

College of the Marshall Islands
Friday, March 14th, 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: 26 required, 32 in attendance.

1. Quorum was reached, and the meeting was made official at 11:12 AM.
 - i. CMI's Mission Statement was then read by the Faculty Senate Secretary, and it was announced that the meeting was being recorded for minute-taking purposes.
2. Review of the Minutes from February 14th, 2025.
 - i. The minutes were approved and seconded with no abstentions.
 1. Going forward, unofficial discussions will no longer be included in the minutes.
3. New Business
 - i. PAC Report
 1. President Viviana clarified that she does not have the PAC report that includes the appendix; the version she sent to faculty was the version without the appendix. Any faculty member who would like a copy of the version with the appendix must find it from another source.
 - ii. Weekly Meeting Update with President Newnham
 1. On the 27th of February, President Viviana and Vice President Sinkey sent an email to Dr. Newnham requesting that the weekly meetings be paused until there is a resolution from Nitijela or until it was clear how Nitijela wanted to move forward.
 - a. The majority of the Board of Regents have been replaced, according to the *Marshall Islands Journal*, but no official communication has been made from the Office of the President. The FS President and Vice President would like to see how the Board will move forward as well, so they can be better informed and know how to respond to issues moving forward.
 - i. Dr. David Newnham's very long response via email was read out loud to all faculty, but the upshot was:
 1. Dr. Newnham was disappointed.
 2. He felt that the meetings were successful, and he believed that progress was being made regarding faculty interests, such as concerns over MISSA payments, independent study, and so on.
 3. He encouraged the FS President and Vice President to continue the meetings.
 4. He also stated he would be more than happy to meet with the Faculty Senate in an open forum to discuss any issues.
 - ii. However, there are still many issues that need to be worked out. For example, there is the issue that there was information in the PAC Report that faculty are actively working on a proposal at CMI to change the grievance process, even though this is not true.
 1. When this issue was brought forth at the Executive Council by President Viviana, EC did not want to discuss the matter; it would, instead, be discussed at a later date.
 - iii. There is also the issue that, as one faculty member paraphrased Dr. Newnham during a meeting: CMI's response to the PAC Report (a

nineteen-page document) was a collaboration amongst faculty, staff, students via SGA, and the SLTs.

1. However, no faculty present at the Faculty Senate reported contributing to this response, and many faculty members did not even know of it.
 - a. There was a discussion had as to whether faculty should let Nitijela know that they had nothing to do with collaboration on this response.
 - i. No faculty ever received an email, or link, or meeting invitation, or anything of the sort to ask for collaboration on the report, even though President Viviana and Vice President David are in constant communication with Dr. Newnham and were meeting with him every Monday; this supposed collaboration was never brought up during any of these meetings.
 - b. There was then back-and-forth dialogue between faculty as to how faculty could have, indirectly, contributed to this response (e.g. working out policies through subcommittees), without participating directly in writing the response.
 - iv. For all these reasons, and more, President Viviana and Vice President David have decided it was best to pause the weekly meetings with President Newnham. They will also write to Dr. Newnham requesting to see this response to the PAC Report and share it with faculty.
- iii. Work Visa Renewals
1. If your visa is expiring soon, please email your name and visa expiration date to President Viviana so that she can send an email to Nering/HR with the list of faculty members who need visa renewals.
 - a. Urgency is needed because those that perished in the recent sea ambulance incident were the ones responsible for doing the hospital clearances needed for visa renewals, and the waitlist for a hospital clearance appointment could be as long as late April or even May.
 - i. Hospital clearances are done only on Mondays, but if you're around at 10:00 AM on a Monday morning, and those with appointments do not show up, and you have a hospital number, then the hospital may slot you in.
 1. Though, it's best to simply email Viviana with your name and visa expiration date.
- iv. Faculty In-Service Update from Meeting with Dean Edward
1. The In-Service meeting on April 7th will be an opportunity to discuss the Faculty Workload Policy 2024.
 - a. CMI Vice President Elizabeth will present her version of the paper, and FS President Viviana will present the changes.
 - i. President Viviana advised faculty not to make any decisions on this day, but to instead take the time to understand the policy and any changes that faculty would like to make.
 2. Dean Edward will send out the agenda soon for the in-service.
- v. Faculty Duties and Responsibilities

1. Human Resources Committee met on February 18, 2025.
 - a. It was requested that, before March 18th, the Faculty's Duties and Responsibilities be thoroughly ironed out so that it could be passed and eventually incorporated into the HR Manual. HRC representative Rosalinda Sumaoang shared this document with faculty via email.
 - i. There was a suggestion that if any faculty member has teaching equivalencies, that they be placed here so that they could be to the faculty member's benefit.
 1. In the Workload Policy 2024 that will be discussed during the Faculty In-Service, those equivalencies will be articulated.
 - a. However, there was dispute and hesitancy to make a definite decision regarding the wording of the Faculty Duties and Responsibilities to be incorporated into the HR Manual, with statements such as, "Teaching a total of 15 credits..." because faculty have yet to discuss this exact topic during the Faculty In-Service for the Workload Policy 2024.
 - i. One faculty member brought up the suggestion to review both documents side-by-side during the in-service.
 - ii. Another faculty member suggested that the Faculty Duties and Responsibilities remain as is and published in the HR Manual. Once the Workload Policy is discussed at the in-service and finalized, whatever amendments need to be made to the HR Manual can be made at a later date.
 - iii. President Viviana will clarify this issue on Monday, the 17th, before the next HRC meeting on March 18th.
 - vi. Reconstruction of the Academic Calendar
 1. Per the last Faculty Senate minutes on February 14th, 2025, point 5.iv.1.1.b.i.1.a.i:
 - a. There was a motion to amend the academic calendar to reflect the new credit hour numbers.
 - i. The new dates and amendments have been made to the calendar, and the calendar is now available for comment; please email EMC representative Mellesia Crawford if you have any concerns about it.
 - vii. LEAP Committee Matters
 1. Karalaini shared with faculty two policy documents from LEAP.
 - a. Please have a read and comment before the deadline within the next two weeks.
 - viii. Faculty Senate Budget Subcommittee
 1. The subcommittee responsible for figuring out how to use the Faculty Senate budget has had their plans approved.
 - a. The plans now need to go through Microix.
4. Meeting Adjourned at 12:19 PM.



Viviana Uriona
Faculty Senate President



Alexander Velasquez
Faculty Senate Secretary