



CMI

College of the Marshall Islands

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The College of the Marshall Islands Faculty Senate

Regular Meeting, April 10, 2026

Supposed Meeting Start: 11:10 AM

Face-to-Face Meeting Location: RH 119 CMI Uluga Campus

Zoom Meeting ID: 211 006 2444 Zoom Passcode: cmi2022

Polycom-Rooms @ Arrak Campus & CMI D.E. Centers

Weblinks: ([Quorum: Simple Minority](#) [Vote: Simple Minority*](#))

MINUTES

Present During the Meeting:

Not Present/Unexcused During the Meeting:

On Leave or Excused, Others:

Time Meeting Started: 11:10 AM

Overall Summary:

I. Introductions:

Faculty Senate President: Viviana Uriona welcomed the Senate members and informed the body that the meeting is now in session and recording via Zoom will commence. She invited **Faculty** to read the College's Mission statement. The president thanked the reader.

President Uriona appreciates the presence of all the Senate Members in face-to-face attendance and also acknowledged the presence of faculty via Zoom.

Approval of Previous Meeting Minutes

Summary

The Faculty Senate reviewed the previous meeting minutes but noted concerns about their length, readability, and lack of prior review by officers, including issues with repetition and punctuation. While acknowledging improvements in capturing detailed summaries, members agreed the document needed refinement for clarity and usability. The FS VP proposed to defer approval until revisions are made, the motion was seconded, and following a vote with one abstention, the March 27 meeting minutes were tabled for reconsideration at the next meeting.

Link to read the parliamentary debate/discussions ([click here](#))

II. Reports from the Faculty Senate Representatives

President Uriona called for reports of the FS Representatives from their respective Standing Committees. The reports topics, discussions/deliberations follow.

- ITC – Rep was called to share a report and we have, is Jennifer here? Okay, is there another person from the I-tech, IT committee? Okay, maybe we'll have to write directly to Jennifer, because I didn't hear about this for a long time.
- EMC-Rep was called to report-No Report
- HRC-Reps were called to report- they reported as follows:



FACULTY SENATE COMMITTEE REPRESENTATIVES Parliamentary Debate/Discussions

A. HUMAN RESOURCE COMMITTEE (HRC) Report:

Summary

The discussion centered on the status and review of the updated faculty workload policy, with uncertainty about whether recent meetings or votes had occurred and limited access to the latest document outside the HRC. Representatives noted that the revised version is likely moving to the Executive Council, and faculty were encouraged to raise any major concerns through Faculty Senate leadership. While some relied on a ChatGPT-generated comparison to identify changes, others emphasized the need for careful, informed review, particularly regarding legal compliance with Marshallese labor laws and ILO agreements. Concerns were also raised about transparency, limited faculty input, and whether prior feedback had been meaningfully incorporated, though some improvements—such as the removal of the “underloading classes” provision—were acknowledged. The group agreed to conduct a final review over the weekend and consolidate feedback before submission.

Link to read the parliamentary debate/discussions ([click here](#))

B. ENROLLMENT MANAGEMENT COMMITTEE (EMC) REPORT

EMC Rep: EMC met last week. I wasn't able to attend the meeting. However, there are two policies being circulated. I don't think it's been shared with faculty, the registration procedure and also the financial aid, has that been shared with no okay? I will share it. I will share it for you, for comments, because it's still at EMC, sharing with all stakeholders, and we are part of that. I'll share it after this meeting.

C. LEAP COMMITTEE

FS President: Jim said nothing from the LEAP, okay we move forward. You tell me the people that who is in Zoom, if you have other persons with you, okay, that we can do the attendance list right?



III. URGENT BUSINESS Parliamentary Discussions/Debate

TOPIC 1: PHYSICAL PLANT AIRCONDITIONING

Summary

The Faculty Senate discussed an urgent need to address air conditioning issues across campus and considered creating a centralized document to track affected rooms. After deliberation, members agreed it would be more effective for faculty to report issues through their department chairs, who can then forward concerns directly to Physical Plant while copying relevant administrators to ensure accountability and follow-up. A majority vote confirmed this approach, with the added suggestion that departments compile lists of rooms lacking functional AC or fans and include the Physical Plant representative in communications for visibility.

Link to read the parliamentary debate/discussions ([click here](#))

TOPIC 2: SPRING TERM ATTENDANCE

Summary

The Faculty Senate discussed low student attendance during the spring term, particularly under the compressed eight-week format, noting that many enrolled students are not attending classes or only appearing for assessments, which negatively affects learning outcomes. Faculty emphasized the difficulty of covering course content and supporting students within shortened timelines, and agreed on the importance of documenting attendance patterns to inform the interim president. Suggestions included conducting a student survey—potentially through Student Services or the student government—for more candid insights into absenteeism, revisiting past early alert systems to improve monitoring and intervention, and sharing institutional knowledge to better address the issue collectively.

Link to read the parliamentary debate/discussions ([click here](#))

FS President: Okay, I have a problem now. We have all. We are on 10 minutes, 15 minutes. We have a lot of topics there in the agenda that you will be pleased to check and comment documents. But I also got some email saying that people wanted to share some things or concerns. One of this was Desmond. Has something to say.



TOPIC 3: CONTRACT RENEWAL

Summary

The discussion focused on concerns about the faculty contract renewal process, particularly the lack of transparency, consistency, and perceived fairness when recommendations from department chairs are overridden by higher administration without clear, shared justification. Faculty expressed frustration over not seeing the reasons for non-renewal decisions, delays in communication that affect planning and retention, and the potential for personal bias influencing outcomes, which they felt undermines professionalism and faculty voice. While the formal process involves multiple levels of approval culminating with the President, participants highlighted gaps in accountability, questioned protections for faculty, and emphasized the need for clearer rules, timely communication, and a more objective, equitable system to maintain trust and support institutional stability.

Link to read the parliamentary debate/discussions ([click here](#))

CLOSING REMINDERS:

Faculty Dean: Faculty were informed that registration begins today – Friday, and continues through Tuesday and Wednesday next week, during which there will be no classes; however, attendance at the faculty in-service and CMI retreat activities remains mandatory, and registration duties should not be used as an excuse for absence, as students are expected to complete registration independently with support available from Student Services.

FS President: Faculty were reminded to review the meeting agenda and confirm their decision regarding participation in the upcoming faculty work retreat, including whether they will attend for the day only or stay overnight, by using the link provided; they were also asked to block the date on their calendars accordingly.

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 April 10, 2026 Faculty Senate regular meeting was adjourned at 12:20 PM

Submitted By:

Concurred By:

Approval Date:

Curtis Vila
Faculty Senate Secretary
SY 2025-2026

Vivian Uriona
Faculty Senate President
SY 2025-2026

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