



# CMI

## College of the Marshall Islands

Accredited by the Western Association of Schools and Colleges

P.O. Box 1258  
Uliga Campus  
Majuro, Marshall Islands, MH 96960

Tel: (692) 625-3394/3291/4931  
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## The College of the Marshall Islands Faculty Senate

Regular Meeting December 12, 2025

Supposed Meeting Start: 11:10 AM  
Face-to-Face Meeting Location: RH 119 CMI Uliga Campus  
Zoom Meeting ID: 237 313 9684 Zoom Passcode: 874523  
Polycom-Rooms @ Arrak Campus & CMI D.E. Centers  
Simple Minority Quorum

### MINUTES

Present During the Meeting: 20 (9 via Zoom)  
Not Present/Unexcused During the Meeting: 30  
On Leave & Excused, Others: 1  
Time Meeting Started: 11:15 AM

#### Summary:

Following the ratification of the College of the Marshall Islands' new mission on November 25, 2025, the Faculty Senate convened on December 12 to align institutional governance with these updated strategic mandates. A significant portion of the session was dedicated to evaluating procedural integrity and academic rigor.

The officers shared a lived experience of a recent grade-change grievance that the interim president ultimately nullified. The grievance case catalysed a proposed overhaul of the grievance policy, emphasizing the necessity of standardized, documented communication between faculty and officers for an evidentiary basis for future dispute resolution.

Additionally, the Senate discussed the development of a comprehensive Artificial Intelligence (AI) policy and revisited the workload policy framework to address persistent and emerging challenges and ensure administrative transparency and accountability.

Simultaneously, the Senate advanced several initiatives aimed at bolstering faculty welfare and institutional stability through fiscal and legal advocacy. To address economic and environmental concerns, the Senate submitted a formalized budget to the CMI Business Office. The Faculty Lounge project—a wellness initiative seeking alumni and NGO support—was shared with the Grants Department. Recognizing the complexities of faculty job security and immigration status, plans were solidified to host a symposium featuring representatives from the Immigration Office, Labor Division, and Attorney General's office to clarify contract repatriation and legal protections. Furthermore, the Senate is employing data-driven decision-making by circulating a faculty survey to analyse the comparative efficacy of eight-week versus fifteen-week course formats. Emphasizing shared governance by investigating the frequent cancellation of Standing Committee meetings, the Senate discussed how to address this persistent issue.



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### I. Introductions:

- a. **Faculty Senate President: Dr. Viviana Uriona** welcomed the Senate members and informed the body that meeting is now in session and recording via Zoom will commence.
- b. The **FS Secretary** read the College's Mission statement.

### Approval of Previous Meeting Minutes

- **FS President** requested a final review of the minutes and asked for a motion to approve the minutes from the previous meeting.
- **Faculty 1** made a motion to approve the minutes, which was seconded by **Faculty 2**
- The minutes from November 28, 2025, FS Regular Meeting were officially approved without abstention.

### II. Deliberations/Actionable Items

Actionable Items Includes:

- Provide feedback on the 8-week course vs the 15-week course formats (for faculty and students).
- Finalize the surveys and distribute.
- Follow up with the Business Office on the new Faculty Senate budget, and follow up Faculty Lounge project, and the Faculty Senate Awards program budget request.
- Ensure the repatriation clauses from updated labor laws are included in the new contract during the Contract Renewal process.
- Provide a semester report to the faculty.
- Revise the Grievance Policy of CMI.

**III. Closing:** FS President: Gave thanks to the Honorable Members of the Faculty Senate for their high participation and attendance and expressed words of encouragement for FS representatives.

**The December 12, 2025, Faculty Senate regular meeting was adjourned at 12:20 PM**

Submitted By:

Curtis Vila  
Faculty Senate Secretary  
SY 2025-2026

Concurred By:

Vivian Uriona  
Faculty Senate President  
SY 2025-2026

Approval Date:

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