



# NORTHERN MARIANAS COLLEGE

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## Office of the President

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July 25, 1995

The Honorable Herman T. Guerrero, President *H/G*  
Third N. M. I. Constitutional Convention  
Legislature Building, Capitol Hill  
Saipan, MP 96950

Dear Mr. Guerrero:

I am enclosing a page from the report received from our Accrediting Commission at the time we were initially seeking accreditation. It indicates that the College *must have its own personnel system independent of the government's personnel system.*

Also enclosed is wording suggested by our legal counsel for Article XX of the Constitution which would accomplish this for the College. I urgently recommend that this wording be adopted by the Concon in order to safeguard our accreditation.

Sincerely,

Agnes M. McPhetres,  
President

enclosures

Report of Visiting Team  
Evaluation for Initial Accreditation  
Northern Marianas College, Saipan

SUMMARY OF THE REPORT

Northern Marianas College, Saipan, was granted Candidate for Accreditation status by the Accrediting Commission in January, 1983. The College completed its comprehensive self-study and applied for full accreditation in February, 1985.

A three-person team visited NMC April 9-11, 1985. The team feels that the institutional self-study, which was well prepared, is a valid representation of an institution that meets the Commission's standards of accreditation.

The College responded admirably to the previous team's recommendations. Remarkable progress has been made in all areas of college operations during the two years in candidacy.

Obviously in a young and still emerging institution a number of issues merit attention. Many of these are contained in the self-study report itself. Others are contained in the body of the team report.

Three require special follow-up:

- 1) In order to develop effectively as an institution of post-~~secondary education, the college must achieve independence in~~  
~~its personnel functions from the government's personnel~~  
department. Legislation establishing this independence is urgently recommended.
- 2) A policy should be adopted by the Board of Regents requiring an annual external financial audit and management letter, and audits should be performed on a more timely basis.
- 3) Internally, through a process of dialogue and consultation, a policy document should be prepared clarifying and setting forth roles and relationships in college decision-making processes among the Board of Regents, the President, and the faculty. The objective of such a document should be to develop strong positive ties, deep mutual respect, and effective working relationships among all parties. Without such a document, a lack of clarity and its inevitable concomitant, frustrated expectations, will generate negativism and divisiveness.