

**College of the Marshall Islands**  
**Friday, October 25<sup>th</sup>, 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, 28 in attendance.

1. Quorum was reached, and the meeting was made official at 11:15 AM.
  - i. CMI's Mission Statement was then read by the Faculty Senate Secretary.
2. Review of the Minutes from October 11<sup>th</sup>, 2024.
  - i. The minutes were approved conditional upon a correction made to point 6 regarding the acceptance of the draft resolution; after the correction was made, the minutes were approved and seconded without abstention.
3. A Talk from Dr. David Newnham
  - i. CMI's President Dr. David Newnham came to speak to the Faculty Senate to address various issues and concerns faculty had:
    1. Concern: There was a power outage on Thursday, October 24<sup>th</sup> that cancelled many classes. So when will get our generator up to ensure that we have power even when the power goes off?
      - a. Answer: President Newnham is aware that during a recent power outage, students slept in the gym—which was unacceptable. President Newnham then spoke to his senior leadership team, and within a couple of days they had arranged for a new generator to be installed. The wiring should be done in the next day or so to ensure that our classrooms will be okay in the event of a power outage.
    2. Concern: Faculty received an email to report no-show students for accelerated classes that started on Monday. This week marks the end of the add/drop period, but because of the power outage, many classes did not run on Thursday. Hence, it's unfair for students to be reported as no-shows even though they did not come due to the power outage.
      - a. Answer: President Newnham suggests waiting until Monday, and he will make this recommendation to the powers that be to extend the deadline for add/drops until then.
    3. Concern: Faculty have a lot to do on top of their teaching requirements that they do not receive credits for, for example reading documents and reviewing the by-laws. However, faculty should receive credits for this work.
      - a. Answer: President Newnham asks for more time to look at the operations, policies and procedures, and so on that may have been subverted or condensed throughout the leadership vacuum. Patience will be needed for him to work with human resources and to make the informed and right decisions.
      - b. Answer: President Newnham also mentioned that when there is high faculty turnover, it disrupts institutional knowledge. So, there could be a conversation about having longer contracts. There should be a system and environment that has faculty feeling good about working at CMI.
      - c. Answer: President Newnham is also aware of the unhappiness around the PMS process; but faculty need to go back to that system temporarily because CMI has to write their ISER for ACCJC next year, and if CMI doesn't have their evaluation process moving forward, it will hurt CMI. In the future, we can

spend quality time thinking about how we can improve the PMS system or to look at a different evaluation system altogether.



- i. President Newnham stated that he likes evaluations because they celebrate what we do best and addresses our challenges because it makes us better at our craft.
  - 1. The main incentive should be self-improvement; cash incentives are self-defeating because there is never an amount that satisfies everyone. There is also the issue that CMI has a drop of enrollment that has significantly impacted our financial resources, hence the inability of a cash incentive for PMS.
    - a. But President Newnham made it clear that evaluation processes should *not* be punitive.
- 4. Concern: PMS is made up of three goals: teaching goals, service to the College, and service to the community. But these goals can sometimes leave faculty feeling that they are spread too thin, especially when service to the community can leave faculty to use their own car or resources to do activities above and beyond their teaching loads.
  - a. So, should PMS evaluate faculty teaching performance or all these other goals as well?
    - i. Answer: Our first commitment should always be what we do inside the classrooms. As far as college service, we should always align ourselves with our interests and our specialties in our service to the college so as to prevent important college decisions from being in the hands of a few individuals and for faculty to also move their interests forward in the college.
- 4. Faculty Senate Executives Meeting with President David Newnham
  - i. Faculty Senate President Viviana and Vice President Sinkey meet with President Newnham every Monday. (They have done this for the last two Mondays.)
    - 1. President Newnham has stated that he would like the time to figure out how he could bring the changes faculty desire to CMI.
      - a. However, Vice President Sinkey stated that faculty need assurance and that faculty will get their overload contracts on time because there has been a pattern of unacceptable behavior regarding our overload pay.
        - i. President Newnham *assured* both President Viviana and Vice President Sinkey that faculty would be paid on time while faculty gives him the time to figure out the changes that need to be done throughout the college.
- 5. Budget Meeting with Stevenson
  - i. Faculty Senate officers were asked to join the budget meeting with Stevenson last Friday, October 18<sup>th</sup>.
    - 1. Due to budget constraints, every department was asked to cut their operational budgets by twenty percent.
- 6. Employee Contracts
  - i. Please take your time before signing your contracts; *read* your employment and housing contracts before signing.
    - 1. One faculty member brought up the possibility that President Newnham communicate any changes that are to be made to our contracts beforehand so that faculty are not given any surprises while they read their new contract offers.

2. If you get a new contract and see that your salary is lower, please communicate this with President Viviana and/or Vice President Sinkey.
3. One faculty member stated that she received her contract to sign on the last possible date of her stay; hence, she had no time to negotiate her salary, something that she planned to do given how much time she has spent serving the college.
  - a. If this happens going forward into the future, please let President Viviana know. If this kind of information got out to the public, it would keep people from coming to work at the college knowing that things like this are happening.
    - i. President Viviana could also use this as data to present this at the political level to change the situation here at CMI or even open the possibility for attorneys to get involved should the situation not change from within.

7. Faculty Senate Budget

- i. Faculty Senate has a budget of \$10,000.
  1. There was debate as to what to do with the money.
    - a. Thus, there was a motion to create a subcommittee to figure out how to best spend that money.
      - i. The motion was approved and seconded without abstention.
        1. The subcommittee consists of the following faculty:
          - a. Rosalinda Sumaoang
          - b. Kelly Sinkey
          - c. Curtis Vila

8. Meeting Adjourned at 12:20 PM.

  
\_\_\_\_\_  
Viviana Uriona  
Faculty Senate President  
\_\_\_\_\_  
Alexander Velasquez  
Faculty Senate Secretary