

Faculty Senate Meeting Minutes  
May 8, 2015

Attendance:

|                       |                  |                     |
|-----------------------|------------------|---------------------|
| Alison, Emily         | Lekka, Meitaka   | Soje, Gabriel       |
| Atherton, Rinnel      | Manase, Manase   | Solomon, Beylul     |
| Baleikorocau, Waisiki | Perkins, Pamela  | Sumaoang, Moses     |
| Brady, Ashley         | Ribeiro, Ricardo | Sumaoang, Rosalinda |
| Canonigo, Ernest T.   | Rollis, Agatha   | Switaj, Elizabeth   |
| Castañõ, Luciana      | Royka, Jerry     | Teshome, Seyoum     |
| Enriquez, Emiliana    | Royka, Judy      | Trevor, Mike        |
| Giardullo, Laura      | Savu, Silipa     | Van Auken, Mary     |
| Good, Catherine       | Savu, Vasemaca   | Vila, Curtis        |
| Hess, Janet           | Seru, Jennifer   | Why, Steve          |
| Ishiguro, Amanda      | Shutz, Lola      | Willson, Nik        |
| Knobloch, Nicholas    |                  |                     |

Apologies:

Alik, Wilbert

1. Meeting called to order at 11:05 am.
2. Minutes of April 24<sup>th</sup> meeting approved unanimously
3. Old Business
  - a. Salaries and incentives
    - i. The salaries and incentives committee met with Dr. Theresa Koroivulaono and senior administrators on Wednesday to present faculty concerns.
      1. Dr. Koroivulaono made clear that she understands the incentives as an obligation of the college.
      2. Figures for how much salary reductions and increased workloads for faculty have contributed towards the college's deficit should be available by next week.
      3. It was stated that no employees have ever left the college without being paid their incentives and that this pattern will continue.
      4. The question of replacing an incentives system that only rewards length of service with a system of salary raises based on performance was also discussed as a future direction.
    - ii. The group will be meeting again on Monday.
    - iii. Updates will be sent to all faculty by email.
    - iv. Faculty with ideas and concerns should send them to a faculty senate office, Mary Van Auken, or Amy Ishiguro.
    - v. During discussions, some concerns were raised about 3.a.i.4. because incentives were always aimed at improving retention rather than performance, and giving them up might result in faculty receiving no monetary reward for contract renewals.
  - b. Summer Committee Representatives
    - i. Amy Ishiguro will take Janet Hess's place on the EMC for the summer.
4. Committee Reports:
  - a. EC had a special meeting on Thursday:
    - i. The IT equipment replacement policy was approved.
    - ii. The new housing security deposit policy was approved.
    - iii. A proposal for a new Director of Integrity and Effectiveness position was brought forward.
      1. This proposal will need to be approved before IPC before the EC can vote on it.

2. If this position is established, Robert Wilson will move into it from the position of HR Director for an initial 12-month contingency contract, and he will be replaced as HR Director by a current employee of USP Suva.
  3. Whether some of the duties of this position should be the responsibility of the VP of Administration was asked at EC, but currently the VP positions do not have descriptions.
  4. This issue was discussed extensively by senate members:
    - a. The creation of a new administrative position when new faculty cannot be hired to meet student demand was questioned.
    - b. There was also concern about new employees being hired on under the contingency clause without thorough vetting by a hiring committee.
    - c. Some of the urgency of the creation of this position comes from accreditation issues and the need to have someone to facilitate the Board of Regents completing its work.
    - d. It was asked if anyone currently working in HR could take over the Director position instead of CMI spending money to bring in a new person.
  5. Any further comments about this position should be sent to Mary Van Auken. Nik Willson will abstain from voting on this position due to a conflict of interest.
- b. IPC, HR, IT, Student Life & Conduct, and Library did not meet.
  - c. EMC
    - i. During early registration, 147 students registered for summer and 286 for fall.
    - ii. Regular registration for summer will be June 4-5.
    - iii. Registration for fall will be August 12-14.
    - iv. Faculty should continue to check SIS for messages from students.
    - v. It was asked when students whose schedules have not been approved for fall will be dropped from the system.
  - d. Physical Plant had no report.
  - e. CAC approved two course outlines:
    - i. GEO 110: Introduction to Geography (a new course)
    - ii. PSY 101: Introduction to Psychology (a revised outline)
5. New Business
    - a. The following addition to the by-laws was proposed and approved:
 

VIII.4 Faculty Senate representatives to all standing committees must be full-time instructors of the College of the Marshall Islands and must not engage in activities outside of the college that represent a conflict of interest or commitment. Any appearance of conflict of interest or commitment must be disclosed.
    - b. A motion to have nominations of Faculty Senate officers and committee representatives take place during the first meeting of the academic year, with elections to take place during the second, was approved.
    - c. Amy Ishiguro is forming a committee to work with Johnson to create a system for the use of copiers that will work. Laura Giardullo volunteered to join.
  6. Announcements
    - a. Amy Ishiguro will be holding an end-of-year party on the 19<sup>th</sup>.
    - b. As this was the final meeting of the academic year, Va Savu thanked all faculty for their work this year and especially recognized those faculty members who will be leaving: Emily Alison, Jerry Royka, and Judy Royka.
  7. Meeting adjourned at 12:07 pm.