

College of the Marshall Islands
Friday, November 22nd, 2024: 11:10 AM – 12:00 PM
Faculty Senate: Minutes of Discussion

Chair: Viviana Uriona – FS President

Deputy Chair: David Sinkey – FS Vice President


Minute Taker: Alexander Velasquez – FS Secretary and Treasurer

Quorum: 27 required, 27 in attendance.


1. Quorum was reached, and the meeting was made official at 11:33 AM.
 - i. CMI's Mission Statement was then read by the Faculty Senate Secretary.
2. Review of the Minutes from October 11th, 2024.
 - i. The minutes were approved and seconded with two abstentions.
3. Weekly Meeting Update with Dr. David Newnham
 - i. There was no meeting last week because President Newnham was off-island.
 - ii. There will be another meeting with Dr. David Newnham this upcoming Monday.
 1. One topic that will be brought up is the issue of applying for leave:
 - a. There are misunderstandings involved in the procedure for applying for leave, and there are also certain faculty who have issues with Dr. Elizabeth (who is responsible in approving the leave in these instances).
 - i. President Viviana expressed to Dr. Newnham the importance of filling in the position of the Dean of Faculty given that Dean Va is leaving and the position will be vacant; since this person works directly with Dr. Elizabeth, faculty need to know who will be taking care of them and working with Dr. Elizabeth.
 - iii. Dr. Newnham wants to focus on three or four goals for this year:
 1. Additional Duties and Additional Payments
 2. Recruitment of New Teachers and Retaining Existing Teachers
 3. Retaining Students and Enrolling New Students
 - a. President Newnham has also stated that he would like to motivate high school students to come to CMI, as well as to retain our current students.
 - i. President Viviana and Vice President David have expressed concern about this given that this is not the responsibility of faculty, though this could maybe be in the form of a subcommittee that could go to schools and motivate students to come to CMI.
 1. Other faculty members also expressed concern regarding these extracurricular job responsibilities not specified on our contract.
 - a. President Viviana has brought this issue up, 3.iii.1 above—the idea that members involved in additional duties, such as participatory governance and other subcommittees, should be compensated for their work in the form of credits.
4. Resolving Contractual Issues
 - a. This is why the Contract Task Force was created:
 - i. This way, HR can send faculty contracts out in a timely manner in order to discuss salary and any other issues or concerns faculty members have before the contracts are signed by faculty members and the President.

1. Currently, the situation is the other way around: CMI signs the contracts and sends them out without giving instructors the proper time to discuss them before they are signed.
 - a. President Newnham, therefore, has said he wants to reverse this procedure.
4. Faculty Compensation
 - i. This is an on-going discussion with Dr. David Newnham.
5. Decision-Making from Simple Majority to Simple Minority
 - i. Quorum, at the moment, requires a simple majority: half of all faculty present, plus one. Currently, there are fifty-two full-time faculty, so half is twenty-six, plus one brings us to our current requirement of twenty-seven.
 1. However, there is a suggestion to move quorum into a simple minority: half of all faculty present minus one; this will make it easier to achieve quorum or even to have quorum earlier and to start official meetings earlier.
 2. There was another suggestion to simply make quorum into whoever is present at the Faculty Senate; in other words, if only ten faculty members show up to the meeting, then those ten faculty members constitute the quorum.
 - a. This change would add a certain incentive for faculty to show up to the Faculty Senate if they want to make their voices heard; faculty would also not be able to complain should a decision be made without their vote given that they did not show up.
 3. The main issue this is supposed to solve is that if decisions need to be made and deadlines are approaching, and there is no quorum, then there are no decisions made and, consequently, there are no minutes.
 - ii. Another faculty member expressed the idea of making the meetings more attractive.
 1. Faculty Senate officers could email faculty members surveys to ask why they are not showing up to meetings.
 - a. They could then use that information to find ways to make meeting times more attractive.
 - b. Another faculty member seconded this idea and suggested having prizes to faculty members who attend the most or even having different departments bring food on scheduled weeks to eat during the meetings.
 - i. However, there are already letters of commendation that serve this purpose that could serve as evidence on PMS for proof of participatory governance.
 - c. President Viviana expressed her distaste at the idea that faculty need to be incentivized to come to the Faculty Senate to fight for their rights; given that it's our rights on the line, we should already be incentivized to attend the meetings.
6. Gade's Emails
 - i. Gade sent out two emails on Tuesday, November 19th:
 1. ISLO Assessment Cycle Document
 - a. IEC voted to keep the five ISLOs as they are.
 - i. However, you may add comments and/or suggestions on the document.
 2. Integrated Planning Manual
 - a. This document incorporates all the Wapepe plans for the College.
 - i. You may add your suggestions and recommendations to this document.
7. Final Faculty Senate Meeting of the Semester

- i. Since the next official Faculty Senate meeting falls on December 13th of finals week, it was decided to move the next meeting to the earlier date of December 10th.
 1. This date falls after the final day of instruction—December 9th— and before the official start of exams on December 11th. Hence, it should be a day most faculty are available.
8. Meeting Adjourned at 12:17 PM.



Viviana Uriona
Faculty Senate President



Alexander Velasquez
Faculty Senate Secretary