



# 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, August 21, 2026

### MEETING MINUTES

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**Present During the Meeting: 20**

**Not Present/Unexcused During the Meeting: 18**

**On Leave or Excused, Others: (3)**

**Time Meeting Started: 11:10 AM**

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#### Executive Summary

The Faculty Senate convened on August 21, 2026, with the required minority quorum established. In the absence of the incumbent President and Vice President, the Secretary convened the meeting pursuant to Robert's Rules of Order, after which the Senate unanimously selected Oscar Ragus to serve as presiding officer. The minutes of the June 26, 2026 meeting were subsequently approved without opposition.

The Senate adopted Faculty Senate Resolution II and the accompanying bylaws revision concerning Faculty Senate representation on College standing committees. The action establishes a more structured framework for selecting representatives, clarifies their responsibilities, provides for vacancies and acceptance or declination of appointments, and authorizes incentives funded through the Faculty Senate budget rather than workload credits. The Senate recognized committee representation as substantive shared-governance work requiring meeting participation, reporting, and communication with the faculty constituency. Both the resolution and related bylaws revision were approved, with one abstention recorded in each vote.

The Senate also addressed the Faculty Dean selection process. Members expressed support for shifting the selection from unilateral appointment by the Vice President for Academic and Student Affairs toward a Faculty Senate-centered process. Recognizing that the existing HR policy remains controlling, the Senate approved a motion to pursue the proposed policy revision through the appropriate governance process and to request deferment of any Faculty Dean appointment until the proposed process has undergone HR Committee review and Executive Council approval.

The Senate completed its leadership transition through the election of new Executive Officers. Oscar Ragus was elected Faculty Senate President, Andrea Hazzard Faculty Senate Vice President, and Curtis Vila Faculty Senate Secretary. The Senate further clarified that the proposed workload awards of three credits for the President, three for the Vice President, and two for the Secretary are not yet fully effective because the corresponding Faculty Workload Policy provisions for the VP position remain subject to Executive Council approval.



Following the elections, the Senate initiated its new representative-selection model. The President, Vice President, and Secretary will caucus to identify faculty members whose expertise and suitability best align with individual standing committees, obtain their acceptance or declination, and present the proposed roster to the Senate for approval. Positions remaining unfilled will subsequently be opened to faculty volunteers. This represents a deliberate transition from an exclusively voluntary system toward a competency-aligned appointment process intended to strengthen attendance, accountability, reporting, and meaningful faculty participation in institutional governance.

Additional matters included approximately \$3,000 in remaining Faculty Senate funds, with discussion focused on identifying appropriate use before the fiscal deadline, and concerns raised by Adult Basic Education faculty regarding consolidated teaching assignments, workload demands, and salary disparities. The latter was identified for further consideration, including possible referral through Faculty Senate representation on the HR Committee. The meeting adjourned at 12:15 p.m.

### Key Outcomes

1. Resolution II and the related Faculty Senate bylaws revision were adopted.
2. A revised Faculty Dean selection process will be pursued through formal policy channels, with deferment of appointment requested pending review and approval.
3. Oscar Ragus, Andrea Hazzard, and Curtis Vila were elected President, Vice President, and Secretary, respectively.
4. A competency-aligned process for selecting Faculty Senate standing committee representatives was initiated.
5. Faculty Senate budget utilization and ABE faculty workload and compensation concerns were identified for timely follow-up.

Overall, the meeting marked a substantive strengthening of the Faculty Senate's governance architecture, particularly through clearer representative accountability, formalized leadership succession, and increased emphasis on faculty participation in institutional policy development and standing committee representation.

## I. Preliminaries

In the absence of the Faculty Senate President and Vice President, the Faculty Senate Secretary convened the meeting solely to facilitate the selection of a presiding officer, consistent with the cited provisions of Robert's Rules of Order. The Senate confirmed that the 25% minority quorum requirement under its bylaws had been satisfied. Recognizing that the Secretary could convene but not preside over the meeting, the Senate nominated Oscar Ragus as Meeting Chairman. Following his acceptance, the Senate unanimously approved his selection as presiding officer, thereby establishing the procedural authority necessary to conduct the meeting's business.

The College Mission was read by a Faculty after the appointment of Oscar as Chairman of the Meeting.



### **A. Approval of Previous Meeting Minutes**

#### **Summary**

The Faculty Senate reviewed the minutes of its June 26 meeting, noted as its first meeting conducted during a summer term. The minutes documented substantive discussions concerning institutional governance, academic quality assurance, and operational accountability and had been distributed to Senate members on July 1 for prior review. Following an opportunity for corrections and comments from both in-person and Zoom participants, a motion to adopt the minutes was moved and seconded. With no opposition recorded, the Faculty Senate approved the June 26 meeting minutes.

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

### **B. Adoption of Faculty Senate Resolution II and Bylaws Revision**

#### **Summary**

The Faculty Senate adopted Resolution II and its accompanying bylaws revision, establishing a more structured and accountable framework for representation on College standing committees. The revision formalizes representative selection, responsibilities, vacancies, and support while authorizing non-credit incentives funded through the Faculty Senate budget to encourage meaningful participation in shared governance.

Discussion identified unresolved matters, particularly the amount and distribution of incentives and the absence of explicit Faculty Senate representation on the Budget Committee. The Resolution and bylaws revision were ultimately approved with one abstention, strengthening representative accountability while leaving implementation details for subsequent Senate action.

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

### **C. Faculty Dean Selection Process Policy Revision**

#### **Summary**

The Faculty Senate considered revising the Faculty Dean selection process to restore a faculty-led model rather than appointment by the VPASA. Recognizing that the existing HR policy continues to vest selection authority with the VPASA, the Senate determined that the proposed process must first proceed through formal policy review.

The Senate therefore unanimously approved a motion to advance the proposed Faculty Senate selection process through the HR Committee and Executive Council and to request deferment of any Faculty Dean selection or appointment by the VPASA pending completion of that process. The proposed model would allow interested faculty to submit letters of interest and engage with the Faculty Senate before selection.

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



### **D. Election of New Faculty Senate Executive Officers**

#### **Summary**

The Faculty Senate conducted elections for its three Executive Officer positions through an open nomination process. Following nominations, candidate acceptance and withdrawals, Oscar Ragus was elected Faculty Senate President, Andrea Hazzard was elected Vice President, and Curtis Vila was elected Secretary. The process included faculty endorsements emphasizing leadership, engagement, collegiality, and willingness to advocate on institutional and student matters. The resulting leadership transition established the Senate's new executive team for the forthcoming term.

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

### **E. Query About Credit Awards for FS Executive Officers**

#### **Summary**

The Senate clarified the proposed workload credit awards for Executive Officers: three credits each for the President and Vice President and two credits for the Secretary. The Vice President's three-credit award is not yet effective, as its inclusion in the Faculty Workload Policy remains subject to Executive Council approval. Accordingly, the Vice President currently receives no workload credit pending completion of the formal approval process.

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

### **F. Selection of Faculty Senate Representatives**

#### **Summary**

The newly elected Executive Officers will implement the revised competency-aligned selection process for Faculty Senate representatives to standing committees. The President, Vice President, and Secretary will caucus to identify faculty members best suited to each committee, secure their acceptance or declination, and present the proposed roster to the Senate for approval. Unfilled positions will subsequently be opened to volunteers. The revised process addresses past concerns regarding inactive representation and is intended to strengthen accountability, participation, and effective faculty representation in shared governance.

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

### **G. Faculty Senate Representation on the IEC**

#### **Summary**

The Senate clarified that the Institutional Effectiveness Committee (IEC) requires one faculty representative and that the representative may concurrently serve as the SLO Assessment Coach. Given Jennifer Poquita's appointment as SLO Assessment Coach, she may therefore be



considered for the Faculty Senate representative role, maintaining a single representative while aligning faculty representation with relevant institutional effectiveness responsibilities.

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

## **H. Faculty Expression of Appreciation and Support to Newly Elected Officers**

### **Summary**

The Faculty Senate formally congratulated the newly elected Executive Officers and expressed collective support for their leadership. Members acknowledged the responsibilities associated with leading the Senate and affirmed their commitment to working collaboratively with the new officers throughout the forthcoming term

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

## **I. FS Budgetary Discussion – Unspent FY25–26 Funds**

### **Summary**

The Senate identified approximately \$3,000 in unspent FY25–26 funds that may lapse at the end of August. Members agreed to prioritize timely and appropriate use of the remaining funds, with the matter to be addressed at the next Senate meeting before the fiscal deadline.

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

## **J. Adult Basic Education Faculty Concerns**

### **Summary**

ABE faculty raised concerns regarding consolidated teaching assignments, increased instructional demands, and salary disparities. The Senate acknowledged the concerns and identified HR Committee review and further Senate discussion as potential next steps.

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

## **II. REPORTS FROM THE FACULTY SENATE REPRESENTATIVES**

### **COMMITTEE REPRESENTATIVES Parliamentary Debate/Discussions**

## **III. URGENT BUSINESS Parliamentary Discussions/Debate**



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#### IV. Closing:

**FS President Ragus** gave thanks to the Honorable Members of the Faculty Senate for their high participation and attendance and expressed words of encouragement for FS representatives.

#### Closing Remarks of the Faculty Senate President

**The AUGUST 21, 2026 Faculty Senate regular meeting was adjourned at 12:15 PM**

Submitted By:

Concurred By:

Approval Date:

Curtis Vila  
Faculty Senate Secretary  
AY 2026-2027

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Oscar Ragus  
Faculty Senate President  
AY 27, 2026

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