



CMI

College of the Marshall Islands

Accredited by the Western Association of Schools and Colleges

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The College of the Marshall Islands Faculty Senate

Regular Meeting, April 24, 2026

Supposed Meeting Start: 11:10 AM

Face-to-Face Meeting Location: RH 119 CMI Uliga 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*](#))

MEETING MINUTES

Present During the Meeting: 22

Not Present/Unexcused During the Meeting: 23

On Leave or Excused, Others: 5

Time Meeting Started: 11:10 AM

EXECUTIVE SUMMARY

The Faculty Senate approved the March 27 minutes and the April 10 minutes while adopting an enhanced documentation model that integrates concise summaries with links to view full transcripts per topic to improve accessibility, accuracy, and depth, with one abstention and a directive for members to review both summaries and their contributions; the Senate then advanced to representative reports. Substantive deliberations revealed significant confusion and procedural gaps surrounding a proposed institutional transition to fully developed online distance education (DE) courses targeted for Fall 2027, including the replacement of current hybrid/Zoom modalities at DE Centers, with faculty highlighting unclear scope, expectations, timelines, governance pathways, limited instructional design capacity, substantial workload implications, undefined compensation structures, and risks of top-down implementation misaligned with institutional context and pedagogical quality—particularly regarding meaningful instructor-student interaction—despite acknowledgment of alignment with accreditation standards (e.g., ACCJC) and broader strategic drivers; in response, the Senate formally requested a comprehensive policy document and endorsed a phased pilot approach with extended timelines. Concurrently, the Human Resources Committee meeting was postponed due to scheduling conflicts, delaying workload policy discussions, while an interim online vote proceeded with the HRC representative voting affirmatively in the absence of broader faculty input, prompting the Senate President to request additional review time before the voting deadline. The Senate also debated end-of-term transition planning, proposing early officer elections on May 8 to ensure continuity amid leadership uncertainty and unresolved institutional issues, while raising governance concerns regarding the exclusion of incoming faculty and suggesting a compromise of early officer elections with broader participation deferred to fall, noting that permanent changes would require bylaw amendments. Operational updates included strong participation in the upcoming May 18–19 Eneko retreat, with over 20 faculty registered and logistical finalization underway, and the unanimous approval of a bylaw amendment on adjunct faculty representation following proper notice. The Senate further reported progress on developing an institutional AI policy



through adaptation of a benchmark model from the College of Micronesia with formal authorization, advancing toward contextualization and LEAP committee review. Finally, the Senate approved a governance proposal to institutionalize transparency, accountability, and equity in the allocation of consultancy and grant opportunities by creating a publicly accessible disclosure mechanism on the CMI website, addressing longstanding concerns over opaque, administratively mediated distribution practices and committing to elevate the recommendation to the Executive Council.

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 and approved the March 27 meeting minutes with revisions acknowledged and approval granted following a motion, second, and two abstentions due to member absence. The body then proceeded to approve the April 10 minutes, introducing an improved documentation approach that combines concise summaries of discussion points with linked full transcripts to enhance accessibility and depth. This revised format was endorsed through formal motion and second, with one abstention, and members were encouraged to review both summaries and their individual contributions for accuracy. The Senate agreed to continue this structured approach to minutes and transitioned to representative reports.

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 followed.

FACULTY SENATE COMMITTEE REPRESENTATIVES

Parliamentary Debate/Discussions

A. LEAP COMMITTEE

Summary

The Faculty Senate discussion highlighted significant confusion, concern, and procedural gaps surrounding a proposed institutional shift toward fully developed online distance education (DE)



courses, reportedly targeted for implementation by Fall 2027, wherein existing courses offered at DE centers would require formally approved online versions and replace current hybrid/Zoom-based access. While the initiative appears aligned with accreditation requirements (e.g., regular and substantive interaction per ACCJC) and broader strategic drivers such as expanded access, technological advancements (e.g., connectivity in outer islands), and possible economic considerations, faculty emphasized that the proposal lacks clarity in scope, expectations, timelines, and governance channels, with conflicting interpretations even among leadership. Central concerns include the absence of formal communication through appropriate academic structures (e.g., chairs, curriculum committee), insufficient instructional design capacity (with only one or two designers available), the substantial labor and time required to develop high-quality online courses, unclear faculty compensation models, and the risk of top-down implementation without adequate faculty consultation or alignment with institutional realities. Faculty further questioned the pedagogical implications of fully asynchronous models, emphasizing the necessity of maintaining meaningful instructor-student interaction and cautioning against overreliance on externally driven standards at the expense of local context. In response, the Senate formally approved a motion requesting an official policy document outlining intent, direction, and implementation roadmap, alongside a strong recommendation for a phased pilot approach (e.g., one course per department) and extended timelines to ensure feasibility, faculty buy-in, and informed decision-making.

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

B. HUMAN RESOUCCE COMMITTEE

Summary

The Human Resources Committee (HRC) meeting was postponed to the following week due to scheduling conflicts with a concurrent land grant meeting, delaying ongoing policy discussions, including the faculty workload policy. In the interim, an online vote on the workload policy was initiated, and in the absence of faculty input, the HRC representative cast an affirmative vote. The Faculty Senate President noted limited opportunity to review supporting documentation due to competing priorities but requested additional time to examine the materials and provide feedback before the voting window closes later in the day, indicating an effort to ensure informed participation despite procedural constraints.

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

III. URGENT BUSINESS Parliamentary Discussions/Debate

TOPIC 1: SPECIAL MEETING FOR ELECTION OF NEW FACULTY SENATE OFFICERS FOR AY 26-27



Summary

The Faculty Senate discussed end-of-term transition planning, proposing to hold officer elections on May 8—earlier than the traditional fall schedule—to enable a structured handover, advance preparation, and continuity of governance before the next academic cycle. This proposal reflects both operational considerations, including the current President’s uncertain contract renewal and decision not to seek another term, and broader institutional concerns, such as improving communication systems, organizing shared documentation, and resolving ongoing issues related to alleged misconduct and academic integrity before new officers assume roles. While the proposal leverages the bylaws’ “special election” provision, faculty raised governance implications, particularly the potential disenfranchisement of incoming faculty who would be excluded from candidacy if elections occur prior to the fall semester, thereby highlighting tensions between procedural inclusivity and leadership continuity. A compromise perspective emerged suggesting early election of experienced officers, with broader committee participation deferred to fall, while also noting that institutionalizing such a shift would require formal bylaw amendments rather than repeated reliance on “special” provisions. Overall, the discussion underscores an effort to balance pragmatic transition planning, institutional memory, and equitable governance participation within the Faculty Senate.

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

TOPIC 2: FACULTY SENATE ANNUAL WORK RETREAT @ Eneko.

Summary

The Faculty Senate reported that over 20 faculty members, including families, have signed up for the upcoming retreat, with the registration closing the same evening to allow timely payment processing and secure venue booking at Eneko. The retreat is scheduled for May 18–19, immediately preceding graduation, with flexible participation options (overnight or same-day return). Leadership emphasized the urgency of finalizing attendance numbers to complete logistical arrangements and indicated that further organizational roles and event planning support will be addressed in the May 8 meeting.

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

TOPIC 3: FACULTY SENATE GOVERNANCE FOR ADJUNCTS

Summary

The Faculty Senate approved a governance-related bylaw amendment concerning adjunct faculty representation, following prior circulation of the proposal on April 7 in compliance with the required advance notice period stipulated in the bylaws. After a brief opportunity for final review, a motion to approve was introduced, seconded, and passed unanimously without objections or abstentions. The approval enables the Senate to proceed with implementing the changes and organizing related processes in preparation for the upcoming semester.

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



TOPIC 4: A.I. POLICY OF CMI REFERENCE AWARENESS

Summary

The development of an institutional AI policy at the College of the Marshall Islands (CMI) is underway through a targeted benchmarking approach, wherein relevant external models were systematically reviewed, with the College of Micronesia (COM) policy identified as the most contextually appropriate. Following this selection, formal authorization was obtained from COM leadership—specifically its president, a former CMI president—to adapt the policy as a foundational framework. Building on this approval, the working group will now undertake contextualization and refinement of the policy to align with CMI's institutional needs, with the intent to submit a draft to the LEAP committee for further review and governance consideration.

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

TOPIC 5: INSTITUTIONAL TRANSPARENCY & ACCOUNTABILITY IN CMI CONSULTANCY

Summary

The Faculty Senate advanced a governance proposal aimed at institutionalizing transparency, accountability, and equity in the allocation of consultancy and grant opportunities, responding to longstanding concerns that such opportunities are informally distributed through administrative channels without open access or visibility to the broader faculty. Despite existing policy provisions emphasizing fairness and compliance, participants noted the absence of systematic disclosure mechanisms, resulting in information asymmetries, limited participation, and potential inequities in professional and financial opportunities that also contribute to faculty career advancement. To address this, the Senate proposed the creation of a publicly accessible page on the CMI website to disclose available consultancy opportunities and, potentially, participation records, thereby shifting from discretionary selection to open awareness and equitable access. The proposal underscores structural issues in information flow—where senior administrators act as gatekeepers—and seeks to align practice with policy by ensuring that all faculty are informed and able to express interest. A formal motion to implement this transparency mechanism was introduced, seconded, and approved by majority vote, with plans to elevate the recommendation to the Executive Council for further institutional action.

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

TOPIC 6: SPECIAL EDUCATION POLICY

Summary

None

Note: Proponent was Excused from the meeting.



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FS President: EMC Rep is not here and also not online, and this is why I will take the time to adjourn our meeting. (This topic was tabled for next FS meeting agenda)

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 24, 2026 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:

???? , 2026