



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

SPECIAL Meeting, JUNE 26, 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*](#))

MEETING MINUTES

Present During the Meeting: 21

Not Present/Unexcused During the Meeting: 23

On Leave or Excused, Others: (2)

Time Meeting Started: 11:10 AM

EXECUTIVE SUMMARY

The Faculty Senate convened under the temporary leadership of an appointed Interim President due to the simultaneous absence of both the elected President and Vice President, with the meeting proceeding in accordance with *Robert's Rules of Order* pending future bylaw revisions to address similar governance contingencies. The Senate approved the previous meeting minutes and engaged in strategic discussions on strengthening student success initiatives, including improving the institutional early alert system for future terms while recognizing the operational limitations of accelerated summer sessions.

The meeting primarily focused on institutional governance, academic quality assurance, and operational accountability. The Senate deferred consideration of Faculty Senate Resolution II to allow additional member input before the August meeting. Significant attention was devoted to hybrid instruction, where faculty identified the need for clearer institutional guidance on hybrid delivery, Regular and Substantive Interaction (RSI), curriculum approval processes, and consistent implementation of online learning policies. Faculty also expressed concerns regarding overlapping hybrid course schedules assigned to a dean during the summer term, questioning compliance with workload expectations, policy consistency, and accreditation standards. A formal motion was unanimously adopted directing an investigation into the scheduling and approval process, with findings to be reported at a future meeting.

Additional reports provided updates on the presidential search, salary review process, faculty governance, and institutional planning. The Senate noted continued progress in the presidential search, encouraged faculty to update their curriculum vitae for salary review purposes, deferred review of the Faculty Senate Self-Assessment Report until August, and unanimously endorsed pursuing a faculty-led process for selecting future Faculty Deans in place of the current appointment model. Members also raised concerns regarding delays in issuing summer teaching contracts and emphasized the need for timely contract processing while reminding faculty to comply with grade submission deadlines. Overall, the meeting underscored the Senate's commitment to strengthening shared governance, enhancing policy clarity, safeguarding academic integrity, and promoting institutional transparency and accountability.



I. INTRODUCTIONS

Appointed Interim-Faculty Senate President -Alvin Page shared to the Senate Body that he will preside over the meeting for today. He welcomed the Senate members and informed the body that the meeting is now in session and recording via Zoom will commence. He invited **Faculty** to read the College's Mission statement. The interim-president read the mission.

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

Faculty Senate Secretary – shared to the Senate body that the current By-laws of the Faculty Senate does not contain any provisions that would specifically address the unique situation that Senate is under such as an absence of both Faculty Senate President and Vice-President to preside a meeting. The Robert's Rule of Order does provide guidance:
Duties of the Secretary: 47:33-Statement 11, "In the absence of the president and vice-president, to call the meeting to order and preside until immediate election of a chairman pro tem. The secretary should not preside the entire meeting but can only conduct the first order of the meeting.

Elected FS President Viviana chose the option to appoint a member of the Senate to preside the meeting.

A. Approval of Previous Meeting Minutes

Summary

Motion was raised and seconded, the previous meeting minutes was accepted by the Faculty Senate members with one abstention. The Senate members participated in a side discussion that highlighted the challenges of implementing an effective early alert system during the accelerated summer term, noting that the shortened timeframe makes it difficult to identify and intervene with at-risk students before the session ends. While there is no formal early alert process for the summer, faculty agreed to refer students with poor attendance, low grades, or missing assignments to counsellors for follow-up and discussed reinstating a more comprehensive early alert system in the fall. Participants acknowledged that a previous early alert system developed by Nick had a sound concept for identifying and referring at-risk students but was cumbersome in practice because it generated excessive email traffic; therefore, any future implementation should retain the concept while improving its usability and efficiency. The discussion also raised concerns about students enrolling in three or four summer courses despite the intensive workload, emphasizing the importance of academic advising while recognizing that students ultimately make their own enrolment decisions.

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



II. REPORTS FROM THE FACULTY SENATE REPRESENTATIVES

Interim-President Alvin Page called for reports of the FS Representatives from their respective Standing Committees.

COMMITTEE REPRESENTATIVES Parliamentary Debate/Discussions

Committee members were invited to report. None reported.

III. URGENT BUSINESS Parliamentary Discussions/Debate

A. FACULTY SENATE RESOLUTION II

Summary

The Faculty Senate deferred voting on the proposed resolution regarding the advance sharing of committee working documents until the August meeting due to limited attendance. Although the original comment period had expired, the Senate unanimously approved a **[motion](#)** to extend the revision and comment period, allowing members to submit additional suggestions before the resolution is reconsidered in August.

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

B. Summer Term Discussions:

I. Hybrid Teaching Delivery

Summary

The discussion focused on the need for clearer institutional guidance on hybrid instruction, particularly regarding expectations for asynchronous delivery, faculty responsibilities during scheduled class times, and the definition and application of Regular and Substantive Interaction (RSI). Faculty emphasized the importance of consistent implementation across departments, clearer communication of policies, and improved onboarding for new instructors. Participants also noted uncertainty about the current online learning policy, curriculum approval requirements for hybrid and online courses, and the lack of centralized communication regarding institutional policy changes, recommending greater transparency and faculty-wide orientation on these expectations.

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



II. Summer Schedule Issue

Faculty members raised significant concerns about the scheduling of two hybrid summer courses taught by a Dean that were assigned to the same days and times on the same academic term period, questioning how overlapping classes could comply with hybrid teaching requirements, faculty workload expectations, and student support obligations. The discussion centered on whether the overlap resulted from an approved exception, a scheduling process, or inconsistent application of policies, with participants expressing concerns about fairness, transparency, and potential double standards if similar scheduling would not be permitted for other faculty. Members also questioned the approval process, the role of Academic Affairs and scheduling chairperson personnel, and the impact on students enrolled in both courses. A ***motion*** was unanimously approved directing a faculty Senate member to investigate the matter, clarify the scheduling and approval process, determine the applicable policies and permissions, and report back to the Faculty Senate, while emphasizing that unresolved inconsistencies in hybrid course implementation could create accreditation risks and undermine confidence in institutional governance.

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

C. PRESIDENTIAL SEARCH

Summary

The Faculty Senate received an update on the presidential search, noting that the search committee has received a large pool of applicants and is currently screening candidates to narrow the field to approximately five or six finalists before beginning interviews. Members acknowledged that the selection process is progressing but is likely to take longer than anticipated, making it uncertain whether interviews will begin before the end of the summer, although the goal remains to have a new president appointed within the planned timeline.

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

D. SALARY REVIEW

Summary

The Faculty Senate received a brief update on the salary review process, noting that there were no significant developments since the last committee meeting. Faculty were reminded to submit their most recent curriculum vitae (CV) to Human Resources to ensure that all relevant qualifications and experience are considered during the salary review, as only the latest CV on file will be used. Members were also encouraged to review and update their faculty profiles and credentials on the College website through their departments to ensure that publicly available information accurately reflects their current qualifications.

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



E. CMI Artificial Intelligence Policy Update

Summary

Volunteers are still working on it.

F. FACULTY SENATE YEAR-END SELF ASSESSMENT REPORT

Summary

The Faculty Senate briefly discussed the newly circulated Faculty Senate Self-Evaluation Report, acknowledging that members had not yet had sufficient time to review the document. Members noted that the report appeared comprehensive and that initial feedback had already been provided by one senator. To allow adequate time for review and discussion, consideration of the self-evaluation report was deferred until the August Faculty Senate meeting.

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

G. SELECTION PROCESS OF THE NEXT FACULTY DEAN

Summary

The Faculty Senate discussed the need to revisit the process for selecting the Faculty Dean following the anticipated reassignment of the current dean. Members noted that the existing Human Resources policy gives the Senior Leadership Team (SLT) authority to appoint the Faculty Dean but expressed a preference for a faculty-led selection process. The Senate unanimously approved a ***motion*** proposing that faculty assume responsibility for appointing their own Faculty Dean, directed that the proposal be formally communicated to the appropriate authorities for policy consideration, and encouraged members to begin identifying potential candidates in anticipation of the August meeting.

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

H. SUMMER LOAD CONTRACTS

Summary

The Faculty Senate discussed the delayed issuance of summer teaching contracts, noting that many instructors had not yet received or signed their contracts despite already teaching summer courses. Members anticipated that contracts and payments would likely be processed after final grades were submitted, but expressed concern about the timing. Faculty were encouraged to notify colleagues once contracts became available and were reminded to submit final grades as required, even if contracts had not yet been signed, to avoid delays in payment and administrative clearance.

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



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IV. Closing:

Appointed Interim-Faculty Senate 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.

Closing Remarks of the Appointed Interim-Faculty Senate President

The JUNE 26, 2026 Faculty Senate special meeting was adjourned at 11:55 AM

Submitted By:

Concurred By:

Approval Date:

Curtis Vila
Faculty Senate Secretary
SY 2025-2026

Alvin Page
Interim Faculty Senate President
June 26, 2026

????, 2026