

PALAU COMMUNITY COLLEGE ANNUAL REPORT



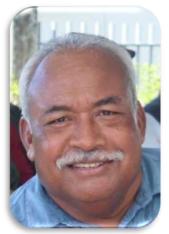
2023

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

Table of Contents

President's Message	3	Physical Plant	32
Board of Trustees	4	Food Services	34
Vision & Mission	5	Student Services	37
Unifying Principles	5	Admissions & Records	38
History	6	Office of Financial Aid	39
Organizational Chart	7	Student Life Unit	40
Institutional Master Plan	8	LRC/AANAPISI	41
Strategic Directions	8		
Institutional Learning Outcomes	9	Academic Affairs	43
FAMED	10	Faculty Senate Association	61
Executive Committee	11	Continuing Education	64
Office of the President	12	Adult High School	67
Accreditation/	12	Educational Talent Search	70
Institutional Research & Evaluation Office		Tan Siu Lin PCC Library	72
Development Office	15	Cooperative Research & Extension	77
Upward Bound	18	Faculty & Staff	87
Upward Bound Math & Science (UBMS)	21	Campus Map	94
Administration & Finance	24		
Human Resources	24		
Finance	25		
FY 2023 Budget	27		
Computer Services	29		

President's Message



On behalf of the entire Palau Community College (PCC) family, we are once again pleased to present to you, our constituents, supporters and colleagues, the Palau Community College Annual Report covering Fiscal Year 2023. This report provides insight into PCC's developments and accomplishments during the past year.

This past year, we experienced the loss of some of our most dedicated staff members, and quite a few of our long-time associates have retired as well. However, they have left us with all their hard work, dedication, commitment and their PCC Strong spirit that will allow us to continue their legacy.

With that, we are pleased to report that PCC celebrated its 30th Annual Charter Day in March 2023, our accredited status under

ACCJC was reaffirmed for 7 years and during the PCC Annual Thanksgiving Fundraiser in November 2022 we raised a little over \$50,000 which brings us closer to our goal of raising \$10,000,000 for our Endowment Fund.

Our students continue to receive a rigorous and engaging education and we are grateful for the U.S. Federal Government grants that continue to help us in this endeavor. As the sole provider of post-secondary education on island, PCC has in place, qualified personnel and available programs to meet the needs of its students, staff and community to earn not only their AA/AS/AAS degrees, but their BA or MA degrees as well.

As we continue to build upon our past and current accomplishments, we ask that you continue to engage and provide us with your valuable input that will assist us in ensuring that the programs and services the college offers fulfill the needs of the community.

Thank you for your continued support and commitment.

Sincerely,

Patrick U. Tellei, EdD President

Board of Trustees



REV. BILLY G. KUARTEI CHAIRMAN



ROMANA WONG VICE CHAIRPERSON



KIONE ISECHAL SEC./TREASURER



ALVINA TIMARONG TRUSTEE



EMAIS ROBERTS, MD TRUSTEE/ Palau Representative to the College of Micronesia Board of Regents (Chairman)



WEBER SANTIAGO 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.

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

History

1926 - 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 Micronesian Occupational Center Mr. Max Jones, Director Palau District - Trust Territory of the Pacific Islands

1969 - 1977 Micronesian Occupational Center

Mr. Wilhelm R. Rengiil, Director Palau District - Trust Territory of the Pacific Islands

1970 - 1972 Micronesian Occupational Center Mr. Norval Marsh, Director Palau District - Trust Territory of the Pacific Islands 1972 - 1986 Micronesian Occupational College Mr. Wilhelm R. Rengiil, President Palau District - Trust Territory of the Pacific Islands

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

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

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

1993

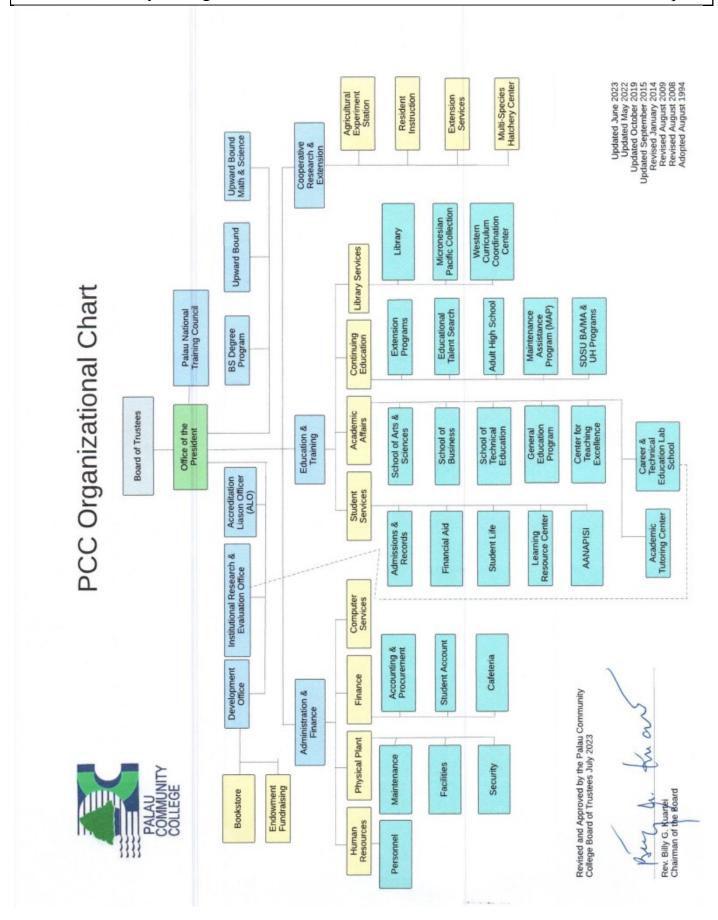
Palau Community College was officially inaugurated under the Republic of Palau Public Law (RPPL) 4-2

1998

Mr. Mario H. Katosang, Interim President

1999 - Present Dr. Patrick U. Tellei, President





Palau Community College 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.

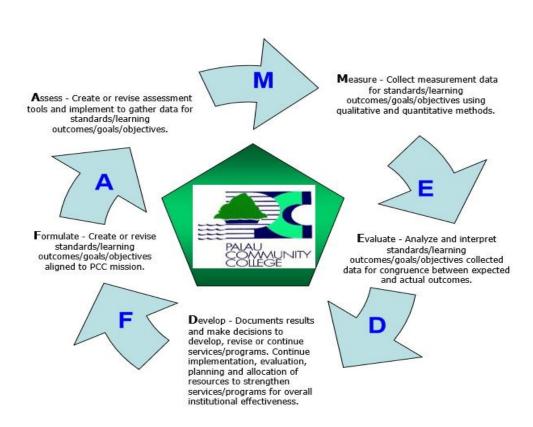
ILO 5: Civic Responsibility

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



Accrediting Commission for Community and Junior Colleges (ACCJC)
Third Party Comment Procedure

Should any member of the college community or the public wish to submit a third-party comment, they must complete the ACCJC's online third-party comment form available at: https://accjc.org/forms/third-party-comments.

The Third Party Comment Form is available at the Office of the President as well as the Accreditation Office.

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

Mr. Jay Olegeriil Dr. Chris Kitalong Ms. Deikola Olikong Ms. Marianne Temaungil Ms. Hilda N. Reklai Mr. Hedrick Kual Ms. Hilda N. Reklai Ms. Vera Dilsils Kanai Mr. Larry Wakakoro Mr. Tchuzie Tadao Ms. Jolene Joseph Ms. Harriette C. Herman Mr. Clement Kazuma Mr. Bruce Rimirch Ms. Isumechraard Ngirairikl Ms. Debbie O. Ngiraibai Ms. Lesley Adachi Ms. Marie Anderson-Nabeyama Ms. Ligaya Sara Ms. Cecil Meteolechol Ms. Rilang Roberto Mr. Jack Meltel Mr. Kato Remeliik

President

Vice President, Administration & Finance Vice President, Cooperative Research and Extension Dean of Academic Affairs/ ALO/ Director, IREO Associate Dean, Academic Affairs Dean, Student Services Dean, Continuing Education Dean, Student Services Executive Assistant to the President Director, Upward Bound Director, Upward Bound Math & Science Director, Educational Talent Search Director, Development Office Director, Physical Plant Director, Computer Services Director, Office of Financial Aid Director, Finance Director, Admissions and Records Director, Human Resources **Institutional Research Analyst** Director, Library Services President, Faculty Senate Association President, Classified Staff Organization President, Associated Students of Palau Community College

Institutional Research & Evaluation Office

Accreditation

On June 16, 2023, Palau Community College (PCC) received a letter from Accrediting Commission for Community and Junior Colleges (ACCJC), Western Association of Schools and Colleges (WASC). In the letter, dated June 15th, ACCJC President Dr. Mac Powell informed PCC President Dr. Patrick U. Tellei that "Upon consideration of the written information received: Institutional Self-Evaluation Report, evidentiary materials, and Peer Review Team Report, the ACCJC Commission acted to Reaffirm Accreditation for seven years."

The College would like to recognize its Board of Trustees, administrators, faculty, staff, and students for their assistance, support and contribution with the Institutional Self-Evaluation Report (ISER). The dedication and hard work of everyone involved have helped Palau Community College maintain its accredited status. The next ISER is scheduled for fall 2029 with a campus visit in the spring of 2030. Thank you all for ensuring that Palau's only institution of higher learning continues to support student learning, student achievement, and institutional effectiveness. The ACCJC President Powell's June 15th, 2023 Letter and Team's Report regarding PCC's Accreditation Reaffirmation can be found at the following URL/link: pcc.palau. edu/about/accreditation.

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

Surveys

IREO administers the Student Evaluation of Instructors for all classes in both the Fall and Spring semesters. This process enables students to assess their instructors, providing valuable feedback to aid the college in enhancing its instructional services.

The Institutional Effectiveness Survey (IES) serves the objective of evaluating the overall effectiveness of the institution by obtaining feedback from both registered students and college employees, and this comprehensive survey is administered to gather insights on a semesterly basis. This feedback is instrumental in assessing and enhancing various aspects of the institution's operations and services, fostering a continuous improvement process in alignment with the needs and perceptions of its stakeholders.

Course Assessments

At the end of the fall and spring semesters, faculty course assessments are submitted to IREO. Additionally, new and adjunct instructors receive support from the office to complete their course assessments. These assessments are then compiled and utilized for comprehensive analysis and feedback on the effectiveness of the courses, ensuring that students are receiving instruction aligned with the intended learning outcomes.

• Program Reviews

The Institutional Research and Evaluation Office (IREO) also collects Program Reviews from various areas within the college. Furthermore, the calendar for the next 10-year program reviews, spanning from 2024 to 2034, has been updated, ensuring systematic and timely evaluations of all areas within the college.

Institutional Publication

The office released the 2023 PCC Factbook, which provides information and statistics concerning the college, its student body, retention and graduation rates, financial status, faculty, and staff. Primarily relying on fall data, the fact book also highlights trends in enrollment, retention, and graduation rates.

• 15-Year Institutional Master Plan Report Card

IREO collects information and updates the College 15-Year Institutional Master Plan Report Card (15YR IMP), encompassing data from various sources across the entire college community. The Report Card provides a comprehensive overview of the institution's progress towards its four strategic goals as outlined in the master plan.

Institutional Research & Evaluation Office

• Integrated Postsecondary Education Data System (IPEDS)

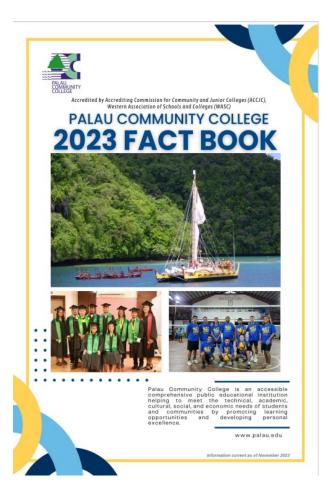
IREO ensures accurate and reliable data submission for nationally mandated reporting requirements to the Integrated Postsecondary Education Data System (IPEDS). IPEDS functions as a comprehensive system of survey components specifically designed to collect information from postsecondary education institutions.

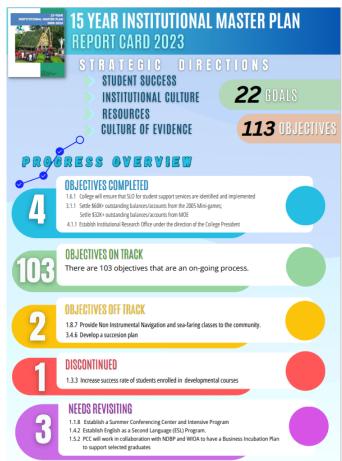
The collected data serves multiple purposes, including informing policy development and analysis at both federal and state levels, facilitating benchmarking and peer analysis within institutions, and offering valuable assistance to students and parents in their college search endeavors.

Institutions intending to receive funding from Title IV federal student financial aid programs, including Pell grants and federal student loans, are required to complete IPEDS surveys. This mandatory reporting obligation is established under Title IV of the Higher Education Act (HEA) of 1965, as amended. Compliance with IPEDS reporting is integral for institutions participating in federal student financial aid programs, ensuring transparency and accountability in the higher education landscape.

• Institutional Set-Standards for Student Achievement (ISSA)

IREO provides a report on the college's institutionally established standards for student achievement for each academic year. The Institutional Set-Standards for Student Achievement (ISSA), as mandated by the U.S. Department of Education for Title IV institutions, outline specific benchmarks for student success.





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 two (2) 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.

Development Office

Endowment Fund Trend

Endowment Fund Trend			
Year	Amount		
1998	\$132,273 (\$100,000 - OEK)		
1999	\$230,496		
2000	\$314,496		
2001	\$324,896		
2002	\$413,335 (\$84,000 - OEK)		
2003	\$474,233		
2004	\$657,911		
2005	\$878,185		
2006	\$1.1 Million		
2007	\$1.5 Million		
2008	\$1.125 Million		
	(result of economic decline)		
2009	\$1.3 Million		
2010	\$1.7 Million		
2011	\$2.167 Million		
2012	\$2.490 Million		
2013	\$3.25 Million		
2014	\$3.6 Million (\$50,000 - OEK)		
2015	\$3.897 Million		
2016	\$4.2 Million (\$50,000 - OEK)		
2017	\$4.9 Million		
2018	\$5.1 Million		
2019	\$5.3 Million		
2020	\$6.2 Million		
2021	\$7.6 Million		
2022	\$6.6 Million (\$75,000-OEK)		
2022	(result of economic decline)		
2023	\$8.1 Million		

The table displays a comprehensive overview of the college's endowment and donor trends since 1998. The first column of the table represents the year 1998, and the rows that follow, display the college's endowment amount, over the years. The table shows a steady increase in the college's endowment since 1998, with two exceptions- 2008 and 2022—where we see slight dips due to global economic downturns.



Blue Bay (Mr. Ralph Moses) Donating to the Endowment Fund



PICRC (Ms. Jenna Mersai) Donating to the Endowment Fund

PCC ENDOWMENT BI-WEEKLY CONTRIBUTORS

National Government (ROP) Total Contributors: 516 Total Amount: \$34,955.39

Social Security Adm. Total Contributors: 4 Total Amount: \$281.00 Palau National Communications Corp. Total Contributors: 12 Total Amount: \$526.00 Palau Shipping Company Total Contributors: 8 Total Amount: \$1,192.00

Melekeok State Government Total Contributors: 1 Total Amount: \$104.35 Palau International Coral Reef Center Total Contributors: 2 Total Amount: \$137.00

Palau Red Cross Society Total Contributors: 2 Total Amount: \$152.10

Palau Public Utilities Corporation
Total Contributors: 1
Total Amount: \$130.00

Surangel & Sons Co. Total Contributors: 7 Total Amount: \$276.00 Koror State Government Total Contributors: 23 Total Amount: \$1,443.00

Palau Community College Total Contributors: 165 Total Amount: \$9,880.06



His Excellency Surangel Whipps, Jr. Donating to the Endowment Fund



Globus Donating to the Endowment Fund

Thank you Bi-Weekly Donors for Supporting our only Institution of higher learning! Thank you Palau for supporting our Annual Thanksgiving Endowment Fundraising Event!

Upward Bound (UB)

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 was in its first year of the five-year grant funding cycle in the school year 2022-2023 with the annual funding of \$424,200.00.

Objectives

There are six objectives for the UB program standardized by the U.S. Department of Education. All six objectives were successfully accomplished for the school year 2022-2023.

<u> Academic Performance – Grade Point Average (GPA)</u>

- Objective 1: 75% of participants served during the project year will have a cumulative GPA of 2.5 or better on a four-point scale at the end of the school year.
- A total of 119 participants were served in project year 2022-2023, 109 or 92% of them had a cumulative grade point average of 2.5 or better on a four-point scale at the end of the school year.

Academic Performance of Standardized Test

- Objective 2: 40% of UB Seniors served during the project year, will have achieved at the proficient level on state assessments in reading/language arts and math.
- Of the 117 program participants served, 26 of them were seniors with an expected high school graduation date in spring 2023. Out of the 26 seniors, 58% or 15 of them achieved at the proficient level in reading/language arts and math on the ACT assessment test

Secondary School Retention and Graduation

- Objective 3: 75% 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 119 participants served, 26 of them who were seniors successfully graduated from high school. Whereas 93 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 2023-2024. As a result, 100% of total participants served either successfully graduated from high school or are continuing their enrollment in high school at the next grade level.

18

Upward Bound (UB)

Secondary School Graduation (rigorous secondary school program of study)

- Objective 4: 75% 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.
- 32 students who were admitted into the UB program had an expected high school graduation date in 2023. 100% or all 32 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 the 32 participants who had an expected graduation date in 2023, 81% or 26 of them enrolled in various colleges and universities at the end of project year in August 2023. Of the 26 students who enrolled in college in fall term, 85% or 22 enrolled at PCC whereas 15% or 04 enrolled at different colleges and universities outside of Palau.

Postsecondary Completion

- Objective 6: 30% of participants who enrolled in a program of postsecondary education, by the fall term immediately following high school graduation or by the next academic term (e.g., spring term) as a result of acceptance by deferred enrollment, will attain either an associate's or bachelor's degree within six years following graduation from high school.
- A total of 34 prior participants enrolled in a program of postsecondary education in fall 2017. 50% or 17 of them have successfully completed either an associate or bachelor's degree.

Participants:

• Number of high schools served: Five

• Number of participants served: 119

• Number of participants at each grade level:

9th Grade	10 th Grade	11 th Grade	12 th Grade
17	38	38	26

Upward Bound (UB)

• Number of UB participants at each target school:

High School	Number
Palau High School	82
Palau Mission Academy	9
Belau Modekngei School	12
Mindszenty High School	10
Emmaus Bethania High School	6

Personnel

Program employed seven (7) full time and twelve (12) part-time staff to administer its services to participants during the project year.

Professional Development

In school year 2022-2023, the program staff attended the following staff training opportunities sponsored by the college as well as TRIO Organizations:

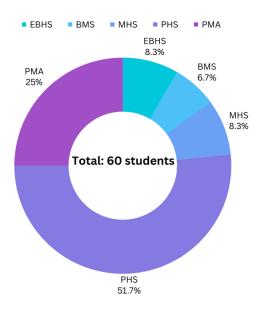
- PCC Convocation
- Legislative & Regulations and Grant Writing Workshop
- Regional and National Conferences
 - Western Association of Educational Opportunity of Personnel
 - Council for Opportunity in Education

Upward Bound & Science (UBMS)

Program Description

The Upward Bound Math and Science (UBMS) program is designed to strengthen the math and science skills of participating students. The goal of the program is to help students recognize and develop their potential to excel in math and science and to encourage them to pursue postsecondary degrees in math and science, and ultimately careers in the math and science profession.

For SY2022-2023, PCC-UBMS program was funded to serve 60 students. The graph below illustrates this.



Breakdown of 60 students for SY2022-2023:

BMS - 4 students

EBHS - 5 students

MHS - 5 students

PHS - 31 students

PMA - 15 students

Program Objectives

The PCC-UBMS program has six (6) objectives to fulfill to maintain status.

• Academic Performance – GPA: 80% of total UBMS participants achieved a GPA of 2.5 or better at the end of the school year during the reporting period.

- The target rate: 80%

- The actual rate: 87%

• Academic Performance on Standardized Tests: 50% of participating UBMS seniors served during the reporting period achieved proficient level on state assessments in reading/language arts and math.

- The target rate: 50%

- The actual rate: 0% (no senior students during SY2022-2023)

• Secondary School Retention and Graduation: 80% of total UBMS participants continue in school for the next academic year at the next grade level.

- The target rate: 80%

-The actual rate: 100%

• Secondary School Graduation: 80% of participating UBMS seniors graduated from high school with a regular secondary school diploma.

Upward Bound & Science (UBMS)

- The target rate: 80%

- The actual rate: 0% (no senior students during SY2022-2023)

• Postsecondary Enrollment: 75% of current and prior year participating UBMS seniors who enrolled in a program of postsecondary education by the fall term immediately following high school graduation or those who are accepted and deferred to the spring semester.

- The target rate: 75%

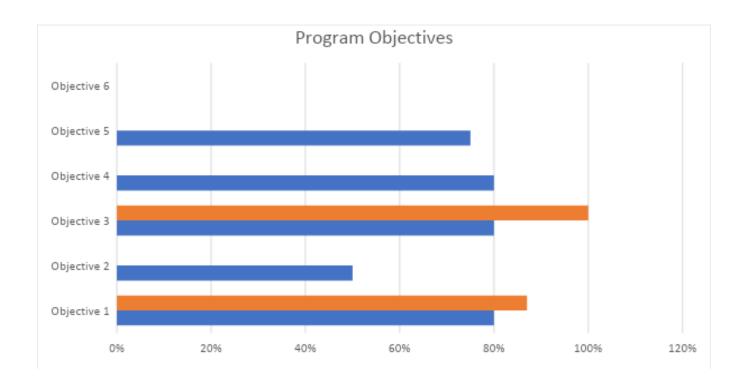
-The actual rate: 0% (no senior students during SY2022-2023)

 Postsecondary Education Completion: The percentage of (former) UBMS participants in a postsecondary education enrollment cohort who attain either an associate's or bachelor's degree within six years following high school graduation.

-The target rate: --

-The actual rate: -- (no student enrolled in a postsecondary institution during SY2022-2023)

The graph below illustrates how the program fared against these objectives.



Upward Bound & Science (UBMS)

Program Outcome

During this reporting period, the PCC-UBMS program exceeded the expected objective outcomes and continues to actively provide academic services to help students develop their potential in math and science.



UBMS Field Trip to Kayangel State (SU'2023)



UBMS Workshop (May 2023)

Human Resource Division

Mission

The Human Resource Division (HRD) is responsible for the recruitment, training, development and retention of PCC's employees. HR division works with PCC's employees to shape policies and procedures ensuring that PCC's business and long term goals are in harmony with that of its working staff.

Personnel

- Director- Marie Nabeyama
- Personnel Manager– Harline Haruo

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

Programs and Services

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

Highlights

- FY 2020, 2021, 2022 Program Review completed
- Completed review of PRRM
- Conduct Annual Convocation
- Renewed Moylan's NetCare Life Insurance
- Renewed PCC property insurance Policy
- Twenty Nine (29) New Hires
- Seven (7) Retirees
- Twenty Six (26) Resigned
- Sixty five (65) Contract Renewals
- 145 Annual Performance Evaluation

Finance Division

Mission

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

Personnel

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

- Director of Finance Debbie O. Ngiraibai
- Accountant/Business Office Supervisor Kristy U. Olkeriil
- Student Account Supervisor Angie C. Fuentez
- Accounts Payable Technician Jade N. Mariur
- Purchasing Technician Gibson Towai
- Payroll Technician Taulima R. Inosencio

Programs and Services

The Finance Division is responsible for the general accounting functions of the college, including budgeting, payroll, accounts receivable and payable, procurement and supply, student accounts, and cafeteria and bookstore services. 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, it 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 office operations.

Professional Development

- MIP Fund Accounting & Human Resource Management
- National Extension & Research Administrative Officers Conference (NERAOC)
- In-House Training on Google Drive and Other Components
- Council for Opportunity in Education (COE)
- Association of Pacific Island Public Auditors (APIPA) Conference
- Saint Mary's University of Minnesota Master's Program (SMUMN-MA)
- San Diego State University Bachelor's Program (SDSU-BA)

Annual Highlights

- The institution's Annual Comprehensive Financial Report for Fiscal Year 2022, conducted by the college's external auditor, Burger Comer Magliari, CPA (BCM), was concluded in June 2023 with an unmodified audit report.
- One of the finance staff, Ms. Kristy Olkeriil, was fortunate to accompany three PCC-CRE staff to attend the NERAO Conference that was held in Nashville, Tennessee from April 30th to May 3^{td}, 2023. The conference covered all aspects of the USDA-NIFA grants from the types of grants to the award life cycle, proposal development/budgeting, award notification, subrecipient monitoring, document matching, key dates for reporting, fiscal management, and addressing of issues faced by grantees.
- On April 14, 2023, the college's IT Program, in collaboration with the Computer Services Division, conducted a very enlightening training on Google Drive and Other Google Components for Faculty, Staff, and Administrators. Four staff from the Finance Division, Ms. Kristy Olkeriil, Ms. Angie Fuentez, Ms. Jade N. Mariur, and Ms. Taulima Inosencio were able to attend the training which was very beneficial to their line of work.

Finance Division

Highlights

- Five staff from the Finance Division attended a one-week training that was held at the college's campus from June 26 30, 2023. The training was on MIP Fund Accounting & Human Resource Management, and the training was conducted by Mrs. Elizabeth Holland from Holland Consulting International, LLC. Elizabeth is an MIP Alliance Partner and Microix Authorized Partner and Certified Trainer specializing in Fund Accounting, Fundraising, Human Resources, and Fixed Assets. She travels worldwide providing training to clients to better use MIP products and services so they can work more efficiently and be more accountable for their system. Three staff from the Computer Service Division and two staff from the Human Resource Division also attended the training.
- The Council for Opportunity in Education (COE) had a two-day training for all the staff of the college's Trio-Programs at the PCC Assembly Hall on July 24th 25th, 2023. Accountant Olkeriil attended the second day of the training that emphasized various fiscal aspect of the programs, which covered program's rules & regulations, budgetary preparations, allowable & unallowable costs, and etc.
- On July 31, 2023, the college's Bookstore was placed under the direct supervision of the Director of Finance. Since then, the staff from the Finance Division has been taking turns to oversee bookstore operations.
- Each year, the Association of Pacific Islands Public Auditors (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 for the past three consecutive years, 2020-2022, so the conference was conducted virtually. For the first time in 2023, the conference was held face-to-face at Majuro, RMI from August 28, 2023 through September 01, 2023. Finance Director Ngiraibai, Student Account Supervisor Fuentez, and Payroll Technician Inosencio attended the one-week conference and received their CPE certificates based on the courses they've registered to.
- As we continue to better our services, we also continue to strive for professional development. The Director of Finance Ms. Debbie O. Ngiraibai and Accountant & Business Office Supervisor Ms. Kristy Olkeriil are both currently pursuing their Accounting Master's Degree online from Saint Mary's University of Minnesota (SMUMN) and are scheduled to complete the MA program in Spring 2024. Additionally, Mr. Gibson Towai is currently pursuing his Interdisciplinary Bachelor's Degree in Three Departments online from San Diego State University (SDSU) and is scheduled to complete the program in Spring 2026.
- During fiscal year 2023, the Finance Division processed, issued, and disbursed the following financial control documents:

NO.	Control Documents	Quantity
1	Purchase Orders	2,887
2	Vendor Check	4,124
3	PCC Payroll Checks	4,853
4	Students' Payroll Checks	2,315
5	Internal Work Order	230
6	External Work Order	61
7	Travel Authorization	143
8	Invoiced Issued to Clients	118

Finance Division

Palau Community College Fiscal Year Budgets

	PRIOR	CURRENT	PROJECTED
INCOME	FY 2022	FY 2023	FY 2024
Tuition & Fees	1,804,083.92	1,575,630.50	1,575,630.50
Room	168,896.00	36,400.00	36,400.00
Board	316,680.00	54,600.00	54,600.00
ROP Contribution	2,411,000.00	2,411,000.00	2,967,594.00
ROP Tuition Assistance	60,000.00	60,000.00	60,000.00
ROP Navigation Program	50,000.00	50,000.00	50,000.00
ROP Endowment Dona-	75,000.00	75,000.00	75,000.00
Sales of Service	70,439.26	95,000.00	95,000.00
Grants	1,659,350.00	2,145,061.00	2,145,061.00
Restricted Approprations	125,331.93	125,331.93	125,331.93
COM Land Grant Fund-		75,000.00	-
Fees & Miscellaneous	513,593.00	481,993.00	481,993.00
Total Income	7,254,374.11	7,185,016.43	7,666,610.43
EXPENSES			
Furnitures & Fixtures	50,000.00	35,000.00	35,000.00
Equipment	284,000.00	77,130.00	77,130.00
Insurance	28,500.00	28,500.00	28,500.00
Instructional Materials	125,000.00	65,500.00	65,500.00
Books & Library	126,398.80	95,000.00	95,000.00
Food Supplies	390,000.00	227,383.00	227,383.00
Consumable Supplies	97,590.00	186,695.18	186,695.18
Vehicle Registration	16,000.00	16,000.00	16,000.00
Automobile/POL	133,000.00	158,000.00	158,000.00
Staff Development	8,000.00	8,000.00	11,882.49
Advertising	4,862.50	8,150.00	8,150.00
Printing & Reprodution	69,110.00	29,913.00	29,913.00
Communication	108,504.21	150,369.21	150,369.21
Utilities	320,000.00	463,000.00	463,000.00
Leased Housing	82,219.95	45,000.00	45,000.00
Student Recruitment	35,000.00	35,000.00	35,000.00
Contractual Services	145,000.00	145,000.00	145,000.00
Travel (Staff Develop-	133,000.37	160,149.10	160,149.10
Health Insurance	155,501.13	183,900.67	183,900.67
Life Insurance	7,769.29		-
Pension Plan	170,787.84	200,562.32	211,373.12
Social Security	215,730.28	233,989.37	246,601.97

Finance Division

Palau Community College Fiscal Year Budgets

EXPENSES			
Salaries	3,375,396.98	3,342,705.31	3,522,885.31
Adult High School	79,863.70	35,000.00	35,000.00
CTE Lab School	-	20,000.00	20,000.00
Micronesian Voyaging	-	50,000.00	50,000.00
Board of Trustees	38,000.00	38,000.00	38,000.00
Pension Buy Back	39,784.90	39,784.90	39,784.90
Accreditation	82,933.17	80,000.00	80,000.00
Non - FAS Pension	29,626.20	29,626.20	29,626.20
Palau Health Care Plan	84,384.92	90,964.02	88,072.13
Management Information	204,000.00	204,000.00	204,000.00
Total Cost of Ownership	126,302.37	126,302.37	126,302.37
Student Wage/Stipend	230,000.00	114,020.00	114,020.00
Tuition Waiver	32,020.00	32,020.00	32,020.00
Repair & Maintenance	-	46,000.00	46,000.00
PGST 10%	-	158,264.28	158,264.28
PACMED	-	-	312,000.00
Institutional Membership	180,000.00	180,000.00	145,000.00
Scholarships	46,087.50	46,087.50	46,087.50
Total Expenses	7,254,374.11	7,185,016.43	7,666,610.43

Computer Services Division

Mission

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

Major Accomplishments

October - December 2022

• Installed, configured, and updated Microsoft Office, Microsoft Windows, Avast Antivirus and Adobe software at Upward Bound Classic Office.

January 2023

- Created palau.edu email addresses for new students who registered for spring 2023 semester, the Financial Aid Office, and the Admissions and Records Office.
- Installed point-to-point and wireless access point hardware to expand network and Internet connectivity to Rriu and Urur buildings.
- Began training and transitioning of new Systems Analyst who will be replacing Systems Analyst Grace Alexander when she retires in August 2023.

February 2023

- Installed and configured a new file server for the Business Office. This included installing, upgrading, and configuring MIP Fund Accounting software, migrating existing data to the newly installed software, building Microsoft Active Directory structure for authorized users, and reconfiguring the Business Office client computers to enable access to the software.
- In collaboration with the IT Program, conducted trainings on the following topics:
 - Online Graphic and Promotional Design/Content Platforms
 - PosterMyWall
 - Canva
 - Basic Troubleshooting Tips



L-r: IT Student Dean Junior Rudimch, Computer Technician Shaik Shinji Higa, and IT Student O'Keef Kokichi

Computer Services Division



Trainers and Training Participants

March 2023

- Replaced two older network switches at the Financial Aid Office with newer, power over ethernet switches.
- Installed and configured a new Dynamic Host Control Protocol (DHCP) server to replace the old one. This installation and configuration included exporting all network user configurations from the old DHCP server to the new one.
- Downloaded, installed, and updated the Nagios System, an open source network monitoring that is utilized by the Computer Services Division to monitor network traffic.

April 2023

- Assisted the Instructional Media Specialist in assessing and reconfiguring the laptops that Academic Affairs Office loans out to students every semester.
- In collaboration with the IT Program, conducted trainings on the following topics:
 - Benefits of using a palau.edu
 - Google Workspace
 - * Google Drive *Google Docs *Google Forms * Google Slides
 - Quizizz interactive, gamified, online learning platform centered on building quizzes, lessons, and other similar types of assessment tools.



Trainers and Training Participants

Computer Services Division

Major Accomplishments



Trainers and Training Participants

May 2023

- Installed and configured Wireless Access Points at the Architect Office at Btaches Building.
- Installed and configured the video camera and streaming equipment that was used that the College's Commencement Exercises.
- Reinstalled and reconfigured the computer network equipment at Cooperative Research & Extension (CRE) at Ngermeskang to address network and Internet connection issues.

June 2023

• Participated in an MIP Fund Accounting software training that was conducted for the Business Office, the Human Resources Office, and the Computer Services Division personnel.

August 2023

- Installed a network switch at the Agriculture faculty office/classroom and additional wireless access points in the area to expand network and Internet connection to classrooms Room 29 and Room 30.
- Retirement of Systems Analyst Grace Alexander.

September 2023

- Created palau.edu email addresses for new students who enrolled in fall 2023.
- Installed and configured new student laptops for the Upward Bound Math and Science.

Physical Plant Division

Mission:

The Physical Plant work closely with all College departments to improve campus ground, facility and equipment to ensure safety and security that support student learning and success. The Division carries out schedules of daily tasks and implements campus improvement projects.

Maintenance Department Unit

Maintenance Unit exists to provide adequate, safe, and accessible facilities to meet the needs of a learning center institution.

Campus Security Guard Unit

Campus Security Unit exists to make sure the students, staff faculty and properties of the college are safe and secured enough to promote the college educational objectives.

Personnel

- 1 Director
- 1 Supervisor
- 1 Secretary
- 9 Maintenance Workers
- 1 Custodian
- 4 Security Guard Officers

Service Area Functions

- Grounds maintenance and landscaping
- Custodial Services
- General maintenance services
- Air Condition and ventilation services
- Sidewalks, steps and parking lots repair and repainting
- Logistical services for all campus events
- Guard the entire campus compound every night (365 days)



Physical Plant Division

Completed Projects

- Student life
 - Refurbish walls
 - Repair door jam and window
 - Change floors to ceramic tile
- Upward Bound Office
 - Repair door jam and window
 - Change ceilings
 - Change floor tiles to ceramic
- Educational Talent Search
 - Renovate inside office and storage rooms
 - Repair interior and exterior of the building
 - Repair outside stairs and repaint
 - Repair door jam and window
- Manager Apartment Dorm A and Dorm B
 - Repair kitchen cabinets and countertop
 - Improve plumbing works in the toilet, lava tory and kitchen sink
 - Repair door jam and window
 - Refurbish interior walls
- Diangel ra Idederach PCC Dock
 - Change roofs to aluminum rib type
 - Install roof insulations
 - Renovate interior and exterior of the staff unit
- Bus Garage and Container Storage
 - Change roof to aluminum rib type
 - Construct roof extension
 - Repaint inside and outside of containers
 - Clean and arrange inside containers
 - Repair additional space on top of the con tainers

- R&D Station at Ngeremlengui
 - Renovate interior and exterior of security housing
 - Repair nursery— plant shed
 - Repair water tanks base
- PCC Cafeteria Kitchen Section
 - Install new air conditioner in the office and dining hall
 - Repair kitchen floor
- Academic Affairs Office; Teachers Lounge and Classroom #65 and #66
 - Change light fixtures and bulbs

Professional Development Activity

- Finance Training at PCC Assembly hall on October 14, 2022
- Increasing Productivity-Information Technology at Classroom #62 on February 23, 2023
- Increasing Productivity II—Information Technology at Classroom #62 on April 14, 2023
- All attended by Ms. Cecilia Andrew

Food Services

Mission

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

Goals:

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

Service Area Functions

- Provide three (3) 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

Objectives

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

- Fall 2022, students' overall satisfactory rating of: 95.83%
- Spring 2023, students' overall satisfactory rating of: 83.33%

Purpose

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.

Personnel Involved (7 Staff)

- Gurney Lee Umang: cook for 5 years; food service supervisor for 5 years
- Oliver U. Teblak: cook for 7 years; food service coordinator for 2 years; resigned February 2023
- Eudora Lucio: cook for 4 years
- Kaleb Gotlob: cook for 3 years, resigned August 2023
- Quilva Isims: cook for 4 years
- Danielle Dachelbai: supply clerk for 10 years
- Ngirachermang Polloi: cook since February 2023
- Randall Modechel: cook since September 2023

Professional Development Activity

- October 14, 2022 Finance Training, PCC Assembly Hall
 - Dannielle Dachelbai & Eudora Lucio
- December 13-16, 2022
 USDA NIFA Food Safety Outreach Program, Guam
 - Gurney Lee Umang
- February 23, 2023

 Increasing Productivity

 Information Technology
 - Dannielle Dachelbai
- April 14, 2023

 Increasing Productivity II

 Information Technology
 - Danielle Dachelbai
- June 20,2023

 Food Safety for Safe & Wholesome Food Workshop
 - Gurney Lee Umang

Food Services

MONTH	COOKIES	BREAKFAST BENTO	LUNCH BENTO
OCTOBER 2022	592	70	195
NOVEMBER 2022	231	90	195
DECEMBER 2022	116	100	80
JANUARY 2023	144	98	125
FEBRUARY 2023	385	100	191
MARCH 2023	506	110	225
APRIL 2023	576	100	191
MAY 2023	523	105	81
JUNE 2023	659	105	81
JULY 2023	642	100	101
AUGUST 2023	720	110	115
SEPTEMBER 2023	975	175	183
FY OCT'22- SEPT'23 Total Servings Made	6,069	1,263	1,798

Services provided to each activity from October 2022 to September 30, 2023, at Palau Community College Cafeteria.

Various Activities Provided to Inter-Departmental Work Orders

- Number of work orders performed: 154
- Number of servings: 9,469+

Highlights of Activities

- Charter Day
 - 300 pax (Pre-packed finger food)
- Christmas Luncheon
 - 250 pax (Buffet style set menu)
- Endowment, End-of-the-year Get Together 400 pax (Finger food)
- Graduation Day
 - 500 pax (Pre-packed sandwiches with chips and cookies)

Various Activities Provided to Outside Work Orders

- Number of work orders performed: 45
- Number of servings: 3,992+

Community Involvement

- Ministry of Agriculture: 390 px
 - 9 days of pre-packed lunches
- Ministry of Health & Human Services: 280 px
 - 4 days of snacks and pre-packed lunch
- 2022 Mechesil Belau Conference: 1,200 px
 - 500 servings set menu (1st day)
 - 400 servings set menu (2nd day; lunch)
 - 300 servings side dish (2nd day; dinner)

Food Services

Present Initiatives in the Making

- Equip the cafeteria with new industrial appliances, request was completed towards the end of year 2022
- Replace walk in chiller door, request on going
- Hiring of new cooks

Accomplishments:

- Dailly tasks:
 - Daily servings: 3x a day: Breakfast, lunch and dinner
 - * FALL 2022: 4,653 total servings
 - * SPRING 2023: 5,550 total servings
 - * SUMMER 2023: 1,464 total servings
 - Daily servings in 5 days a week for the CTE Lab School: Lunch
 - * FALL 2022: 1,440 total servings
 - * SPRING 2023: 1,950 total servings
 - Daily meals for students during FALL 2022:
 - * Breakfast, lunch and dinner, 7 days a week-7 dorm residents
 - * Lunch only 5 days a week- 16 CTE students
 - Daily meals for students during SPRING 2023
 - * Breakfast, lunch and dinner, 7 days a week-8 dorm residents
 - * Lunch only, 5 days a week- 26 CTE students
 - Daily meals for students SUMMER 2023
 - * Breakfast, lunch and dinner, 7 days a week-8 dorm residents

Daily Tasks:

The unit has been making affordable pre-pack meals and cookies to be sold only here at PCC Book Store to accommodate students and staff.

Mission

The Division of Student Services 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 who comprise the management team and report to the Dean of Students. The Student Services Division has four professional staff and 17 classified staff that provide academic and non-academic support services to the students.

Programs/Services:

On September 14, 2023, an election for 2023-2024 Student Trustee and Associated Students of Palau Community College (ASPCC) officers and senators was held. Mr. Weber Santiago was elected to the Board of Trustees at the College. Mr. Kato Remeliik became the President of ASPCC for the school year 2023-2024. A total of 12 officers and senators make up the ASPCC student government.

Admissions and Records

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 efficiently and professionally, with patience and understanding for the diverse population, we serve.

Mission Statement: The Admissions and 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 meet admissions requirements.
- Enrollment/Registration: Register students for enrollment in the correct degree program requirements.
- Records: Maintain the accuracy, integrity, confidentiality, and security of all students' academic records
- Customer Service: To provide students with the highest quality 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. The services provided by Admissions and records are numerous, a partial list of which is included here.:

Admissions and Records

The core functions of the Admissions & Records Office include: Recruitment of High School students locally and from the FSM and RMI.

- Registration of new and currently active students
- Maintaining the permanent academic record of all students
- Enrollment Certification
- Grade processing & reporting
- Storage, maintenance & distribution of student records
- Re-admission of students
- Travel Grants for the FSM and the RMI students
- Certify recipients of Veterans Administration educational benefits
- Reporting enrollment to NSLDS
- FERPA
- IPEDS & FISAP Reporting

Professional Development:

No training or staff development attended during this period

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

Community Involvement:

- The Director of Admissions & Records is a member of the Retention Committee (RC); COSFA Committee; Institutional Standard for Student Achievement (ISSA) Committee; and member of Executive Committee
- All classified staff of the unit is active members of the Classified Staff Organization (CSO).
- Director of Admissions & Records is a member of the Aimeliik State Public Land AuthorityAll unit personnel were members of the Graduation Committee.

Trend of Enrollment

Fall 2022 453 Spring 2023 377 Summer 2023 174 **Program Goals and Areas for Improvement**Working with the appropriate College offices to improve the program/software that the office is currently using.

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 Post-secondary 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.

The following is a summary table of all the financial aid awards issued in school year 2022-2023:

	NON-FEDERAL PROGRAMS							
STAT SCHOLAR			TUITION WAIVER OVERALL TOTAL (UNDUPLICATED)		0)			
Recipients	Awar	.d	Recipients	Awa	ırd	Recipients	Award	
NA	0		17	\$19,6	695	17	\$19,695	

FEDERAL PROGRAMS								
FEDERAL PE	LL GRANT	FEDERAL SE	OG	FEDERAL WO	RK-STUDY	TOTAL (Unduplicated)		
Recipients	Award	Recipients	Award	Recipients	Award		Recipients	Award
374	\$1,758,551	239	\$41,800	151	\$122,459.	25	374	\$1,922,810.25

Office of Financial Aid

FEDERAL AND NON-FEDERAL PROGRAMS					
FEDERAL GRANTS	SCHOLARSHIPS/WAIVERS	OVERALL TOTAL			
Award	Award	Award			
\$1,922,810.25	\$19,695	\$1,942,505.25			

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. They assist students in clarifying their educational and career goals; help provide or direct students to available resources; assist students in the selection of their courses and monitor students' academic progress. Students may either see advisors through scheduled appointments or on a walk-in basis at the Office of Student Life.

New Students Orientation- 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 needs to be aware of to survive college.

Registration- Advisors advise and assist all students to ensure that they register for all needed courses every semester.

Advising- 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.

Student Progress Report (SPR)- SPR is submitted to advisors from the 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 Life Unit

Student Housing (Dorm):

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 is 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 include 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 student's learning and to grow as an independent person. Because we are in the post COVID-19 pandemic, the number of students coming in from our neighboring islands (FSM and RMI) is slowly increasing. There is a total of 15 students residing in the Dormitory.
- Night Program takes place twice each semester where other agencies are invited to give a presentation that pertains to the growth and well-being of a young adult or a college student.
- 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 well-being as college students.

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 well-being. 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.

With the newly renovated Mesekiu Gym, students are participating more in indoor games such as the College Intra-Mural Basketball, Volleyball, and Table Tennis.

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

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

For the school year 2022-2023, the Learning Resource Center (LRC) provided services including Instructions, Tutoring, Assisted Lab, Career/Transfer Counseling, PCC Placement Test and Institutional TOEFL as Follows:

Tutoring - 89 Institutional TOEFL- 0
Career Counseling/ Activities- 132 Computer and Study Lab – 187

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

Staff Development

- Council for Opportunity in Education (COE)- Grant writing workshop attended by all office staff.
- Asian Pacific Americans in Higher Education (APAHE)- Annual conference attended by English Instructor and Career & Transfer Counselor.
- Western Association of Educational Opportunity Personnel (Weststop) Annual conference attended by the Director and Administrative Assistant.

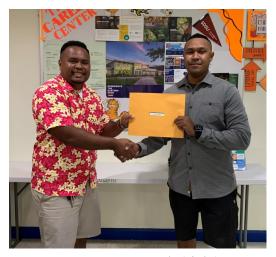
Community Involvement

- LRC/AANAPISI Administrative Assistant is a Special Education Advisory Council member and Koror State Youth Council (KSYC) member.
- LRC/AANAPISI English Instructor is a Class Scholarship Reader for APIA
- LRC/AANAPISI Career & Transfer is a member of Omkulel a Bibilia (Pastor.)

Annual Highlights

- Students enrolled at PCC still utilize the Learning Resource Center for technological access and tutoring.
- LRC/AANAPISI funded 1 PCC Sophomore student for their internship.
- The LRC/AANAPISI travel scholarship was awarded to 12 PCC Graduates.





Mr. McGee Mereb (right)



Mr. Dexter Ilek (right)

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:

- General Education Program Seven Academic Departments
- Degree Programs (21)
- Accredited Certificate Programs (12)
- 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)

General Education Program - Seven Academic Departments

EN HP MA MU OL SC SS/HUM	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)
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Degree Programs (21)

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

Two-Year Degree Programs offered at PCC:

- Associate of Applied Science (AAS)
- Associate of Science (AS)
- Associate of Arts (AA)
- Associate of Technical Studies (ATS)

No	Program Acronym	School of Arts & Sciences	AAS	AS	AA	ATS
1 2 3 4 5 6 7 8 9	AG CJ CPH ED ES LA LS NU PW STEM	 Agricultural Science Criminal Justice Community & Public Health Education Environmental & Marine Science Liberal Arts Library Information Services Nursing Palauan Studies Science, Technology, Engineering, Mathematics Disciplines 	•	•	•	•

		School of Business			
11 12 13 14 15	BA BU IT OA TH	 Business Accounting Business Administration Information Technology Office Administration Tourism & Hospitality 	•	•	

- 1. AG: Agriculture
- 2. CJ: Criminal Justice
- 3. CPH: Community Public Health
- 4. ED: Education
- 5. ES: Environmental Science
- 6. LA: Liberal Arts
- 7. LS: Library Science
- 8. NU: Nursing

- 9. PW: Palauan Studies
- 10. STEM: Science, Technology, Environment, Mathematics
- 11. BA: Business Accounting
- 12. BU: Business Administration
- 13. IT: Information Technology
- 14. OA: Office Administration
- 15. TH: Tourism & Hospitality

	School of Technical Education					
16 17 18 19 20 21	AC AT CT ET GE SE	 Air-Conditioning & Refrigeration Automotive Technology Construction Technology Electrical Technology General Electronics Technology Small Engine & Outboard Marine Technology 	•	•		

16. AC: Air-Conditioning & Refrigeration

17. AT: Automotive Technology
18. CT: Construction Technology
19. ET: Electrical Technology

20. GE: General Electronics Technology21. SE: Small Engine & Outboard Marine Technology

No	DEGREE PROGRAMS	FALL 2022	Spring 2023	GRADUATED 2023
1	Agriculture	14	13	8
2	Air Condition & Refrigeration	0	0	0
3	Automotive Technology	20	11	0
4	Business Accounting	16	16	2
5	Business Administration	38	32	4
6	Criminal Justice	44	32	5
7	Community & Public Health	11	11	5
8	Construction Technology	34	25	8
9	Education	4	4	1
10	Environmental Science	19	18	2
11	Electrical Technology	7	6	2
12	General Electronics Technology	9	6	2
13	Information Technology	21	20	9
14	Liberal Arts	74	54	10

No	Degree Programs	FALL 2022	SPRING 2023	GRADUATED 2023
15	Library Information Services	0	0	0
16	Nursing	32	33	13
17	Office Administration	19	9	2
18	Palauan Studies	0	0	0
19	Small Engine & Outboard Marine Technology	6	3	2
20	STEM Disciplines (Science Technology, Engineering, Mathematics)	5	8	2
21	Tourism & Hospitality Program	29	24	5

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 on the 12 certificate programs is available in the College General Catalog as well as under the Gainful Employment at https://www.palau.edu.

- 1. General Agriculture
- 2. Horticulture
- 3. Automotive Air-Conditioning Servicing
- 4. Engine Servicing
- 5. Power Train Servicing
- 6. Undercarriage Servicing
- 7. Carpentry

- 8. Law Enforcement
- 9. Commercial/Industrial
- 10. Wiring 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 which 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 on the RPPL 9-22 & 10-43 certificate programs is available in the College General Catalog 2020-2024 on pages 87 – 93.

Program Descriptions

NO	PROGRAM	DESCRIPTION	DEGREE
1	Agriculture	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.	AAS & AS
2	Air Conditioning & Refrigeration	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.	AAS
3	Automotive Technology	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.	AAS
4	Business Accounting	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	AS
5	Business Administration	This program is designed to provide students with the 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.	AS
6	Criminal Justice	This program is designed to provide students with the knowledge, skills, and proper work habits/attitudes necessary for employment or for the pursuit of higher education in the field of criminal justice.	AS
7	Community & Public Health	This Program is designed to provide students with the knowledge and skills, necessary for employment or pursuit of a higher education in the field of public health. Type of degree – AS / Tracks – (1) Community & Public Health (2) Emergency Health Management	
8	Construction Technology	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.	AAS

Program Descriptions

9	Education	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. Tracks – (1) Early Childhood Education (2) Elementary Education (3) Special Education (4) Secondary Education	AS
10	Environmental/Marin e Science	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	AS
11	Electrical Technology	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.	AAS
12	General Electronic Technology	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	AAS & AS
13	Information Technology	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	AS
14	Liberal Arts	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.	AA
15	Library & Information Services	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	AAS & AS

Program Descriptions

		careers in areas such as libraries, special libraries, archives, museums, and other information-based professions	
16	Nursing	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	AAS & AS
17	Office Administration	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.	AAS
18	Palauan Studies	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.	AAS
19	Small Engine & Outboard Marine Technology	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.	AAS
20	Science Technology Engineering Mathematics	This program is designed for individuals interested in professional careers in science, technology, engineering, or	AA
	Mathematics	mathematics. The program provides basic knowledge and skills necessary for the pursuit of a higher education in these fields.	

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)	Certificates of Comple- tion (high school gradu- ate)	Certificates of Mastery (PCC graduate)
 Construction Automotive Outboard Motor/Small Engine 	 Construction Automotive Outboard Motor/Small Engine 	 Air Conditioning & Refrigeration Technology Automotive Mechanics Technology Construction Technology Electrical Technology General Electronics Technology Information Technology Small Engine/Outboard Marine Technology Tourism & Hospitality

Career & Technical Education (CTE) Lab School

The school was established in Fall 2017 and this school year Fall 2023 marks its sixth year. There is a total of 30 students enrolled in the school.

Yea	r 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	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
			Diploma				Degree

Academic Tutoring Center (ATC)

The Academic Tutoring Center provides instructional services to support student success. Instructional services include but are not limited to Instruction and Tutoring; an Online Tutoring Site; a Computer Lab/Research; and a Study Area. More detailed information about the Academic Tutoring Center can be found at https://pcconline.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.

Internships

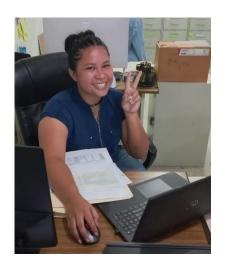
In Fall 2022 to Summer 2023, a total of 42 students from different degree programs completed their internships.

2022 Interns				
Fall 2022	Major	Internship Site		
1	Agricultural Science	PCC-CRE Tissue Culture Lab		
1	Automotive Technology	Six Eighty Motorsports		
1	Business Accounting	Palau Public Utilities Corporation		
1	Criminal Justice	K-9 Unit, Bureau of Customs and Border Patrol		
1	Construction Technology	PCC Physical Plant		
1	Information Technology	PCC Computer Service Division		
1	Small Engine and Outboard Marine Technology	NECO Yamaha		
	2023 Interns			
Spring 2023	Major	Internship Site		
4	Agricultural Science	Bureau of Agriculture		
1	Business Administration	Pacific Family Medical Supply, Inc.		
6	Construction Technology	PCC Physical Plant Ngaremlengui State Gov't - PAN		
2	Electrical Technology	Bureau of Aviation		
1	Information Technology	Palau WIOA Office		
1	Office Administration	PPUC		
1	Environmental Science	BOE – Blue Carbon Internship		
1	Tourism & Hospitality – Tour Services	Ngatpang State Government		

	2023 Interns					
Summer 2023	Major	Internship Site				
3	Agricultural Science	KSG- Urban Growers Project PCC-CRE Tissue Culture Lab Palau High School Agriculture De- partment				
4	Automotive Technology	West Auto Repair (2) Six Eighty Motor Sports Ksau Motors				
1	Business Administration	Embassy of Japan				
1	Business Accounting	Surangel & Sons				
4	Construction Technology	Surangel's Construction (2) Palau Solar (1) Palau Public Utilities Corporation (2)				
1	General Electronics	Bureau of Customs & Border Protection				
1	Environmental Science	Dr. Bob Richmond				
1	Small Engine and Outboard Marine Technology	Mason's Mercury				
2	Tourism & Hospitality – Hospitality Management	West Plaza at Lebuu St. Palau Pacific Resort				



AT interns Freddy Sumor Jr. and Austin Masters diagnosing a car engine issue at West Auto Repair



BU intern Uli Gotlob interned with WI-OA Palau

2023 Summer Internships



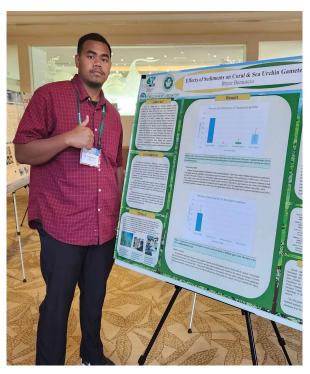
AG interns Nikka Ngirkelau (KSG Urban Growers Project) and Lianna Ramarui (PHS Agriculture Department) at the Palau Agri-Fair)



GE Intern McNeal Jamila (Globus Palau) during fieldwork, installing secured CCTV wiring.



CT intern Justice Garry (Surangel's Construction) learned to test concrete using the compression testing machine for concrete cylinders.



Bryce Bonicacio



TH-FB Intern Max Moros and TH-HM intern Kaeb Chin completed internships at Palau Pacific Resort



TH-FB intern Trolii Yaoch baking bread at the Penthouse Hotel



TH-HO intern Keyan Solomon preparing guest rooms at the Penthouse Hotel



L-R: PICRC IT Consultant Johvanna Yaoch, Intern Dean Jr. RIntern udimch, Rory Ongrung, Intern Masaharu D. Gulibert, Intern Alik Ulechong, and PICRC Interim CEO Caryn L. Koshiba

Center for Teaching Excellence

The Center for Teaching Excellence was established in the spring of 2018 to enhance support for teaching and learning with cutting-edge tools and resources. It provides training programs for faculty to leverage technology and sessions on Moodle and Google services. Additionally, the Center offers day-to-day assistance and technical support, and maintains instructor-issued laptops and student loan devices. The Center remains committed to fostering innovation, collaboration, and excellence in teaching and learning.

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-parents who may need childcare 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 from 8:00 am to 5:00 pm. During 2022-2023, there were 45 students and five (5) teachers.

Academic Affairs -Highlights 2023

Science Department Highlights- Year 2023

February 2023- Three EMS students and two science faculty participated in the Guam Terrestrial Conference on February 21-24, 2023, at Guam Community College (GCC) campus. Our NSF-ATE project partners from COM, ASCC, CMI, and CNMI science faculty and students also participated. On February 24, the group toured Guam Restoration of Watersheds (GROW) site in Inalajan, under the direction of Dr. Austin Shelton, a former student of our NSF-ATE grant PI, Dr. Bob Richmond. The NSF-ATE group also had the opportunity to visit Dr. Frank Camacho and toured the science lab at UOG. It was so important to provide our students with a chance to see themselves in these higher education spaces.



PCC students and faculty at Guam Community College

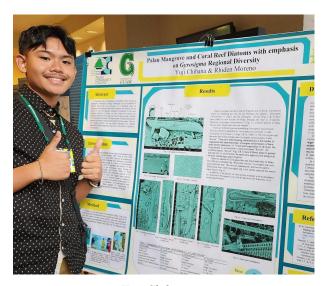


NSF-ATE group with Dr. Austin Shelton, UOG Director of Center of Island Sustainability



UOG Science Lab tour with Professor Frank Camacho

April 2023- Two EMS students and two science faculty participated in the Island Sustainability Conference in partnership with Center for Island Sustainability (CIS) program at the University of Guam (UOG). The two students presented their research projects during the conference. The conference was held at the Hyatt Regency Hotel from April 11-15, 2023. Participation in this workshop provided a great experience for our students as they continue their educational journeys toward their chosen field of study. The students also had the opportunity to meet Dr. Krise, UOG president and Lou Guerrero, Guam Governor with PCC President Tellei. We also had the opportunity to meet the founder of the Blue Planet Alliance, Henk Rogers and participated in the Global Youth Ambassador Program which focuses on building a growing alliance of global organizations that are committed to saving the planet. Henk is one of the world's leading advocates and activists for reducing, and eventually eliminating, humankind's dependence on fossil fuel. Henk was a pioneer in Japan's fledgling computer game industry and developed the Black Onyx, the first role-playing game in Japan. He is perhaps best known to mainstream video game enthusiasts as the founder and chief executive officer of Blue Planet Software, which manages the worldwide rights to Tetris, one of the most popular video games in history.



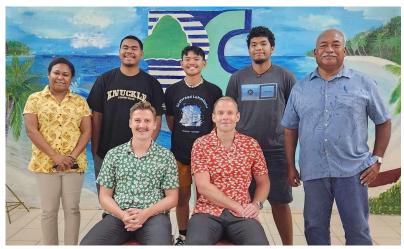
Yuji Chibana



Group picture with Henk Rogers



Yuji, Dr. Krise-UOG President, Lou Guerero- Guam governor, Bryce Bonicacio, President Tellei



Associate professor Roberto, Bryce, Yuji, DJ & President Tellei with H.E. Christian H. Lyster (red shirt) & his staff



Upward Bound presentation

Norway Ambassador to the Republic of Palau, H.E. Christian H. Lyster, gave a talk in a presentation titled, "Norway in a nutshell," to the PCC community on April 14th, 2023. His Excellency graced our campus with his presence right after presenting his credentials to the Republic's President's, H. E. Surangel Whipps, Jr. just a few hours prior to his lecture. The Ambassador talked about how Norway and Palau share a unique connection to the ocean and how each country are working together on important Ocean issues in the international arena. The 3 PCC students, Bryce Keruul Bonicacio, Dean Rudimch JR, and Yuji Chibana, who were part of the Statsraad Lehmkuhl's voyaging expedition to Japan, were present at the talk. They later visited with the Ambassador and talked about their 16- day voyaging experience on the Norwegian ship on September 2022.

Three students gave a presentation to Upward Bound students on May 04, 2023, at PCC Assembly Hall. The purpose of the presentation was to raise awareness and possibly recruit high school students into the program upon enrollment at PCC.

The ITSCI student symposium was held on May 1, 2023 at 10:00 a.m. at the PCC assembly hall. Two IT students and two EMS students gave presentations of their projects. The symposium was made possible by the IOA-LSAMP grant.



IT-SCI student symposium with President Tellei, Acting Dean Olegeriil and Dr. Richard McKenzie

During the week of June 27-July 1, 2023, PCC's Environmental and Marine Science program hosted the "2023 Virtual Drone Summer Camp" for four high school and five PCC-college students. Students spent five hours a day for one week learning how to fly drones and build 3D models using sophisticated mapping and imaging software programs. Not only did the students gain highly sought-after technical skills in autonomous unmanned vehicles (AUVs), but they earned Federal Aviation Administration (FAA) drone license certificates and could keep a drone. Mr. Alik Ulechong (PCC-IT student graduate) served as the camp's teaching assistant and provided key technical support to the students. The online modules were taught by instructors from various institutions of higher learning including Dr. Cheung (Professor of Geography and GIS, Palomar Community College).



Drone Camp Participants

A PhD student at the University of Hawaii in the Educational Psychology program conducted her research with four environmental marine students this past summer 2023 semester. She was studying internship experiences when Palauan students have non-Palauans as their researcher mentor and Palauans with traditional knowledge as their traditional mentor. The outcomes are to consider alternative internship designs that provide cultural support strategies for Palauan students who matriculate from 2 to 4-year colleges and increase their commitment to STEM career fields. The internship experience is designed to be in alignment with PCC's marine science internship program.



Internship participants with science faculty & mentors

The 2023 IOA-LSAMP annual student symposium was held at the UH-Hilo campus on July 24-July 26, 2023. One faculty accompanied an IT student who gave a presentation of his summer internship project, and an EMS student who gave a presentation of her SC249 class project. The student symposium included student presenters from American Samoa Community college, Northern Marianas Community College, College of Marshall Islands, College of Micronesia-FSM, Guam Community College, University of Guam, University of Hawaii-Manoa, Hawaii Pacific University, Chaminade University, and University of Hawaii-Hilo. Dean Rudimch JR performed a Palauan chant as part of the Kipaepae ceremony on Day 1. In addition to the poster presentations and oral power point presentations there were field trips to Mauna Kea, Mauna Loa, Keaukaha—traditional Hawaiian fishpond, and Kilauea volcano. We were able to see some of the endemic plants in Hawaii as well as some of their cultural practices and how they have so much respect for their land and how to sustain it. There were two awards for the best oral presentation, in which our very own student Dean Rudimch JR received one of the two awards for his oral presentation.



DJ & Adiva, IOA-LSAMP Annual student symposium, UH-Hilo



2023 Annual IOA-LSAMP student symposium participants (PC: UH-Hilo)

Science faculty, Ms. Rilang Roberto, participated on the Alingano Maisu Voyage from Yap to Palau on July –August, 2023. Participation is a rare opportunity to learn and apply western oceanography and traditional celestial navigation. The faculty attended the Non-Instrumental Traditional Navigator course taught by Grand Master Navigator, Sesario Sewralur in September 28, 2022. Attending this event will further develop her professionalism in regards to traditional navigation.



Science faculty member with Maisu crew



SACNAS conference picture with Dr. Jani Ingram, SACNAS board member who visited PCC campus in August, 2023

Faculty Senate Association (FSA)

The Faculty Senate Association conducted the following activities in 2023:

- 1. Attempted to hold monthly meetings as dictated by bylaws but did not meet the criteria due to unforeseen circumstances.
- 2. Awarded the 1st half of SY2022-2023 FSA Scholarship (Fall2022)
 - Recipient of 1st year FSA scholarship award:
 - * Ulyana P. F. Madlutk:\$250.00
 - Recipient of 2nd year scholarship award:
 - * Emmanuel O. Adaba: \$250.00
 - * Ma. Raeliana Angela Merced Macasieb: \$250.00
- **3.** Awarded FSA Spring 2023 Graduation Award
 - First Awardee (\$300.00) Camille Parinas Ililau
 - Second Awardee (\$200.00) Careen Reyes Castillo
 - Third Awardee (\$100.00) Bre-Anna Irorou Uchel
- **4.** Submitted its Annual Report of the Year 2022 to the Office of the Registrar of Corporations
- **5**. Awarded the 2nd half of SY2022-2023 FSA Scholarships (Spring 2023)
 - Emmanuel O. Adaba is the only recipient for the 2nd half of the 2nd year FSA Scholarship 2022-2023. one 1st year and 2nd year recipient were disqualified due to not meeting the criteria to receive the second half of their awards.
- **6.** Sold PCC Endowment tickets to FSA's biggest supporter, Ngaramaiberel Women's Group of Koror
- 7. Assisted with the PCC Charter Day 2023 activities (sign-in for President's Walk/Run and distribution of food to participants)
- **8.** FSA's business license renewed

Faculty Senate Association (FSA)

- 9. The PCC Faculty Senate Association (FSA) met on Friday, September 1, 2023 to nominate and elect new officers for the organization. The 2023-2025 PCC Faculty Senate Association Officers are:
 - Rilang Roberto, President
 - Jeana D. Borja, Vice President
 - Chelsea Pedro, Secretary
 - Reiko Kawamura, Treasurer



Awarding the 1st half of SY2022-2023 FSA Scholarship-Fall22, with 3 recipient students Ulyana P.F. madlutk (1st year), Emmanuel O. Adaba (2nd year), Ma. Raeliana Angela Merced Macesieb (2nd year)



Awarded the 2nd half of SY2022-2023 FSA Scholarship-Spring23, with 1 recipient student Emmanuel Adaba (2nd year)

Faculty Senate Association (FSA)

Assisting with the PCC Charter Day 2023 activities (sign-in for President's Walk/Run and distribution of food to participants)



Ms. Akiko Udui, Ms. Ligaya Sara, and Ms. Volette Polloi

Awarded FSA Spring 2023 Graduation Awards



Ms. Camille Rigosante Parinas Ililau First Award



Ms. Caren Reyes Castillo Second Award



Ms. Bre-Anna Iroru Uchel Third Award

Mission

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

Objectives

- Work closely with ministries, agencies, private sectors and non-profit organizations to assess training needs and establish program sponsorship.
- Provide appropriate and effective apprenticeship programs.
- Offers non-credit program.
 - -Pre-service training
 - In-service training
- Provides advising, counseling, and guidance to individuals interested in acquiring higher level
 of education.
- Offers Summer programs for school age children.

CE is dedicated to offering programs and services that enable the community to fulfill their evolving educational and training requirements.

The department oversees two critical programs, namely, the Adult High School and Educational Talent Search, which cater to the educational needs of elementary and high school students. The division comprises a Dean, a secretary, and an office clerk, all of whom are responsible for achieving the five identified objectives and providing support to the Talent Search and Adult High School activities.

HIGHLIGHTS

The Continuing Education Division (CE) of Palau Community College (PCC) has successfully conducted 19 training sessions for the local community from October 1, 2022, to September 30, 2023. The training sessions benefited 316 participants who received non-credit certificates (for more details, see page 5). In November 2022, the CE conducted a school bus driver training program for 10 PCAA employees. During the intersessions in March, June, and September of 2023, the CE also organized reinforcement courses aligned with the Ministry of Education's learning objectives for 3rd to 8th-grade students, including courses in Singapore Math, English Reading and Writing, Palauan Orthography, Marine Science, and Basic Arts. Students from both private and public elementary schools in Palau participated in these courses. However, due to the MOE's new year-round schedule, the number of students registering for this program declined.

In collaboration with the Ministry of Health, the CE offered a Caregiver training program last fall, with a total of three (3) cycles offered in August and a total of 67 participants.

Furthermore, the CE facilitated numerous meetings for college student organizations, divisions and departments, private sectors, and national government agencies.

Apart from these activities, the CE oversees the PCC noontime seminar series, which is open to the community. These seminars enable PCC students, employees, and community members to enhance their knowledge and serve as academic instruction. Since October 10, 2022, ten (10) noon time seminars have been held, covering topics such as Blue Carbon, Cybersecurity, and more.

HIGHLIGHTS

Additionally, PCC, in partnership with higher education institutions, offers bachelor's and master's degree programs that are administered under the CE Division. Currently, 27 students are enrolled in the San Diego State University Bachelor's program. Furthermore, there is a master's program with 15 candidates that is made possible through a partnership with UH MANOA.

CE Activities

#	Training/Workshop	Date	Hours	# of Participants	Instructor/Trainer	Participating Agency
1	School Bus Driver Training	11/04-12/22/23	64	10	Nobby Enano	PCAA
2	Mandarin	01/26-3/15/23	21	10	Shun Yun "Susan" Tsai	Community
3	Palauan Studies	.4/15/2023	5	82	President Tellei	Community - Guam
4	Kids Intersession Program - Singapore Math	03/21/23- 03/31/23	20	10	Emadech Oiterong	Students from Public School
5	Kids Intersession Program - English R&W	03/21/23- 03/31/23	20	10	Emadech Oiterong	Students from Public School
6	Kids Intersession Program - Palauan Ortho	03/21/23- 03/31/23	20	14	Lady Ngiratkakl	Students from Public School
7	Kids Intersession Program - Basic Art	03/21/23- 03/31/23	20	10	Kayleen Joseph	Students from Public School
8	Mandarin	06/19-07/14/23	20	8	Shun Yun "Susan" Tsai	Taiwan Scholarship Recipients
9	Summer Kids Program- Singapore Math	06/26-07/7/23	20	17	Emadech Oiterong & Lady Ngiratkakl	Students from Private & Public School
10	Summer Kids Program- English R&W	06/26-07/7/23	20	17	Emadech Oiterong & Lady Ngiratkakl	Students from Private & Public School
11	Summer Kids Program- Palauan Ortho	06/26-07/7/23	20	12	Lady Ngiratkakl	Students from Private & Public School
12	Summer Kids Program- Basic Art	06/26-07/7/23	20	23	Kayleen Joseph	Students from Private & Public School
13	Caregiver - 26th Cycle	08/14-08/18/23	15	17	Dr. Osarch, Dr. Santos, Mr. Nolan, and Ms. Espangel	Community
14	Caregiver - 27th Cycle	8/21-8/25/23	15	21	Dr. Osarch, Dr. Santos, Mr. Nolan, and Ms. Espangel	Community

#	Training/Workshop	Date	Hours	# of Participants	Instructor/Trainer	Participating Agency
15	Caregiver- 28th Cycle	8/28-09/01/23	15	29	Dr. Osarch, Dr. Santos, Mr. Nolan, and Ms. Espangel	Community
16	Kids Intersession Program - Singapore Math	09/25-10/06/23	20	6	Emadech Oiterong	Students from Public School
17	Kids Intersession Program - English R&W	09/25-10/06/23	20	5	Lady Ngiratkakl	Students from Public School
18	Kids Intersession Program - Marine Science	09/25-10/06/23	20	5	Phoebe Sengebau	Students from Public School
19	Kids Intersession Program - Basic Art	09/25-10/06/23	20	10	Emadech Oiterong	Students from Public School
	TOTAL		395	316		



Adult High School Program

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

The PCC Adult High School was designed to provide instruction and educational activities to adult students who did not graduate from high school, to develop their knowledge and skills to become functionally competent members of their respective communities. In the Spring of 2000, Palau Community College entered into a Memorandum of Understanding with the Ministry of Education to design and administer an Adult High School program that offers a high school diploma. This program creates an opportunity for adult Palauans, without a high school diploma, a pathway to pursue higher education or gain valuable skills through PCC.

Vocational Track

To provide an opportunity to adult learners to finish a high school equivalent training in order to find employment.

College Preparation

To provide an opportunity to adult learners to finish a high school equivalent training in order to pursue higher educational attainment.



Adult High School Graduates 2023

Enrollment History	Academic Year	Enrollees
Melekeok	2002-2004	18
Ngardmau	2002-2005	15
Sonsorol	2001-2005	9
Ngchesar	2005-2007	12
Airai	Spring 2008	18
Airai	Spring 2011	17
Airai (College Prep.)	Fall 2013	5
Peleliu	Spring 2011-2012	24
Peleliu (College Prep.)	Fall 2013-Spring 2014	8
Ngeremlengui	Spring 2012	15
Ngeremlengui	Fall 2013-Spring 2014	14
Ngardmau	Fall 2014	16
Ngiwal	Summer- Fall 2015	13
Ngaremlengui	Fall-2016-17	15
Ngchesar	Fall 2017-2018	18
Aimeliik	Summer 2022-Fall 2023	12
		Total 229

Adult High School Program

A aa damia Vaay	Ewallog
Academic Year	Enrollees
PCC Main Car	
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
Fall 2015-Spring 2016	31
Fall 2016-Spring 2017	32
Fall 2017-Spring 2018	47
Fall 2018-Spring 2019	34
Fall 2019-Spring 2020	31
Fall 2020-Spring 2021	31
Fall 2021-Spring 2022	23
Fall 2022-Spring 2023	46
	2,224

Adult High School Program

Semester	Number of Graduates	Track	
		College	Vocational
Spring/Summer `02	29	29	
Spring `03	30	30	
Spring `04	36	36	
Spring `05	24	24	
Spring `06	19	19	
Spring `07	20	20	
Spring `08	17	16	1
Spring `09	15	14	1
Spring `10	20	14	6
Spring `11	20	20	
Spring '12	15	15	
Spring '13	25	13	12
Spring '14	17	9	8
Spring '15	9	9	
Spring '16	15	5	10
Spring '17	1		1
Spring '18	8	3	5
Spring '19	17	6	11
Spring '20	8	7	1
Spring '21	13	8	5
Spring '22	8	4	4
Spring '23	7	5	2
TOTAL	373	306	67

Educational Talent Search Program

Mission Statement

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

Personnel

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

Project Director, Jolene Joseph Assistant Director, Kesina K. Tadao Academic Counselor, Lakolani Olngellel Academic Advisor, Angelio Anthonio Academic Advisor, Demy Emesiochel Tracking & Data Coordinator, E-van Ongrung Administrative Assistant, Akilina Maech

Program and Services

This Budget Year 2022-2023 is the third year of the fifth cycle of our federal grant. We serve seven (7) elementary schools and three (3) high schools in accordance with the guidelines provided by the regulations and requirements of Educational Talent Search Grant.

The table below provides the name of schools and number of students we serve in each target schools including the number of tutors in each school:

Schools	Number of Participants	Number of Tutors
Elementary Schools		
Airai Elementary School	11	1
George B. Harris Elementary School	31	3
Koror Elementary School	66	3
Maris Stella School	0	0
Melekeok Elementary School	20	1
Meyuns Elementary School	35	2
Peleliu Elementary School	20	1
High Schools		
Emmaus-Bethania High School	37	1
Mindszenty High School	70	2
Palau High School	182	6
TOTAL	472	20

Educational Talent Search Program

Objectives for ETS Grant

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

- 1. <u>Secondary School Persistence</u>: 81% 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. <u>Secondary School Graduation (regular secondary school diploma)</u>: 87% 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. <u>Secondary School Graduation (rigorous secondary school program of study</u>): 13% 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. <u>Postsecondary Education Enrollment</u>: 52% 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. <u>Postsecondary Attainment</u>: 13% 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.

Annual Highlights:

In Fall Semester of 2022, 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 2023, 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.

Tan Siu Lin PCC Library

Tan Siu Lin PCC Library serves the Palau Community College campus community and the Palau Community as a whole. With its comprehensive collection of resources, research assistance, access to information, and communications technology, the library is a critical part of every student's academic experience. As a learning resource that directly supports student learning, the library reports directly to the Office of the President.

Mission Statement

The mission of the PCC Library is to support the academic programs of the college and to promote lifelong learning in the wider community through high-quality, accessible resources, information literacy training, and public outreach activities.

Personnel

The PCC Library is currently staffed by the Director of Library Services, four Library Technicians, and four Library Assistants.

Professional Development

The library personnel participated in professional development training provided by the College. One of these training sessions was the Finance Training in October 2022, which was focused on finance-related administrative work, including procurement and travel policies. It was attended by two library staff members. Another training was in February 2023, in which three staff participated. The training was focused on information technology and being responsible computer and web users. A workshop, specifically for the library staff, was conducted by the College's instructional media specialist in April 2023. The workshop was focused on using a cloud workspace and a digitization software. Finally, in May 2023, the Librarian of the Year award, sponsored by the Palau Association of Libraries, was awarded to a library technician from the PCC Library.



Students touring the library

Grant Update

Through grant funding by the Institute of Museum and Library Services (IMLS) - Library Services and Technology Act (LSTA), the Ministry of Education (MOE) extended library support to Palau's libraries, including the PCC Library. Through collaboration between the PCC Library and MOE's Palau Public Library, licenses for the Follett Destiny online public access catalog, Palau Union Catalog, were renewed.

Library Programs and Services

To meet library goals and to provide comprehensive resources and services to PCC students, faculty, staff, and members of the general community, the library's key highlights took place in the areas of collection development, library orientation and instruction, and community outreach activities.

The PCC Library continues to provide a variety of activities, such as read-aloud and creativity activities, to children at the PCC Day Care every week.

The Summer Activity Program ran from June 26 to 30, 2023. This free admission program promoted reading and the use of library resources and services. The kids were engaged in various learning activities that enhanced their library, creativity, and team-building skills. They also had the opportunity to learn about Palau's environment and historical culture through fun learning presentations from the Palau International Coral Reef Center and the Bureau of Cultural and Historical Preservation.

In an effort to encourage reading and making use of library resources, issuing new PCC Library Cards for new users continues to be free of charge.

The library amnesty program started on September 1, 2023, and lasted until the end of that month. This program allowed patrons to return overdue materials; late fees were waived. The purpose of the program is to gain back library materials and have patrons continue using library resources. A total of twenty-nine books (29) were returned in September 2023.

Collection Development

- 399 titles were added to the library collection during this reporting period. The annual book inventory resulted in over 41,000 titles in the collection (Kids Korner, Teen Space, International Section, Reference Collection, General Section, Fiction Section, UN Collection, Media Collection, and Micronesia-Pacific Collection).
- The Micronesia-Pacific Collection (Micro-P) contains a wide range of titles from Micronesia and the Pacific. Between October 2022 and September 2023, one hundred and seven copies of materials were added to Micro-P, increasing the total of copies available in this collection to 12,391.



Orientation and instruction

Outreach Efforts

- The PCC Library continues to provide a variety of activities, such as read-aloud and creativity activities, to children at the PCC Day Care every week.
- The Summer Activity Program ran from June 26 to 30, 2023. This free admission program promoted reading and the use of library resources and services. The kids were engaged in various learning activities that enhanced their library, creativity, and team-building skills. They also had the opportunity to learn about Palau's environment and historical culture through fun learning presentations from the Palau International Coral Reef Center and the Bureau of Cultural and Historical Preservation.
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Library Summer Activity Program

Library Evaluations

Through the College's Institutional Effectiveness Survey for Students and Employees, the library's services, learning/working spaces, and customer services are evaluated. Separate survey tools, which are the Library User Satisfaction Survey and Library Computer Lab Evaluation Survey, are used to get feedback from community patrons. The staff uses the results of the surveys to make the necessary improvements to library services.

Service Data

The following figures illustrate the number of library users, material circulations, donations received, books cataloged, and YTD expenditures from October 1, 2022, to September 30, 2023.

Table 1

Gate Count on Library Entrances

Month Entrances 2022-Oct 4,953 2022-Nov 4,712 2022-Dec 2,029 2023-Jan 4,116 2023-Feb 5,123 2023-Mar 5,057 2023-Apr 4,505 2023-May 2,892 2023-Jun 4,678 2023-Jul 3,358 2023-Aug 5,987 2023-Sept 6,771 54,181 Total

Table 2
Total Patrons and Material Circulation by Patron Type

Patron Type	Total Number	Circulations
Community Adult	3,266	1,493
Community Elem. School	3,163	519
Community High School	2,127	72
PCC Board of Trustees	4	1
PCC Faculty	77	130
PCC Staff	109	120
PCC Student	3,190	125
Total	11,936	2,460

Table 3
Circulation of Library Materials

en cunación o	Elbrary materials
Month	Circulations
2022-Oct	255
2022-Nov	335
2022-Dec	327
2023-Jan	357
2023-Feb	426
2023-Mar	494
2023-Apr	512
2023-May	815
2023-Jun	873
2023-Jul	1,333
2023-Aug	182
2023-Sept	874
Total	6,783

Table 4
Library Computer Lab Users

Total Users	Hours of Use
68	84.89
55	70.66
38	51.77
71	82.61
103	104.58
100	144.47
112	150.55
82	149.36
161	268.31
45	88.67
40	110.73
124	141
999	1,447.6
	68 55 38 71 103 100 112 82 161 45 40

Table 5

Donations to the Library

Month DVD Aud. CD Magazine Books 2022-Oct 2022-Nov 2022-Dec 2023-Jan 2023-Feb 2023-Mar 2023-Apr 2023-May 2023-Jun 2023-Jul 2023-Aug 2023-Sept Total 1,342

Table 6

Books Cataloged or Added to the Collection

Dooks Cataloge	a or ridaca to the	Concen
Month	Total Books	
2022-Oct	41	
2022-Nov	30	
2022-Dec	10	
2023-Jan	42	
2023-Feb	9	
2023-Mar	7	
2023-Apr	49	
2023-May	67	
2023-Jun	29	
2023-Jul	20	
2023-Aug	41	
2023-Sept	54	
Total	399	

Table 7

Library Conference Room Reservations

Month	Total Use	
2022-Oct	9	
2022-Nov	2	
2022-Dec	5	
2023-Jan	4	
2023-Feb	8	
2023-Mar	7	
2023-Apr	7	
2023-May	2	
2023-Jun	4	
2023-Jul	7	
2023-Aug	4	
2023-Sept	4	
Total	63	

Table 8

Year to Date Expenditures

	-	
Month	Expenditures	
2022-Oct	\$ 150.00	
2022-Nov	\$ 0.00	
2022-Dec	\$ 8,623.89	
2023-Jan	\$ 50.00	
2023-Feb	\$ 1,031.71	
2023-Mar	\$ 125.68	
2023-Apr	\$ 31.63	
2023-May	\$ 2,129.61	
2023-Jun	\$ 132.21	
2023-Jul	\$ 418.95	
2023-Aug	\$ 155.15	
2023-Sept	\$ 256.30	
Total	\$ 13,105.13	

Executive Summary

Partnerships with national and regional partners has been very important for achieving national goals as well as achieving POW goals. Extension and research hiring has had high turnover due to increased project-based national programs that offer higher salaries. Increased focus has been given to technology driven methodologies to increase production rate for both agriculture and aquaculture output on the research side; on the extension side increased community and school engagement has been the major focus to decentralize production and maximize community and private sector development through community-based programs as well as major focus on high school agriculture pro-

Personnel

- Vice President: Christopher Kitalong, PhD.
- Director: Lyndon Masami
- Secretary: Kazue Melphy
- Researchers:
 - Yin Yin Nwe, PhD.
 - Leilani Recheluul
 - Jacques Idechong
- Extension Agents:
 - Felix Sengebau
 - Sasha Kyota
 - Elchung Hideyos
- Taro Technician: Ituong Ngiraikelau
- Aquaculturist: Richard Page

- Senior Research Assistant: Emengel Singich
- Research Assistant: MC Assito
- Field Assistants:
 - Leory Fritz
 - Keriik Kitalong
 - Connie Madrangchar
 - Mcknight McArthur
 - Rivers Sebangiol
 - Dickxon Noel
 - Christine Rengiil
 - Rodney Mairno
- Security Service Officers:
 - Deluise Ngirusong
 - Siliang Michael



Priority 1: Lack of local food production and food insecurity

- Horticulture
- Plant protection
- Animal husbandry
- Soil properties for agriculture development
- Geospatial zoning of agri/aqua, soil properties and ecology

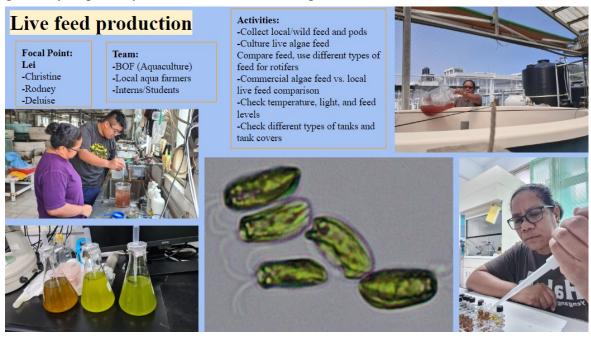
-Develop AI-based image analysis method for detecting

Tissue Culture Activities: -Culture of taro, etc. -ID & Genetics Focal Point: Dr. Nwe Team: -Kyushu -Live local -Itwong -Emengel germplasm-public -BOA -MC distribution -TTIN -Elchung -Collect info on varieties, -IAEA homes, environment -UOG, Hebrew, UPR (survey) -Students (PCC, PHS, KSG)

CRB trapping and Damage mapping **Focal Point:** Jacques -Kayla -Keriik -Mcknight Team: Eyangel -BOA -UOG -TUAT **Activities:** -Conduct collaborative analyses of regional viral types of -Replicate successful green waste management models at 2 sites in Palau -Assist communities in tools, traps, and learning new techniques for controlling CRB -Drone surveys and mapping of damaged coconut tree plots

Priority 2: Sustainable aquaculture development

- Live feed optimization for larval development of marine species
- Rabbitfish & Mangrove crab production
- Uluu (mullet), Meyas, Kelsebuul Production and Feed
- Shrimp production
- Invertebrates (Cheled) spawning/Regeneration studies
- Integrated hydroponic system with local food fish species





Priority 3: Youth and family issues in the communities

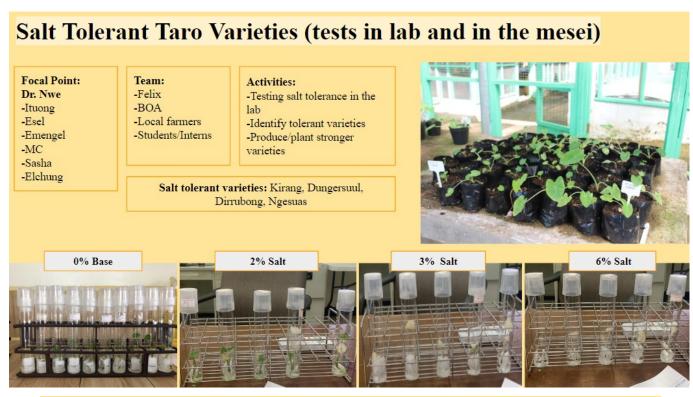
- KES greenhouse project with Koror State Government Solid waste management office and Palau High School AG class
- Youth Educational games (Plants vs. Threats card game)
- Agriculture field trips to R&D station
- Homebound Gardens for Senior citizens
- Hatchery Tours for youth and other participants
- Pacific Step-Up Program

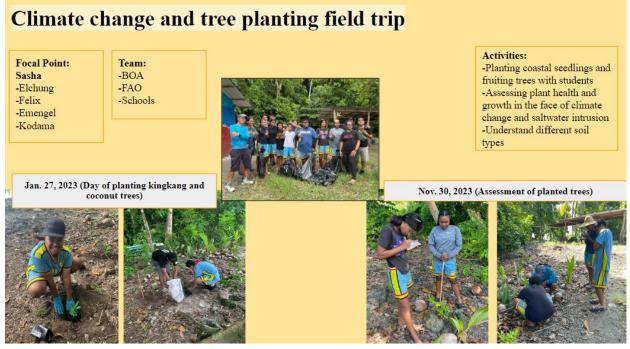




Priority 4: Climate changes in Micronesia

- Salt tolerant taro varieties and production
- Climate change and agriculture field trips with students
- Environmental factors of growth rate and soil micro-environmental measurements in the face of Climate Change (Soil probes)





Priority 5: High incidence of food and waterborne illnesses

- Analytics for waste water testing (public sewer and septic system drainage)
- Bioreactor testing for wastewater management (R2R)
- Mosquito/Dengue/Health survey versus Weather systems (early warning system development)
- Water and weather quality in the mesei (using soil probe data collection)

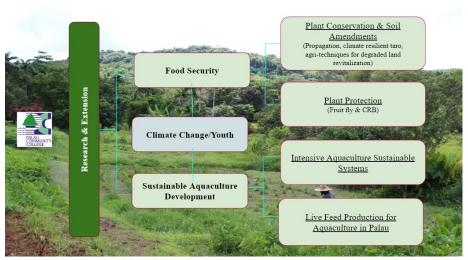
Priority 6: Child Obesity

- "Garden to Table" diet
- Palau High School and PCC farming and livestock production
- Cook offs





Sers means "farm" Sersed means "our farm" SersEd also means "Sers Education"



Agriculture Extension

Currently crop production in the ROP is primarily for subsistence domestic consumption and for customary purposes, excess production is being sold in the market. The 2019 agricultural gross domestic product estimate was about 3.21%. The urban population in the ROP has increased 71% in 1995 to 81% of total population in 2020. This increase in urban population means a significant increase in demand for agricultural production, which has significantly affected food security and rural development. The level of food import dependence - estimated at about 86% - has the potential to reduce household access to key food commodities and reduce food security.

The staple food crop in Palau is Taro and has been replaced by imported grains and rice, the program has worked together with outside funding agencies, national and state government, and the local communities to increase Taro production through a trade and development program of taro suckers.

Objectives:

- to increase the awareness and knowledge of 300 participants each year in sustainable local food (staple crops, fruits, vegetables) production methods.
- to provide site-specific hands-on training and technical assistance program to at least 50% program participants to adopt, establish and increase local food production.
- to conduct outreach and technical assistance program for 50 clients to establish at least 10 farms/outlets each year selling local produce.

The program has encouraged intense cultivation as well as provided a venue for processing through national and international partnerships. The tissue culture technology and nursery development has increased production by at least 25%. Specific planned activities include conducting outreach and educational sessions, hands-on trainings, demonstration gardens, and one-on-one consultations to impart knowledge and skills on soil management, composting methods, local vegetables, fruits, and staple crops production methods using different grower systems in schools, urban and rural settings. Activities under each objective are designed to meet the overall goal of the critical issue while targeting audience – local communities, women groups, youth groups, school children, and semi-commercial producers – to learn and adopt required skills to enhance local crop production. It is expected that appropriate extension interventions will provide needed skills to the target audience to develop and sustain crop production activities to meet food security needs, income generation and reduce reliance on imported foods.

Climate Change Extension

The Republic of Palau depends on crops for sustainability. Traditionally, taro is the most important most prominent, and prestigious food and crop in Palau. Taro is an economic crop of utmost socio-economic importance in Pacific Island countries. In Palau, it is a major staple food. It is usually grown in low-lying areas very close to the sea. Saltwater intrusion associated with abnormally high tides has caused extensive damage to taro patches and the traditional food supply throughout Palau. Many coastal taro patches have been abandoned due to saltwater intrusion. The highly productive taro patch system enabled and sustained the Palauan 'way of life". Climate change issues affecting Palau include hotter conditions, stronger typhoons, threats to coastal infrastructure, and declining ocean ecosystem health as well as traditional agroforestry crops and overall agriculture and livestock production. Furthermore, a series of droughts, and severe weather systems in addition to increased development have led to reduced focus and effectiveness of agroforestry and food development within the community. COVID19 has increased interest in agriculture and livestock and now is an opportune time to engage the community with integrated livestock and crop development for sustainable and climate-resilient agriculture.

This program aims to increase supply and disseminate information on tolerance/susceptibility and actual products of different varieties of crops such as taro, tapioca, tropical fruits, and vegetables to 250 clients per year. Furthermore, the integrated approach will include a review and implementation of livestock activities, primarily poultry (eggs and meat) and pigs as nutrient sources for upland and degraded soil amendment for increased crop productivity at 100 households, 5 community agriculture locations, and 1 commercial site per year. Information will be collected from the local population and Agroforestry products with attested resistance will be introduced to 10 saltwater intruded taro patches throughout Palau to compare rates of growth against current taro varieties and increase food availability during severe climate events. Varieties that are resistant to saline conditions and accepted by community members for consumption will be further propagated for dissemination to 20 local farmers and 1 commercial farm working on saltwater intruded taro patches and upland taro plantations. Furthermore, the integrated livestock and agriculture methodology will be implemented for upland taro and crop production at 16 sites throughout Palau

Objectives:

- Increase resilient food production.
- Develop salt water resistant strains of taro for distribution.
- Field testing that includes the women farmers.
- Discussions with women's groups and individual clients.

Climate change and severe weather have affected taro production, fruit tree production as well as stability of food supply for livestock for food security. Major effort has been put in to developing salt water resistant strains of taro for distribution, this has required field testing of local varieties. More than 30 farm areas and crops have been reviewed as well as discussion with 8 women's groups (consisting of 25 members each) for the development of structure for trade and distribution of salt water resistant taro varieties. The women's groups include: Eltel Ngerbuns; Ngaramenidab; Maltreng; Bungelkesol; Ngarabiboid; Prekork; Otellouch; and Ngaraungiang.

A new tool for the extension program called soil probes have been installed in 10 sites in Palau that monitor atmospheric, hydro, and soil moisture data. Monitoring groundwater levels and electrical conductivity (EC) can inform improved management practices, contributing to the long-term productivity and sustainability of taro cultivation systems. Pacific Island countries are particularly susceptible to climate change, which can precipitate sea-level rise and alter precipitation patterns. These changes can influence the groundwater table and escalate soil salinity.

Childhood Obesity

Childhood obesity is an issue in Palau as the youth are eating more unhealthy imported foods and non-traditional foods. Traditional ways of living have been since replaced with more modern and western cultures resulting in negative impacts such as the decrease in harvesting local produce and protein but an increase in purchasing expensive imported food.

The aim of this program looks at improving the consumption of healthy, local foods in homes and in schools. It also looks at providing physical activity in farming and livestock production for healthier bodies.

Objectives:

- "Garden to Table" diet
- Physical activity for the participants
- Increase the number of interested participants in healthier food production and lifestyle choices (traditional/local foods)

The "garden to table" diet increases a need and intertest for farming your own food. Palau High School (PHS) Agriculture class has created their own gardens and chicken coop for hands-on learning and life skills development, which is now part of their curriculum. Agriculture students in PHS and PCC farm their own produce and chickens. They harvest their crops to do cook offs or even sell to the community. This increases the interest of students in being able to sustain themselves and also make a profit. Also providing small gardens in the schools and in homes creates for more availability of healthy foods for the child.

Activities:

- "Garden to Table" diet
- Cookoff
- Sersed program
- PHS and PCC farming and livestock production

The "Sersed" program provides hands-on and skills development for farming and livestock production for the students. Sers in Palau means farm. Sersed means "our farm." Sersed can also mean sers (farm) education. This term was created by the students who were involved in the "garden to table" and cookoffs activities at the high school. By having the students participate and even lead the cook offs, they are able to share the knowledge with their friends and families.

The students can provide healthy and nutritious foods for their families and also their schools. Students at PHS are able to sell their produce to the community and also bring some home. The cook offs as well as the student gardens have people in the communities come to judge and even taste the food that they make.

Youth and Community Extension FY 2023

In Palau, the youth and community have become disconnected from their food supply therefore reducing knowledge of food chain, locally available agroforestry products and production methods, resulting in a deterioration of cultural knowledge and food security. With the lack of interest in agriculture, the youth are becoming more vulnerable to not being able to sustain themselves, especially during a natural disaster.

The youth population contributes to less than half of the total population and is, unfortunately, considered vulnerable as many challenges are inevitably faced as the country is still a developing nation. Traditional ways of living have been since replaced with more modern and western cultures resulting in negative impacts such as the decrease in harvesting local produce and protein but an increase in purchasing expensive imported food; a decrease in close-knitted extended family ties and an increase in single-family dynamics; both parents entering workforce leaving child(ren) under the responsibility of caretakers (typically foreigners); financial stress on household breadwinners; and lack of productive activities for youth to occupy their time resulting in drug and alcohol abuse, violence, educational impediments, and even criminal activities - among many other factors. Furthermore, in a tourist-based economy, there is a heavy demand for local products which increases the price and reduces the availability of local healthy food for the normal household. This high cost and reduced food availability is a continued source of stress for the household which can be alleviated by increasing home-based production.

Tradition, agroforestry, and animal-to-home garden sustainable agriculture models will be the major guiding tools to share and implement with the youth for that purpose. Each respective household, as well as outside environments such as schools or certain state and hamlet communities, shall be targeted; whereas, activities will include, but are not limited to: establishment of local produce gardening at 100 homes and/or 20 other related venues per year; run 5 separate outreach programs about sustainable and income-generating agriculture and agroforestry per year; run 2 local program activities involving livestock food security such as poultry and piggery with cooking lessons pertaining to usage of healthy local produce and livestock; as well as 5 capacity building training/activities to enhance team-building, leadership, and other valuable skills.

Objectives:

- to provide youth with knowledge, skills, and activities that will promote their involvement and productivity within society which will ultimately lead to stronger food security and routine healthy lifetstyles.
- to develop and increase the interest and excitement in the youth in areas of science, technology, engineering, the arts, and mathematics (STEAM)— which involves peer mentors from community college to high school and to elementary school programs.
- to develop more outreach and educational materials to spark interests in food security and research to youth and communities.

For future plans, we plan to expand our greenhouse project to other elementary schools to support the older students (8th grade) to be responsible and develop farming and life skills. In addition, the garden card game and more outreach materials are being updated and finalized. Also, with the newly agriculture youth activity booklet already being dispersed to the youth, an aquaculture youth activity booklet will be made.

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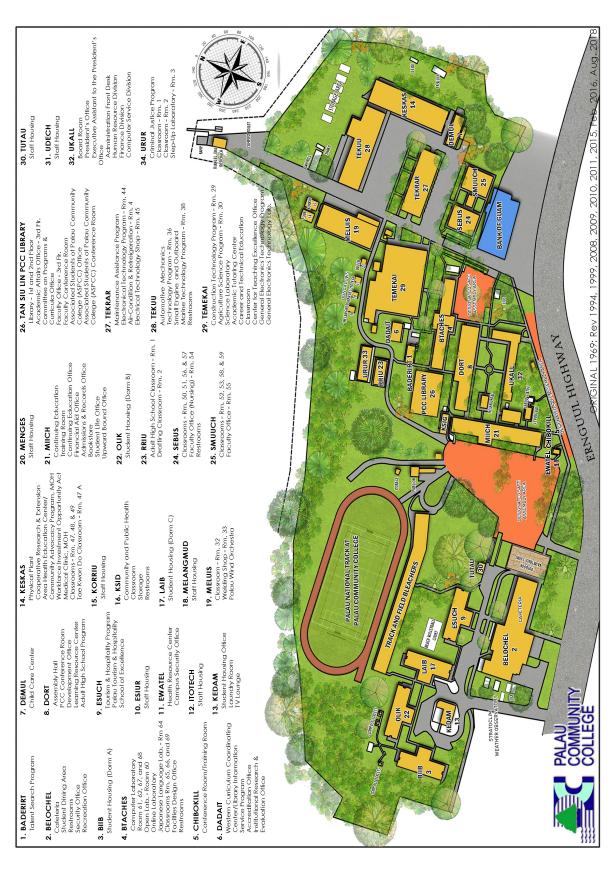
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