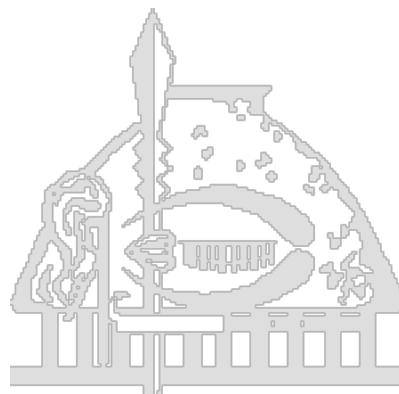


American Samoa Community College

Spring | 16

Divisional Assessment
Agriculture, Community, and Natural Resources



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4. Explain how your mission and outcomes support the institution's mission (Faamatala le sootaga ma le lagolagoina o la tou manulauti ma matati'a ausia o le Manulauti a le Kolisi):

Text Responses

Please see IIa. Evaluation effectiveness 2b
Outreach programs to empower our community
Support through making sure we follow, work, and accomplished our mission. Guide through and make sure we accomplish it.
Faalautele galuega fai faatoaga i le mamalu o le atunu'u
Extend to the community & employee on agriculture extension services
The purpose of ASCNR mission is to serve the community through Education (Institution), Research and extension. Doing research of animals, plants and insects, extension through working with farmers and community.
Saili le Atamai aua le lumanai o fanau a le tatou atunuu I oe: tu, savali, tautala (2 gagana)
To serve the students and people of American Samoa
Mo se again i luma o le malamalama a le atunu'u ma ona tupulaga talavou
Funded & work. Continue with Education in support with Institution culture
Working with the community through schools & youth groups through different workshops we offer & teach the community - Samoan culture, language and customs 1. Transfer off island 2. Enter into the workforce 3. Research 4. Tradition
Fa'asoa ate le atamai i fanau ma tupulaga autalavou e avala tu i a'oa'oga fa'a le aganu'u

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- Research - Is to define the treatment - Instruction - Is to teach student and provide knowledge to the generation. - Extension - Go out to the field to farm visit with farmers and seek for answers and treatments.
Taut i le faamalieina o le atunu'u. So'o se taimi lava e fesiligia ai e so'o se tagata ina ia fa'alauteleina ai le galuega tautua.
ACNR's mission and outcomes support ASCC's mission in the areas of: 1. Transfer to institutions of higher learning 2. Successful entry into the workforce 3. Research and Extension in human and natural resources 4. Awareness of Samoa and the Pacific
Through programs that are provided for the students and also the community.
One of the outcomes of the mission that relates to our work ethics in the Fa'aSamoa and work others. We do our work with our best ability. Students kind also can find jobs after attending community and university off-island. And we also teach the students the Samoan culture.
Research Extension Education
1. Aoaofa I le Kolisi 2. Faigaluega mo le Kolisi 3. Tautino auauanga mo le Atunuu 4. Fa'asamoa
1. O le fa'aauauina o au togi mai le aoga 2. O lau fa'aaogaina o lau galuega 3. O lou fa'atauaina o lau aganu'u
ACNR just ASCC emphasizes that education is important but also ways of preserving and maintaining our ecosystem as well as how the community can use what their taught to benefit others (education through interaction and demonstration).
CNR provides the people of American Samoa and ASCC students appropriate science based and timely information and services in the area of community and natural resources. We treat our clients, students and colleagues with respect and empower them to be equal partners in their own success. Our actions show an appreciation for diversity and exemplify the finest of our culture. CNR instructional Program offers Associate of Science Degrees in General Agriculture, Agribusiness, Family & Consumer Sciences, and Natural Resources. These Degrees are designed to prepared students for local work in these fields and are transferrable to off-island schools. CNR instruction is a part of ASCC's overall instructional program.
The college mission states that it prepares students for Research and extension in human and natural resources & awareness of Samoa and the Pacific.
To serve American Samoa's diverse community by providing research, extension and educational programs and services in

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<p>agriculture, natural resources and wellness, enhancing the quality of life and fragile ecosystem while honoring the faasamoa.</p>
<p>The outcomes of our programs and studies has displayed a huge role of making a change in peoples lives. Serving different age groups from senior citizens to our children. Our culture has played a huge role in teaching our students here the upbringing of politeness, how to use natural materials instead of technology and ways to benefit their health. Students have from ACNR have successfully graduated form with acquired knowledge taking it with them as they further their studies.</p>
<p>encourage and promote more interest of healthy living style.</p>
<p>serve the people of american samoa by providing science based information and technical assistance equal opportunity and services for each clients provide effective service to clients and empower them</p>
<p>To provide support and assistance to the American Samoa people / Community with research based knowledge to sustain & maintain, the fragile - frugal ecosystem, natural resources - a healthier lifestyle for all and to strengthen the cultural - traditions of the American Samoa island - territory.</p>
<p>To serve American Samoa's diverse community by providing research, extension and educational programs and services in agriculture, natural resources and wellness, enhancing the quality of life and fragile ecosystem while honoring the fa'asamoa.</p>
<p>We provide research,extension and educational program to the diverse community</p>
<p>By providing quality and relevant research, extension, and instructional programs to the community, ACNR supports the mission of the American Samoa Community College, which is to foster successful student learning by providing high quality educational programs and services that will enable students to achieve their educational goals and to contribute to the social, cultural, political, economic, technological, and environmental well-being of American Samoa.</p>
<p>To serve American Samoa’s diverse community by providing research, extension and educational programs and services in agriculture, natural resources and wellness, enhancing the quality of life and fragile ecosystem while honoring the fa’asamoa (the Samoan Way).</p>
<p>Our mission falls directly in line with the institution's mission in that it helps prepare students for transfer to off-island colleges or universities or helps prepare them for successful entry into the workforce here in American Samoa.</p>

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By providing students with opportunities to achieve a higher education and gain experience through research, extension, and instructional programs
To serve American Samoa's diverse community by providing research, extension and educational programs and services in agriculture, natural resources and wellness, enhancing the quality of life and fragile ecosystem while honoring the fa'aSamoa.
ACNR's mission supports the institution's mission by providing American Samoa's diverse community with research, extension and educational programs and services in agriculture, natural resources and wellness, enhancing the quality of life and fragile ecosystem while honoring the fa'asamoa. ACNR fulfills the part in the institution's mission: "To fulfill this mission, the College, as an open admissions, United States accredited, Land Grant institution, provides access to bachelor and associate degrees and certificate programs of study. These programs prepare all students including those who are educationally underserved, challenged, or non-traditional for: • Transfer to institutions of higher learning • Successful entry into the workforce • Research and extension in human and natural resources • Awareness of Samoa and the Pacific"
Provides leads for future careers in the quest for an improved and better life.
In support of student outcomes, research, and outreach programs.
Our ACNR mission and outcomes most directly relate to bullet point 3 of the ASCC mission: " Research and Extension in human and natural resources" However, ACNR's educational programs (stated in the ACNR mission) directly link to the overall ASCC mission in offering "high quality educational programs", and our mission statement to "honor the fa'asamoa" links to bullet point four of the mission "awareness of Samoa and the Pacific."
ASCC-ACNR's mission to provide research , education and extension programs assist ASCC students by preparing them for extension and research work in natural resources, human wellness, agriculture, and/or transfer to institutions of higher learning.
We offer educational programs for students to achieve their goals and also contribute to cultural and well-being of American Samoa.

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ASCC-ACNR's mission and outcomes directly correlate with ASCC's mission to prepare students for research and extension in human and natural resources.

As currently written the ASCC mission statement does not include the non-instructional components of ACNR research and extension services to the community. It only includes the services to students. ACNR instructional programs serve students directly and the extension and research programs serve them indirectly. But the extension and research programs are not primarily for students, but for the entire community.

The ACNR Mission supports its outcomes in not only providing quality education for its student population but for the general community through its research and various extension programs

5. Please check/mark how your Department/Program/Division's Mission link to ASCC's Mission (Faamolemole faailoa mai pe faapefea ona fesootai le manulauti a lo outou matagaluega/polokalama/vaega ma le manulauti o le Kolisi):

	Yes (Ioe)	No (Leai)	Please explain and provide evidence (Faamatala):	Standard Deviation	Responses	Weighted Average
Transfer to institutions of higher learning: (Faauauau atu i iunivesite ma aoaoga maualuluga atu):	44 (94%)	3 (6%)	0 (0%)	20.07	47	1.06 / 2

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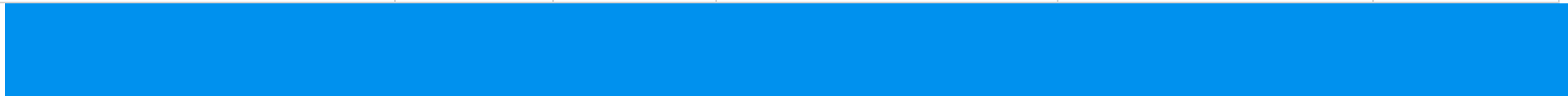
	Yes (Ioe)	No (Leai)	Please explain and provide evidence (Faamatala):	Standard Deviation	Responses	Weighted Average
Successful entry into the workforce (Faamanuiaina i galuega):	47 (100%)	0 (0%)	0 (0%)	22.16	47	1 / 2
Research and extension in human and natural resources; (Sailiiliga ma le faalautelega I mataupu tau tagata ma punaoa faalenatura):	50 (100%)	0 (0%)	0 (0%)	23.57	50	1 / 2
Awareness of Samoa and the Pacific (Silafia o Samoa ma le Pasefika):	49 (100%)	0 (0%)	0 (0%)	23.1	49	1 / 2
						1.02 / 2

1a. Does the Department/Program/Division conduct/undergo a periodic evaluation on the effectiveness of instruction and services? (E faatino ni suesuega faavaitau a le matagaluega/polokalama/vaega e iloilo ai le aoga o aoaoga ma tautua?):

	Yes (Ioe)	No (Leai)	Do not know (Leiloa)	Standard Deviation	Responses
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	Yes (Ioe)	No (Leai)	Do not know (Leiloa)	Standard Deviation	Responses
All Data	38 (78%)	1 (2%)	10 (20%)	15.76	49



1b. Please explain: (Fa'amolemole fa'amatala)

Text Responses

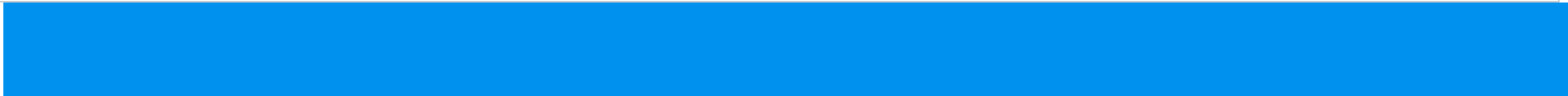
Our office conducts meetings in general to set for reminders on each department and their objectives on work to be implemented.
Our outreach programs speak for themselves
We often go through meetings to discuss and evaluate our services and if our mission is accomplished.
Aoaoga faifaatoaga, talo, fa'i, fuala'auaina
in school program & community vegetable garden Farm safety/others
Yes one department have different program throughout the whole year and it is an ongoing program.
E masani na fai matou fono, e lloilo ai le galuega e tatou ma onomea i polokalama i tua o le atunuu.
Semesterly: Summer, Fall, Spring
E mason ona fai ia polokalama i nu'u tua
Evaluations, surveys, questionnaire
Evaluations, Assessments, Surveys
With the help of ACNR to continue through other program with providing evaluation.

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O lo'o fa'aauauina pea le tautua, e ala i se polokalama, ona ahumar lea ose finagalo mai i tagata po o le a se tatou fautuaga.
ACNR conducts evaluation to improve instruction and services through student surveys, instructors' performance evaluation, instructional program reviews, and focus group sessions.
Every year we are given a performance evaluation
Evaluation and survey
Faia Evaluation tausaga uma
we do evaluation
Every year give out evaluation to evaluate works.
O loo faia matou evaluation
Annual Reports
CNR Forestry have periodic reports due to our grantor every six months and every 12 months.
NA
Most definitely yes, ACNR offers scholarships to those who furthers studies in Agriculture majors or health related majors. They look into their performance, grades, skills and most especially knowledge and the drive to continue school.
every homemaker in nutrition program we held in the community we always provide evaluation at end of each program.
evaluate after every conducting.
Weekly evaluation of work completed
Meetings with Managers, Coordinators and Supervisors are utilized to discuss progress of each programs. Accomplishment reports, plan of works and Time and Effort are kept to reflect effort and work completed and in progress for each programs. Surveys and feedback from community during focus groups discussions are being considered for program implementation and success.

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Through reporting of accomplishments on a bi-weekly, quarterly, and annual basis. Staff are evaluated every year.
Program assessment (yearly), program academic review (yearly), curriculum review (every 2 years), faculty evaluation (yearly)
We get evaluated after every semester by the Assessment arm of the Dean of Instructions' office
Not sure but I've seen it
I do not know, as I am not aware of it, but I do not work in the instructional area at this time. I imagine that it is done though because all ASCNR instructional staff are diligent and compliant with the requirements of the supporting grants, and their strict procedures and guidelines.
ACNR students are included in the ASCC graduating class.
Annual review of all staff performance
Individual or small group projects/research at the end of each semester using/reflecting what had been taught; identifying organ systems, proper slaughter and food preparations in a local atmosphere.



2. How does your Department/Program/Division support student learning and achievement? (E faapefea ona lagolago e le tou matagaluega/polokalama/vaega aoaoga ma tulaga ausia a tagata aooga?):

Text Responses

ACNR supports student learning and achievement by 1. transferring staff from ASCC to UH Hilo on monthly program 2. ASCC degree holders work for ACNR 3. We conduct research & extension programs 4. 4H uses tapa designs, arts and crafts, language to promote samoan language
Get students prepared for the workforce.
Hands on activities, learn and education programs; tours and facilitate programs for students.
Faia o galuega e fesoasoani i tagata lautele ma aoaoina ai fanau

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Through intern program and scholarship programs in the summer.
E uma lava le polokalama, ae ua fa'aauau fafo i atunuu mamao
E fai ma fai ia faatinoga o galuega
Education, implement, provide learning without attending or degree.
We take programs to the villages & youth groups.
Outreach programs
Practical Job & computer lab
Fa'aogaina o labs, green houses, faataitaiga e ala i field trips.
In addition to the standard instructional methodologies, ACNR offers service learning opportunities, internships, scholarships, special projects, exchange visits to Samoa Ministry of Agriculture and other Pacific and regional institutions. ACNR has a computer lab designated for ACNR students/majors. Students have access to ACNR laboratories, greenhouses, swine & poultry demonstration sites, research & extension plots and other facilities to assist with their learning (formal & non-formal).
ACNR offers courses that pertain to their field of studies.
we do outreach to the community and also we do after program with the students.
Saili le tomai tau le galuega, malamalama I le aganuu/ aoaoga siosiomaga/ fa'atoaga etc.
Labs, Green House
Helping out with vegetable gardens and are farmers for their corps.
Job Experience
ACNR Programs consist of various agencies that conduct various community events and outreach activities that practice and promote leadership, character building, social interaction with other youth while Instruction in Nutrition and Agriculture courses and various scholarship programs introduce means of gaining more knowledge of specific fields and studies to pursue later in higher learning

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institutions in the mainland.
The support student learning and achievement, students will be given hands on opportunity to work in the greenhouse from seed collection , soil mixing, training an caring for the plant. Students will get to know scientific names of different types of plant species.
Our Instruction division provide agriculture related courses to our students.
Scholarship Opportunities
We teach every student the importance of health, eating right and stay active. Its very important for students to know, that not enough sleep can cause their studies to slide.
-we have after school session base on nutrition conduct twice a month for children in school (ages 6-18). -we also provide learning materials like posters to student who are looking for information -do presentation in school/community/programs who requested our help
encourage students set their goals and be interest of learning sicence
Students utilized greenhouses and forestry staff to assist with research projects and implementations of demonstration projects for environmental related courses
Students majoring in Natural Resources and General Agriculture utilize the services of Forestry Program when completing studies and during hands on experience training. Staff also provide educational tours for school and private tours to the greenhouses and ACNR compound plots.
In addition to regular ASCC/ACNR courses, students are offered laboratory internships during which they receive hands-on experience in laboratory techniques in Plant Pathology, Tissue Culture, Microbiology, Molecular Biology, etc.
We give tours, presentation and hands-on experience whenever we can

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By providing effective instructional programs and services that support students and their academic progress - ex: Student computer lab/learning center housed at ACNR, Fruits for Life Greenhouse (or living laboratory for students enrolled in ACNR courses), other facilities and resources available at ACNR Land Grant.
Through classroom learning and hands on experience in research and extension projects in labs and field.
Provide informal education through outreach programs
ACNR supports student learning and achievement by providing hands-on instructional courses. Students are able to learn not only through lecture but also experience and practice things firsthand in the field with the help of qualified ACNR staff and collaboration with other experts in the field of agriculture and natural resources management.
Apart from teaching, we do tutoring, advising and mentoring as warranted in completing the students required tasks especially in research.
Research, extension, classroom instruction, internet
There are the classes which support student learning and achievement, and we also have work study students, and these work study students are also taught and learn and achieve new valuable things as part of their work study experience working in whatever component of ACNR to which they are assigned.
ACNR allows ASCC students to volunteer with some of our programs (4-H, agriculture extension, etc.). Some students receive scholarships to pay for a majority of their college/university fees.
ACNR has a division dedicated to instruction of agricultural topics and offers internships.
We offer student counseling
We offer programs for the students.

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All areas, research, extension and instruction are involves in student learning projects and programs. Step-Up, Science fair, Science symposium, internships, etc.

Through our instructional programs.

Hands-on activities whenever feasible, field work and student volunteering

3. Check the following used for evaluating the effectiveness of the Department/Program/Division: Please explain how each is used. (Togi ripoti na faaaogā i le iloiloga o le aogā o la outou vaega. Faamolemole faamatala pe faapefea ona faaaoga ia ripoti taitasi.):

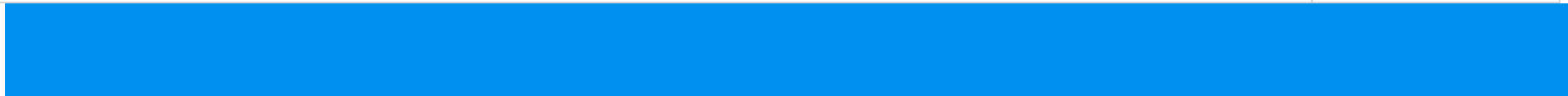
	Yes (Ioe)	No (Leai)	Please Explain	Standard Deviation	Responses	Weighted Average
Annual Reports (Ripoti faaletausaga: Ioe pe Leai, Faamolemole faamatala.)	39 (83%)	8 (17%)	0 (0%)	16.82	47	1 / 1
Quarterly Reports (Ripoti faalekuata. Ioe pe Leai, Faamolemole faamatala)	40 (85%)	7 (15%)	0 (0%)	17.44	47	1 / 1
Bi-weekly Reports (Ripoti tai lua vaiaso. Ioe pe Leai, Faamolemole faamatala).	41 (85%)	7 (15%)	0 (0%)	17.91	48	1 / 1
Student Learning Outcomes (Agavaa Ausia Tagata Aooga. Ioe pe Leai, Faamolemole faamatala)	34 (79%)	9 (21%)	0 (0%)	14.38	43	1 / 1

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	Yes (Ioe)	No (Leai)	Please Explain	Standard Deviation	Responses	Weighted Average
Institutional Strategic Plan (Fuafuaga Faataatia Kolisi. Ioe pe Leai, Faamolemole faamatala)	26 (65%)	14 (35%)	0 (0%)	10.62	40	1 / 1
Performance Evaluation (Iloiloga o Galuega Faatino. Ioe pe Leai, Faamolemole faamatala)	43 (91%)	4 (9%)	0 (0%)	19.4	47	1 / 1
Program Review (Iloiloga o Polokalama. Ioe pe Leai, Faamolemole faamatala)	31 (74%)	11 (26%)	0 (0%)	12.83	42	1 / 1
Course Evaluation (Suesuega o Mataupu. Ioe pe Leai, Faamolemole faamatala)	28 (74%)	10 (26%)	0 (0%)	11.59	38	1 / 1

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	Yes (Ioe)	No (Leai)	Please Explain	Standard Deviation	Responses	Weighted Average
Student Satisfaction Survey (Suesuega Lotomalie Tagata Aoga. Ioe pe Leai, Faamolemole faamatala)	29 (76%)	9 (24%)	0 (0%)	12.12	38	1 / 1
Fact Sheets (Pepa o Faamatalaga Moni. Ioe pe Leai, Faamolemole faamatala)	30 (77%)	9 (23%)	0 (0%)	12.57	39	1 / 1
Other Evidence (Nisi faamaumauga. Ioe pe Leai, Faamolemole faamatala)	23 (70%)	10 (30%)	0 (0%)	9.42	33	1 / 1
						1 / 1



1a. Have evaluation processes resulted in recent/continuous improvements? Please explain (Na mafai ona fa'aauau faaleleiga ona o faaiuga mai iloiloga?)

	Yes (Ioe)	No (Leai)	Do not know (Leiloa)	Standard Deviation	Responses
All Data	37 (74%)	2 (4%)	11 (22%)	14.84	50

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1b. Please explain (Fa'amolemole fa'amatala):

Text Responses

Yes, we moved to make more improvements based on evaluation by students & community
Improve the way we do our work.
Yes, it really helps, in every outreach programs we do. We give out evaluation so participants could express how we can better our job and what we lack that needs improvement.
Yes, we get a lot of feed back from the community.
O loo faamaogia nei o loo lelei le fa'asologa o polokalama taitasi I le matou galuega fai.
Because with evaluation, we must miss the opportunity that we might serve the public and community in good shape.
Oute le auai i iloiloga
Supervisors recommendation/given by performance to make better requirements & proficiency reporting & procedures.
Evaluation results assists us in knowing how we can better help our children, youths, clients that we serve in school & out in the community
Evaluation helps us to know what more we can do to improve my job through supplies
To improve everything for the further outcome of generation.
E faalagolago le faaleleiga i le evaluation po o ni lagons mai i le atunuu, ma le amanaiaina o le polokalama ma longa taligapaia.

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Evaluation processes resulted in improvements in program & service planning, implementation and evaluation. Moreover, evaluation processes have improved staff performances, service delivery to the community and clients, and secured additional resources (human, financial, physical).
Because these evaluation will help better the performance of the employees.
We buy more supplies for the students programs; our evaluation results has been better.
Siitia ai le tulaga galuega
Cause some evaluation that has been have not even been effective yet.
Fa'atau mai le tele o mea faigaluega
NA
NA
Evaluations are confidential in every way. It is between a staff and supervisor. I have always enjoyed evaluation with my supervisor, disagreements are always settled without making hasty statements.
speaking specifically in our program yes evaluation has improve our work in the field, there are things that we to adjust to fit the needs in the community.
Comments and feedback are welcomed to help ensure project success and for future project implementation
Comments and suggestions/feedback from community members, managers, students, local public members help each programs work on improving program goals and is used for evaluation.
Possible opportunities and encouragement in pursuit for "Professional development"!!!!
I don't know

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Yes, shows our strengths and weaknesses - were we need improvement
feedback confirms what is working and what needs to chage
Agriculture and Natural Resources Program is steadily growing and is still climbing.
Follow up of regular evaluations have led to increase in enrollment of agriculture students at ACSS. Step-Up lab has been initiated and students enrolled in this program. The 4-H program has begun new projects and increased the number of students involved in this its projects.
Have observed recent improvements in some areas of ASCC-ACNR services.
introduce students to more challenging activities to show what they are capable of.



2. What outcomes did these improvement help achieve? Please explain (O a ni matāti‘a na mafai e nei faaleleiga ona ‘ausia? Faamolemole faamatala):

Text Responses

We need more ACNR major students each semester
Less time explaining and more time working
Help us strengthen and better our services. Evaluation really does help us.
Some community are now using the methods that we taught them in their homes.
O loo fa'amanuia ai alo ma fanau o le atunuu e o ai e fa'aaauau lona aoga i fafo.
Fa'ailoga poo degree in different status.
Fa'aleleia mea e fai ai galuega ma su'esu'ega ma le faatinoga

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Lab, green house knowledge
Better able to deal with job Order materials needed More salary
Help me better to improve my job
No comment
Polokalama i tua toga ae mai se fanau aoga aua le lumanai.
Improvements help achieve ACNR's outcomes: 1. Strive to effectively provide quality and relevant Research Programs to the community 2. Strive to effectively provide quality and relevant Extension Programs to the community 3. Strive to effectively provide quality and relevant Educational Programs to the community
We should better our supplies to help our community out.
O le fa'alelei o le tomai o le tagata faigaluega I le fa'atinoina o le galuega.
Hope to achieve more improvement
Tele o mea faigaluega e fesoasoani i lau galuega
Gaining new species for greenhouse supply and quantifying different native and non native species.
NA
NA
The outcome is to better our work from the last time and move forward to more ideas, create the unthinkable and assure better learning for students.
-
Providing services on natural resources to community Ensure equal opportunity and well being of life in American Samoa
Outreach to the local community, providing scientific proven results for local environmental challenges, providing answers to

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questions to help cater to the well being of the community.
Acquired knowledge & experience in the field and increased awareness in promoting Educational Outreach!
I don't know
Helped to strengthen our programs and assessment has helped us to evaluate our degree programs and courses in our curriculum.
Request for additional time for the course
Students have a better perspective of the Program and are pioneering the applications of whatever they learned at home.
Do not know
Extension, research and instruction services have involved increasing numbers of students.
Improvements in procurement and business office services have allowed Hatch projects to progress quicker than in the past, allowing results and outcomes to be achieved.
More effective programs
Become more successful in doing research write-up and reduced stress in new sites to pursue further education



3a. Where there any recommendations from the previous Divisional Assessment (2015) that were not completed/acted on in the past year? (Na iai ni fautuaga mai le Suesuega a le Vaega e le'i mafai ona faia i le tausaga talu ai?):

	Yes (Ioe)	No (Leai)	Do not know (Leiloa)	Standard Deviation	Responses
All Data	11 (22%)	10 (20%)	28 (57%)	8.26	49



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3b. Please explain (Fa'amolemole fa'amatala):

Text Responses

N/A
Helping staff through professional learning for other higher degree programs.
No because the never gave me a raise
Many students have opportunities off-island schools
N/A
More staff, more opportunity to move up, more supplies, more resources
N/A
To improve the community college
All done
I did not have access to the 2015 Divisional Assessment recommendations.
Because haven't submitted any certificate for the last year.
Better supplies for the students, in orders for the instructors to teach the students.
Tu'uina atu ripoti mea o loo manaomia ae fai lava si tuai ona maua mai ni supplies e faatino ai le galuega
There are some recommendations that haven't been effective since from that year.
Ou te le o mautinoa le taimi nei
Met all recommendations
NA

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NA
I don't know
n/a



4. List significant achievements made to this Department/Program/Division over this past year (Lisi mai ni matāti'a na ausia e le polokalama/matagaluega/vaega i le tausaga talu ai?):

Text Responses

Wellness & health facility
Improvement in purchase in a timely manner
More clients served or reached through our programs including students, children of all ages, adults through church organization group and the community.
Tele fuainumera o tagata e omai i totoni ma ni fuala'au aina, fa'i, talo
- more visitor/phone calls coming in the office - training & workshops continue for students and community
- Lots of summer camps for students - Students graduating college from Ag. Course - Staff improvement/training
Urban Communities Forest Stership Program
Additional request for nutrition & sewing program
Job opportunities Increase salary More materials and resources More help on staff
N/A
No comment

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Fanau faau'u ma mama sikolasipi Fa'aaauau aoaoga mo atunuu i fafo
1. Submittal of the 2015 Accomplishment to NIFA-USDA 2. Submittal of the 2017 Plan of Work Update to NIFA-USDA 3. Submittal of the Forestry Reports & grants 4. Joint Project with DOH on Zika virus control 5. Joint Project with DOE on STEM areas 6. Increase enrollment in ACNR courses and majors 7. More than 5 ACNR graduates 8. Swine AI (artificial insemination) project with UH-Manoa and local pig farmers 9. Please refer to the ACNR's 2015 Accomplishment Report for full list of accomplishments
Good job opportunities Higher salary More materials More staff members needed
Maua mai le grant e fesoasoani ai galuega
Achievement are opening new buildings and having more in rollment.
1. Tele tagata faigaluega 2. Tele mea e fai au galuega
Accreditation Status
Improved 2 watersheds and their coastal area.
Do Not Know
So many community outreach programs and activities related to our program were conducted in the past years. For this ongoing programs that we have, other communities and organizations are requesting to further out our outreach programs and activities to their areas.
Completed 700 plus participants in Webneers Data.
Host tours from local community groups and private and public schools Provide outreach to people of Tutuila, Aunuu and Manu'a islands Install and implement control projects Bio-security control of pests and diseases of plants and animals
Our students have won/ranked on Science based competitions
1. Increase in enrollments and the number of students who declare ACNR as a major 2. The numbers of students who continue to use the student lab are at a steadily increasing rate 3. Course completion rates are at a steady high rate 4. Increase in the number of ACNR graduates 5. Continued funding source for faculty and staff 6. Transfer & scholarship outcomes - increase in the number of students

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continuing their education at the Bachelors level 7. Employment - in a 2010 survey, it was found that 36 ACNR graduates are employed at 17 different offices and agencies – both at the local level and the federal level, locally and off-island.
Farm Safety training Completed Sewing Program Completed EFNEP Homemakers courses Youth After-School Programs
Student enrollment in the program has climbed significantly.
FCS has been able to successfully complete numerous nutrition/wellness/food safety homemaker groups. The CHL Program successfully came to an end. ACNR's plant pathologist was able to complete the first taro genetic map profile for this territory. Pig artificial insemination.
Expansion of instruction division programs. Completion of Children Healthy Living project.
None

1a. Does your Department/Program/Division recognize and implement feedback from faculty and staff in decision making for continuous improvement to the institution? (E amanaia ma faaoga e tou matagaluega/polokalama/vaega manatu tuuina mai e faiaoga ma tagata faigaluega i faaiuga fai mo le fa'aauau o le faaleleia o le Kolisi?):

	Yes (Ioe)	No (Leai)	Do not know (Leiloa)	Standard Deviation	Responses
All Data	34 (69%)	5 (10%)	10 (20%)	12.66	49

1b. Please explain (Fa'amolemole fa'amatala):

Text Responses

Not applicable to major

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We use feedback to better us in what fields we meet to improve in.
Yes, we respect their views and recommendation all the times. Their views helped us and we help programs for students and clients.
Fautuaga mo nisi mea faalelei
Request feed back when needed by supervisor
Yes, we give out evaluation after each program, and they give us feed back of what we need to strengthen.
Feedback gives ideas in making changes according to the community
Of course we are the ones that do the job, we plan, implement & proceed
To effectively do my job my program manager listens & provide
No comment
Fa'alauteleina
ACNR used feedback from faculty and staff to improve programs and services (Research, Education, Extension) to students, community, and other clients.
Our manager recognize and provide the supplies that are needed.
Le taliaina e lo matou taitai ni fautuaga mai le au faigaluega
Communication in jobs is done
Receive feedbacks from faculty and staff will allow time to see what needs to be done in order to continue improvements to the institution.
NA

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Our Director of ACNR and Program managers are very supportive of all our ideas and programs.
because our supervisor never mention anything
Evaluation from higher up helps staff understand and progress program
Feedback are used to monitor progress and allows staff to reevaluate success of each projects.
I don't know
Regular staff meetings, curriculum meetings, assessment meetings, faculty senate and accreditation meetings.
From what I've seen, there is no recognition and implementation of staff feedback whether you're asked for it or not.
Constant consultations and dialogue is a regular activity here.
I am not aware of any mechanism for doing so. There are bi-wkly reports "challenges", and things may be listed in quarterly reports, but these items do not really seem to feed into decision making for continuous improvement of the institution? The issue of lack of anonymity for providing inputs and feedback also strongly inhibits this from occurring. People are happy to complain about things in the back, because there really is no way of providing the kind of feedback that could make improvement. It depends on the leadership and how they operate as well.
Regular staff meetings and meetings of coordinators requesting input which is acted upon to make improvements.
The director of ACNR is often requesting feedback and making improvements in many areas.
More summer applicants for off island 'stem' programs



2a. Are Department/Program/Division SOPs and decisions regularly communicated to staff/faculty? (E masani ona logo atu i tagata faigaluega/faiaoga faaiuga ma faagasologa (SOP) a le Vaega/Matagaluega/polokalama?):

	Yes (Ioe)	No (Leai)	Do not know (Leiloa)	Standard Deviation	Responses
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	Yes (Ioe)	No (Leai)	Do not know (Leiloa)	Standard Deviation	Responses
All Data	30 (63%)	7 (15%)	11 (23%)	10.03	48

2b. Please explain (Fa'amolemole fa'amatala):

Text Responses

Staff are well aware of changes & reminder of workforce purpose.
Update from department needs on SOP's and decisions.
we do, sometimes it comes down to us but most often no.
Regular meeting
E masani ona logo matou e le afaigaluega pea fai ni matou fono, poo se fa'atasiga o le ofisa.
Constant reminders, memo, email
Yes, to better serve our clients, we work together with our program head.
During programs meetings we are told or updated of programs decisions
No comment
Lelei feso'otaiga
ACNR SOPs and decisions are communicated to the faculty and staff through staff and project meetings, minutes, memos, email, and one-on-one consultation.

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We serve our with our best ability
E tele na le fono matou ma lo matou taitai, ma e tele na le amanaia matou
Everything goes on in programs that are going to happening will be known by staff.
Meetings
Yes, through emails and memos.
NA
For better communication and improvements in our work.
maybe they forget or too busy with work
Meetings, emails, conferences, one on one conversations to help ensure staff are comfortable and safe and needs are met
Meetings and daily emails are communicated to staff to ensure program success.
I don't know
During regular staff meetings
Supervisors communicate on SOPs for safety purposes
E-mail by the Director
During regular staff meetings

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In the past I have not experienced these being communicated. More is learned by gossip and on the grapevine that through proper institutional communication channels, is what I have experienced in the past. Furthermore, general ASCC communication to staff and faculty at ACNR does not reach them because ASCNR division is not on the network for general ASCC network emails.

SOP and rules regularly discussed during staff meetings and posted at ACNR.

Regular staff meetings are held and rules communicated to staff.

3a. Are the decisions systematically documented and archived? (E faasolosolo lelei le faamauina ma le teuina o faaiuga?):

	Yes (Ioe)	No (Leai)	Do not know (Leiloa)	Standard Deviation	Responses
All Data	25 (52%)	4 (8%)	19 (40%)	8.83	48

3b. Please explain (Fa'amolemole fa'amatala):

Text Responses

Always keep record on file

We do receive minutes of meetings and the action items that needs to be done.

Keeping copies

O loo mau le taulaga o masini e teuina ai tulaga fa'apena.

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They are in good condition for safety
We provide an archive/office
We used it to base planning on & improve programs
Yes, to better serve and maintain our service to the public
No comment
Toe faalelei ai tail le polokalama
The meeting minutes, memos, and consultation notes are distributed to staff and faculty, and are also filed/archived.
Yes, we do in order for us to improve our programs.
E le mafia ona iloa, aua e ele o maua e lou nei tagata se avanoa e faatino ai le fuafuaga.
Always
NA
I've never experienced an dispute going unsettled. It is always solved for the benefit of the work office.
sorry...i dont know
I don't know
Meeting Minutes
All meetings are well documented like minutes and agendas.
I do not know what other do. I only know what I do. When I receive a decision communicated to me from above, I put it in a hard folder and a digital folder. I label and archive my emails. What others do I do not know.

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minutes taken and saved for review.

Minutes are regularly taken of staff meetings and a written copy is distributed to staff.

1a. Is the Number of personnel adequate to support your Department/Program/Division? (O fetau le fuainumera o tagata faigaluega mo le lagolagoina o lau matagaluega?):

	Yes (Ioe)	No (Leai)	Do not know (Leiloa)	Standard Deviation	Responses
All Data	19 (38%)	28 (56%)	3 (6%)	10.34	50

1b. Please explain (Fa'amolemole fa'amatala):

Text Responses

More than enough people

Yes, we have enough personnel but need to educate personnel to better themselves

Everytime we submitted requeste for employees for our division since we are short staff, the answer is always NO. So many excuses but labor is needed. More work and not enough staff. Other staff do the work and no compensation .

Ou te le faia

Don't know

Not enough man power

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Need more co-workers
Short staff
Improvise with on hand personnel
More people to better take our mission out to the public/community
I will check on it
No comment
Need more workers
ACNR needs more professional staff (scientists, specialists, managers, instructors, agents, technicians) and support staff.
We have enough staff members to do the jobs that has been needed.
Manaomia ni isi tagata faigaluega
Short of work people in our department
We have a lot of help
Not enough staff to support division
NA
We are short staff, need more people specifically to enter the data, to work on incentives and reports.
everyone have their own part to play, I'm not stress with work because everyone help one another
Short staff at the time due to recent retirements. More staff is needed to cater to environmental needs and challenges of American Samoa
Currently short staffed due to retired employees.

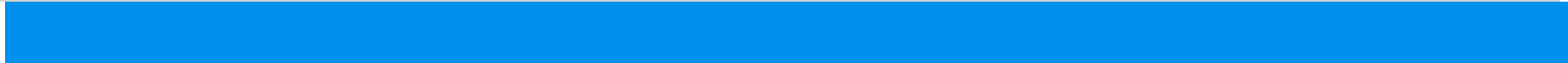
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We work on projects and limit the work load according to the staff on hand
We need more qualified professional staff to fill our much needed research and extension positions
The number of clients have increased
All divisions are fully staffed
Speaking on the area of the division I work in, I am short of staff, which slows down the speed of completing project and progressing as fast as it could. I am aware of a number of positions that were filled. People left these positions years ago, but position is still open, and I'm unaware of the efforts to fill those positions.
Need more research staff and extension agents.
Already have an adequate number of personnel in our department.
There is a need for additional researchers and extension staff.
only one temporary assistant trying to serve two bosses. There is a need for 2 more qualified persons to deliver the results to the farmers.



2a. Do personnel possess all specialized skills or credentials required to support the Department/Program/Division? (Ua iai i tagata faigaluega agavaa poo tomiai tau aoga o loo manaomia i le lagolagoina o le polokalama?):

	Yes (Ioe)	No (Leai)	Do not know (Leiloa)	Standard Deviation	Responses
All Data	27 (55%)	18 (37%)	4 (8%)	9.46	49



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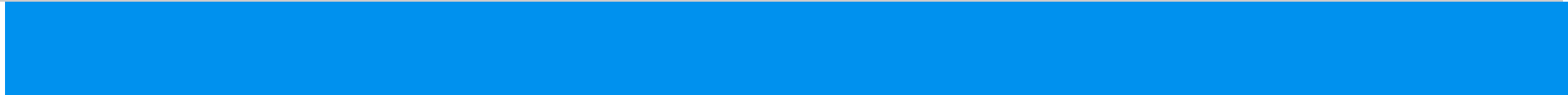
2b. Please explain (Fa'amolemole fa'amatala):

Text Responses

All degree holders and some high school diplomas
What should take maybe one work it might take two or three weeks.
We need the great help to achieve other degree and staff development programs, while working to serve our people.
Ou te le iloa
Don't know
E manaomia lava faamolemole aua le tomai o loo ia latou aua le faatino ina o le galuega.
Salary
Majority still need skills in development accordingly.
Yes, we are trained in our job to help our clients
Everyone is skilled in their individual jobs
N/A
Ua kai saeinitisi
ACNR is recruiting for: Food Scientist, Exercise Physiologist, Policy Analyst, Forestry Researcher, 4-H Youth Manager, and Extension Agents/Educators.
Yes, we have staff members that do that work.
No some with no degree
Every staff is skilled according to their job description

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Because relatives are being hired most of the time, but not qualified employees or applicants.
We need Registered Dietitians, more para professionals, food scientist.
We are trained to work on projects/research before hand
Degrees and experience
Some personnel do not possess all specialized skills or credentials required to support the Department/Program/Division. Just ask HR or look at what is recorded at the back of the ASCC Catalog. Too much on the job training and not enough formal education or previous work experience to balance it out.
At least in our Department (Instruction), everything is in order with respect to personnel.
Overall, I would say yes, but I am not certain about everyone. I would say most, but perhaps or probably not all.
Exceptions are made for positions such as Extension Agents in American Samoa due to the constraints of not having qualified Samoan's who have graduated with masters degrees. But the agents do possess a wealth of information and are able to disseminate information from our researchers to the community in a way that serves our community.
Need personnel with bachelors and masters degrees.
Each personnel is qualified for their own title in our Research Division.
In some areas, personnel with bachelors and higher degrees are needed.

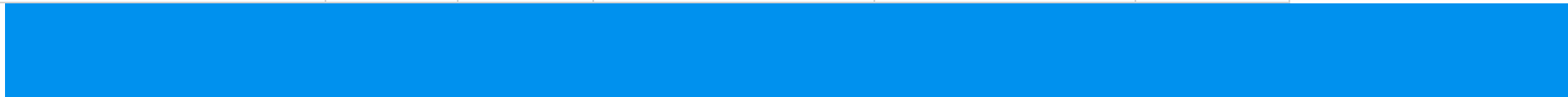


3a. Are all proper documentation (degrees, certificates, etc..) on file and continuously updated? (O atoatoa faamaumauga (tikeri, tipiloma...) i faila ma faaauau faaopoopoga?):

	Yes (Ioe)	No (Leai)	Do not know (Leiloa)	Standard Deviation	Responses
All Data	18	4	27	9.46	49

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	Yes (Ioe)	No (Leai)	Do not know (Leiloa)	Standard Deviation	Responses
	(37%)	(8%)	(55%)		



3b. Please explain (Fa'amolemole fa'amatala):

Text Responses

Not my job
HRO
I do not know, but will look into it
Ou te leiloa
HRO
According to records
I will check on it
My supervisor informs us on what's needed
All documents are updated
No comments
Degrees, certificates, and other documents are on file with HRO. However, staff/faculty need to update their personnel files.
I will check on it first.
E le mafia ona ou iloa, aua e le o se galuega lea e feagai ma lou nei tagata.

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At CNR main office and ASCC HR Office
NA
I don't know
Human Resources department is taking good care of that.
I'm not a person who would be doing this for the division so I do not know. Are we expected to go ask people such questions if we are not their supervisor?
check with HR

4a. Are all personnel in this Department/Program/Division careful in protecting the security, confidentiality and integrity of student information according to FERPA? (O faaeteete tagata faigaluega i lenei vaega i le malu puipuia o faamatalaga uma e tusa ma tulafono a le Kolisi, Faigamalo faalotoifale, feterale?):

	Yes (Ioe)	No (Leai)	Do not know (Leiloa)	Standard Deviation	Responses
All Data	30 (60%)	2 (4%)	18 (36%)	11.47	50

4b. Please explain (Fa'amolemole fa'amatala):

Text Responses

We are always reminded
We do not handle students information

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Would say yes and no, there is no confidentiality but that needs to be strengthen.
Having trainings
N/A
We have staff developments, trainings & meetings, we have room for education.
Everyone in my department know what to do
N/A
Nisi alagatupe
ACNR Instructional Coordinator and instructors are aware of the FERPA and took the necessary actions to protect and confidentiality and integrity of student information.
we have staff meetings and room for educational needs.
O loo faia pea ma le fa'aeteete
NA
No disclosure of names of students and information are used without permission
only instructors have access to their students information.
Not something I have knowledge of.
Personnel are careful in protecting the security, confidentiality and integrity of student information according to FERPA?



5. Does your Department/Program/Division effectively use its personnel to achieve its mission? (O faaoga tatau e lau matagaluega/polokalama/vaega au tagata faigaluega ina ia 'ausia ai lana manulauti?):

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	Yes (Ioe)	No (Leai)	Do not know (Leiloa)	Standard Deviation	Responses
All Data	39 (81%)	3 (6%)	6 (13%)	16.31	48

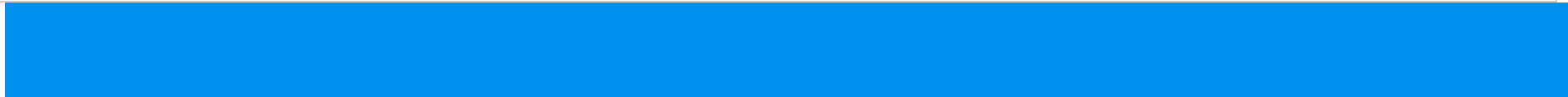
5b. Please explain how it can be improved: (Faamolemole faamalamalama mai i lalo pe faapefea ona faaleleia.)

Text Responses

unknown
Our outreach programs to the community
we make sure our staff are doing what needs to be done and achieve their mission.
By working together
O loo fa'aauau pea le tulaga o galuega e ala mai le manulauti o le Kolsi, o loo tautua ai le atunuu
work together and team work
We have the right to ask if anything or needed
We have meetings to inform us of what we need to do
Help the community to improve
More supplies More workers
All ACNR staff are used to achieve ASCC and ACNR missions through their participation in program planning, delivery/implementation, and evaluation.

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We have the right to ask question to anything that is needed.
O loo faatofusia pea tagata I le faataunuina o galuega
E ala lea I polokalama tau aoaoga. O fa'atoaga ae maise le tautuaina o le atunuu
To complete every job that is given
NA
Provide technical, educational support to local landowners and students Conduct survey and research on land and forest issues Host tours and outreach for youth groups and private agencies.
Yes, everyone works together to achieve our mission and expected outcomes
Promotion or demotion of personnel based on their performance evaluation and productivity. Termination is a hard thing to do but if you look at how unproductive personnel who have been given chances to improve/change affect the overall Department/Program/Division and ASCC as a whole (quality and budget) it has to be done.
All personnel should be constantly reminded about their duties and obligations.
I think so, but not all the time, or as much as it could. Room for some improvement.
do not need improvement.

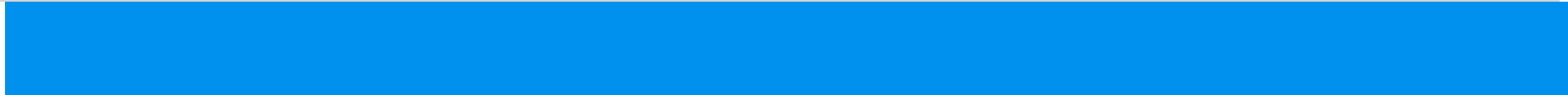


Are you a full time or Part Time employee?

	Full Time:	Part Time:	Responses
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	Full Time:	Part Time:	Responses
All Data	49 (100%)	0 (0%)	49



Number of Courses you teach:

Text Responses

N/A
N/A
N/A
Not a teacher
N/A
Staff
0
N/A
No comment
N/A
None
None not a teacher
No, I don't teach any courses

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N/A Am not a teacher.
NA
NA
Research is major responsibility.
6
None
0
8 or more
None.
I do not teach.
0
0
None
3-5



Degrees, Coursework, and or Publications:

Text Responses

As in natural resources
N/A

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AA
High School Diploma
AA, AS
Not sure
N/A
AS - General Agriculture
Almost
<p>1. Master of Agriculture in Agriculture Extension Education from Colorado State University (CSU) at Fort Collins (2004) 2. Bachelors of Science in Agricultural Sciences and Management from University of California at Davis (UC-Davis) -1984 PUBLICATIONS: 1. Fialkowski, M., Delormier, T. Hattori-Uchima, M., Leslie, J., Greenberg, J., Kim, J., Deenik, J., Dunn, M., Areta, A., Novotny, R. (2015). Children's Healthy Living Program (CHL) Indigenous Workforce Training to Prevent Childhood Obesity in the Underserved U.S. Affiliated Pacific Region. The Journal of Health Care for the Poor and Underserved, Volume 26, Number 2 2. Novotny, R., Li, F., Fialkowski, M., Vargo, D., Areta, A., Deenik, J., Leon-Guerrero, R., Kim, J. (2015). The Journal of the Federation of American Societies for Experimental Biology, 29: 902:9 3. Fialkowski, M., DeBaryshe, B., Bersamin, A., Nigg, C., Leon-Guerrero, R., Rojas, G., Areta, A., Vargo, D., Belyeu-Camacho, T., Castro, R., Luick, B., Novotny, R., and the Children's Healthy Living for Remote Underserved Populations in the Pacific Region Program Team. (2014). A community engagement process identifies environmental priorities to prevent early childhood obesity: the Children's Healthy Living Program for Remote Underserved Populations in the Pacific Region (CHL). The Journal of Maternal and Child Health, Volume 18, Issue 10 4. Novotny, R., Fialkowski, M., Areta, A., Bersamin, A., Braun, K., DeBaryshe, B., Deenik, J., Dunn, M., Hollyer, J., Kim, J. Leon Guerrero, R., Nigg, C., Takahashi, Wilkens, L. (2013). The Pacific Way to Child Wellness: the Children's Healthy Living Program for Remote Underserved Minority Populations of the Pacific Region (CHL). Hawaii Journal of Medicine & Public Health, 5. Fialkowski, M., DeBaryshe, B., Areta, A., Belyeu-Camacho, T., Bersamin, A., Rojas, G., Vargo, A., Nigg, C., Leon Guerrero, R., Luick, B., Novotny, R., and the CHL Team. (2013). Using Community Readiness Assessment to Inform Environmental Intervention Development in the Children's Healthy Living (CHL) Program in Remote Underserved Minority Populations. The Journal of the Federation of American Societies for Experimental Biology, 27:232.8 6. Areta, A. (2013). CHL in</p>

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<p>American Samoa: Samoa and American Samoa 4th Annual Bilateral Summit: Exploring Effective Solutions to NCD Challenges, Invited Oral Presentation (Apia, Samoa) 7. Fialkowski, M., Areta, A., Belyeu-Camacho, T., Bersamin, A., Rojas, G., Castro, R., DeBaryshe, B., Leon-Guerrero, R., Luick, B., Vargo, Nigg, C., Novotny, R. (2012). The development of the Children’s Healthy Living for Remote Underserved Populations in the Pacific Region Program (CHL) community-based approach to identify and prioritize possible environmental interventions to prevent young child obesity. Pacific Global Public Health Conference (Honolulu, HI) 8. Areta, A. (2004) Master’s Thesis: “The Attitudes of American Samoa’s Farmers toward the Logic Model”. Colorado State University, Fort Collins, CO</p>
AA Liberal Arts BA Sociology
N/A
Associate of Science
AS Degree
Health Science, Associates Degree
Associate of Science in General Agriculture
MS, PhD
Bachelor of Science
Graduate degree (Masters)
BA in Botany
-AA in Liberal Arts -BA in Mass Communications -Graphic Design Fundamentals -Advanced Video Production and Studio Production
Bachelor of Science in Agriculture and master of Science in Plant Pathology.
<p>This is not a question! Should be worded better, are you asking me to give what degrees I have, or what course work I have done or what publications I have - full citations, etc? That would be too long of a list for this small box. Maybe you need each person's CV and/or resume. I have BA, MA, PHD. and many publications.</p>

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0
Bachelors degree in biology and chemistry. Masters degree in Tropical plant and soil sciences.
DTA, DVM,
Show Less Responses



Other Qualifications not listed in previous question:

Text Responses

Certificate for after hours at ASCC
Technician
Certificate from workshops & trainings
Certificate and certification trainings
Don't have now
N/A
No comment
Experience
1. Certified National Disaster Preparedness Training Center (NDPTC) Instructor (NDPTC-University of Hawaii at Manoa) -2014 2. Lead Site Co-PI, Children Healthy Living (CHL)Childhood Obesity Grant, USDA-NIFA 2013 - 2015 3. Co-PI, Children Healthy Living (CHL)Childhood Obesity Grant, USDA-NIFA 2011-2013 4. -Co-PI, Tropical Subtropical Agriculture Research (TSTAR) Grant Salt Tolerant Taros, USDA-CSREES, 2010-2012 5. PI, Operation Military Kids (OMK) Grant USDA & DOD, 2012
None

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N/A
NA
Commercial pilot licence
I think the question here is referring to "credentials" not "qualifications"? Qualifications requires a much longer list and description.
0



List involvement in college/instruction, community activities (i.e., club sponsorships, committees, boards, organizations, etc.)

Text Responses

AS soil and water district, board member, Le Tausagi environmental educator, Land based source of pollution member participating, Learning & action group members
Outreach programs to the community.
Involvement with inter-agencies 1. Le tausagi education programs 2. American Samoa Resources Conservation & Development 3. Work with EPA through Pesticide Applicators Training Certificatory 4. Work with DOA in piggery management 5. Soil & Water Conservation
N/A
ASCC alumni
Le tausagi, Grad, DOE programs, EPA programs, DOC, DMWR
Clubs, sponsors
Not sure
No comment

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1. Served as an ASCC-ACNR Agriculture Sciences Instructor from 1986 – 2010 2. Served as a member of ACNR Scholarship committee and Source Evaluation Board 3. American Red Cross Disaster Services Chair, 1995 – 2007 4. American Red Cross Volunteer 1993 – 2007
Outreach Programs
N/A
NA
NA
We are involved with SNAP-ED, Communities, Schools and churches
Scientific Mentorship.
Assessment Committee, Curriculum Committee, In-house scholarship Committee
Outreach Program Manager
-ASCC Accreditation TCO Committee -ASCC Marketing Committee -ASCC Technology Review Committee -ACNR Technology/Website Committee -Participate in designated ASG cleanup days -Assist with ASCC Fine Arts Department musical productions -Assisted with presentation media for Assistant Secretary for Insular Affairs Esther Kia'aina's visit
Assessment Committee 4 H / Agriculture major students club
This question does not specify "past, or present" involvement. so it is a bit ambivalent. If one has worked at ASCC for many years and it is asking for past, again, that's a big list. But I've been the Faculty Senate President, have served on curriculum committee, and have taught many courses at ASCC. More specificity of the question would be helpful!!
American Samoa NCD Coalition, American Samoa AHEC (board member), American Samoa HOSA (support through involvement with ASAHEC)
None

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Advisor ACNR 4-H Club; Science Instructor; Ka'a Club Summer Programs 2005-Current; BUILD EXITO Advisor, Member-Samoa Veterinary Association; Member-Hockey Association

1a. Have faculty/staff in the Department/Program/Division involved themselves in in-service training and other professional development? (Na auai le aufaigaluega o le matagaluega/polokalama/vaega i ni aoaoga a'o galulue ma isi aoaoga auā le alualu i luma?):

	Yes (Ioe)	No (Leai)	Do not know (Leiloa)	Standard Deviation	Responses
All Data	39 (81%)	4 (8%)	5 (10%)	16.27	48

1b. If "yes", please list evidence (Afai e "Ioe" faamatala mai pine faamau o iai.):

Text Responses

Attended local opportunities/staff developments by other inter collaborative environmental agency
First Aid training for staff
Been involved with in training programs artificial insemination program: - Pesticide training - Agriculture farm safety programs through school and the community.
Fa'alauateleina fua faatoaga mo le mamalu o le atunuu
- Workshops in school/community - Staff development part off island conference
Certify certificate
E masani ona galulue ma matagaluega a le malo e pei o le EPA aua le polokalama fai a le tatou malo.

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Work together with other government agencies
Exposed & collect knowledge from other institution
We are involved in trainings pertaining to our jobs.
Go out to the community to express the knowledge
Training Workshops
ACNR instructors attended staff development trainings, meetings, and workshops both locally and abroad.
We have a lot of free trainings from others.
Pesticide Training
Na ou Malaga ma tamaiti aoga I se tasi o taimi
I: Pesticide courses
ACNR Service Training and Staff Development Trainings
Involved with: 1. The American Samoa government Climate Change Core Group. 2. American Samoa Invasive Support Team (ASIST)
Food Safety Handler Nutritionist Dietitians
- travel off island last year @ CHL meeting held in Hawaii
Staff attend Local training and off island training for staff development when it is available
Staff are able to attend trainings hosted by UH Manoa, and Hilo on Forestry related issues.
Pesticide training

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Only within our division to improve our research projects
Off-island and local workshops/training/seminars
Mosquito biology and control training Pesticide safety training Farm safety training Greenhouse plant grafting training
National and Western Region Meetings, training, and conferences.
NAPIRE sponsored by the Organization of Tropical Science at Costa Rica in 2015 and at UH Manoa this June 2016
I know ACNR supports some staff to go off-island and get degrees in areas relevant to the work they are doing. Whether they come back to their job after is yet another question.
Two staff members are currently pursuing online college/university degrees: one employee is pursuing a master's degree and another staff member is pursuing a bachelor's degree.
workshops for forestry (chainsaw use, tree climbing) and pesticide applicator training.
We collaborate a lot with different agencies. For instance, Fruitfly survey with DoA Mosquito training with DoH
Taken advantage of college courses offered at ASCC. Obtained Masters degree since working at ASCC-ACNR
Some employees have travelled for refresher courses, may be my turn will come



2a. Are there any unmet needs for professional development among personnel in this Department/Program/Division? (O iai ni manaoga tau aoaoga e le'i faia mo le aufaigaluega a lau matagaluega/polokalama/vaega?):

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	Yes (Ioe)	No (Leai)	Do not know (Leiloa)	Standard Deviation	Responses
All Data	24 (49%)	9 (18%)	16 (33%)	6.13	49



2b. Please explain (Fa'amolemole fa'amatala):

Text Responses

Unknown
But employees are not willing to take courses to better themselves
Always go through annual evaluations, to access job performance
Ou te le mautinoa
N/A
Not enough pay
Not sufficient curriculum learning only hands on
Education, always more training
No comment
But we need more grants
ACNR needs to seek and provide opportunities for staff to pursue bachelors and/or graduate degrees.
We need expanded rooms in order for us to work our best ability
Manaomia le aoaoga tau ea malulu

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E le o lava mea e faatino ai aoaoga.
There are unmet needs but helpfully it will be met soon enough
Need to further training with invasive identification of plants.
We need more professional development programs based on greenhouse activities. We are able to cover basics, but somehow we still needed more professional training on furthering out our knowledge with our jobs.
Still need to work on advance degrees and further education/certification
Qualified staff
more equipments for teaching purposes needed
Many positions such as extension agents and research assistants should have at least bachelors degree.
Extension-need further support in continuing education for some of the staff; need two qualified livestock personnel to assist in promoting proper management and raising of livestock

3a. Are faculty/staff evaluated on an annual basis by the immediate Supervisor (i.e., Director, Dean, Vice-President, Chairperson, etc.)? (O iloilo galuega faatino faaletausaga mo faiaoga/tagata faigaluega e le Ta'ita'i (e pei o Taitaifono, Faatonu, Matua o le saofaiga, Sui-Peresitene.):

	Yes (Ioe)	No (Leai)	Do not know (Leiloa)	Standard Deviation	Responses
All Data	42 (84%)	0 (0%)	8 (16%)	18.21	50

3b. Please explain (Fa'amolemole fa'amatala):

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Text Responses

Yes, on their annual performance evaluation
Annual evaluation for employees to better them in the workforce.
Always on time
Yes, evaluated by supervisor
Supervisor, director and so forth
Performance evaluation
Job evaluation, increment evaluation
No comment
Asia uma mataria lelei
All ACNR faculty and staff are evaluated by their respective supervisors on an annual basis.
Yes, they evaluate all the staff members
Faia tausaga uma
Job evaluation
Through performance evaluation.
NA
Individual evaluation and daily evaluation. Project evaluations and performance evaluations
Each individual are evaluated every year based on their performance from previous years in their respected line of work.
Every time we renew our contract

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Yearly evaluation for all faculty and staff by immediate supervisor and director
Both employee and supervisor go through evaluation process together to see areas of strength and weakness, and ways to work on maintaining strength while trying to improve on weakness
Evaluation by the immediate supervisor every year
annually by the Director
In the past there have been very long delays on part of director in doing the evaluation, not necessarily myself, but others have told me. mmm
I have performed annual employee performance evaluations and have received annual performance evaluations.
annual evaluations are conducted.
We do annual performance evaluation with my supervisor.
We do annual evaluation to discuss my performance throughout the year. Through this, we decide on whether I receive an increment or not.
annual review of performance is done.
Annual evaluation done

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4a. Are evaluations consistent and completed in a timely manner as documented in ASCC policies? (O mulimulita'i iloiloga o galuega faatino e tusa ma tulafono a le Kolisi Tuufaatasi?):

	Yes (Ioe)	No (Leai)	Do not know (Leiloa)	Standard Deviation	Responses
All Data	37 (74%)	5 (10%)	8 (16%)	14.43	50

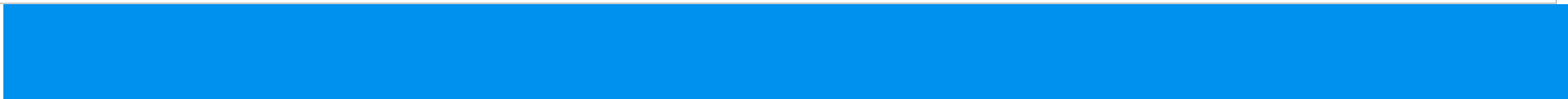
4b. Please explain (Fa'amolemole fa'amatala):

Text Responses

Sometimes HR office are responsible for tardiness
Always on time.
N/A
Yes, all rules are being followed
Oute le auai lava au ni iloiloga
Because we follow the ASCC policies, we are working as one family.
Ioe e fai ma fai ia evaluations o mea faigaluega
Sometimes prior to evaluation date
On time update information
Timely manner

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Follow instruction and improvement
Leai ni a'afiaga
The ACNR Director's Office Manager works with supervisors to ensure that all evaluations are consistent and completed in a timely manner.
They follow the policies
Tutusa taga uma ma tagata faigaluega
E tataui ona mulimuli tau I iloiloga ma galuega ina ia ausia le matatia.
Always on time
Follow ASCC policy.
NA
Evaluations are usually completed on time
evaluations are submitted on time
We work on the evaluation before the actual date so when all the paperwork is done, it should be completed on the actual date.
My supervisor is very prompt.



1. Briefly describe the facilities occupied by your Department/Program/Division (i.e., classrooms, offices, labs, etc.)? (Otooto mai se faamatalaga o ituaiga fale/potu o faaoga e lau matagaluega/polokalama/vaega e iai potu aoga, ofisa, potu su'esu'e, ma isi):

Text Responses

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4H students safety room
Research building wellness center agricultural extension building
Need new green houses. For the office we occupied it really needs an improvement. Most times I felt uncomfortable, we use the same office as a storage room not all staff have a desk for him/ herself nor a computer. Yet, most clients come through our room but needs to be improve.
E manaomia ona toe faaleleia
Office need to re-new
Computer lab Science lab Wellness center Green houses Demo Plots Pig House
O le matou ofisa e manaomia laca le toe fa'afou toe fa'atele aua e laititi.
Iai ia pot e lelei ae e aai foi ia potu e mooima le faafou ma faaleleia.
Office, lab, garage, green house
Officer - Have access to conference room, wellness center, kitchen etc.
Garage, field
We all have the listed room at ACNR
Lelei mea uma
1. Research offices, labs, and one greenhouse 2. Extension offices, aquaculture center, fish feed lab, demonstration piggery and poultry shed, greenhouses (2) 3. Instructional offices, and one greenhouse 4. Garage & generator shed 5. Two offices and two greenhouses in the Manu'a islands (Tau & Olosega)
Office is in bad condition Greenhouse also in very bad condition
Extension division we need new offices and work supplies like computers and printers. We are the only work place that has old supplies.

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Manaomia ona toe faaleleia tulaga o fale le taua
Not enough and need more facilities
Garage, out field, cleaning closets
Clean and available at all times.
CNR Forestry is located in one of the old buildings on CNR compound.
Needs improvement.
office w/ computers, files and equipment stored in use for greenhouse
Nutrition Center Wellness Center Computer Lab Library Conference Room
- it the new building called the Wellness the offices on the second floor called the EFNEP its big there are no petitions it an open space office.
Greenhouse, Forestry Office, Conference rooms, training roo,s
Forestry offices and greenhouse are utilized by staff for reportings and storage. Greenhouses are used for hands on experience and technical work Conference rooms and training rooms are used for lectures and presentations
we have a good developed research lab
Plant Pathology Lab. Tissue Culture Lab. STEP-UP/Molecular Biology Lab. Plant Pathology Office.
Plant Pathology laboratory works on plant disease identification and disease classification Plant Tissue Culture laboratory works on specific plant multiplication and preservation
Well maintained and cared for, have sufficient classroom and office space
office, classrooms, labs, exercise room, greenhouse, land plots, piggery, fenced plots, garage, storage
The ACNR Conference Room needs to be remodeled and updated. It does not allow for maximum occupancy because of its large heavy

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furniture. The ACNR Extension offices could use an upgrade as well. The buildings seem tattered and cramped. The restrooms need to be remodeled too. Offices are nice and no known problems. There are a lot of broken vehicles that should be hauled away or sold but are still sticking around for some odd reason. Greenhouses need new covering.
everything is in order, lecture hall and lab facilities and field work areas.
Great, outstanding
There are scientific laboratories for the research, there is land for agricultural experimentation, which is used for such, green houses, conference room, training room, offices for everyone, plus some extra empty offices for unfilled positions, there are 3 smart boards, exercise facility, nutrition cooking facility, that was not designed or equipped correctly and fixing it is taking years, e.g. it needs a vent - otherwise you can't cook in it, and other safety issues not yet met.
Office with computers, internet access, desks, telephones, wellness center exercise area, demo kitchen, etc.
Labs, classrooms, equipment in several areas of research (entomology, plant pathology, soil science, horticulture, forestry)
labs and facilities for research and extension work in agricultural sciences.
Classrooms, offices, labs
2 rooms for instruction; none for livestock extension work and none for equipment storage

2a. Are all facilities adequate to support the mission of your Department/Program/Division? (O talafeagai fale/potu aua le lagolagoina o le manulauti a lau matagaluega/polokalama/vaega?):

	Yes (Ioe)	No (Leai)	Do not know (Leiloa)	Standard Deviation	Responses
All Data	30 (61%)	15 (31%)	4 (8%)	10.66	49

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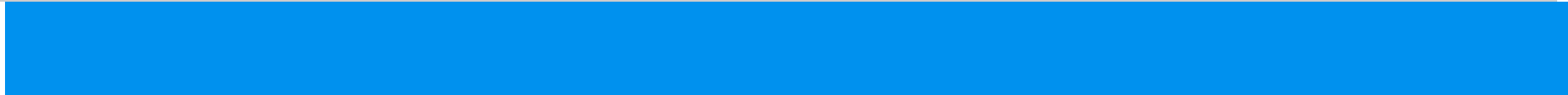
2b. Please explain (Fa'amolemole fa'amatala):

Text Responses

Yes for student safety & protection
Yes but most of our departments needs storages
Office room too small at the same time office is use as a storage, not all employees have a desk and computer.
Yes, all the facility are there for the community
O loo manaomia lava le fesoasoani le fesili lea.
Still not enough
We have access to any room that's needed
Adequate room for supplies and materials to move in
No comment
Atoatoa mea uma
Need storage space for Research and Extension, Office Building for Extension and Instruction, Food Science lab, and a horticulture greenhouse.
We need an elevator for the disable person.
Manaomia ni isi potu faatino ai polokalama
E manaomia nisi fale
Some are not good for those handicaps

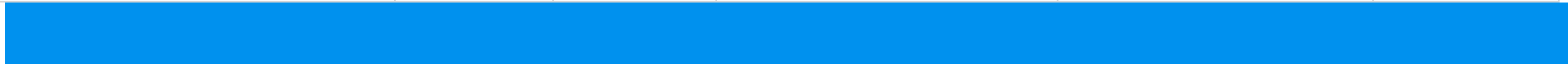
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Facility accessible.
Need more office space.
NA
We are providing research programs and services in areas of agriculture
Sufficient space for classrooms and offices as well as labs/field activities
Need more space
See above comment of the nutrition center cooking facility as an example, of one area. I think most others are fairly good, but don't know.
need for additional equipment in research labs, and for instruction division. need food science lab and researcher.
There is a need for additional equipment for some areas of research and extension.
Yes for instruction, No for livestock extension



3a. Does the Institution operate and maintain physical facilities that are adequate to serve the needs of this Department/Program/Division? (O faaaoga ma tausi e le aoga ni fale/potu e talafeagai e tautuaina le mana'oga o le matagaluega/polokalama/vaega.):

	Yes (Ioe)	No (Leai)	Do not know (Leiloa)	Standard Deviation	Responses
All Data	37 (79%)	9 (19%)	1 (2%)	15.43	47



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3b. Please explain (Fa'amolemole fa'amatala):

Text Responses

Facility are adequate
research based and agriculture, extension, wellness center
The facilities are somewhat alright need storage rooms for big equipment.
Yes, for both people in special need and regular
O loo tausia pea ma fa'aoga ma maintain pea potu aua le atunuu o loo fegasolo mai.
E fai ma faalelei nisi o potu poo ofisa
Lack of supplies (need a lot)
Facilities are needed for our clients & personnel for usage with programs
I think so
No comment
Lelei le puipuiina
ACNR's Station Manager and staff operate and maintain ACNR's physical facilities. ASCC's Facility program maintain the classrooms, labs, offices, and library at the main campus.
Because the facilities that are being used especially the extension side are in very poor condition.
We need a bigger room for the kids
O loo iai fale o talafeagai ma le manaoga o le ofisa
Some are but some are not

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To ensure the safety of our clients
NA
we have a nutrition center on the 1st floor that is adequate to serve the community needs like physical activity and food demonstration
Need funds to complete projects
This question basically repeats the last question. Come on now. This survey needs more work. sorry.

4a. Does the institution take reasonable steps to provide a healthy, safe, and secure environment for this Department/Program/Division? (O faia e le kolisi ni gaoioiga mo se siosiomaga maloloina, saogalemu, ma malupuipua mo leni matagaluega/polokalama/vaega?):

	Yes (Ioe)	No (Leai)	Do not know (Leiloa)	Standard Deviation	Responses
All Data	33 (67%)	10 (20%)	6 (12%)	11.9	49

4b. Please explain (Fa'amolemole fa'amatala):

Text Responses

Yes, clean environment
Paid for first aid training for staff.
But we still need security for our ACNR side.

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Safety first implemented
Training
E teu uma ma faamama le laufanua
Approved process might have what's needed
To prevent a law suit - we work to ensure a healthy & safety environment for our clients
We can still add more elevator, cameras
Secure the office and all of the above
Training for farm safety
ACNR has a Wellness Center and a Nutrition Center. Moreover, OSHA, ADA, and EPA requirements and guidelines regarding the work environment are recognized and followed.
We also should do our job to watch the kids
Faatino aoaoga tausia o le ola maloloina ma le tausami meaai paleni ma le faamalositino
Always rooms are available for classrooms
ASCC designated smoking areas for the benefit of second hand smokers and non smokers especially students.
NA
We follow lab safety rules
Need more support from upper campus for security purposes - ex: recent break ins at the ACNR Land Grant facilities

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Elevator is still broken (going on 2 years I think)
There is a need for some steps in some location to prevent people from slipping (physically and metaphorically speaking), ACNR has had a few break ins for the last few months, and measures are not being taken to increase security, especially on weekends. More safety measures need to be taken, particularly with people going out and doing things such as using a wood chipper with slippers and no goggles on.
need regular training for all staff in lab safety, workplace safety and first aid.
ASCC provide campus securities.
We have had 2 break-ins into our facility recently.



5a. Are the physical facilities accessible to persons with disabilities? (O faigofie ona faaaoga potu/fale e tagata o iai manaoga faapitoa?):

	Yes (Ioe)	No (Leai)	Do not know (Leiloa)	Standard Deviation	Responses
All Data	20 (41%)	22 (45%)	7 (14%)	6.65	49



5b. If no, please describe below what is needed to make your area accessible (faamolemole faamatala mai i lalo atu mea e moomia e faafaigofie ai ona faaaoga):

Text Responses

still in the process to repair elevator

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Extension building need wheelchair access to bathrooms and offices/ greenhouses.
E le talia talosaga manaomia
Signs etc.
E lei mau tu le ofisa poo ni auala mo tagata o loo manaomia faapitoa.
E le'o atoa le lelei ona e iai mea o lo'o moomia le faaleleia
Elevator, more parking space
Need elevator
Need to complete the accessible
Don't know
ACNR needs to work with contractor to ensure that the elevator in the Research Building is working properly.
Need to have a working elevator inside both buildings to serve the special needs individuals.
We need room and better supplies
Elevator not working
Not accessible for disable people
E manaomia ona fai iai ni galuega
Ramp at the greenhouse.
We have a broken elevator that does not work anymore.
No comments
Elevator still inoperable from lower -level to top floor. No wheel chair ramps etc...

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designated parking space and elevator
Repair the broken elevator mentioned in question 53 4b.
Easy to answer - no elevator, for those people who can't walk up the steps to the 2nd floor, but that's already the case at the upper campus. Can a person with a disability get to the ASCC human resource office, which is on the 2nd floor. Answer: NO they can't. I don't think the ASCC president can get up there himself either.
Elevator has been out of order for a long time. Wheelchair ramps could be built for community members to access the extension offices.
elevator needs repair.
Need a ramp to access the second floor.
Need a ramp to access the second floor of the building.
Not all. Some areas are not accessible to wheelchairs.
The elevator has been out of order for many years. Persons with disabilities cannot reach many of the rooms, including the main office, conference room, and training room.



6a. Are additional facilities required to support the Department/Program/Division? (O iai ni fale /potu faaopoopo o moomia e lagolago ai le matagaluega/polokalama/vaega?):

	Yes (Ioe)	No (Leai)	Do not know (Leiloa)	Standard Deviation	Responses
All Data	25 (51%)	12 (24%)	12 (24%)	6.13	49



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6b. If so, please list and explain (Afai o lea, faamolemole lisi i lalo ma faamalamalama mai):

Text Responses

Wellness, health center
A new building for our research based on Agriculture Extension facilities.
Need storage room/ cheaper/ piggery
Storage
Storage
Not enough land
Need more room.
E manaomia nisi fale mo le saogalemu o meafaigaluega ae maise nisi ofisa
All necessary are provided for
We make do with whatever facilities offered but could use more for example; need more room for children's activities.
Not sure
Need more house to improve and need to add more improvement
Don't know
Need storage space for Research and Extension, Office Building for Extension and Instruction, Food Science lab, and a horticulture greenhouse.
- Storage room for tools - Storage room for pesticides
We need more rooms for the kids so they can work.
Storages

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Need more
Need more rooms
Need new bathrooms.
extra office to store our greenhouse equipment
Custodians
-We have the conference room, wellness center and fale samoa
Additional building and space to occupy the increased number of participants and students including storage for equipment needed for the programs.
Plant nurseries and available field for extension work
need for food science lab.
A building to house the large wood chipper for safe operation, spacious storage area for livestock development and avian building for broiler/layer raising for student activities

1. Briefly describe current equipment used by your Department/Program/Division and indicate whether it is adequate or inadequate (Ootoo mai meafaigaluega o loo faaaoga i le taimi nei e lau matagaluega/polokalama/vaega ma faailoa mai poo talafeagai pe leai):

Text Responses

Most times our 4H program have enough equipments but due to a need from community, sometimes we are not able to provide for them.
Vehicle, blowers, bush knives are not enough
Some equipment are okay but we need vehicles to better serve community outreach programs.

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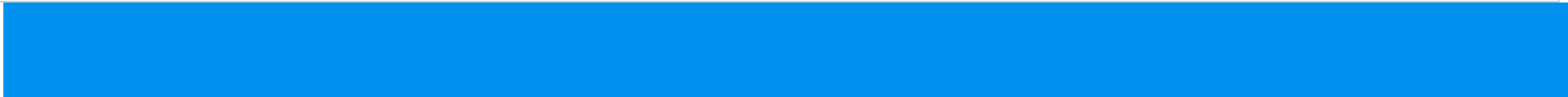
Pelu Oso Mea to fa'i Fanavai
- Banana spade - Bush knives - Shovel
Not enough computers/cars etc.
Agaele/ pelu Kolopa Moa vao E mana'omia lava isi mea faigaluega
Need more supplies and need more tools.
E talafeagai ia le tele o mea faigaluega ae moomia foi nisi mea e faaleleia ai galuega.
Awareness, availability etc, walkway
Computer, printers, telephones, laptops, projectors, fax.
Bush knives Weed eater Carpentry tools, etc.
Tools, chipper machine and equipment
Common tools
1.Vehicles - inadequate 2. Laboratory equipment -adequate 3. Computer systems (hardware & software) - inadequate 4. Exercise equipment -adequate 5.Farm machinery/implements - inadequate
Well the equipment that are used is not up to par and it is inadequate for use.
Old computer Need printers Scanner Desktops
Sanitation
Moa vao Ili afi Naifi
We have equipment but not enough
Tools to work with: cleaning job

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Well kept, clean and under supervision during working hours
3 vehicles
small shovel hose wheel barrow knives gloves tree pruning cutter small cutter big shovel Yes these equipment are adequate for our area in work.
Computers Printers Replicas Every office supplies
computer and printer its adequate
Vehicles
Cars are used by staff to conduct off field site visitations and technical assistance Weedeaters, computers, power wash, maintenance tools are used for reporting and maintaining program projects and plots
hood cabinet microscopes water baths PCRs centrifuges scales vortex
Computers/Laptops. Biosafety Cabinet Freezers (-80 C and -20C). Refrigerator. Flake Ice Maker. Microscopes (stereo and light). Centrifuges (micro and bench-top). Incubator-Shaker. PCR machines (Conventional and Real-Time). Electrophoresis equipment. Ph Meters Scales. Spectrophotometers. Centrivap DNA Concentrator. TissueLyser/Beadbeater. Water baths/Dry baths.
Too many to mention But the basics are: autoclave, biosafety cabinets, water distiller, refrigerator and freezers, etc
Yes equipment is adequate, just need more updates and regular maintenance
GPS and GIS equipment. Equipment is adequate for the projects and programs I provide GIS support
computers, printers, vehicles, scanners, stovetop, skillets, tillers, chippers, exercise equipment, oven, refrigerator
Computers and cameras are adequate.
adequate so far
Adequate

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Too long of a list to make for all ACNR, and I don't know all equipment that all parts of ASCNR use.
Vehicles, computers, basic kitchen appliances and tools, food models used during nutrition lessons, and posters, flyers, and handouts etc. Yes, it is adequate
need for additional equipment not currently available
Equipment used for research in entomology, horticulture, soil science, plant pathology. There is a need for additional equipment.
I'm sorry I don't have several hours available to make a list of all our department's equipment for this survey.
Two vehicles used by extension and need another one for livestock usage. Instruction has no vehicle for student transportation and need a van/bus for such for field visits/work



2a. Are additional equipment required to support the Department/Program/Division? (O moomia nisi meafaigaluega e lagolago ai le matagaluega/polokalama/vaega?):

	Yes (Ioe)	No (Leai)	Do not know (Leiloa)	Standard Deviation	Responses
All Data	39 (80%)	3 (6%)	7 (14%)	16.11	49



2b. If so, please list and explain (Afai o lea, faamolemole lisi mai ma faamalamalama.):

Text Responses

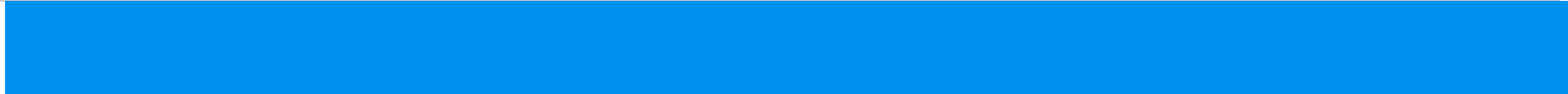
Print machines for t-shirts, posters
equipment need to be replaced

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Vehicles tiller, cheaper to better serve the community.
Wheel barrow Filler Weed eater
Weed eater, trimmer, wheel barrow
Because it's for the safety of the staff
Not enough equipment
New vehicle Also good transportation
Tele o meafaigaluega ua fai si tuai e manaomia on sui
Office supplies take a long process to get
Absolutely! need printers, computers, fax & scanner.
Vehicle, more tools to work with, knives.
No comment
Tele galuega faatino
1. Need new vehicles (old fleet is >10years) for program delivery 2. Need to upgrade computer system and hardware (desktop & laptop) to accommodate new staff and technology access and demand 3. Need new farm machinery/implements for demonstration and to assist the farming community
- Weed eaters to cut grass - Power wash to was green house floor
we need a new computer don't have a printer
Gloves, masks, blowers, ear plugs, etc.
Moa vao Naifi
Need more equipment

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Manaomia ni isi mea faigaluega
need for seed collection and off sites plots.
Need more computers, xerox machine, etc.
Computers and Laptops
More exercise machines More incentives for programs to promote healthy living
An additional car is needed to safely transport staff and tools and equipment to project sites around the island. Some sites are steep and current cars are not reliable for transportation Computers-Computers are old and outdated
A reliable car is needed to transport staff and equipments to off site locations and steep locations/villages.
BIOLOG III Microbial Identification System. Agilent 2100 Bioanalyzer.
Need updated equipment and software including vehicles for the outreach programs
newer versions (microscopes etc.) are needed.
need lab equipment for analysis of soil, plant tissue and irrigation water nutrients.
There is a need for equipment for soil, plant tissue, water testing for nutrients.
Livestock development need a lot of equipment and a transport to provide assistance to the farmers and deliver their needs. But it is of no use to get equipment when there is no room for storage and ample office space to accommodate the farmers/visitors. Order of things: Storage space---order equipment/transport---training and deliver services---farm visits and animal treatments---etc...



3a. Does the Department/Program/Division account for its equipment through regular inventory? (O mataitū lelei e le matagaluega/polokalama/vaega ana meafaigaluega, e ala i ana suega oloa faavaitau?):

	Yes (Ioe)	No (Leai)	Do not know (Leiloa)	Standard Deviation	Responses
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	Yes (Ioe)	No (Leai)	Do not know (Leiloa)	Standard Deviation	Responses
All Data	40 (80%)	4 (8%)	6 (12%)	16.52	50



3b. Please explain (Fa'amolemole fa'amatala):

Text Responses

Quarterly inventory conducted for every program
procurement annual report
Yes, we always do inventory and sign sheets to make sure equipment are well secure
O lo'o fai pea inventory
inventory take place
inventory
Not good staff to do the evaluation of equipments
O le matou matagaluega e tausia ia meafaigaluega
Quarterly inventory
Always
Yes
Comment
Lelei pea fa'amaumauga

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The ACNR Station Manager and ASCC Procurement Office staff conducted joint inventories throughout the fiscal year.
We conduct annual inventory every year
Every other week we will have inventory
Supplies come in late
Every year
Once every month
NA
Inventory and cross check of equipments
we do inventory
We have internal inventory and procurement does an annual inventory
Regular inventory conducted by business and procurement offices
ACNR goes through regular equipment inventory
For the annual inventory report conducted by the procurement
I keep track of media equipment daily and wait for the institution's inventory with Procurement.
inventories conducted at start and end of every school year
My understanding is that the inventory is done regularly but from the ASCC procurement office staff, and not from within the division itself. This is also the way I've seen it work in other ASCC divisions.
audits are conducted regularly.

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My supervisor does inventory on all equipment in our lab.

We do inventories regularly.

There are regular audits of equipment.

4a. Does the Department/Program/Division account for preventive maintenance of its equipment? (O nofo tapena le matagaluega/polokalama/vaega aua le puipuiga ma le faaleleia o ana meafaigaluega):

	Yes (Ioe)	No (Leai)	Do not know (Leiloa)	Standard Deviation	Responses
All Data	31 (63%)	11 (22%)	7 (14%)	10.5	49

4b. Please explain (Fa'amolemole fa'amatala):

Text Responses

- Inventory - Clean & full & stored

By providing preparative maintenance for vehicle and equipment.

good storage and maintenance

Clean up

O loo lelei pea le tausiga ae le lava potu e teu ai.

Not enough storage

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E le'o lava nisi e iai le tomai e faaleleia ia meafaigaluega pea faaletonu
No accountability
Not always
In case of emergency
Secure and lock safety
Train how to use
The ACNR Station Manager and MIS Manager and staff scheduled preventive maintenance of equipment to ensure the equipment are ready for program and service delivery to students, staff, community, and clients
Because some of the equipments have not been in use for a long time due to the fact that it is not working.
Been requesting nothing has been done
O loo iai se tagata o loo manatua mea faigaluega
E leo lelei mea o lo o famautu ai mea faigaluega
Lack of maintenance
O Aso Faraile e fa'amama uma ai au mea faigaluega
periodic maintenance
NA
by following the manuals given
Whenever we can

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Staff with skills to maintain the vehicles and buildings
maintenance is a priority
we maintain each equipment monthly.
All equipment are maintained/cleaned after use.

5a. Is the equipment used by this Department/Program/Division similar to that used in the workplace or at a higher level institution? (O tai tutusa meafaigaluega a le matagaluega/polokalama/vaega ma mea e faaoga i falefaigaluega poo isi kolisi ma iunivesite?):

	Yes (Ioe)	No (Leai)	Do not know (Leiloa)	Standard Deviation	Responses
All Data	30 (60%)	8 (16%)	12 (24%)	9.57	50

5b. Please explain (Fa'amolemole fa'amatala):

Text Responses

unknown
yard tools, hand tools
There are still some equipment that needs to support our programs. Green house and piggery
Ioe e tutusa lava meafaigaluega
Yes, tools are similar with other college

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The one's we use are cheap
As usual
Yes, some equipment just not always available.
Not sure
No comment
Lelei le faasologa o galuega
Laboratory and exercise equipment, farm machinery, and computer systems used at the ACNR are similar to those used in other institutions and workplaces.
Tele lava ua tutusa
Lack of funding
O lele lava o vaega taitasi e tutusa mea o loo fa'aaoga mo galuega.
When we off island guests who needed transportation.
NA
PCRs
basic equipments only
lack of some specialized equipment in some areas.
Specialized equipment for Livestock Extension work

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6a. Is there a need to update/upgrade equipment for improvement of services? (O moomia ona siitia le tulaga o meafaigaluega mo le faaleleia o auaunaga?):

	Yes (Ioe)	No (Leai)	Do not know (Leiloa)	Standard Deviation	Responses
All Data	44 (90%)	3 (6%)	2 (4%)	19.57	49



6b. Please explain (Fa'amolemole fa'amatala):

Text Responses

Manager/coordinator decision
Need to replace old equipment
Vehicles
For our safely and to serve the community
E matuai manaomia pea.
If not good equipment we are not in good shape to serve the people and communities.
Mana'omia ni mea fou
Work with bulk supplies, chipper, trash bags, rakes, small equipment
There is always a need, we have to upgrade everything all the time.
There is always a need
Is to improve everything

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A lelei meafaigaluega e lelei foi galuega
The equipment, farm machinery, and computer systems are upgraded to improve program and service delivery to students, staff, community, and clients.
There is a lot that we need
Need upgrade on equipment
Manaomia ni mea faigaluega fou
Computers need to be upgraded as at times needed for work but crashes and needs to be replaced.
For safety reasons.
NA
In my department
Need computer updated , new cars
Regular services needs to be conducted for vehicles.
we need to update our tools and equipment
Some needs yearly service to know that all equipment are on its optimal conditions
Every year software and equipment need to be upgraded in order to be operational and improve services
Software updates
The student computer lab needs new computers to better serve students because most computers are inoperable. Extension staff need new computers too. Their computers are almost 12 years old...2 times the replacement lifespan.
newer versions at least
currently soil, plant tissue, irrigation water samples are sent off island for analysis.

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Currently only very basic equipments are on hand for use

1a. Is the budget information available to this Department/Program/Division? (O tatala le avanoa e maua ai ni faamaumauga o le Tala o le Tupe e ta'ita'i o matagaluega/polokalama/vaega?):

	Yes (Ioe)	No (Leai)	Do not know (Leiloa)	Standard Deviation	Responses
All Data	17 (34%)	14 (28%)	19 (38%)	2.05	50

1b. Please explain (Fa'amolemole fa'amatala):

Text Responses

N/A
higher management
Ou te le auai
N/A
Business office
N/A
Not always
Not sure

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No comment
Don't know
ACNR received budget information from the CFO and Business Office Managers.
As for the budget I don't know
Ona o taitai o maua le avanoa e silafia ai lea tulaga
Matou te le faia lea galuega
NA
never mention by our supervisor
Budget is available to program, through grant requirements and regular meetings with admin personnel and business office
supervisors have access to budget estimates
Always wondering that the budget is given to my program from which I can work, but answer is not clear.
But not to all who should know what/how much budget per annum to work on

2a. Are faculty/staff involved in Department/Program/Division annual budget planning? (O 'auai faiaoga/'au faigaluega i le fuafuaina o le tala i le tupe faaletausaga a le matagaluega/polokalama/vaega?):

	Yes (Ioe)	No (Leai)	Do not know (Leiloa)	Standard Deviation	Responses
All Data	15 (30%)	19 (38%)	16 (32%)	1.7	50

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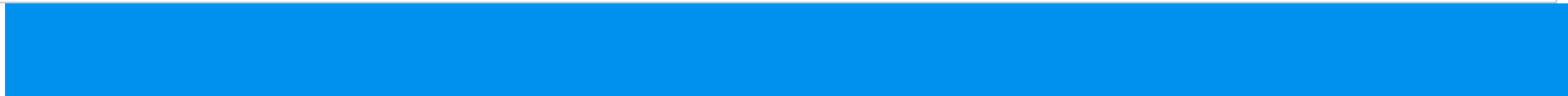
2b. Please explain Fa'amolemole fa'amatala):

Text Responses

N/A
higher management
Ou te le auai
N/A
Reports
N/A
We have to, this is how we are able to plan individual yearly programs.
Just my boss
N/A
Don't know
In addition to the Director, program coordinators, managers, researchers, and instructors participated in the annual budget planning.
E le o auai matou I lea tulaga
Not in it
Matou te le auai
Through quarterly budget reports

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it is just our supervisors
supervisor never include us
Faculty are involved with annual budget for instruction program
ACNR has planned purchases submitted to the director.
supervisors perhaps
just starting to be at this point. We are trying to make the budgeting more transparent and functional so we can plan ahead.



3a. Does the Department/Program/Division provide guidance on budget processes, analysis, and preparation? (O ofo atu e le matagaluega/polokalama/vaega ni ta'iala o le faagaoioiga o tala o tupe, iloiloga ma sauniga?):

	Yes (Ioe)	No (Leai)	Do not know (Leiloa)	Standard Deviation	Responses
All Data	14 (28%)	20 (40%)	16 (32%)	2.49	50



3b. Please explain (Fa'amolemole fa'amatala):

Text Responses

N/A
takes to long for orders to be obtain for day to day work

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Ou te le auai
N/A
Budget report
N/A
To better meet our needs.
No
N/A
Don't know
After receiving communication and guidance from CFO and Business Office Managers on budget processes and preparation, the Director meets with coordinators, then coordinators meet with managers, researchers, and instructors for budget preparation.
They will give us a budget
E le o silafia lea tulaga
I guess they don't have time to share it with us the STAFF!!!???
were never involved
But this is more supervisory level

4a. Is adequate financial support available to meet the needs of this Department/Program/Division? (O lava le lagolago tau tupe o faaavanoa atu mo matagaluega/polokalama/vaega?):

	Yes (Ioe)	No (Leai)	Do not know (Leiloa)	Standard Deviation	Responses
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	Yes (Ioe)	No (Leai)	Do not know (Leiloa)	Standard Deviation	Responses
All Data	16 (32%)	21 (42%)	13 (26%)	3.3	50



4b. Please explain (Fa'molemole fa'amatala):

Text Responses

Not enough funds
Need more employees, good/ advance equipment, staff developments & trainings.
Ou te le auai
N/A
Through different grants
Each year financial go up and down.
Orders & requests are still processed \$
Not sure, sometimes the answer is not enough money and yet I know there is
Not sure
N/A
Fa'a le lava, need more supplies
ACNR continues to write grants besides formula funding to ensure that programs and services are delivered to students, community, and clients. Local funding is also needed to meet the federal matching and benefits requirements.

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Yes, there is financial support
E le maua e lou tagata lea tulaga
NA
most of time our supervisor mention we dont have enough money



5a. Does the Department/Program/Division effectively use its current financial resources to achieve its mission? (O faaaogā tataua e le matagaluega/polokalama/vaega ana alaga'oa tau tupe e ausia ai lana manulauti?):

	Yes (Ioe)	No (Leai)	Do not know (Leiloa)	Standard Deviation	Responses
All Data	29 (59%)	6 (12%)	14 (29%)	9.53	49



5b. Please explain (Fa'amolemole fa'amatala):

Text Responses

Yes, for personnel use & running program
higher management
Not all request given for programs are meet, the excuse it's always not enough funding.
Ou te le auai
N/A

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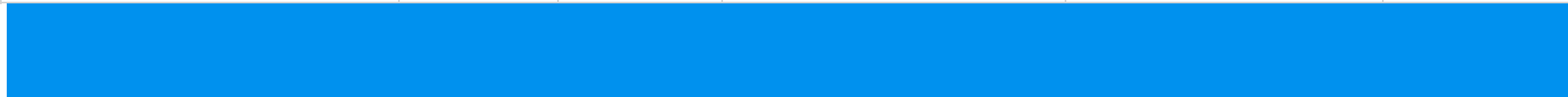
Budget
Elevator still & parking available
We have a successful program
Do not know
We use it with our program
Mafai ona faatino galuega
ACNR explores options and alternatives in allocating the limited financial resources to achieve ASCC and ACNR missions.
We have reports
E le o silafia e lou tagata lea tulaga
Program activities rely on the availability of budget.
NA
Approved orders for the programs
most requests for financial assistance are met
How can someone other than director of the division really be able to answer such a question. Are you really just asking for subjective opinion? Answer, I think it is probably and mostly effective because ASCNR must answer to federal agencies on monies spent, so that is my opinion.



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6a. Does the Department/Program/Division have any budget priorities to implement for continuous improvement to achieve its mission? (O iai ni faamuamua tau tala o le tupe a le matagaluega/polokalama/vaega o fia faatino mo le alualu pea i luma, ina ia ausia ai lana manulauti?):

	Yes (Ioe)	No (Leai)	Do not know (Leiloa)	Standard Deviation	Responses
All Data	24 (49%)	3 (6%)	22 (45%)	9.46	49



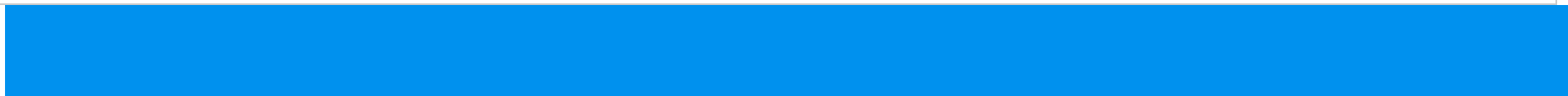
6b. Please explain (Fa'amolemole fa'amatala):

Text Responses

N/A
computer lab
Ou te le auai
N/A
Our salary
Need more training
Have not seen, no knowledge in
We have a grant we operate under
Not sure
N/A
Don't know

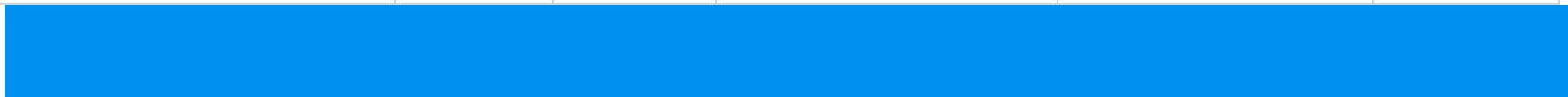
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ACNR budget priorities are personnel and resources to achieve its mission.
Every order we do there is a limit
E le o silafia e lou tagata lea tulaga
Program priorities are based on the grant proposal
So many money that was budgeted for prioritize programmed were used in other programs.
Plan of Work states the priorities



1a. Is technology used to improve student learning and services? (O faaoga le tekonoosi e faaleleia ai aoaoga ma tautua mo tagata aooga?):

	Yes (Ioe)	No (Leai)	Do not know (Leiloa)	Standard Deviation	Responses
All Data	40 (83%)	3 (6%)	5 (10%)	16.99	48



1b. Please explain (Fa'amolemole fa'amatala):

Text Responses

Computers, iPads etc.
We have labs on station to serve the needs of students/ staff.
Ou te le iloa

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Computer
Computer lab
Tele o potu o lo'o faia ia su'esu'ega
Upgrade computer lab (accessible)
Computer, internet, Wifi etc.
Telephone, computer
Provide computer lab
labs, fesoasoani i feso'otaiga
ACNR has a computer lab designated for Ag. Majors (students), and smart board applications are available for instruction and student learning.
Only in the college, but not out in the open
Oute vaaia tamaiti I luga o le potu komipiuta i le tele o taimi
Not enough technologies for our workers
GIS software and units CAD software Microsoft internet
Computer labs and Smart Boards
At ACNR students are able to access the internet at the student lab to help with research and projects. They are encouraged to be creative and make use of technology, not to be afraid of it.
smart boards for power points presentation common in classrooms
ACNR has services in IT, distance learning and lab facilities for student learning.

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We have a computer lab opened to all students of ASCC

The Step-Up lab purpose is for student learning in science.

2. Check the following technologies sufficient to perform your duties:

	Available/Accessible (Avanoa/Faigofie ona maua)	Appropriate (Talafeagai)	Current (Tekonolosi o le taimi nei)	Standard Deviation	Responses	Weighted Average
ASCC Online Systems (Moodle, Compliance Assist, Colleague, Webmail, Website etc.) (Sisitema a le Kolisi Tuufaatasi (polokalama e fai ai vasega)	23 (64%)	10 (28%)	3 (8%)	8.29	36	1.44 / 3
Software (Microsoft Office, SPSS, CAD, Autodesk, etc.)	24 (59%)	13 (32%)	4 (10%)	8.18	41	1.51 / 3

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	Available/Accessible (Avanoa/Faigofie ona maua)	Appropriate (Talafeagai)	Current (Tekonolosi o le taimi nei)	Standard Deviation	Responses	Weighted Average
(Poloklama tau komepiuta)						
Internet Connectivity (speed, etc.) (Fesootaiga tau initaneti)	22 (56%)	9 (23%)	8 (21%)	6.38	39	1.64 / 3
						1.53 / 3

Other technologies used (Ma isi tekonolosi faaaoga):

Text Responses

iPads
N/A
1. Teleconference technology
Smart Tool to identify landowners and clients identify properties.

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NA

1. Are the following student support services available and accessible to students when needed? (O tatala avanoa ma faigofie ona maua auaunaga nei e tagata aooga pe a mana'omia?):

	Yes (Ioe)	No (Leai)	Do not know (Leiloa)	Standard Deviation	Responses	Weighted Average
Computer Labs (Potu Komepiuta)	46 (96%)	1 (2%)	1 (2%)	21.21	48	1.06 / 3
Counseling (All types of Counseling) (Faufautua (Soo se Ituaiga):	36 (75%)	1 (2%)	11 (23%)	14.72	48	1.48 / 3
Financial Assistance (ex. Financial Aid, Work-Study, Scholarship, Deferred Payment Plans) (Fesoasoani Tau Tupe (ftg Fesoasoani Tau Tupe mai le Malo Tele, Polokalama Galue ma Aoga, Sikolasipi, Fuafuaga tau Pili Totogi Tolopō):	38 (79%)	3 (6%)	7 (15%)	15.64	48	1.35 / 3
Library (Faletusi):	44 (92%)	1 (2%)	3 (6%)	19.82	48	1.15 / 3

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	Yes (Ioe)	No (Leai)	Do not know (Leiloa)	Standard Deviation	Responses	Weighted Average
Academic Tutoring (Fesoasoani i meaaoga):	36 (75%)	1 (2%)	11 (23%)	14.72	48	1.48 / 3
Academic Advising (i.e., Online Information, Faculty Availability) (Faufautua i mataupu tau'ave (fa'ata'ita'iga, Faamatalaga i le Upega, avanoa o faiaoga):	40 (83%)	1 (2%)	7 (15%)	17.15	48	1.31 / 3
Campus Life (i.e., Security, Extra Curricular, Co- Curricular, etc.) (Olaga Faakolisi: (fa'ata'ita'iga, Malu o le Kolisi, Mataupu/faatinoga faaopoopo ma isi):	39 (85%)	0 (0%)	7 (15%)	16.98	46	1.3 / 3
Admissions and Records (Application, Transcripts, etc.) (Ofisa Faaulufale ma Faamaauga (Tusi talosaga, Faamaauga aloaia o togi maua, ma isi):	35 (78%)	2 (4%)	8 (18%)	14.35	45	1.4 / 3

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	Yes (Ioe)	No (Leai)	Do not know (Leiloa)	Standard Deviation	Responses	Weighted Average
						1.32 / 3

1a. Does your Department/Program/Division help to ensure safety awareness and emergency procedures for its personnel, students and community? (i.e., Fire extinguishers, evacuation plans, First-Aid, etc.) (O fesoasoani lau matagaluega/polokalama/vaega e faamautinoa le silafia o puipuiga ma faatinoga o gaoioiga aua faalavelave faafuase'i mo au tagata faigaluega, tagata aooga ma tagata lautele? (fa'ata'ita'iga, Fagu tineimu, fuafuaga faataatia mo le tuua o le nofoaga, Fesoasoani Muamua, ma isi):

	Yes (Ioe)	No (Leai)	Do not know (Leiloa)	Standard Deviation	Responses
All Data	42 (84%)	6 (12%)	2 (4%)	17.99	50

1b. Please explain (Fa'amolemole fa'amatala):

Text Responses

All facilities are with emergency kits, fire extinguisher and all emergency safety equipments.
Fire extinguishers' do not work, first aid kit and CPR training.
First aid Fire extinguisher Safety clothes Evacuation plan
First aid Fire extinguisher Safety clothes Evacuation plan
All is required, all our facilities for the community and our safety.

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O loo iai le tapenaga aua aso ia pei o le sunami ia isi lava vaega pei o le mu.
Ua uma ona aoaoina tagata faigaluega I le fesoasoani muamua, ia ma le agai ese atu I nofoaga mauualuluga.
Ioe ae e le lava
Highly required for safety & certified
Fire extinguisher, assistance work accidents etc.
Need to make fire extinguishers to work and all of the above
ACNR has procedures to prepare for natural disasters to protect staff, facilities, and equipment. Also, ACNR has an emergency generator, fire extinguishers, fire alarm system, and First Aid Kits. ACNR needs to update its disaster response plan and procedures to address both natural and man made disasters and emergencies.
Yes, we do have all of this supplies
Manaomia le fe, o loo ola, First Aid manamia ona toe faatumu.
Ua iai sitepu ua uma ona uia e le matou ofisa i tulaga o esikeni, solo matagi ma isi fa'alavelave tupu fa'afuasei.
Need to designate and illustrate evacuation plan and perform monthly for cases of an emergency.
NA
When people come for programs using the Nutrition Center and the Wellness, we assure their safety first before using the rooms. When we have tours for kids, we assure and assist every children for their safety. Before anything goes out, we always make sure to lay out the policies and rules
we never have any training procedure for safety awareness

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ACNR contains fire extinguishers and first-aid throughout buildings
First Aid and CPR training
Regular exercises conducted to refresh emergencies drills
We have fire extinguishers, first aid, evacuation plan, respirators, face masks, available over the counter medicines, safety signs around areas to notify the people about the surrounding etc.
We have fire extinguishers, evacuation plans and First Aid available.