

College of the Marshall Islands
Friday, March 28th, 2025: 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 11:30 AM.
 - i. CMI's Mission Statement was then read by the Faculty Senate Secretary.
 1. It was later announced that the meeting was being recorded for minute-taking purposes.
2. Review of the Minutes from March 14th, 2025.
 - i. The minutes were approved and seconded with no abstentions.
 1. President Viviana also added that when she spoke about the work visa renewals, she also spoke about the contracts.
 - a. She would like to know from faculty members when their contracts will end.
3. Update on the Weekly Meetings with Dr. David Newnham
 - i. There was a successful meeting with President Newnham.
 1. Topics discussed included how to move forward with the new Board and how the Board has given Dr. Newnham a new charge with some very specific items the Board would like to see take place.
 - a. Dr. Newnham informed President Viviana and Vice President David as to what those items were. The list is extensive, but it seems that the Board is taking a new leadership role that hasn't been seen previously in directing how the College will correct many of the issues.
 - i. Faculty were also asked to give feedback on the PAC Report so that Dr. Newnham could know what issues were most pressing for faculty.
4. Distribution of PAC List for Faculty Selection
 - i. Faculty should check what are the most important issues are to address on the PAC list.
 1. President Viviana mentioned that Dr. David Newnham is off-island and won't be back until April 6th. Therefore, faculty have time to address the issues on the PAC list.
 - a. One faculty member suggested making an online survey or forms to calculate what faculty deem to be the most important issues on the PAC list.
 - i. James Henry and Alexander Velasquez will work together to create a Google Form and survey faculty as to what are the most important issues for faculty on the PAC list.
5. Faculty In-Service Update and Election of Two Representatives for the Subcommittee
 - i. The morning of the Faculty In-Service on April 7th will consist of working on the Workload Policy.
 1. The original proposal will be presented, followed by the changes, and then there will be time for discussion and questions.
 - a. Faculty will also have time to get into groups to present or to ask any questions that may arise surrounding the Workload Policy.
 - i. Therefore, two representatives will be needed for a subcommittee to bring these final results and findings into a final draft or paper to be circulated among faculty. The earlier the two representatives are elected, the better, as they will have more time to read the Workload Policy and to understand what the VPASA wants and what the faculty want.

1. Representatives: James Henry and Waisiki Baleikorocau
 2. All faculty should read and familiarize themselves with this paper now and start asking questions or note any points on the Workload Policy that needs clarification.
6. Academic Standing Policy
 - i. Karalaini shared two policies on Thursday, March 13th from the LEAP Committee (Learning Environment and Academic Policy Committee):
 1. Online Learning Policy
 2. Academic Standing Policy
 - a. This is to monitor students' academic progress and determine their eligibility to continue in their program. This will also help students to know their academic standing that will affect their financial aid and program completion.
 - i. The LEAP Committee needs faculty to read that policy, make comments, and be ready to cast their votes electronically.
 1. The electronic voting will close on Friday, April 11th.
7. Update on HR Handbook
 - i. Faculty Duties and Responsibilities
 1. Faculty need to make revisions or make comments in regards to this policy because it has been in the works for well over a year.
 - a. It was concluded that the best thing to do is to discuss the Faculty Duties and Responsibilities at the next Faculty Senate meeting on April 11th.
 - i. This is the best date given that faculty will already have discussed the Workload Policy at the Faculty In-Service and given that the next HRC meeting will be on April 15th.
 - b. Another faculty member suggested that HR put something in regarding the matter that if a faculty member attains a higher degree, for example, acquiring a PhD during their time working at the College, that their total teaching experience count toward that pay scale.
 - i. For example, if an instructor has ten years' experience teaching with a Master's Degree, then their salary should be at Year 10: \$39,705. But if they acquire a PhD, then their teaching experience would restart at Year 1, thus their salary scale would begin at Year 1 for a PhD: \$30,244.
 1. However, Rosalinda suggested that this be a point of discussion for the Faculty Workload Policy because the Faculty Duties and Responsibilities deals strictly with duties and responsibilities and has nothing to do with this issue.
 - ii. Faculty Workload Policy
 1. This has been with HRC for six months.
 - iii. Employee of the Month
 1. This has been approved and has now gone to the Executive Council.
 8. Enrollment Management Committee
 - i. A link was shared this morning from EMC Representative Mellessia Crawford regarding updates from EMC.
 1. Please click on the link and see the documents that are there.
 - a. If you have any comments, please leave them on the documents or share them on the faculty concerns document.
 9. Update on the FS Minutes on the Website
 - i. The Faculty Senate Secretary will follow up with Meria Bollong to ensure the minutes are on the Faculty Senate webpage.

10. Decision-making from Simple Majority to Simple Minority and Faculty Compensation (Vice President Currently Has 0 Credits)

i. This issue, along with the Faculty Duties and Responsibilities and other urgent matters, will be a priority at the next Faculty Senate meeting.

1. Alvin Page will provide an explanation of a potential change from a simple majority to a simple minority at the next meeting.

11. Meeting Adjourned at 12:15 PM.



Viviana Uriona
Faculty Senate President



Alexander Velasquez
Faculty Senate Secretary