

Addendum to the College of the Marshall Islands October 2006 Midterm Report

Response to “Other Recommendations” from the February 2003 Evaluation Team Report

The report of the February 18-20, 2003 ACCJC accreditation team visit included “Other Recommendations” (1, 2, 3, 9, 10, 16, 17, 20, 21, 22, 23, 24, and 25). These “Other Recommendations” are updated, below:

1. *“The College regularly review and revise all written documents to ensure timely publication and clear and accurate portrayal of CMI to the public and its constituencies.”*

In its “Progress Report to the ACCJC” dated November 1, 2004, CMI reported the timely publication of the 2004-2006 College Catalog, and indicated that the College website was being regularly updated.

- In 2006 the College changed to an annual catalog publication schedule. As each section of the catalog underwent a careful edit, outdated and incorrect information was eliminated. CMI plans to produce a new catalog each academic year in the future, to help ensure that the catalog contains current information.
- The 2006 Catalog was available to incoming students for the Fall Semester and was available in the Midterm Evaluation Team room for inspection.
- Beginning in 2005, the current College catalog has been posted on the College website.
- Since March 2001 the College has regularly published a newsletter, *Jitdam Kapeel*, to inform the CMI community and the community at-large of College news. The Sept. 2006 edition was the first printed in color. In addition to distribution through campus mail and the postal service, it is posted on bulletin boards around campus. Current issues are posted on the College website and archival versions are posted on the website as well. The current issue was available in the Midterm Evaluation Team workroom.
- The College website is managed by the Office of Research, Planning, and Grants. It is updated at least weekly, and often more frequently. The home page includes current news about the College, campus events, the College Catalog, a Schedule of Classes, the current edition of the College newsletter (*Jitdam Kapeel*), research and planning documents, financial information (including the most recent audit, current budget, budget policies, travel policies, and the accounting manual), and Accreditation Reports (archived Self-Studies, Progress Reports, Team Reports, Updates to the Commission, and Action Letters since 2002). It also contains links to the Board of Regents Minutes (archived to 2001), Executive Council Minutes (archived to 2001), the Academic Calendar, and Job Openings.

The "Evaluation Team Report" from the team visit on November 10-12, 2004, stated that "the team believes the College has almost fully addressed this recommendation," but notes that "the College organization chart had not been updated and was not accurate." In its March 15, 2005 "Accreditation Show Cause Report," CMI reported that a new Organizational Chart was approved by the Board of Regents in February 2005.

The "Evaluation Team Report" from March 2005 stated that "the Team believes the College has fully met this recommendation." Since then,

- A revised organizational chart, showing the integration of academic and student services under a Vice President for Academic and Student Affairs and the creation of an Office of Research, Planning, and Grants under a second Vice President was inspected by the Nov. 2005 Evaluation Team;
- As stipulated under institutional policy, the President reported his assessment of the administrative structure to the Board of Regents in Oct. 2006 with the merger of Human Resources, Physical Plant, and Security under the Chief Administrative Officer position.

2. *"The College should involve personnel from the Gugeegue Center in the review and updating of publications to ensure current, accurate and consist information dissemination."*

In its "Progress Report to the ACCJC" dated November 1, 2004, CMI reported that "as a result of the decision of the Board of Regents, the Gugeegue campus has been transferred to the RMI Ministry of Education. CMI does not have any employees assigned to Gugeegue."

The "Evaluation Team Report" from the team visit on November 10-12, 2004, states that "while the College is no longer responsible for the Gugeegue site, the team recommends that the transfer of the site and the fulfillment of the Taiwanese grant be formalized and signed off by all parties."

The "Evaluation Team Report" from March 2005 states that "the Team believes that this recommendation has been fully met." At the same time it notes that "the team has some concerns about the formality and legality of the property transfer in regards to the College being free from any liability for the property, the buildings, safety, etc. The government of Taiwan and the Asian Development Bank (ADB) provided the College with funding to build classrooms for use for College level instruction at the Gugeegue site. This was done. The Team wonders if the College has any further responsibility for the terms and conditions of that grant."

- A two year lease from the College to the Ministry of Education for use of the Gugeegue campus buildings, including a waiver of liability, was signed in August 2004.
- In August 2006, the President of the College and the Director of the Physical Plant (who is also the former Director of the Physical Plant at Gugeegue) inspected the Gugeegue facility. They found the new (ADB) building to be in very sound condition and a good state of repair. They also inspected

extensive renovations to the existing buildings. These renovations were made under the direction of the Ministry of Education (and at its expense) and have considerably improved the facilities on site.

- Under RMI custom and law, land leases are separate from building ownership. The land lease in 2004 was held by the RMI government, not the College (as was then the case for the Uliga campus). The land lease for the Gugegue facility continues to be held by the RMI government. That lease was renewed for another two year term in September 2006.
- The Uliga campus lease has been extended for 25 years in October 2006 and is now held by the College.

3. *“The College should implement a viable integrated computer program to produce accurate records and data for research and institutional analysis.”*

In its “Update to the ACCJC Site Team Evaluation Report” dated May 21, 2003, CMI reported that it had purchased the SchoolMinder data base system and that training and implementation activities had begun.” Since that time, CMI has supported ongoing staff training programs on the new database system:

- Training for nine Student Services personnel on February 16-18, 2004, conducted by a member of the CMI Information Technology (IT) staff;
- Training for 32 individuals (twelve members of the faculty, eighteen staff members, two administrators) on July 15-17, 2004, conducted at CMI by a technical assistant from Hunter Systems (the creator and vendor of SchoolMinder), covering 1) program setup, including system administration, codes, and options; 2) student records; and 3) student reports;
- Training for twenty-one individuals (twelve faculty members, six staff members, three administrators) on September 27, 2004, conducted by two members of the CMI staff. The training covered how student data fields in SchoolMinder should appear in each respective area;
- In-house training for eleven members of the Student Services staff on October 13-20, 2004;
- Training for the CMI Director of Institutional Research and the Database Administrator in January 2006, at the headquarters of Hunter Systems in Alabama, covering set-up and administrative issues, as well as user issues and methods of teaching the SchoolMinder system to users;
- Training for fourteen CMI staff members on February 15-16, 2006, conducted on-line by Hunter Systems personnel, covering the new admissions information as well as a question and answer session to strengthen staff familiarity with the database system.

The “Evaluation Team Report” from the team visit on November 10-12, 2004, stated that “the team believes that the College has partially met this recommendation,” but notes that “there was no evidence that data is currently available for use in either instructional or student services planning.”

- The current use of data for instructional and student services planning is addressed fully in the College’s Midterm Report, pp. 5-10.

9. *“The College fill the Information Technology Director position in order to provide appropriate support to staff and students.”*

CMI has struggled until recently to keep the position of Information Technology Director filled. Three individuals held this position full time (and one in a part time acting capacity) from June 2003 - Nov. 2005. The longest tenure was 13 months, from August 2004 until September 2005.

The “Evaluation Team Report” from the team visit on November 10-12, 2004, stated that “the team believes the College has met this recommendation.”

- In December 2005, Mr. Peter Macwhaleng was appointed IT Director. A native of the Marshall Islands, he has worked in the CMI IT Department since July 2001. From October 3 to November 18, 2005, he took the Group Training Course in IP Network Server Design in Japan at the NTT Neomeit Kyushu Corp., organized by the Japan International Cooperation Agency under the International Cooperation Program of the Government of Japan. He is currently enrolled in the University of Hawaii’s Telecommunications & Information Resource Management (TIRM) program via satellite link.
- The IT Director has worked closely with the Telecommunications and Information Policy Group’s (TIPG) Pan-Pacific Education and Communication Experiments by Satellite (PEACESAT) at the University of Hawaii at Manoa to develop a plan to substantially upgrade College bandwidth as part of the College’s facilities development program.
- Under his direction, in the Summer of 2006 the College engaged an electrical engineering consultant from Rensselaer Technical Institute to redesign the College’s IT backbone and install the new systems in the Fall of 2006.

10. *“The College provide a series of in-service computer classes, i.e. word processor, databases, and Internet for all faculty and staff.”*

- In its “Progress Report to the ACCJC” dated November 1, 2004, CMI reported that “the previous Director of Information Technology instituted a series of training classes for staff and faculty. These training classes were not well attended.
- In its March 15, 2005 “Accreditation Show Cause Report,” the College reported that it had acquired a “Computer Driver’s License” instructional program. In the Spring Semester 2005 five faculty members of the CMI Science Department piloted the program. Ongoing training was scheduled to begin in the Summer Semester 2005 with the Research and Planning, Administrative, and Student Services Offices, and was scheduled to cycle through the various CMI departments over the next four years, with the Nursing Department, Human Resources, and Business Offices receiving their training in Summer Semester 2009.
- After the pilot testing of the new instructional program in Spring Semester 2005, the College determined that it was not suitable for its intended purpose, and that a training schedule that required personnel in some departments to

wait four years for IT training was not a good idea. Instead, College Computer Studies instructors are using the training material in three credit-level classes at the College.

- Computer training (in both Marshallese and English) is now offered through a series of training workshops which began in December 2005 and have continued to the present. IT staff and faculty computer instructors have collaborated in the delivery of these programs. A total of forty employees are participating in these training sessions.

16. *“The College consider utilizing the Arrak campus for instructional purposes and extend the College day into the evening at the main campus as a way to accommodate growth.”*

- In its “Update to the ACCJC Site Team Evaluation Report” dated May 21, 2003, CMI reported that a schedule had been prepared for classes to be offered at the Arrak campus in Fall Semester 2003, and that one education instructor would be assigned to Arrak on a full-time basis.
- The “Progress Report to the ACCJC” dated March 24, 2004 indicated that experiment had not been successful. “One major problem was the lack of public transportation for students attending classes in Arrak. Students often arrived late because of the irregular bus service or because all buses were full when the students attempted to go to the Arrak Campus.”
- In its “Progress Report to the ACCJC” dated November 1, 2004, CMI reported that it had “discontinued offering classes at the Arrak Campus after one semester due to the problems encountered.” While it is not currently feasible to schedule full-time classes at the Arrak Campus, the Arrak Campus continues in use as a research station for both the Land Grant and Marine Science programs.”
- In Spring 2006, the College began offering bus service for residents of the Laura/Arrak communities traveling to the CMI Uliga Campus. This service has been very well received. It is discussed in the College’s Midterm Report, p. 27.

Evening classes

- In its “Progress Report to the ACCJC” dated November 1, 2004, CMI reported that “the Education Department began offering education coursework in the late afternoons and evenings in the Fall Semester of 2002.... This practice was implemented to enable public and private school teachers to take classes at the end of their school day.... During Spring and Fall Semesters of 2004, the College offered Speech, Humanities, and Science classes in the late afternoon and evening as a way to accommodate growth and satisfy student need.”
- In its March 15, 2005 “Accreditation Show Cause Report,” CMI reported that it planned to expand the number of classes offered in evening hours in order to serve student needs.
 - In Fall Semester 2005, CMI offered a total of twelve classes after 5 pm, with a total enrollment of 184 students.

- In Spring Semester 2006, CMI offered a total of thirteen classes after 5 pm, with a total enrollment of 160 students.
- Two evening classes were offered in Summer Semester 2006, with a total enrollment of 21.
- In Fall Semester 2006, CMI is offering a total of twenty classes beginning at 5 pm or later, with a total enrollment of 281 students.

17. *“The College develop and implement training for an emergency preparedness plan.”*
 The College developed an emergency preparedness plan with the assistance of Dr. Mark Keim, M.D., a Medical Officer with the U.S. Centers for Disease Control and Prevention in Atlanta, Georgia, who was working in Micronesia on the development of emergency plans and policies. The plan was approved on March 23, 2005.

The “Evaluation Team Report” for the visit in November 2005 states that “the Team believes the College has met this recommendation.”

- In the Spring 2006 Health Audit, recommendations were made regarding the availability of potable water. New filtering systems were installed that make the College’s water system more independent from municipal supplies.
- The Colleges Facilities Re-development Plan calls for a water supply that is 100% potable, fully treated on campus, and completely separable (for water and operating energy) from municipal supplies.

20. *“The College implement the policies and procedures outlined in the new manual and provide training College-wide.”*

- The College completely revised its Personnel Manual in the Spring of 2004. The Manual independently lists the Board approval dates within the various sections of the report from February to May 2004.
- In its “Progress Report to the ACCJC” dated November 1, 2004, the College also reported that “the College has implemented the Accounting Policies and Procedures Manual that was prepared by its external auditors and approved by the Board of Regents.... In-house training is provided to staff on a regular basis....”
- The “Evaluation Team Report” from the team visit on November 10-12, 2004, stated that “while the College has met part of this recommendation, they still need to provide College-wide training.”
- In its March 15, 2005 “Accreditation Show Cause Report,” the College reported that “the Director of Personnel performs, as an essential function of faculty and staff orientation, a briefing on CMI personnel policies and procedures at the beginning of each academic semester.... The Personnel Manual and Employment Application have been placed onto both CMI’s Intranet and external website.”
- Beginning in the Spring of 2006, the Academic Dean conducts reviews of the personnel policies and procedures pertaining to the faculty at their orientation sessions at the beginning each semester.
- The personnel policies document calls for a review in the 2006-2007 academic year. The Board has allocated \$10,000 for consulting assistance for

this project. The President and Human Resource Director exchanged an initial draft of proposed changes in September 2006.

A process of on-going review has also resulted in several personnel policy changes (see also Midterm Report, p. 29).

- April 7, 2006 - Changes to the Annual Leave Policy, specifically the accrual formula and payout formula for employees separating from College service. The effect of this revision is to more fully vest employees with accumulated leave, reduce inequities in the leave structure, and extend the benefit from four (4) to five (5) weeks of leave per year.
- April 7, 2006 – Changes to policies relating to educational leave, sabbatical leave, and educational scholarships for college employees, reinstating educational leave and liberalizing access to these benefits in order to facilitate professional development for faculty and staff.
- August 14, 2006 – Creating a Tuition Reimbursement Program wherein staff and faculty members can be reimbursed for up to \$500 per family for K-12 tuition paid to accredited schools for the education of their minor dependants.

21. *“The College develop a comprehensive financial plan for the operation of the Gugeegue Center in advance of re-opening the campus.”*

In its “Progress Report to the ACCJC” dated November 1, 2004, CMI reported that “as a result of the decision of the Board of Regents, the Gugeegue campus has been transferred to the RMI Ministry of Education.”

The “Evaluation Team Report” from the team visit on November 10-12, 2004, states that “the team believes the College has met this recommendation.”

See Recommendation # 2 above for further discussion of the Gugeegue campus.

22. *“The College not rely on the ACCJC accreditation process as its sole evaluation of its financial management system and practices.”*

The College relies upon its Board Finance Committee and its auditors to evaluate financial management systems and practices.

- In its “Update to the ACCJC Site Team Evaluation Report” dated May 21, 2003, the College reported that it had “completed the development of the Accounting Policies and Procedures Manual begun in the Fall of 2001,” with approval by the Board in May 2003. CMI also reported that it had “implemented major portions of this manual.” The “Progress Report to the ACCJC” dated March 24, 2004 indicated that the new Accounting Manual had been fully implemented by that time.
- The College also reported in May 2003 that “audits for 1999 and 2000 have been completed with extensive adjustments to the 1998 audit.” Completion of the 2001 audit was anticipated in June 2003.

- In its “Report to the ACCJC on Progress by the College of the Marshall Islands through Mid-October 2003,” CMI reported that “all audits are completed and up to date through the fiscal year ending Sept, 30, 2002.
- The “Progress Report to the ACCJC” dated March 24, 2004 indicated that “all audits are completed and up to date through the fiscal year ending Sept. 30, 2003.... The 2003 Audit is an Unqualified Audit and contains two findings. CMI has successfully eliminated all other prior year finds.”
- In its “Progress Report to the ACCJC” dated November 1, 2004, CMI reported that “the College has prepared and adopted policies and procedures for financial planning and budget developments. The Budget Development Policy provides appropriate opportunity for administrators, faculty and staff to participate in the development of budgets. The College maintains current financial records and proper internal controls,” including an annual financial audit.
- The “Evaluation Team Report” from the team visit on November 10-12, 2004, states that “the team believes the College has met this recommendation.”
- As reported in the October 2006 Midterm Report, the 2005 CMI audit was an unqualified audit with no findings. All audit schedules for Fiscal Year 2005 have been provided to the auditor, and are now under review. A more complete discussion of financial and audit matters is on pp. 34-36 of the Midterm Report.

23. *“The College clarify the extent of its future obligations and get in writing the resolution of each issue (contracts, land leases, social security payments, REMAR obligation, etc.)*

- In its “Update to the ACCJC Site Team Evaluation Report” dated May 21, 2003, CMI reported that the full extent of its debts had been clarified in conjunction with Deloitte Touche Tohmatsu. Outstanding debts amounted to approximately \$2.2 million.
- In its “Progress Report to the ACCJC” dated November 1, 2004, CMI reported that “the RMI has provided additional funding \$951,945 to the College of pay-off its withholding taxes together with interest and penalties. In addition, the RMI Government also forgave \$725,809 of its debt.... The College has entered into a two-year payment plan with the Social Security Administrator for its unpaid social security taxes. Payments commenced on January 2004 at \$17,000 per month.... The College has obtained and maintained on file copies of all current contracts and leases.”
- “Evaluation Team Report” from the team visit on November 10-12, 2004, states that “the team believes the College has met this recommendation.”
- As reported in the “Progress Report to the ACCJC” on October 14, 2005, the College of the Marshall Islands completed payments on its back social security taxes by the end of Fiscal Year 2005. As of October 1, 2005, the College has no long-term indebtedness.
- The College remains current in its Social Security payments, as indicated in the 2005 Audit. The Board of Regents Finance Committee regularly monitors social security payments, which are made on a quarterly basis. As of

September 30, 2006, the College continues to have no long-term financial obligations and all tax payments are current.

- A complete schedule of outstanding financial obligations as included as a matter of course in the annual audits. Audits are available to the Evaluation Team in the workroom and on the College website.

24. *“The College review its insurance portfolio for appropriateness of coverage and consider bonding employees in the business office as per the authorization of The Act.”*

- In its “Update to the ACCJC Site Team Evaluation Report” dated May 21, 2003, CMI reported that “the College maintains auto, general liability, workmen’s compensation, and life insurance. In addition, effective May 1, 2003, CMI acquired property insurance for CMI-Majuro Campus at Uliga and the CMI-Majuro Campus at Arrak and all of respective contents.”
- The “Evaluation Team Report” from the team visit on November 10-12, 2004, states that “the team believes the College has met this recommendation.”
- The Board of Regents Finance Committee reviews the college’s insurance coverage on an annual basis as part of its Audit review. In addition to its other insurance coverage, the College has purchased Fidelity Insurance for the President, the Chief Financial Officer, and the Chief Accountant with an aggregate limit of \$300,000 for each occurrence.

25. *The College develop an effective and accurate grants management and administration function.”*

- In its “Progress Report to the ACCJC” dated November 1, 2004, CMI reported that “the Business Office and the Financial Aid received training on policies and procedures in proper handling and management of Grant awards.... During the Fall Semester 2003, the College’s grant writer began to systemize the tracking of paperwork, deadlines, reporting requirements and assistance required to maintain the various grants won by CMI.”
- In its March 15, 2005 “Accreditation Show Cause Report,” CMI reports that “the overall responsibility for grant management now resides with the Grant Coordination Committee.... This committee was appointed to review all existing and pending grants, and to establish protocols for submission of new grants”
- The “Evaluation Team Report” from March 2005 states that “the College has begun to address the issue of grants by establishing a college-wide committee to identify existing grants, review new proposals, and ensure that grants meet the mission of CMI and are fiscally responsible and accountable.”
- All CMI grant expenditures are regularly reviewed by the College Business Office for compliance with the CMI Grant Financial Management Policy. Financial records for all CMI grants are subject to annual audit. There were no audit findings for all federal and non-federal grants in the 2005 Fiscal Year audit, due to the College’s strict adherence to its Grant Financial Management Policy.

- The current administration designated the Office of Research, Planning, and Grants to assume responsibility of grant administration.
 - The Vice President for Research, Planning, and Grants assumed responsibility for monitoring and reporting U.S. Compact “performance-based budgeting” obligations in March 2006.
 - The Board of Regents approved a grant management position as part of the FY 2007 budget. The deadline for applications is Nov. 9, 2006.

Evaluation Teams made special notice of a “Teacher Quality Enhancement Grant” administered by the RMI Ministry of Education, but which involved the College.

- The “Evaluation Team Report” from March 2005 also states that “The Teacher Quality Enhancement Grant must be seen as one of the highest priorities of the Ministry and the College. In order for grant efforts to move forward, there must be clear lines of authority established, adherence to established procedures and a renewed and reinforced commitment to the outcomes.... The Team believes that this recommendation has not been met and continues to be an area of serious concern for the College.”
- Because TQE meetings with the Ministry of Education have been infrequent, and the Ministry Education not provided the College with grant reports or complete grant budget information, the College participated in grant activities on only a very limited basis during its last year of funding. In the Spring of 2006, the College negotiated for a greatly reduced role in the grant with the Ministry.
- The Teacher Quality Enhancement Grant expired on September 30, 2006.

Response to Self-Identified Issues from the December 2002 Self-Study

The 2002 Self-Study included a number of projections and plans that are not otherwise addressed in the Midterm Report. These items are listed by pages number from the 2002 Self Study.

- *“Our study of demographic and educational patterns in the Marshall Islands has led CMI to forecast our enrollment will reach a level of about 2,100 students by the Academic year 2005-2006. To serve these students, CMI plans to expand its facilities, including classrooms and faculty offices. Currently, almost all CMI classrooms are fully utilized between 8 a.m. and 5 p.m. during the Fall and Spring academic term.”* (pp. 18-19)
 - These enrollment projections proved to be inaccurate. Fall 2006 enrollment is 671 FTE students, the second highest in the College’s history. The most optimistic current projections do not have enrollment exceeding 800 by 2010. The College has, however, used a 1,000 student population size as the planning target for its Facilities Redevelopment Plan, which includes two new classroom buildings and the renovation of the major existing classroom building.

- *“The CMI Planning Retreat held on October 17, 2002, with approximately 1200 stakeholders ... recommended that CMI add an additional associate degree program in computer science. The group also recommended that CMI add vocational certificates and conduct more continuing education workshops.”* (p. 25)
 - While under accreditation sanction, the College will not introduce such new programs. The Associates degree in Business houses computer courses which do allow students to include such courses in their major.
 - Effective in 2005, vocational training in the Marshall Islands became coordinated, by law, through the National Training Council. The College has cooperated with the NTC in its needs analyses, but has no plans at the present time to offer vocational programs beyond the pre-professional programs and certificates currently offered. The College needs to concentrate its resources on strengthening existing credit programs before developing new programs.
 - In an August 2006 Board visioning workshop, the President introduced the possibility of expanding continuing education offerings. This concept, however, has not yet proceeded to the planning phase.

- *“CMI plans to review and update its Mission and Goals Statement at least every five years.”* (p. 33)
 - As part of the AGB facilitated Board Action Agenda, the College has committed to completing a mission review by December 2007. As part of the planning cycle, the College has completed visioning workshops and begun the mission review. See discussion in Midterm Report, Sec. 1.

- *“The Student Services Division will, within the next two years, set up an institutional database to track its graduates.”* (pp. 66-67)
 - No such database was ever developed. In May 2006, the College’s Graduating Student Exit Survey solicited contact information from all degree candidates.
 - In August 2005, the College of the Marshal Islands Alumni Association was established. With the cooperation of the College registrar, it maintains a mailing list of alumni. May 2006 graduates were added to the contact list.

- *“CMI will increase the utilization of distance learning methodologies. CMI plans initially to create and deliver six teacher education courses via distance education methods. Through these grants, centers will be created on the outer islands that will be provided electricity through solar panels. In this way the in-service teachers will be able to view videos created by CMI.”* (p. 93)
 - The College has neither developed nor delivered programs through distance learning. There is no reliable infrastructure in the country to deliver such programs. Electricity to outer islands via solar panels has just begun to be introduced by the RMI government.

- Occasionally IT training (as mentioned in Recommendation 9 of the Addendum to the Midterm Report) is provided to College personnel via satellite.
- There are currently no plans to offer courses or programs via distance learning.
- *“Once audits are complete, CMI plans to file for IRS 501c (3) status so it may pursue charitable donations from U.S. corporations.” (p. 166)*
 - The College is not eligible for 501c(3) status under U.S. Law. Exploratory discussions are underway with the assistance of the Association of Governing Board’s Richard T. Ingram Center for Public Trusteeship and Governance to consider the establishment of a U.S.-based 501c(3) foundation to support the College.
- *“CMI also plans to strengthen its relationship with the government and private sector to ... continue to survey and document marine life in other atolls and help establish marine parks and protected zones.*
 - College marine science faculty and students have been actively involved in marine resource surveys in the outer islands. Surveys have been conducted in Majuro, Arno, Jaluit, Mili, Likiep, Rongelap, and Ailuk.
 - College science faculty have established the Marshall Islands Conservation Society (MICS) – a non-governmental organization housed on the College campus. This organization is active with marine conservation and solid waste management issues.

Updates on Substantive Change Proposal Planned

During the Summer of 2006, the College discussed with Commission representatives the possibility of acting as the fiscal agent for a Consortium which would create an independent governing board for a local public school (Uluga Elementary School). The government of the Republic of the Marshall Islands is enthusiastic about the Consortium idea, and especially modeling independent governing boards for public schools given the College’s recent experience with governing board reform.

The Board of Regents has established strict guidelines for these deliberations, providing that the College “will not provide programs, instruction, or staffing to the Consortium” and “expressly does not authorize the use or diversion of College funds for the purposes of the Consortium.” The deliberations have included the prospect of the College incorporating the school as a lab school in the future. The College will continue to consult with Commission representatives regarding the Substantive Change process as these deliberations continue.