

## Faculty Senate Meeting Minutes

April 24, 2015

### Attendance:

Alik, Wilbert	Korean, Rosina	Solomon, Beylul
Alison, Emily	Lekka, Meitaka	Sumaoang, Moses
Atherton, Rinnel	Manase, Manase	Sumaoang, Rosalinda
Baleikorocau, Waisiki	Perkins, Pamela	Switaj, Elizabeth
Canonigo, Ernest T.	Ribeiro, Ricardo	Teshome, Seyoum
Castañõ, Luciana	Savu, Vasemaca	Van Auken, Mary
Endicott, Nicholas	Seru, Jennifer	Vila, Curtis
Ishiguro, Amanda	Shutz, Lola	Why, Steve
Kennedy, Behtany	Simpson, Trevor	Willson, Nik
Knobloch, Nicholas	Soje, Gabriel	

### Apologies:

Hess, Janet                                      Savu, Silipa

1. Meeting called to order at 11:06 am.
2. Minutes of April 10<sup>th</sup> meeting approved with seven abstentions.
3. Old Business
  - a. Housing Policy
    - i. A sentence reading that “Prior to receiving the benefit, the couple or cohabitating eligible CMI employees must agree on the preferred option of benefit issuance” was added to the proposed policy.
    - ii. A motion to bring this proposed policy forward to HR was carried 22-1-4.
  - b. Online voting policy
    - i. A motion to continue to allow online voting for certain uses, so long as material to be voted on has been made available in PDF format for two business days prior to the opening of voting, and appropriate restrictions to prevent multiple votes from one individual have been taken, was approved with one no vote and one abstention.
  - c. \$360 was collected by the Faculty Senate for the CMI endowment, and faculty also contributed to the Emson Makroro Scholarship. Many thanks to Emily Alison and the Developmental Education Department for their hard work in organizing the benefit concert.
4. Committee Reports:
  - a. EC, IT, Student Life & Conduct, Physical Plant, and Library did not meet.
  - b. IPC is currently soliciting feedback on how to meet strategic plan goals. Information regarding the academic excellence goal will be forwarded to the faculty, and all faculty members are strongly encouraged to contribute.
  - c. HR currently has nineteen items on its agenda.
    - i. The committee approved the change to the security deposit policy.
    - ii. They also approved a new emeritus policy.
  - d. EMC had no report.
  - e. CAC approved the following changes to course numbers and credits:
    - i. ENG 101 to ENG 111 (4 credits)
    - ii. ENG 102 to ENG 112 (4 credits)

iii. MATH 110 to MATH 111 (4 credits)

iv. MATH 120 to MATH 121 (4 credits)

2. New Business

- a. A few faculty members have raised issues about salaries and incentives. During discussion of this issue, the following points were raised:
- i. Before any reimplementation of salaries can take place, all members of faculty who were present when cuts were put in place have to renew their contracts and receive those salary reductions.
  - ii. Currently, approximately a quarter of a million dollars are owed to faculty for incentives.
    1. Despite these outstanding incentives, CMI is currently showing a profit, which suggests that owed incentives are not included in accounts payable. This does not appear to be transparent bookkeeping.
    2. It was requested that the exact figure be made available to faculty.
    3. If incentives are promised but not paid, it does become an issue of integrity or the lack thereof.
  - iii. Because of the lack of a salary scale, currently, if a faculty member leaves CMI, works elsewhere for a year, and then returns, they will be paid more than if they remained at CMI.
  - iv. Currently, incentives reward time served rather than excellence or contribution.
  - v. Some of the challenges with faculty retention may come from the fact that, on completing a first contract, the return flight is simply moved to the end of the new contract, and no summer travel assistance is available.
  - vi. Related to the previous point, it was suggested that faculty could be given the opportunity of traveling for professional development 1-2 times per year and that members of administration with skills in that area could assist faculty in finding grants to cover the expense.
  - vii. It was also suggested that faculty be surveyed about whether they intend to leave and why.
  - viii. The issue of what leverage faculty have in negotiations with administration was also raised.
  - ix. The need to divide this set of issues into immediate problems with how existing policies are implemented and long-term issues of policy change was recognized.
  - x. Finally, a subcommittee consisting of Amy Ishiguro, Mary Van Auken and the Senate officers was formed to discuss this issue and negotiate with administration. Any further ideas or comments should be sent to any member of this group.
- b. Committee Representative who will be off-island need substitute representatives for the summer.
- i. Manase Manase will take Mary Van Auken's place on IPC.
  - ii. Elizabeth Switaj will take Nick Endicott's place on HR.
  - iii. An EMC representative for Janet Hess is still needed.

5. Meeting adjourned at 12:07 pm.