

**College of the Marshall Islands**  
**Friday, November 10<sup>th</sup>, 2023: 11:10 AM – 12:00 PM**  
**Faculty Senate: Minutes of Discussion**

**Chair:** Alvin Page – FS President

**Deputy Chair:** Viviana Uriona – FS Vice President

**Minute Taker:** Alexander Velasquez – FS Secretary and Treasurer

**Quorum:** 26 required, 28 in attendance.

1. Quorum was reached, and the meeting was made official at 11:22 AM.
2. The College Mission Statement was read.
3. Review of the Minutes from October 27<sup>th</sup>, 2023.
  - i. The minutes were approved and seconded with no abstentions.
4. Special/Urgent Business
  - i. Concerns with Human Resources
    1. There were no representatives of HR at the meeting today because the only two HR reps available would not been able to satisfactorily answer the questions faculty wanted to ask.
      - a. Kayo or Angie would be the best persons to have at the meeting, but Kayo is currently off-island and Angie is working from home.
        - i. Hence, a document was shared with both Kayo and Angie where faculty concerns were raised, and their answers were shared at the meeting on the TV screen for all to see.
          1. This document will remain open as a line of communication with HR, and we can continue to address the responses together as a Faculty Senate.
            - a. The Faculty Senate could also arrange for Kayo to come and address more issues as the document develops and includes more concerns, but there may not be another Faculty Senate meeting until January.
  2. Blue Cards
    - a. If you're not a citizen of the USA, FSM, or Palau, then you need a blue card.
      - i. It's advised that faculty do not go to immigration and try to sort out their blue card situation on their own because immigration only wants to deal with the same persons of contact from an organization, which in CMI's case is Nina Makroro-Reimers.
  3. Increase in Rent Payment
    - a. For the increase in rent payment from \$750 to \$850, HR said there was information circulated on a policy document on the official CMI website and has been in effect as of August 2023.
      - i. However, there was never an e-mail or official announcement circulated directly to the faculty.
      - ii. This increase in rent payment especially affects those members of faculty who are paying out of pocket for rent.
        1. For example, in the past, if the rent payment was \$900, individual faculty members were only given \$750 for housing, while the remaining \$150 came from the employee pay. Faculty who had arrangements for a payroll deduction for this \$150, beginning in August, should have noticed that the deduction was changed to \$50.

- a. If this was not the case for any faculty member, then HR should be notified immediately.
      - i. But faculty members should note that the changes might not be immediate because HR is moving slowly at the moment.
    - b. Reminder: The lease agreement is between the individual and the landlord.
      - i. So, if there are discrepancies in any faculty member's rent payment, that faculty member should go to the landlord directly.
- 4. MISSA Checks
  - a. President Alvin heard this morning that the latest MISSA checks have not been cleared because the RMI Government has not given CMI the money needed to make the MISSA payment.
    - i. Because of this, health cards have not been renewed, and those faculty who have to go to the hospital multiple times for whatever reason should keep their receipts for reimbursement in the future.
- 5. CMI Presidential Succession Resolution
  - a. Question: When will the new President of CMI be appointed?
    - i. HR's Answer: This is the Board's decision, not an HR decision.
  - b. Question: Why hasn't the Resolution of 2020 been enacted?
    - i. HR's Answer: Not sure.
      - 1. (According to the resolution, William Reiher would automatically step in as President of CMI if Dr. Irene Taafaki were to have left the position for any reason or resign. Dr. Irene's untimely passing complicates the resolution; hence it is not certain who will step in.)
- 6. Employees Who Are Working Without Contracts
  - a. If there are any faculty or staff who are working without contracts, this needs to be taken care of *immediately*.
- 7. 401K Payments
  - a. These payments toward retirement have not been affected by any budgeting issues at CMI.
- 8. Reimbursements and General Frustration
  - a. One faculty member expressed their frustration that HR has not reimbursed them for \$5,000 in airfare and other expenses, and none of the points of contact in HR seem to know what is going on resulting in this faculty member getting the run around.
    - i. Also, what is the timeline for these financial concerns to be addressed, as the fall semester is coming to an end, and the academic term is almost halfway complete?
      - 1. In other words, is there a certain date by which if HR does not respond, then we take these frustrations and concerns to the Board or a higher authority?
        - a. Action: Faculty Senate was supposed to send a letter to HR, but President Alvin recommended to wait until the end of the semester in the case that any issues faculty put forth in the letter are resolved before then.
          - i. One faculty member recommended that if our issues are not resolved by the end of the semester, then we should take the issues to the

higher ups in the hopes that the issues could be resolved by some other means.

5. Announcements

- i. No Faculty Senate on Friday, November 24<sup>th</sup>
  - 1. The College Retreat is scheduled for that day.
- ii. Cameras in Classrooms
  - 1. IT had started installing cameras in classrooms due to stolen equipment.
    - a. Laptops were installed in the classrooms that were now equipped with these cameras.
      - i. But Dr. Elizabeth stated that no official discussions were had about cameras being installed in the classrooms, so she has put a stop to these installations for now.
        - 1. The classrooms that had the cameras installed included the labs and other rooms with equipment, but it's not clear whether the cameras have been turned on or not.
          - a. Also, the audio for these cameras has not been installed yet; for now, they provide only visual.
            - i. The video for these cameras is only available for seven days; after that, the footage is deleted and can no longer be accessed.

6. Adjournment

- i. Meeting Adjourned at 12:00 PM.



Alvin Page  
Faculty Senate President



Alexander Velasquez  
Faculty Senate Secretary/Treasurer