for researchers to other field sites is limited and proper horticulture and insect review equipment has limited monitoring of insects properly.

A manual for fruiting tree management with FAO and Japanese partners is underway based on results of experiment that can be used for community training and action.

Joint horticulture practices workshops have occurred to look at methods for fruit tree propagation to fruit protection; however results are needed to maximize success for mango trees fruiting.

Development of Locally Adapted Sustainable Taro Production (*Colocasia esculenta*): Hatch Project

Upland taro production becomes increasingly significant under a changing climate. Identification of sustainable measures for upland taro production and dissemination of adaptable techniques are necessary to improve taro production for food security. Taro is the most culturally significant starch product in Palauan diet and increased security of this crop is of major concern in Palau. Increased focus on culturing multiple varieties and maintaining populations of these varieties is key to food security in Palau.

Continued re-collection and establishment of *in-vitro* and *in situ* local taro germplasm conservation was done to ensure availability of local taro varieties for mitigation of climate change issue including salt water, drought, and leaf blight resistant varieties. Thirty students were trained for germplasm conservation *in vitro* by tissue culture techniques. As a result of research and extension education efforts, 20 small farmers acquired the knowledge, ability, and skills to manage upland taro farms according to conservation agriculture techniques to reduce soil erosion, improve organic matter content, and improve yield. The students gained knowledge and skills of tissue culture techniques and knowledge on the importance of local germplasm conservation to improve food security. About 14% of the contact persons are using the sustainable conservation techniques in upland taro production. The increase in viable sites for taro production with resilient variants sets the stage for increasing productivity of taro for raw food material for direct consumption or processing.

Local women's groups and community members have increased engagement and have revitalized taro patches and introduced these taro varieties in to not only traditional taro swamp areas but areas closer to their homes for easier access to the food crop. Upland taro farming has increased and production rates have increased, along with interest therefore prompting a Palau government initiative to increase tissue cultured taro plants to more than 100,000 plants per year for the next 3 years.



NgaraMaiberel Women visits CRE R& D station

Stabilizing taro production and increasing interest and area for taro production preserves traditional food consumption practices while at the same time allowing for enough product for innovative processing methods to reduce import dependency on less healthy rice/wheat-based products.

Recommendation:

High demand for taro samplings, prompt the need to increase production and renovate/expand tissue culture facility and nursery grow-out facility.

Again a major issue is transport, down time of vehicles effects ability of researcher and research assistants to tend to taro varieties and maintain appointments with community members for crop and site review. The tissue culture facility and nursery grow out are more than 10 years old and ventilation and facilities are not functioning to maintain high survival rates as well as maintain production to be able to stabilize methodology and production for proper SOP development and community demand or transfer of technology for local industry development.

Expanded and renovation of facility with proper transport will allow for proper professional development in taro crop stabilization at CRE and onsite with crop review and assessment of community favored varieties.

Researchers, research assistants and field assistants have been invited regularly for community meetings and request for site visits have been regular. Transport and facility renovation and therefore function is limiting factors now.

Increase of taro variety development and testing of stabilized community-based nurseries can only be developed if our facility can be renovated to show survival rates.



CRE R&D Tissue Culture Lab

Taro Production Peer Reviewed Publications

Yin Yin Nwe, Felix Sengebau, Thomas Taro, Christopher Kitalong and Hide Omae. Study of locally adapted sustainable taro production based on conservation agriculture in Palau. Nov 2019, Proceedings in the Tropical Agriculture Development.

Masato Oda, Yin Yin Nwe, Hide Omae. Use of site-specific K factors in the Universal Soil Loss Equation can show arable land in Palau. Jan 2020. <https://f1000research.com/articles/9-89>.

Nwe, Y.Y., Sengebau, F., Taro, T, Kitalong, C., Olegeriil, J., Omae, H. (2021). Effect of tillage, bed shape, and land cover on yield of upland root crop and soil erosion in Palau. Trop. Agr. Develop. 65 (2)

Multi-site Coconut Rhinoceros Beetle Assessment, Mitigation, and Biocontrol with basis in Palau and Biocontrol and Initial Assessment/Training in Yap, Chuuk, Pohnpei, Kosrae, and Marshall Islands

Long-term damage assessments are ongoing as well as sample trapping for DNA and viral presence analysis. In addition, net-based traps for reducing CRB populations in outer-lying atolls have been laid out in Sonsorol/Merii and Kayangel. Furthermore, attempts and viral infection protocol in Sonsorol have been trialed and results of samples is underway. Genetic works are done in partnership with University of Hawaii and Tokyo University of Agricultural technology. Regional Conferences on CRB have been held with various research bodies and biosecurity officers from each Micronesian state to emphasis and train on prevention and management. Increased awareness and promotion of use of coconuts in the community for hydration, food, etc. to promote monitoring and maintenance of trees as well as green waste management across Palau. Kayangel Atoll is the site of pilot eradication site and partnerships with the state government, youth and community associations, Bureau of Agriculture and PVA have led to widespread green waste management and on the ground active trapping and community awareness. After completion and monitoring of the 3-month project, effectiveness will be analyzed and reviewed for use on other vulnerable island atolls as well as throughout areas that are afflicted. The Regional Invasive Species Council (RISC) has promoted the program and we are looking on joint nudi-virus assessment for biocontrol for 2021.

Most of the work in the Pacific islands especially most effected places like Guam and Solomon Islands has been focused on sanitation, or cleaning of debris and methods of capturing beetles as they attack trees; the focus on biocontrol has been limited due to time frame and capacity for virus identification and virulence test in our region. Regional collaborations have led to the discovery of strains of viruses existing in Palau CRB population that reduces viability of the individuals and will be tested on strains in the region for effectiveness. A new collaboration with University of New South Wales has allowed for a more focused sampling review for the year 2021 to establish biocontrol and biotype of CRB in Palau versus the region to assess virus resistance and overcome the resistance with the most effective nudi-virus variants.

Regional efforts are based on trial on live CRB and getting multiple strains from Palau populations and having live culture testing locally will increase success rates. Until further development of biocontrol, basic sanitation methods have been introduced and training has been done for basic sanitation for outer lying atolls to reduced damage and maintain coconut populations. The work has received attention from the national and state governments and green waste management has been emphasized to increase useable mulch for agriculture and to reduce breeding grounds for CRB. Local communities and individuals have increased sanitation practices and have been assisted by government programs to reduce impact of CRB on coconuts. Biosecurity SOPs have been developed and provided within the region for response.

Our major challenges are getting laboratory capacity as well and transportation on island to increase rate of collections and sampling. However, training and awareness materials have been developed and student aided research programs have increased exposure and capacity on CRB management. With limited resources an initial focus has been placed on outer-lying atolls as pilot projects that will be used throughout Palau in collaboration with community leaders, state governments and national task force. We are continuing to work with regional and international partners to increased live CRB stock with virus ID and testing for virility.

CRB Peer Reviewed Publications

Tanaka S, Harrison RL, Arai H, Katayama Y, Mizutani T, Inoue MN, Miles J, Marshall SDG, Kitalong C, Nakai M. Confirmation of *Oryctes rhinoceros* nudivirus infections in G-haplotype coconut rhinoceros beetles (*Oryctes rhinoceros*) from Palauan PCR-positive populations. *Sci Rep.* 2021 Sep;11(1) 18820. doi:10.1038/s41598-021-97426-w. PMID: 34545119; PMCID: PMC8452681.

Kitalong, C., Ramarui, J.O., Ngiramengior, J. Skey, B., Masang, N., Watanabe, S., Melzer, M., Nakai, M. and J Miles (2018) CRB damage and resistance assessment in the Palau Archipelago. The 2018 International Congress of Invertebrate Pathology and Microbial Control and the 51st Annual Meeting of the Society for Invertebrate Pathology, Gold Coast, Australia 12-6 August 2018. Page 48. (Oral Presentation)

Coconut rhinoceros beetle OrNV resistance and effects on coconut trees in Palau in the Palau Archipelago, Christopher Kitalong, Jesse Ramarui, Balang Skye, Joel Miles, Thomas Taro, Fernando Sengebau, Shunsuke Tanaka and Madoka Nagai; Preceedings from XIX International Plant Protection Congress IPPC 2019, 10-14 November 2019, Hyderabad, Telangana, India Crop Protection to Outsmart Climate Change for Food Security & Environmental Conservation

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

Lack of Local Food Production and Food Insecurity: Guaranteed Food Supply through diversification and maximizing crop viability that is climate resilient for family and community propagation, management and consumption; as well as high throughput production technologies for larger scale farming. Furthermore, an increased focus on agroforestry and research in agroforestry species for food and medicines are key to maintaining near home and community.

Home-garden and important food crop identification and uses of said crops recorded and working to publish. Student researchers trained on field assessments and laboratory protocols for upcoming assessments. A collaborative has been established for Urban Agriculture, looking to improve food supply throughout Koror and Airai, by teaching families to plant in small areas. Project developed for implementation has begun at more than 80 households for A-Z; tissue culture->nursery grow->field grow out->processing for taro plants, breadfruit varieties and other important ethnobotanical food plants. Furthermore, effectiveness of ethnobotanical species for food supply and basic health needs has become a key public concern leading to the increased review and crop testing of locally available species that are viable for household and community propagation and use. To maximize taro quantity, community-based surveys and exchange trainings with traditional women's and men's groups have allowed for a stockpiling of live germplasm at multiple locations and heavy interest in tissue culture of taro and other plant species for increased propagation and population development at community-based nurseries. These community-based interviews with local and international partnerships have resulted in publications on ethnobotanical plant species and agriculture practices have led to a surge in interest in basic agriculture and sustainable production. The methodology used have been now taken on by other national and international agencies to increase household food security by agroforestry focus for basic food needs.

Joint efforts have allowed for increased interest but tissue culture and grow out facilities cannot meet the demand. National and International programs are looking at local expertise from PCC-CRE to assist in achieving food security for Palau through these high throughput systems; piloted and then transferred to community/private for increased economic viability. Our major setback to achieving maximum effectiveness is facilities for tissue culture are outdated and cannot meet demand requested in Palau. Furthermore, transportation has been a major issue in getting to clients and sites for increased impact of food development.

Peer Review Publications

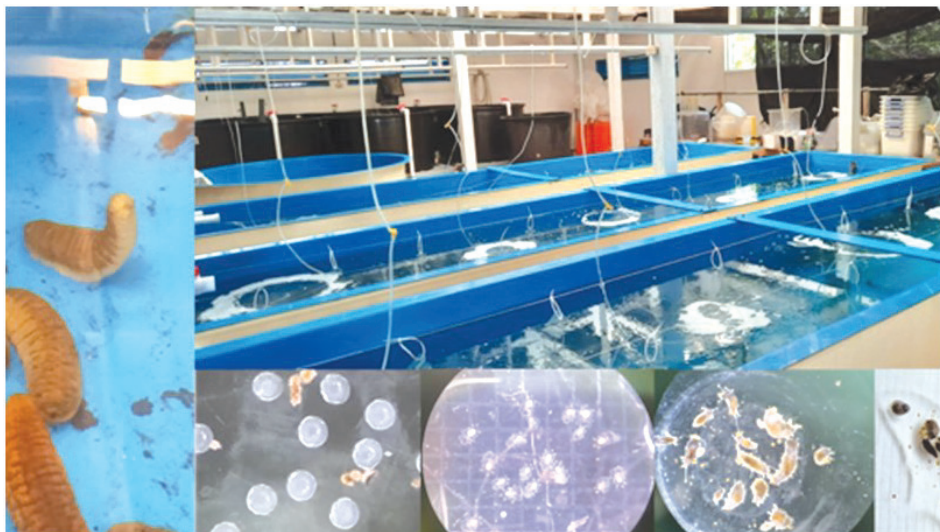
Kitalong, Christopher, 2021, Phytochemistry and Ethnomedicine: Understanding the Traditional Preparations of Medicinal Plants in Palau. Balick, M., Kitalong, A. Ethnobotany of Palau, Amazon, Vol. 1, pp. 213-234. (BOOK)

Iida, A., Hama, Y., & Kitalong, C. (2019). Can New and Traditional Sharing Practices Be Integrated? The Case of Use of Natural Resources in Palau, Micronesia. In O. Saito (Ed.), *Sharing Ecosystem Services: Building More Sustainable and Resilient Society*, (pp. 137-157). Singapore: Springer Singapore. (BOOK)

Nakamura, S.S., Iida, A., Nakatani, J., Shimizu, J., Ono, Y., Watanabe, S., Noda, K., Kitalong, C. Global land use of diets in a small island community: a case study of Palau in the Pacific. *Environmental Research Letters* 2021;16;6 (PEER REVIEWED JOURNAL)

PCC -CRE Hatchery Activity**Program Outcomes:**

The collection and rearing of Sandfish and Mangrove Crabs for release in the community has been the source of major work at the PCC-CRE Hatchery facility.



Sandfish Rearing at Hatchery facility



Mangrove Crab ready for release in local farm

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

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

Borja, Thomas
Project Director-AANAPISI
Academic Counselor
BA 2011, San Diego State University

Dachelbai, Danielle
Cook
AAS 2012, Palau Community College

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

Debelbot, Armstrong
Academic Coordinator/Advisor
BS 1996, US International University

Dolmers DJ. Dolmers
Instructor Assistant
2021 AAS, Palau Community College

Emesiochel, Demy F.
Academic Advisor
AAS 2012, Palau Community College
BA 2021, San Diego State University

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

Fuentez, Angie
Accounting Technician
BA 2008 Eastern Oregon University

Gabriel, Nicole
Counselor
BS 2018, Bob Jones University

Haruo, Harline
Personnel Manager
BA, 2014, San Diego State University

Ignacio, Keith
Administrative Assistant
AS 1999, Palau Community College

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

Inosencio, Taulima
Accounting Technician
AS 2020, Palau Community College

Ishim, Dilmeang
Financial Aid Technician
BA 2014 Palau Community College

Jerry Pauline
Administrative Assistant
AS 2001, Palau Community College

Joseph, Jolene
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
BA 2021 San Diego State University

PROFESSIONAL & SUPPORT STAFF

Kitalong, Dr. Christopher
 Vice President CRE
 BS 2002 University of Notre Dame
 MS 2007 Toyoma Medical & Pharmaceutical University
 PhD 2014, City University of New York

Kodep, Tessmarie U.
 Student Account Supervisor
 BS 2008, Eastern Oregon University
 MA 2017, San Diego State University

Kual Hedrick W.
 Dean of Continuing Education
 BA 2005, Pacific Islands Bible College

Kumangai, Demira
 Counselor
 BA 2020, University of Hawaii at Hilo

Lukas, Hulda
 Dorm Manager
 CA 1985, Micronesian Occupational College

Maech, Akilina
 Administrative Assistant
 AS 2004, Palau Community College

Masami, Lyndon
 Extension Agent/Research Assistant
 AS 2011 Palau Community College
 BA 2021 San Diego State University

Melphy, Kazue
 Clerk Typist
 Diploma 1998, Bethania High School

Merong, Grace
 Library Technician
 AAS 2000, Palau Community College

Moses, Crane
 Counselor
 BS 2020, Eastern Oregon University

Moses, Nathaniel
 Counselor
 MPA 2020, University of Guam

Nakamura, Ember
 Financial Aid Technician
 AAS 2014, Palau Community College

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

Ngirachitei, Ephraim
 Dormitory Manager
 BA 1982, Hawaii Pacific College

Ngiraibai, Debbie
 Accounting/Business Supervisor
 AS 2002, Palau Community College
 BA 2021 San Diego State University

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

Ngiraingas, Debra
 Counselor
 BS 1992, Southern Adventist College

Ngirairikl, Isumechraard
 Interim Director
 BS 2008 University of Guam

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

Ngirkuteling, Tanya
 Library Assistant
 AAS 2010, Palau Community College

Nwe, Yin Yin
 Agronomist
 Ph.D 2010 United Graduate School of Agriculture & Technology

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

Olengellel, Lakolani
 Academic Counselor/Adviser
 BA 2004, University of Hawaii – Hilo
 MA 2010, San Diego State University

PROFESSIONAL & SUPPORT STAFF

Olikong, Deikola
Dean of Academic Affairs
Accreditation Liaison Officer/Director, IREO
BA 1989, Hawaii Pacific College

Olkeriil, Kristy
Accounting Technician
AA 2008, Palau Community College
AS 2010, Palau Community College
BA 2021, San Diego State University

Ongrung, E-Van
Computer Data Analyst
AS 2009, Palau Community College

Rengulbai, Lei U.
Extension Agent-EFNEP
AS 2008, Taft College

Rdechur, Gaylord
Maintenance Technician
CA 1982, Micronesia Occupational College

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

Reklai, Hilda N.
Dean of Students
BA 1991, University of Hawaii @ Hilo

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

Renguul, Maureen
Admissions & Record
CA 2004, Palau Community College

Rivera, McKingstein
Cook
Diploma 2009, Palau High School

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

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

Tellei, Dr. Patrick U.
President
AS 1980, Micronesia 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
BA 2014, San Diego State University

Tkel, Leona
Secretary
Diploma 1979, Mindszenty High School

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

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

Udui, Akiko S.
Information Tech & Tracking Coordinator
AAS 2009, Palau Community College
BA 2014, San Diego State University

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

PROFESSIONAL & SUPPORT STAFF

Ulap, Crisarjo Mel John
Instructor, Mathematics

Ulengchong, Husto
Instructional Assistant
AS 2017, Palau Community College

Wakakoro, Larry
Project Director-UB
BS 1990, Southwestern Adventist University
MA 2008, San Diego State University

Wasisang, Flora
Secretary
AS 2005, Palau Community College

Worswick, McClain
Associate Dean of CTE
PhD. 2015 Adventist University of the Philippines

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

Yano, Telbakes
Career/Transfer Counselor
BA 2019, University of Guam

FACULTY

Augustine, Bradley
Instructor, CTE Lab School
AS 2018 Palau Community College

Albert, Didiich
Instructional Assistant
Diploma, 2003 Palau High School

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

Augustin, Deliseo
Instructor
BS 2016, Northern Philippines College for Maritin

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

Borja, Jeana D.
Instructor, Social Science
BA 1996, Creighton University

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

Dolmers, Dolmers DJ
Instructor, CTE
AAS 2021, Palau Community College

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

Langbata, Kieo
Instructor, CTE Lab School
AS 2019 Palau Community College

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

FACULTY

Ngiraingas, Alex
Instructor, CPH
BSW 2004, University of Guam
MA 2017, San Diego State University

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

Nobuo, Allins
Health & Physical Instructor
BS 2000, Walla Walla University

Omila, Julius
Bachelor of Technical Teacher Education 2017,
University of Southeastern Philippines

Pedro, Chelsea M.
Instructor
BA 2021 University of Hawaii at Hilo

Polloi, Volette Souang
Instructional Assistant
Diploma 1997 Xavier High School

Roberto, Rilang
Doctor of Medicine 2017
I-Shou University/EDA Hospital

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

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
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

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

PROFESSIONAL & SUPPORT STAFF**Limited Term Contract:**

Adachi, Nikita
Library Assistant
AS 2010, Palau Community College

Adelbai, Mahealani
Secretary
AS 2021, Palau Community College

Andrew, Cecilia
Senior Clerk Typist
AS 2021, Palau Community College
Augustine, Bradley R.
Instructional Assistant
AS 2019, Palau Community College

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

Chilton, Osisang
Library Assistant
AA 2020 Palau Community College

Costanza, Dedoscia
Administrative Assistant
BA 2019 Palau Community College

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

Fahoyei, Jarquin
Security Service
AAS 2018, Palau Community College

Gotlob, Kaleb
Cook I
Diploma 2010, Palau High School

Elab, Sonia Merii
Secretary
AAS 2017, Palau Community College

Ford, Janyssa T.
Secretary
AA 2015, Palau Community College
BA 2021, San Diego State University

Fritz, Leory
Field Assistant
Diploma 1980, Ngeremlengui Elementary School

Felix, Dizzete
Library Assistant
Diploma 2013, Palau High School

Hafielbung, Albino
Maintenance Worker
AAS 2016, Palau Community College

Haleyalib, Helston
Library Assistant
AAS 2014, Palau Community College

Hsu, Hua-hsin
Chinese Language Instructor (Volunteer)

Isims, Quilva
Cook I
Diploma 1998, Palau High School

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

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

Katosang, Olivia K.
Administrative Assistant
AAS 2012 Palau Community College

Kibei, Luana
Library Assistant
Diploma, Adult High School

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

Lang, Paul Jr.
Maintenance Field Assistant
AAS 2021 Palau Community College

Lucio, Eudora
Cook I
CA 2000 Palau Community College

PROFESSIONAL & SUPPORT STAFF

Madlutk, Drexler
Field Assistant
AAS 2016 Palau Community College

Olikong, Cecilia
Secretary
AA 2015, Palau Community College

Madlutk, Duran
Field Assistant
AAS 2017 Palau Community College

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

Madrangchar, Connie
Field Assistant
GED Diploma 2001, MOE

Shmull, Dilsias
Secretary
Diploma 2017, Mindszenty High School

Manzano, Eric
Architect
BA 2008 University of Philippines at Mindanao

Sewralur, Melody
Secretary
Diploma 2018, Mindszenty High School

Marino, Rodney
Research Assistant
Diploma 2003, Belford High School

Sewralur, Sesario
Recreation Specialist
Diploma 1989, Outer Island High School

Malchiyanged, Maya
Secretary
AAS 2021, Palau Community College

Swanson, Kiyara-Mae
Research Assistant
AS 2020, Palau Community College

Mcarthur, Mknight
Field Assistant
Diploma 2004 Palau High School

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

Michael, Siliang
Security Guard
Diploma 1985, Ngeremlengui Elementary School

Umang, Gurney Lee
Cook
Diploma, 1985 Palau High School

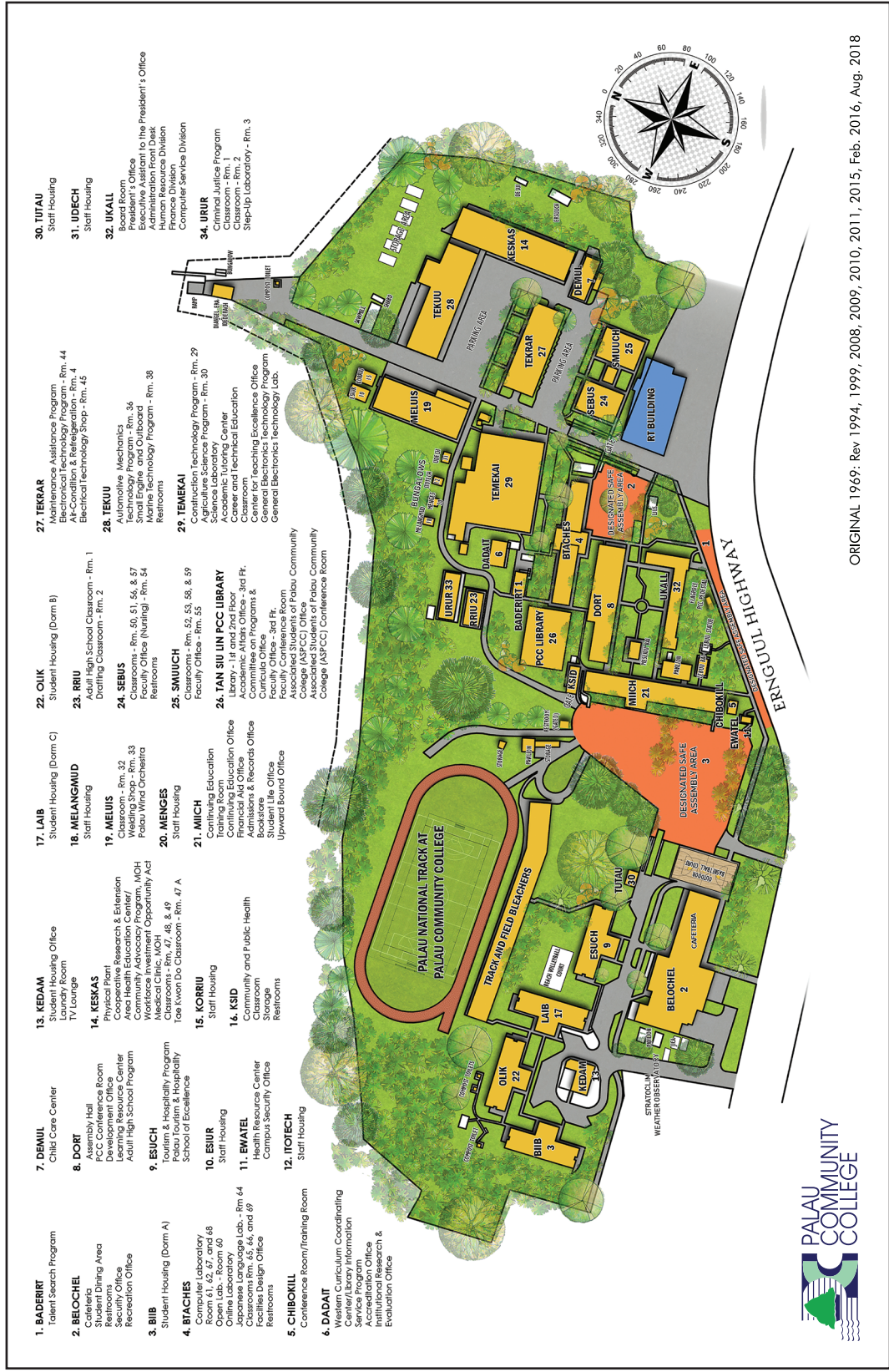
Mochgel, Mkenzy
Security Service
AAS 2019 Palau Community College

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



ORIGINAL 1969: Rev 1994, 1999, 2008, 2009, 2010, 2011, 2015, Feb. 2016, Aug. 2018



PALAU
COMMUNITY
COLLEGE

**Please Support Our Students,
Hire PCC Graduates!**

Contact: Ms. Deikola Olikong
Dean of Academic Affairs
Phone: 488-2470 /2471, Ext. 245
Fax: (680) 488-2447
Email: olikongd@gmail.com

Palau Community College
P.O. Box 9, Koror, Republic of Palau PW 96940
Telephone: (680) 488-2470 or 2471
Fax: (680) 488-2447
Email PCC President: tellei@palau.edu
VP Administration and Finance: jayo@palau.edu
Executive Assistant to President: toddn@palau.edu